## ARL Annual Salary Survey 2011-2012

Compiled and Edited by

Martha Kyrillidou<br>Shaneka Morris



The quantitative tables presented in this publication are not indicative of performance and should not be used as measures of library quality. In comparing any individual library to ARL medians or to other ARL members, one must be careful to make such comparisons within the context of differing institutional characteristics.

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

Visit the ARL Statistics and Assessment Program online at http://www.arl.org/stats/.

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## Salary Survey Trends 2011-2012

The ARL Annual Salary Survey 2011-2012 reports salary data for all professional staff working in Association of Research Libraries (ARL) member libraries. ARL represents the interests of libraries that serve major North American research institutions. The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Assessment program, which produces the Salary Survey, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The ARL Annual Salary Survey is the most comprehensive and thorough guide to current salaries in large US and Canadian academic and research libraries and is a valuable management and research tool.

Data for 9,910 professional staff members were reported this year for the 115 ARL university libraries, including their law and medical libraries ( 930 staff members reported by 72 medical libraries and 742 staff members reported by 77 law libraries). For the 11 nonuniversity ARL members, data were reported for 4,046 professional staff members.

The tables are organized in seven major sections. The first section includes Tables 1 through 4, which report salary figures for all professionals working in ARL member libraries, including law and medical library data. The second section includes salary information for the 11 nonuniversity research libraries of ARL. The third section, entitled "ARL University Libraries," reports data in Tables 7 through 25 for the "general" library system of the university ARL members, combining US and Canadian data but excluding law and medical data. The fourth section, composed of Tables 26 through 30, reports data on US ARL university library members excluding law and medical data. The fifth section (Tables 31-34) reports data on Canadian ARL university libraries excluding law and medical data. The sixth section (Tables 35-41) and the seventh section (Tables 42-48) report on medical and law libraries, respectively, combining US and Canadian data.

The university population is generally treated in three distinct groups: staff in the "general" library system, staff in the university medical libraries, and staff in the university law libraries. Any branch libraries for which data were received, other than law and medical, are included in the "general" category, whether or not those libraries are administratively independent. Footnotes for many institutions provide information on branch inclusion or exclusion.

In all tables where data from US and Canadian institutions are combined, Canadian salaries are converted into US dollar equivalents at the rate of 1.0014 Canadian dollars per US dollar. ${ }^{1}$ Tables 4 and 31 through 34, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

[^0]
## Race and Ethnicity

There were 1,233 minority professional staff reported in 99 US ARL university libraries, including law and medical libraries. ${ }^{2}$ Note that the data for minority professionals comes only from the US ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions; Canadian law prohibits the identification of Canadians by ethnic category.

Currently, $14.2 \%$ of the professional staff in US ARL university libraries (including law and medical libraries) belong to one of the four non-Caucasian categories for which ARL keeps records. The percentage of minorities in managerial or leadership positions in the largest US academic libraries is far lower: $7.1 \%$ are directors ( 8 out of 112 ), $6.7 \%$ are associate directors ( 22 out of 326 ), $8.8 \%$ are assistant directors ( 14 out of 160 ), and $9.2 \%$ ( 40 out of 433 ) are the head of a branch library (see Table 27). Figure 1, below, depicts the overall racial/ethnic distribution of professional staff in US ARL university libraries: Caucasian/Other 85.8\%, Asian/Pacific Islander 6.8\%, Black 4.4\%, Hispanic 2.6\%, and American Indian/Alaskan Native 0.3\%.

Figure 1: Ethnicity/Race of Professional Staff in US ARL University Libraries, FY 2011-2012


[^1]Minority professional staff in US ARL university libraries continues to be disproportionately distributed across the country. Using Figure 2, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of ARL's data-collection experience. Minorities are underrepresented by over $30 \%$ in the West North Central region and by more than $28 \%$ in the New England region (see Table 25 for a definition of the regions). Proportionately to other regions, there are more minorities in the Pacific, South Atlantic, West South Central, and Middle Atlantic regions.

Figure 2: Minority Professionals by Region in US ARL University Libraries, FY 2011-2012

|  | New England | Middle Atlantic | East North Central | West North Central | South Atlantic | East South Central | West South Centra | Mountain | Pacific | TOTAL | \% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Race/Ethnicity Category |  |  |  |  |  |  |  |  |  |  |  |
| Black | 35 | 67 | 70 | 23 | 107 | 22 | 27 | 7 | 29 | 387 | 31\% |
| Hispanic | 19 | 40 | 26 | 10 | 31 | 7 | 33 | 19 | 42 | 227 | 18\% |
| Asian | 76 | 96 | 74 | 23 | 85 | 12 | 40 | 19 | 165 | 590 | 48\% |
| AI/AN* | 5 | 3 | 4 | 4 | 2 | 1 | 2 | 7 | 1 | 29 | 2\% |
| Minority Total | 135 | 206 | 174 | 60 | 225 | 42 | 102 | 52 | 237 | 1,233 | 100\% |
| Minority Percent | 10.90\% | 16.70\% | 14.10\% | 4.90\% | 18.20\% | 3.40\% | 8.30\% | 4.20\% | $19.20 \%$ |  |  |
| Nonminority Total | 1,148 | 1,239 | 1,254 | 527 | 1,227 | 337 | 578 | 420 | 747 | 7,477 | 100\% |
| Nonminority Percent | 15.40\% | 16.60\% | 16.80\% | 7.00\% | 16.40\% | 4.50\% | 7.70\% | 5.60\% | 10.00\% |  |  |
| Regional <br> Percent <br> Total staff | 14.70\% | 16.60\% | 16.40\% | 6.70\% | 16.70\% | 4.40\% | 7.80\% | 5.40\% | 11.30\% |  |  |
| Proportional <br> Minority <br> Representation | -28.69\% | 0.82\% | -15.86\% | -30.96\% | 11.20\% | -24.42\% | 7.01\% | -24.92\% | 92.39\% |  |  |

* American Indian/Alaskan Native

According to Figure 3 below, women comprise $68.6 \%$ of racial/ethnic minority professional staff in US ARL university libraries, whereas $61.7 \%$ of non-minority professional staff are women. The overall gender balance in the 115 Canadian and US university libraries (including law and medical libraries) is $36.4 \%$ male and $63.6 \%$ female. See Figure 2, above, and Figure 3, below, for more detail on race/ethnic and gender distribution.

Figure 3: Race/Ethnicity and Sex Distribution of Professional Staff in ARL University Libraries, FY 2011-2012

| United States |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Men |  | Women |  | Total |
|  | Number of Staff | Percent of Total | Number of Staff | Percent of Total |  |
| Main | 2,788 | 38.4\% | 4,472 | 61.6\% | 7,260 |
| Medical | 245 | 29.8\% | 576 | 70.2\% | 821 |
| Law | 247 | 35.2\% | 454 | 64.8\% | 701 |
| Minority* | 387 | 31.4\% | 846 | 68.6\% | 1,233 |
| Non-minority | 2,861 | 38.3\% | 4,616 | 61.7\% | 7,477 |
| All | 3,248 | 37.3\% | 5,462 | 62.7\% | 8,710 |
| CANADA |  |  |  |  |  |
|  | Men |  | Women |  | Total |
|  | Number of Staff | Percent of Total | Number of Staff | Percent of Total |  |
|  | 308 | $31.5 \%$ | 670 | 68.5\% | 978 |
| Medical | 10 | 9.2\% | 99 | 90.8\% | 109 |
| Law | 13 | 31.7\% | 28 | 68.3\% | 41 |
| All | 331 | 29.3\% | 797 | 70.7\% | 1,128 |
| United States and Canada (Combined) |  |  |  |  |  |
|  | Men |  | Women |  | Total |
|  | Number of Staff | Percent of Total | Number of Staff | Percent of Total |  |
| Main | 3,096 | 37.6\% | 5,142 | 62.4\% | 8,238 |
| Medical | 255 | 27.4\% | 675 | 72.6\% | 930 |
| Law | 260 | 35.0\% | 482 | 65.0\% | 742 |
| All | 3,611 | 36.4\% | 6,299 | 63.6\% | 9,910 |

* Includes staff in medical and law libraries.

Note: There are three US institutions that did not report race/ethnicity data; therefore, the totals will not aggregate to the total needed for the US and Canadian sub-totals to equal the figure displayed in the combined total.

ARL recognizes the difficulties that the profession has in attracting a diverse workforce and continues to work actively in the development of workplace climates that embrace diversity. The ARL Diversity Programs, through its Leadership and Career Development Program and the Initiative to Recruit a Diverse Workforce, emphasize ARL's and its members' commitment to creating a diverse academic and research library community to better meet the new challenges of global competition and changing demographics. Further, the Diversity Programs focus on issues surrounding work relationships in libraries while considering the impact of diversity on library services, interactions with library users, and the development of collections. More information about the Diversity Programs can be found at http://www.arl.org/diversity/.

ClimateQUAL ${ }^{\oplus}$ is an assessment initiative that focuses on some of the same issues. It is the Statistics and Assessment program's tool that assesses organizational climate and diversity in libraries. ClimateQUAL ${ }^{\oplus}$ helps libraries plumb the dimensions of climate and organizational culture important for a healthy organization in a library setting. The ClimateQUAL ${ }^{\circledR}$ survey addresses climate issues such as diversity, teamwork, learning, and fairness, as well as current managerial practices, and staff attitudes and beliefs. Libraries use their ClimateQUAL ${ }^{\oplus}$ data to improve their organizational climate and diversity culture for delivering superior services to the communities they serve. More information about ClimateQUAL ${ }^{\otimes}$ can be found at http://www. climatequal.org.

## Gender data

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Additionally, data on salary comparisons for directors also are frequently requested. Since 2008-2009, the average salary for female directors was slightly higher than that of their male counterparts. However, for the second consecutive year the trend was reversed, with male directors earning more than female directors (see Table 17); furthermore, the number of women in the top administrative library position decreased to 65 out of 112 total director positions reported in 2011-2012 (see Table 17).

In keeping with previous years, the 2011-2012 data show that salaries for women in US ARL university libraries have not yet met parity with that of men (see Table 17). In 2011-2012 the overall salary for women was only $96.22 \%$ of that of men for the 115 ARL university libraries (compared to $96.05 \%$ in 2010-2011). This suggests a slow, long-term trend towards closure of the gender gap in ARL libraries - in 1980-1981, women in ARL libraries made roughly $87 \%$ that of men.

Table 17 displays 27 job categories; females earn more than their male counterparts in just 14 of the 27 categories listed. Table 18 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 17, revealing that experience differentials may explain some differences within specific job categories. Women have more experience in all but two of the six job categories in which they average higher pay. However, there are four other categories in which women, on average, have more experience and less pay: Associate Director, Assistant Director, Functional Specialist, and Department HeadOther. Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in all ten experience cohorts. Among minority librarians, the average salary for minority men is higher than that for minority women in nine of the ten experience cohorts (see Table 30).

There is a sense that the gender gap persists in academe in areas beyond the library and that a renewed commitment to resolve the problem is needed. ${ }^{3}$ A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, femaledominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession.

[^2]The scarcity of men in the profession has been well documented in many studies-the largest percentage of men employed in ARL libraries was $38.2 \%$ in 1980-1981; since then men have consistently represented about $35 \%$ of the professional staff in ARL libraries.

## The Functional Specialist Breakdown

In 2004, the ARL Statistics and Measurement Committee accepted a proposal from the ACRL Personnel Administrators and Staff Development Officers Discussion Group to break down the Functional Specialist category (FSPEC). The group's major concern was that so many different types of positions, with their varying job descriptions and salaries, were being labeled with the code FSPEC that data reported for the category were beginning to lose meaning. For each position that would have been labeled FSPEC in past years, the proposal offered ARL institutions two options: either use one of eight new codes to describe that position; or, if none of the eight new codes could adequately describe that position, use FSPEC. As seen in Figure 4, 17.2\% of Functional Specialists in all libraries did not use an alternative code, a decrease over the 2010-2011 figures. As in 2010-2011, Archivists and Information Technology specialists comprised the largest percentage of Functional Specialists who used an alternative code ( $62.0 \%$ ).

Figure 4: Distribution of Functional Specialist Job Sub-Codes by Type of Library

| Position | Main |  | Medical |  | Law |  | All |  |
| :--- | :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
|  | No. | Percent | No. | Percent | No. | Percent | No. | Percent |
|  |  |  |  |  |  |  |  |  |
| Archivists | 489 | $22.8 \%$ | 17 | $10.8 \%$ | 5 | $9.3 \%$ | 511 | $21.7 \%$ |
| Business Manager | 146 | $6.8 \%$ | 11 | $7.0 \%$ | 2 | $3.7 \%$ | 159 | $6.8 \%$ |
| Human Resources | 76 | $3.5 \%$ | 0 | $0.0 \%$ | 0 | $0.0 \%$ | 76 | $3.2 \%$ |
| IT, Systems | 396 | $18.5 \%$ | 37 | $23.6 \%$ | 14 | $25.9 \%$ | 447 | $19.0 \%$ |
| IT, Web Developer | 159 | $7.4 \%$ | 21 | $13.4 \%$ | 11 | $20.4 \%$ | 191 | $8.1 \%$ |
| IT, Programmer | 284 | $13.3 \%$ | 26 | $16.6 \%$ | 0 | $0.0 \%$ | 310 | $13.2 \%$ |
| Media Specialist | 119 | $5.6 \%$ | 4 | $2.5 \%$ | 4 | $7.4 \%$ | 124 | $5.3 \%$ |
| Preservation | 125 | $5.8 \%$ | 2 | $1.3 \%$ | 1 | $1.9 \%$ | 128 | $5.4 \%$ |
| Other Functional Specialists | 348 | $16.2 \%$ | 39 | $24.8 \%$ | 17 | $31.5 \%$ | 404 | $17.2 \%$ |
| Total | $\mathbf{2 , 1 4 2}$ |  | $\mathbf{1 5 7}$ |  | 54 |  | $\mathbf{2 , 3 5 3}$ |  |

Figure 5, below, displays the average salaries of the subcategories by position and sex (law and medical libraries not included) in the same fashion as Table 17. The salaries in each of the sub-categories deviate widely from the combined Functional Specialist average salary of $\$ 66,472$. Human resource specialists have the highest average of all subcategories, with an average salary of $\$ 73,334$; media/multimedia specialists have the lowest average salary of $\$ 58,759$.

Figure 5: Distribution of Functional Specialist Job Sub-Codes' Average Salaries by Sex ${ }^{4}$

| Position | Women |  | Men |  | Total |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |
| Archivists |  |  |  |  |  |  |
| Business Manager | 60,157 | 319 | 65.083 | 170 | 61,869 | 489 |
| Human Resources | 73,141 | 91 | 71,995 | 55 | 72,709 | 146 |
| IT, Systems | 72,837 | 63 | 75,746 | 13 | 73,334 | 76 |
| IT, Web Developer | 70,721 | 127 | 68,759 | 269 | 69,388 | 396 |
| IT, Programmer | 64,102 | 69 | 65,744 | 90 | 65,032 | 159 |
| Media Specialist | 71,006 | 71 | 71,675 | 213 | 71,508 | 284 |
| Preservation | 58,169 | 57 | 59,300 | 62 | 58,759 | 119 |
| Other Functional Specialists | 65,051 | 87 | 69,502 | 38 | 66,404 | 125 |
| All Functional Specialists | 64,782 | 224 | 69,255 | 124 | 66,376 | 348 |

In regards to the gender gap in ARL libraries discussed in the previous section, it is worth noting that the average salaries of men are higher than those of women in seven out of the nine categories in Figure 5.

## Institutional Characteristics and Salaries

## A. Public and Private Institutions

The gap between salaries paid in private US ARL university libraries and those paid in publicly supported US university libraries increased in 2011-2012 to $8.5 \%$, with librarians at private institutions earning an average of $\$ 5,939$ more than their peers at public institutions. Out of 27 job categories, only in three (Head of Serials, Head of Rare Books/Manuscripts, and Head of Computer Systems) did librarians in public institutions earn more than their peers employed in private institutions (see Table 21).

## B. Library Size

Library size, as measured by the number of professional staff, is another significant determinant of salary. As a rule, the largest libraries tend to pay the highest average salaries, not only overall, but for specific positions, as well. 2011-2012 data reflect this trend. The largest libraries, those with more than 110 staff, reported the highest average salary, $\$ 75,974$, followed by libraries with between 75 and 110 staff, which reported an average salary of $\$ 75,910$. The next highest average salary, $\$ 73,167$, was reported by libraries with between 50 to 74 staff, followed by the smallest libraries, i.e., those with 13 to 49 staff, which reported an average salary of $\$ 72,562$ (see Table 23). The gap between the highest paying cohort and the lowest paying cohort decreased in 2011-2012 to $\$ 3,412$. The cutoff staffing levels used to determine the largest cohort of libraries, after declining in every year since 1995-1996,

[^3]continued to hold steady at 110 in 2011-2012. ${ }^{5}$

## C. Geographic Area

In 2011-2012, the highest average salaries were found in Canada (\$89,758) followed by New England $(\$ 79,946)$ with salaries in the Pacific region $(\$ 76,666)$ coming in third (see Table 25). The Canadian average salary has not been this high since 2008-2009 when it was $\$ 82,295$. This sharp increase in Canadian salaries is due to fluctuations in the currency exchange rate. For the 2011-2012 survey period the Canadian currency exchange rate is 1.0014. The West South Central region had the lowest average salary: $\$ 64,036$.

## D. Rank Structure

Rank structure provides a useful framework for examining professional salaries in ARL university libraries. Figure 6, below, displays average salary and years of experience in the most commonly used rank structures. Readers should be aware that not all individuals have a rank that fits into the rank structure the library utilizes. Most commonly, directors may have no rank (or a rank outside the structure) and it is common for non-librarians included in the survey (business officers, personnel staff, computer specialists, liaisons, etc.) to be unranked, as well.

The pattern of relationships between rank and salary seen in past years continues: with higher rank associated with higher average years of experience and a correspondingly higher salary. 5,769 of the 8,238 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems, and the largest number of professionals $(3,443)$ occupy a position in a four-step rank structure.

Figure 6: Average Salaries and Average Years of Experience of Library Professionals in Libraries with Three, Four, and Five Step Rank Structures, FY 2011-2012

|  | Three-Step |  | Four-Step |  | Five-Step |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | Experience | Salary | Experience | Salary | Experience |
| Librarian 1 | 62,860 | 9.8 | 54,590 | 7.8 | 55,484 | 9.9 |
| Librarian 2 | 72,918 | 18.1 | 60,845 | 12.4 | 65,899 | 13.9 |
| Librarian 3 | 88,794 | 25.4 | 74,625 | 20.2 | 72,431 | 17.8 |
| Librarian 4 |  |  | 91,125 | 26.7 | 87,073 | 23.6 |
| Librarian 5 |  |  |  |  | 104,406 | 29.6 |
| No. of Staff | 1,360 |  | 3,443 |  | 966 |  |

## Inflation Effect

Tables 2 and 6 reveal changes in beginning professional and median salaries as reported by both university and nonuniversity research libraries as well as the US Bureau of Labor's Cost of Living Index (CPI-All Urban Consumers). Table 3 is similar to Table 2, but reports data only on US libraries. Table 4 shows trend data for Canadian libraries and compares them to the changes in the Canadian Consumer Price Index (Consumer

[^4]Price Index for Canada, all-items, not seasonally adjusted). Tables 2, 3, and 4 include law and medical library staff in ARL university libraries. In contrast to 2010-2011, these tables indicate that the purchasing power of professionals in the United States did not keep pace with inflation, while the purchasing power of their Canadian counterparts did keep pace with inflation.

The median salary for US ARL university libraries in 2011 increased to $\$ 66,467$ (see Table 3). This modest salary increase did not keep pace with the rebounding economy, which saw the US CPI increase by $3.6 \%$ (see Table 3). ${ }^{6}$ In contrast, Canadian salaries (reported in Canadian dollars) surpassed inflation by 1.3 percentage points: the Canadian CPI increased $2.7 \%$, while median salaries in Canadian university libraries increased by $4.0 \%$ to $\$ 85,551$ (Canadian dollars, see Table 4). ${ }^{7}$ The difference in the exchange rates between 2010-2011 (1.0556 Canadian per U.S. dollar) and 2011-2012 (1.0014 Canadian per US dollar) contributed to these changes.

The median beginning salary (BPS) for university ARL librarians increased to \$46,000 in 2011-2012 (see Table 2). Table 6 shows that nonuniversity librarians also experienced increases in their median and beginning salaries in 2011-2012, which increased to $\$ 95,046$ and $\$ 51,630$, respectively.

Readers are reminded that these data reflect only salaries, and that there are other compensation issues which may have influenced the pattern of salaries in various institutions. In addition, a highly standardized structure for capturing data has been used, which may portray results in a way that cannot be fully representative of a local situation.

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[^5]
## Salary Levels for Staff in ARL Libraries

Tables 1-4

## Table 1: Distribution by Salary Level

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by Cum. \% show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range.
Note: Canadian salaries are expressed in US dollars. Data includes medical and law libraries. The 78,000-78,999 salary range and the 79,000-79,999 salary range from the 2010-2011 publication have been collapsed to form the 78,000-79,999 salary range shown in the "FY 2010-2011" columns below.

| Salary Range | University Libraries |  |  |  | Nonuniversity Libraries |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\begin{gathered} \text { FY } \\ 2010-2011 \end{gathered}$ | Cum. | $\begin{gathered} \text { FY } \\ 2011-2012 \end{gathered}$ | Cum. \% | $\begin{gathered} \text { FY } \\ 2010-2011 \end{gathered}$ | Cum. <br> \% | $\begin{gathered} \text { FY } \\ \text { 2011-2012 } \end{gathered}$ | Cum. $\%$ |
| More than 300,000 | 6 | 0.1\% | 8 | 0.1\% | 0 | 0.0\% | 0 | 0.0\% |
| 250,000-299,999 | 11 | 0.2\% | 13 | 0.2\% | 0 | 0.0\% | 0 | 0.0\% |
| 200,000-250,000 | 42 | 0.6\% | 51 | 0.7\% | 3 | 0.1\% | 4 | 0.1\% |
| 175,000-199,999 | 56 | 1.1\% | 60 | 1.3\% | 7 | 0.3\% | 8 | 0.3\% |
| 150,000-174,999 | 87 | 2.0\% | 107 | 2.4\% | 315 | 8.8\% | 317 | 8.1\% |
| 140,000-149,999 | 70 | 2.7\% | 68 | 3.1\% | 116 | 11.9\% | 138 | 11.5\% |
| 130,000-139,999 | 99 | 3.7\% | 134 | 4.5\% | 218 | 17.8\% | 233 | 17.3\% |
| 120,000-129,999 | 141 | 5.1\% | 173 | 6.2\% | 252 | 24.6\% | 258 | 23.7\% |
| 110,000-119,999 | 253 | 7.6\% | 322 | 9.4\% | 331 | 33.5\% | 389 | 33.3\% |
| 100,000-109,999 | 402 | 11.6\% | 395 | 13.4\% | 422 | 44.9\% | 464 | 44.8\% |
| 95,000-99,999 | 304 | 14.7\% | 309 | 16.5\% | 205 | 50.4\% | 249 | 50.9\% |
| 90,000-94,999 | 312 | 17.8\% | 350 | 20.1\% | 210 | 56.1\% | 227 | 56.5\% |
| 85,000-89,999 | 452 | 22.3\% | 489 | 25.0\% | 206 | 61.6\% | 241 | 62.5\% |
| 80,000-84,999 | 575 | 28.0\% | 589 | 31.0\% | 241 | 68.1\% | 296 | 69.8\% |
| 78,000-79,999 | 240 | 30.4\% | 247 | 33.5\% | 68 | 69.9\% | 117 | 72.7\% |
| 76,000-77,999 | 258 | 33.0\% | 274 | $36.2 \%$ | 66 | 71.7\% | 85 | 74.8\% |
| 74,000-75,999 | 320 | 36.1\% | 315 | 39.4\% | 115 | 74.8\% | 111 | 77.5\% |
| 72,000-73,999 | 338 | 39.5\% | 358 | 43.0\% | 56 | 76.3\% | 61 | 79.0\% |
| 70,000-71,999 | 351 | 43.0\% | 351 | 46.5\% | 83 | 78.6\% | 59 | 80.5\% |
| 68,000-69,999 | 387 | 46.9\% | 405 | 50.6\% | 94 | 81.1\% | 117 | 83.4\% |
| 66,000-67,999 | 374 | 50.6\% | 370 | 54.4\% | 79 | 83.2\% | 98 | 85.8\% |
| 64,000-65,999 | 480 | 55.4\% | 400 | 58.4\% | 49 | 84.6\% | 60 | 87.3\% |
| 62,000-63,999 | 377 | 59.1\% | 411 | 62.6\% | 178 | 89.4\% | 137 | 90.7\% |
| 60,000-61,999 | 495 | 64.1\% | 452 | 67.1\% | 47 | 90.6\% | 51 | 91.9\% |
| 58,000-59,999 | 408 | 68.1\% | 362 | 70.8\% | 54 | 92.1\% | 39 | 92.9\% |
| 56,000-57,999 | 457 | 72.7\% | 453 | 75.3\% | 61 | 93.7\% | 79 | 94.9\% |
| 54,000-55,999 | 422 | 76.9\% | 446 | 79.8\% | 48 | 95.0\% | 30 | 95.6\% |
| 52,000-53,999 | 476 | 81.6\% | 414 | 84.0\% | 45 | 96.2\% | 43 | 96.7\% |
| 50,000-51,999 | 397 | 85.6\% | 358 | 87.6\% | 75 | 98.2\% | 55 | 98.0\% |
| 48,000-49,999 | 353 | 89.1\% | 321 | 90.9\% | 10 | 98.5\% | 11 | 98.3\% |
| 46,000-47,999 | 330 | 92.4\% | 263 | 93.5\% | 7 | 98.7\% | 33 | 99.1\% |
| 44,000-45,999 | 263 | 95.0\% | 220 | 95.7\% | 8 | 98.9\% | 5 | 99.2\% |
| 42,000-43,999 | 200 | 97.0\% | 170 | 97.5\% | 33 | 99.8\% | 16 | 99.6\% |
| 40,000-41,999 | 134 | 98.3\% | 124 | 98.7\% | 0 | 99.8\% | 6 | 99.8\% |
| 38,000-39,999 | 67 | 99.0\% | 46 | 99.2\% | 1 | 99.8\% | 2 | 99.8\% |
| 36,000-37,999 | 39 | 99.4\% | 32 | 99.5\% | 2 | 99.9\% | 3 | 99.9\% |
| 34,000-35,999 | 25 | 99.6\% | 17 | 99.7\% | 2 | 99.9\% | 2 | 100.0\% |
| less than 34,000 | 36 | 100.0\% | 33 | 100.0\% | 2 | 100.0\% | 2 | 100.0\% |
| Total Positions | 10,037 |  | 9,910 |  | 3,709 |  | 4,046 |  |
| Median Salary | 66,260 |  | 68,407 |  | 95,020 |  | 95,046 |  |

## Table 2: Salary Trends in ARL University Libraries

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

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

[^6]
## Table 3: Salary Trends in US ARL University Libraries

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

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

[^7]
## Table 4: Salary Trends in Canadian ARL University Libraries

Salary figures for the current year are displayed in the context of previous years. Canadian salaries are presented in both US $\$$ and Canadian $\$$ denominations and the annual exchange rate used in the salary surveys is also listed. Canadian salaries are also compared to the changes in the Canadian Consumer Price Index (CPI) to show trends in the purchasing power of median Canadian salaries. CPI number changes are based on July CPI figures. The source for Canadian CPI data is "Table 5: The Consumer Price Index for Canada" published in The Daily, a Statistics Canada publication, available online at http://www.statcan.gc.ca/pub/62-001-x/2011012/t040-eng.htm.

| Fiscal <br> Year | Number <br> of <br> Libraries | Total <br> Staff | Median <br> Salary <br> in US $\$^{+}$ | Median <br> Salary <br> Change $^{+}$ | Exchange <br> Rate | Median <br> Salary <br> in Can. \$ | Median <br> Salary <br> Change | Can. <br> CPI | Can. <br> CPI |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Change* |  |  |  |  |  |  |  |  |  |

[^8]
## ARL Nonuniversity Libraries

Tables 5-6

Table 5: Median and Beginning Professional Salaries in ARL Nonuniversity Libraries

|  | No. of Staff | Median Salaries |  | Beginning Salaries |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | FY 2010-2011 | FY 2011-2012 | FY 2010-2011 | FY 2011-2012 |
| Boston Public Library ${ }^{+}$ | 142 | \$67,267 | \$65,712 | \$40,975 | \$42,000 |
| Canada Institute for Scientific and Technical Information * | 76 | 73,649 | 77,923 | 53,155 | 57,370 |
| Center for Research Libraries | 32 | 52,179 | 53,411 | 33,878 | 34,680 |
| Library \& Archives Canada * | 88 | 63,497 | 68,105 | 50,640 | 54,315 |
| Library of Congress ${ }^{+}$ | 2,586 | 103,872 | 106,839 | 51,630 | 51,630 |
| National Agricultural Library ${ }^{+}$ | 85 | 84,855 | 84,855 | 51,630 | 51,630 |
| National Archives ${ }^{+}$ | 503 | N/A | 87,278 | N/A | 34,075 |
| National Library of Medicine | 202 | 92,341 | 92,341 | 42,209 | 42,209 |
| New York Public Library ${ }^{+}$ | 221 | 61,438 | 61,633 | 42,638 | 42,638 |
| New York State Library ${ }^{+}$ | 48 | 68,637 | 68,637 | 53,366 | 53,366 |
| Smithsonian Library | 63 | 87,350 | 72,876 | 51,630 | 51,630 |

* Canadian salaries are expressed in US dollars.
+ See footnotes.


## Table 6: Salary Trends in ARL Nonuniversity Libraries

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

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

† Beginning professional salary.

## ARL University Libraries

Tables 7-25

Table 7: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Libraries, FY 2011-2012

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

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Table 7: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Libraries, FY 2011-2012

| Institution | Filled | Average Salaries |  | Median Salaries |  | Beginning Salaries |  | Average Yrs. Exp. FY 2012 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | FY 2012 | FY 2011 | FY 2012 | FY 2011 | FY 2012 | FY 2011 | FY 2012 |  |
| Illinois, Urbana | 125 | 69,964 | 72,020 | 65,129 | 66,929 | 50,000 | 51,500 | 15.6 |
| Indiana ${ }^{\text { }}$ | 75 | 63,918 | 65,490 | 59,331 | 60,613 | 40,400 | 40,400 | 18.6 |
| Iowa ${ }^{\ddagger}$ | 61 | 64,501 | 66,758 | 57,840 | 61,669 | 41,000 | 43,000 | 20.3 |
| Iowa State ${ }^{\ddagger}$ | 45 | 65,451 | 66,602 | 63,105 | 64,070 | 44,000 | 44,500 | 20.5 |
| Johns Hopkins ${ }^{\ddagger}$ | 86 | 69,299 | 70,987 | 65,353 | 66,032 | 51,027 | 52,048 | 16.6 |
| Kansas ${ }^{\ddagger}$ | 88 | 62,232 | 61,125 | 57,417 | 58,000 | 43,000 | 50,000 | 15.5 |
| KentState ${ }^{\ddagger}$ | 49 | 66,624 | 65,725 | 64,520 | 62,397 | 57,078 | 57,078 | 17.9 |
| Kentucky ${ }^{\text { }}$ | 66 | 60,762 | 62,691 | 59,984 | 62,036 | 41,000 | 41,000 | 22.6 |
| Laval ${ }^{\ddagger}$ | 66 | 67,439 | 70,514 | 69,944 | 71,112 | 46,937 | 49,478 | 13.4 |
| Louisiana State ${ }^{\ddagger}$ | 47 | 51,100 | 51,138 | 46,901 | 46,901 | 38,000 | 40,000 | 15.6 |
| Louisville ${ }^{\ddagger}$ | 35 | 59,638 | 61,686 | 53,031 | 56,116 | 37,000 | 38,000 | 17.3 |
| McGill ${ }^{\text {r }}$ | 55 | 71,450 | 74,171 | 64,865 | 66,178 | 47,366 | 49,930 | 15.5 |
| McMaster ${ }^{\ddagger}$ | 42 | 69,041 | 73,274 | 62,118 | 66,313 | 45,945 | 48,388 | 17.3 |
| Manitoba ${ }^{\ddagger}$ | 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 ${ }^{\ddagger}$ | 57 | 72,957 | 73,609 | 73,553 | 75,102 | 42,155 | 43,750 | 18.9 |
| MIT ${ }^{\ddagger}$ | 89 | 77,065 | 78,266 | 73,326 | 75,325 | 52,000 | 53,000 | 17.0 |
| Miami ${ }^{\ddagger}$ | 59 | 69,503 | 67,051 | 65,000 | 63,787 | 45,000 | 45,000 | 15.6 |
| Michigan ${ }^{\ddagger}$ | 147 | 71,354 | 72,094 | 65,884 | 67,920 | 42,000 | 43,500 | 17.0 |
| Michigan State ${ }^{\ddagger}$ | 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 ${ }^{\ddagger}$ | 37 | 59,710 | 58,403 | 57,127 | 55,964 | 40,000 | 40,000 | 21.2 |
| Montreal ${ }^{\ddagger}$ | 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 ${ }^{\ddagger}$ | 46 | 71,159 | 70,710 | 67,913 | 66,163 | 40,000 | 40,000 | 19.9 |
| New York University ${ }^{\ddagger}$ | 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 ${ }^{\ddagger}$ | 87 | 72,411 | 72,401 | 65,000 | 65,000 | 52,000 | 53,000 | 11.8 |
| Northwestern ${ }^{\ddagger}$ | 92 | 68,146 | 67,168 | 62,995 | 62,266 | 44,000 | 44,000 | 14.9 |
| Notre Dame ${ }^{\ddagger}$ | 59 | 71,751 | 74,569 | 67,915 | 70,705 | 44,000 | 44,000 | 19.6 |
| Ohio University ${ }^{*}$ | 43 | 55,590 | 57,341 | 49,275 | 51,439 | 41,500 | 42,500 | 13.6 |
| Ohio State ${ }^{\ddagger}$ | 115 | 57,846 | 60,435 | 53,292 | 54,336 | 46,000 | 46,000 | 13.7 |
| Oklahoma ${ }^{\ddagger}$ | 43 | 55,299 | 56,361 | 53,477 | 54,870 | 42,000 | 42,000 | 14.5 |
| Oklahoma State ${ }^{\ddagger}$ | 63 | 56,678 | 59,724 | 51,865 | 54,810 | 38,000 | 40,500 | 18.5 |
| Oregon ${ }^{\text { }}$ | 52 | 61,130 | 62,783 | 57,839 | 58,605 | 40,000 | 40,000 | 17.9 |
| Ottawa ${ }^{\ddagger}$ | 38 | 87,360 | 89,246 | 85,122 | 88,111 | 47,538 | 50,111 | 16.9 |
| Pennsylvania ${ }^{\ddagger}$ | 103 | 66,632 | 69,207 | 63,148 | 64,958 | 41,000 | 42,000 | 15.2 |
| Pennsylvania State ${ }^{\ddagger}$ | 144 | 69,465 | 69,624 | 66,258 | 66,360 | 43,709 | 43,709 | 19.8 |
| Pittsburgh ${ }^{\ddagger}$ | 65 | 69,211 | 71,385 | 62,897 | 63,996 | 34,000 | 34,000 | 20.7 |
| Princeton ${ }^{\ddagger}$ | 110 | 82,454 | 84,500 | 76,100 | 79,000 | 63,200 | 64,400 | 21.9 |
| Purdue ${ }^{\ddagger}$ | 58 | 65,562 | 74,559 | 61,006 | 67,068 | 47,000 | 49,500 | 18.9 |
| Queen's ${ }^{\ddagger}$ | 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 | Average Salaries |  | Median Salaries |  | Beginning Salaries |  | Average Yrs. Exp. FY 2012 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | FY 2012 | FY 2011 | FY 2012 | FY 2011 | FY 2012 | FY 2011 | FY 2012 |  |
| Rice | 59 | 65,202 | 65,977 | 60,300 | 60,606 | 38,700 | 39,300 | 16.1 |
| Rochester ${ }^{\text { }}$ | 67 | 59,814 | 60,443 | 56,059 | 57,633 | 38,983 | 40,000 | 16.5 |
| Rutgers ${ }^{\ddagger}$ | 85 | 91,176 | 90,975 | 91,751 | 91,735 | 50,765 | 50,765 | 23.0 |
| Saskatchewan ${ }^{\ddagger}$ | 49 | 85,160 | 95,083 | 81,582 | 90,648 | 52,202 | 57,839 | 16.8 |
| South Carolina ${ }^{\ddagger}$ | 47 | 52,032 | 53,874 | 48,627 | 50,852 | 38,000 | 38,000 | 15.6 |
| Southern California ${ }^{\ddagger}$ | 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 ${ }^{\ddagger}$ | 64 | 64,024 | 61,846 | 62,729 | 59,344 | 39,350 | 39,350 | 16.9 |
| SUNY Buffalo ${ }^{\ddagger}$ | 63 | 75,265 | 78,098 | 70,554 | 75,000 | 47,000 | 47,000 | 21.4 |
| SUNY Stony Brook ${ }^{\ddagger}$ | 19 | 87,447 | 88,464 | 79,599 | 80,895 | 43,000 | 45,000 | 20.6 |
| Syracuse ${ }^{\ddagger}$ | 54 | 67,893 | 69,794 | 61,390 | 62,617 | 38,000 | 38,000 | 18.5 |
| Temple ${ }^{\ddagger}$ | 39 | 69,082 | 70,498 | 60,048 | 61,978 | 44,004 | 44,044 | 20.1 |
| Tennessee ${ }^{\ddagger}$ | 39 | 68,677 | 71,349 | 67,268 | 68,576 | 44,000 | 48,000 | 17.8 |
| Texas ${ }^{\ddagger}$ | 118 | 66,964 | 65,075 | 59,304 | 58,000 | 45,000 | 46,000 | 16.0 |
| Texas A\&M ${ }^{\ddagger}$ | 98 | 64,966 | 63,266 | 59,055 | 58,092 | 48,500 | 48,500 | 14.7 |
| Texas Tech ${ }^{\ddagger}$ | 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 ${ }^{\ddagger}$ | 59 | 59,927 | 62,892 | 55,945 | 58,229 | 41,000 | 41,500 | 19.4 |
| Virginia ${ }^{\ddagger}$ | 68 | 70,351 | 71,422 | 64,600 | 66,600 | 44,000 | 47,500 | 18.1 |
| Virginia Tech ${ }^{\ddagger}$ | 36 | 63,308 | 62,578 | 58,540 | 59,040 | 40,000 | 40,000 | 17.1 |
| Washington ${ }^{*}$ | 116 | 65,466 | 64,992 | 58,752 | 58,704 | 42,600 | 42,600 | 19.4 |
| Washington State ${ }^{\ddagger}$ | 40 | 63,512 | 61,505 | 58,172 | 59,019 | 38,500 | 38,500 | 19.1 |
| Washington U.-St. Louis ${ }^{\ddagger}$ | 63 | 60,832 | 61,093 | 55,489 | 55,690 | 40,000 | 40,000 | 17.4 |
| Waterloo ${ }^{\ddagger}$ | 35 | 76,645 | 80,968 | 75,974 | 81,042 | 49,110 | 51,732 | 18.3 |
| Wayne State ${ }^{\ddagger}$ | 45 | 60,697 | 61,219 | 55,396 | 58,200 | 41,000 | 41,000 | 15.4 |
| Western Ontario ${ }^{\ddagger}$ | 62 | 68,581 | 75,958 | 66,961 | 74,991 | 47,836 | 53,925 | 14.0 |
| Wisconsin ${ }^{\ddagger}$ | 148 | 61,068 | 60,592 | 57,692 | 57,385 | 40,526 | 40,526 | 17.6 |
| Yale ${ }^{\ddagger}$ | 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 |

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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 |  | 50,500 | 73 | SUNY Stony Brook | 43,000 |
| 19 | Chuen's | 50,446 | 77 | Washington | 42,600 42,155 |
|  |  |  |  |  |  |
|  | 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 |  | 101 | SUNY Albany | 39,350 |
| 42 | California, Los Angeles | 46,164 | 102 | Rochester | 38,983 |
| 42 | California, San Diego | 46,164 | 103 | Rice ${ }_{\text {der }}$ | 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 |
| 50 | ${ }_{\text {Mchaster }}$ | 45,945 | 105 | Oklahoma State | 38,000 38,000 |
|  | 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.
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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 |
| 5 | 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 |  | 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 alifornia | 48,800 | 95 |  | 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 Álbany | 39,350 |
| 48 | Virginia George Washington | 47,500 | 106 | Rice ${ }_{\text {Washington State }}$ | 39,300 38500 |
| 49 | Illinois, Chicago | 47,000 | 108 | Washington State 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 |  |  |  |

[^10]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 | KentState | 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 10 | British Columbia California, Berkeley | 83,131 | 67 68 | SUNY Albany | 62,729 62300 |
| 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 |
|  | 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 ${ }^{\text {a }}$ | 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 |  | 59,019 |
| 29 | Delaware | 73,203 | 87 | Nebraska | 58,889 |
| 30 | New York University | 72,997 | 88 | Washington | 58,704 |
|  | 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 Michigan | 68,350 67,920 | 101 | Rochester | 57,633 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 North Carolina State | 65,346 | 115 | Louisiana State | 46,901 |

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 40 | New Mexico Michigan State | 71,159 70,979 | 97 | Vanderbilt | 59,927 59814 |
|  |  |  |  |  |  |
| 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 | Georgetown | 70,338 | 103 | Case Western Reserve | 59,157 5888 |
| 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 |
|  | 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 58 | Cincinnati | 68,451 | 115 | Louisiana State | 51,100 |
|  | 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 то 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 |

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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 то 2011-2012

| Institution | Average Salaries |  |  |  | Median Salaries |  |  |  | Beginning Salaries |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 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

|  |  |  |  |  | 30 | ถ์ | － | $8{ }^{8}$ | $\stackrel{3}{-1}$ | － | ลิ | ลิ | ลิ | － | ${ }^{3}$ | ลิ | ลิ | ลิ | － | － | － | － | 10 | － | $\left\lvert\, \begin{gathered} 0 \\ 0 \\ 0 \end{gathered}\right.$ | เิ์ | ล゚ | b0 | 50 | 0ी | ${ }_{4}{ }_{4}^{2}$ | － | ¢ | ลิ | ลิ | － | － | ถิ | 80 | －0 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 80 |  |  |  | 80 | －${ }_{-}$ | ${ }_{-}{ }^{-}$ | ¢ | Bin | ล2 | $\left\|\begin{array}{\|c\|} \hline 8 \\ 10 \end{array}\right\|$ | 80 | B | $\frac{30}{7}$ | $\stackrel{3}{4}_{+}$ | $\left\lvert\, \begin{gathered} 60 \\ f \end{gathered}\right.$ | － | $\mid 39$ | $\mid 8$ | $\begin{array}{\|c\|} \hline 8 \\ 8 \end{array}$ | $\left\lvert\, \begin{gathered} 89 \\ \hline \end{gathered}\right.$ | $\left\lvert\, \begin{aligned} & 30 \\ & 8+ \end{aligned}\right.$ | $\begin{gathered} \mathrm{s}) \\ \mathrm{m} \end{gathered}$ | cl | $\begin{gathered} 8 \\ \mathrm{~m} \end{gathered}$ | הे | ते | $\|\stackrel{\rightharpoonup}{2}\|$ | 운 | $8{ }_{-}^{0}$ | ${ }^{-1}$ | $80$ | 5 | $\stackrel{0}{2}^{\circ}$ | $80$ | $80$ | $80$ | 8 | － |
|  | 它 |  |  |  |  |  |  | 8f | $\mid 30$ | Ni | $\left\lvert\, \begin{aligned} & \text { se } \\ & \text { m } \end{aligned}\right.$ | $\left\lvert\, \begin{gathered} \text { se } \\ \text { m } \end{gathered}\right.$ | $\|\stackrel{0}{2}\|$ | $\frac{30}{4}$ | Bin | Nे | 8e | $80$ | $\frac{30}{7}$ | - | $60$ | $\left.\begin{array}{\|c\|} 30 \\ 10 \end{array} \right\rvert\,$ | $\left\|\begin{array}{l} 50 \\ 4 \end{array}\right\|$ | $20$ | Be | $\begin{array}{\|c\|} \hline 8 \\ 4 \end{array}$ | $60$ | B6 | $\mid 30$ | +8 | $\left\lvert\, \begin{gathered} 0 \\ 60 \end{gathered}\right.$ | $\left\lvert\, \begin{aligned} & \text { se } \\ & \text { m } \end{aligned}\right.$ | Ne\| | $80$ | $80$ | 80 |  | $80$ | $80$ | 30 <br> O |
|  | $\begin{aligned} & \dot{0} \\ & \overrightarrow{0} \\ & \dot{0} \\ & \dot{0} \end{aligned}$ |  |  |  | $8{ }^{\circ}$ |  | $80$ | ถ์ | －${ }_{-}$ | $\stackrel{\square}{\square}$ | ลิ | Ǹ | $\left\lvert\, \begin{gathered} 0 \\ \mathrm{~m} \end{gathered}\right.$ | $10$ | $06$ | ลิ | me | － | －${ }^{+}$ | ले | $\mathrm{B}_{4}$ | $\left\lvert\, \begin{aligned} & 89 \\ & \hline 4 \end{aligned}\right.$ | $3_{4}^{2}$ | $\mid 0$ | $\begin{array}{\|c\|} \hline 0 \\ \text { in } \end{array}$ | 30 | $\left.\begin{array}{\|c\|} \hline 0 \\ 10 \end{array} \right\rvert\,$ | be | be | के | $\mid 8$ | ले | $\begin{aligned} & 0 \\ & \mathrm{~m} \\ & \mathrm{~m} \end{aligned}$ | $\mid \vec{N}$ | Nे\| | $\stackrel{0}{2}^{\circ}$ | $\stackrel{+}{\square}$ | ถิ | $80^{\circ}$ | － |
|  |  |  |  | $80$ | $80$ | Ǹ | ลิ | col | $30$ | Be | 合 | $6$ | $\mid 8$ | $\mid \infty$ | $\left\lvert\, \begin{aligned} & 30 \\ & 0 \\ & \hline 1 \end{aligned}\right.$ | $\left\|\begin{array}{\|c\|} \hline 0 \\ 10 \end{array}\right\|$ | me | Be | $\frac{80}{1}$ | $\underset{4}{2}$ | $\left.\begin{array}{\|c\|} \hline 8 \\ \mathrm{~m} \end{array} \right\rvert\,$ | Ǹ | $\left\lvert\, \begin{aligned} & 80 \\ & 8+ \end{aligned}\right.$ | $\stackrel{m}{c}$ | ה̀ | $\left\lvert\,\right.$ | $\stackrel{-1}{\square}$ | － | Ni | $8^{\circ}$ |  | $80$ |  | $8$ | 80 |  |  | $80$ |  | － |
|  | $\dot{\vec{\phi}} \dot{\otimes}$ |  |  | 5 | 80 | 10 | $\begin{gathered} 60 \\ \text { m } \end{gathered}$ | $\mid 80$ | $\left\lvert\, \begin{gathered} 0 \\ \underset{\sim}{4} \\ \hline \end{gathered}\right.$ | $\stackrel{80}{7}$ | $\mid \stackrel{8}{6}$ | $\left\|\begin{array}{\|c\|} \hline \infty \end{array}\right\|$ | $\stackrel{8}{7}$ | $\left\lvert\, \begin{gathered} 9 \\ 7 \end{gathered}\right.$ | $\begin{aligned} & \text { co } \\ & \hline \end{aligned}$ | $\stackrel{3}{*}^{\circ}$ | 官 | Ǹ |  |  | ลิ |  | \| הे | $80$ |  | ลิ | 3 | 89 | 3 |  |  |  |  |  |  |  |  |  |  | － |
|  | 安． |  |  | $80$ | mo | $$ | $80$ | Bo | $\left\|\begin{array}{c} 0 \\ 0 \\ c \\ \underset{2}{2} \end{array}\right\|$ | $\begin{gathered} 30 \\ \\ \hline \end{gathered}$ | $\left\lvert\, \begin{aligned} & 0 \\ & \underset{\sim}{2} \end{aligned}\right.$ | $\left\lvert\, \begin{aligned} & \text { cl } \\ & \text { n } \end{aligned}\right.$ | \&ी | $\frac{30}{4}$ | $\begin{gathered} 8 \\ \mathrm{~m} \end{gathered}$ | 80 | $80$ | $80^{\circ}$ |  | $80$ |  | $80$ |  |  | $8$ |  |  |  |  |  |  |  |  |  |  |  |  |  |  | － |
|  | － | 30 | જ઼ | $\left\|\begin{array}{c} 0 \\ \text { in } \\ \text { ले } \end{array}\right\|$ | $\left\lvert\, \begin{aligned} & 0 \\ & 0_{0} \\ & N \end{aligned}\right.$ | $\stackrel{\circ}{\mathrm{N}}$ | ה⿵ | $0$ |  |  | $09$ |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  | － | N | N | $\bigcirc$ | $\stackrel{\sim}{-}$ | ¢ | \％ | is | ¢ | $\infty$ | oi | 岗 | ก | \％ | N | 人 | $\stackrel{0}{7} \mid$ | O | $\stackrel{\text { N }}{ }$ | 윽 | 간 | $\stackrel{\sim}{2}$ | N | $\stackrel{12}{\square}$ | $\stackrel{1}{\square}$ | $\stackrel{\text { 안 }}{\sim}$ | O | $\stackrel{\circ}{9}$ | $\infty$ | ず | 岕 | N | \＃ | $\checkmark$ | $F$ | 内 |
|  |  | $\checkmark$ |  |  |  | ＋ | $\wedge$ | $\infty$ | ल | $\bigcirc$ | $\infty$ | \％ | 12 | $\stackrel{\rightharpoonup}{\mathrm{N}}$ | $\left\lvert\, \begin{aligned} & 0 \\ & 7 \\ & \hline \end{aligned}\right.$ | ก | ก | 午 | $\stackrel{5}{2}$ | $\stackrel{\infty}{\circ}$ | กิ | A | H | $\stackrel{\text { ¢ }}{\text { ¢ }}$ | $\infty$ | ले | $\stackrel{\sim}{\sim}$ | N | त | $\stackrel{\sim}{\sim}$ | $\stackrel{\square}{\square}$ | $\pm$ | ＋ | $a$ | の | N | － | N | $\cdots$ | त $\sim$ $\sim$ |
|  | 范 |  |  |  |  |  |  | N | $\bigcirc$ | N | ¢ | $\infty$ | $\stackrel{\rightharpoonup}{\sim}$ | － | V | N | フ | 안 | 7 | ค | N | กิ | 든 | ก | $\infty$ | $\stackrel{\text { ¢ }}{7}$ | 앙 | $\infty$ | ¢ | 안 | 8 | ¢ | $\cdots$ | $\stackrel{10}{\square}$ | H | $\square$ |  | $\square$ | み | $\stackrel{\square}{7}$ |
|  | $\begin{array}{lc} \dot{0} & 0 \\ \overrightarrow{0} \\ 0 & 0 \end{array}$ |  |  |  | $\infty$ |  | ம | N | $\stackrel{\square}{-}$ | $\cdots$ | \％ | － | ® | へ人 | $\left\lvert\, \begin{gathered} \stackrel{\circ}{2} \\ \underset{\sim}{2} \\ \hline \end{gathered}\right.$ | ก | 8 | 는 | $\infty$ | N | ず | $\infty$ | $\stackrel{\square}{\infty}$ | $\stackrel{\rightharpoonup}{0}$ | $\mid$ | $\infty$ | $\|\stackrel{\rightharpoonup}{-1}\|$ | $\stackrel{\Delta}{\hat{O}}$ | H\| | $\bigcirc$ | $\stackrel{\circ}{0}$ | $\infty$ | 43 | ก | 안 | F | N | $\infty$ | の | 끅 |
|  |  |  |  | N | － | $\infty$ | $\wedge$ | $\cdots$ | $\bigcirc$ | N | 아 | $\stackrel{\sim}{\sim}$ | ¢ | $\cdots$ | I | $\stackrel{\rightharpoonup}{\text { N }}$ | F | 겍 | Nे | $\stackrel{-}{-}$ | $\pm$ | $\checkmark$ | $\stackrel{-}{-}$ | $\stackrel{9}{7}$ | $\infty$ | $\wedge$ | $\bigcirc$ | $\bigcirc$ | の | $\sim$ | $\infty$ | $\square$ |  | $\checkmark$ | $\square$ |  |  | $\square$ |  | $\stackrel{M}{7}$ |
|  | $\dot{\vec{W}} \dot{\sim}$ |  |  | $\checkmark$ | N | $\infty$ | L | $\xrightarrow{3}$ | N | $\stackrel{\infty}{\sim}$ | ल | $\stackrel{9}{9}$ | $\triangle$ | $\wedge$ | $1 \sim$ | － | $-$ | $\infty$ |  |  | $\infty$ |  | $\cdots$ | $\square$ |  | $\infty$ | － | $\square$ | $\checkmark$ |  |  |  |  |  |  |  |  |  |  | － |
|  | 它． |  |  | $-$ | $\bigcirc$ | ¢ | N | 碞 | \％ | $\stackrel{\circ}{1}$ | $\infty$ | $\bigcirc$ | $\pm$ | $\stackrel{\sim}{\sim}$ | F | $\square$ | $\square$ | $\square$ |  | $\square$ |  | $\square$ |  |  | $\square$ |  |  |  |  |  |  |  |  |  |  |  |  |  |  | N |
|  | $\stackrel{\text { A }}{ }$ | N | $\bigcirc$ | ले | त | $\stackrel{3}{\mathrm{~N}}$ | $N$ | － |  |  | $\square$ |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | $\stackrel{N}{7}$ |
|  |  |  |  | $\left\lvert\, \begin{aligned} & 8 \\ & 8 \\ & 0 \\ & 0 \\ & \stackrel{n}{n} \\ & 1 \\ & 1 \\ & 8 \\ & 8 \\ & 0 \\ & \hline \end{aligned}\right.$ |  |  |  |  |  |  | 2 2 2 2 $\vdots$ 1 8 8 8 8 -2 |  |  |  |  | $\left\|\begin{array}{c} 2 \\ 2 \\ 2 \\ 2 \\ 1 \\ 0 \\ 0 \\ 2 \\ 0 \\ 0 \end{array}\right\|$ |  |  | $\left\|\begin{array}{c} 2 \\ \underset{N}{N} \\ 1 \\ 1 \\ 0 \\ \vdots \\ N \end{array}\right\|$ |  | $\left\|\begin{array}{c} \circ \\ { }_{2}^{2} \\ 0 \\ 0 \\ 1 \\ 0 \\ 0 \\ 0 \\ 0 \end{array}\right\|$ | 2 2 N 1 1 8 8 6 6 |  |  |  | $\left\|\begin{array}{c} 2 \\ { }_{2}^{2} \\ { }_{2}^{n} \\ 1 \\ 1 \\ 0 \\ 0 \\ 0 \\ 0 \end{array}\right\|$ | 2 2 2 in 1 8 8 8 6 ह |  | $\left\|\begin{array}{c} 2 \\ \underset{2}{2} \\ \text { n } \\ 1 \\ 1 \\ 0 \\ 0 \\ \hat{N} \\ \text { in } \end{array}\right\|$ |  |  |  |  |  |  |  |  |  |  | － |

Table 16: Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2011-2012


[^11]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 |
| All Positions | \$73,348 | 5,142 | \$76,225 | 3,096 | \$74,429 | 8,238 |

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

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | 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: |  |  |  |  |  |  |
| $\quad$ Acquisitions | 22.6 | 82 | 17.2 | 29 | 21.2 | 111 |
| $\quad$ Reference | 20.0 | 79 | 21.2 | 29 | 20.3 | 108 |
| $\quad$ Cataloging | 22.5 | 112 | 21.4 | 38 | 22.2 | 150 |
| $\quad$ Serials | 20.3 | 19 | 24.7 | 6 | 21.4 | 25 |
| $\quad$ 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 |
| $\quad$ 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 |
| All Positions |  |  |  |  |  |  |

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

|  | WOMEN |  | Men |  | Total |  | \% of |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Experience | Salary | No. | Salary | No. | Salary | No. | Total |
| 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 | $7 \%$ |
| All Positions | $\$ 73,348$ | 5,142 | $\$ 76,225$ | 3,096 | $\$ 74,429$ | 8,238 | $\mathbf{1 0 0 \%}$ |

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.

| Position | Years of Experience |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\begin{gathered} 0-3 \\ \text { years } \end{gathered}$ | $4-7$ <br> years | $\begin{aligned} & 8-11 \\ & \text { years } \end{aligned}$ | $\begin{aligned} & 12-15 \\ & \text { years } \end{aligned}$ | $\begin{aligned} & 16-19 \\ & \text { years } \end{aligned}$ | $\begin{aligned} & 20-23 \\ & \text { years } \end{aligned}$ | 24-27 <br> years | 28-31 <br> years | 32-35 <br> years | over 35 years |
| Director | $\ddagger$ | $\ddagger$ | . | . | $\ddagger$ | \$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 | $\ddagger$ | . | 72,874 | \# | \# | 72,091 | キ | \# | $\ddagger$ | \# |
| Documents/Maps | 65,523 | 50,014 | 60,867 | 80,348 | 77,868 | 73,943 | 71,324 | 80,842 | $\ddagger$ | 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 | キ | 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 |
| All Positions: |  |  |  |  |  |  |  |  |  |  |
| Average Salary | \$54,601 | \$58,445 | \$65,240 | \$70,834 | \$75,403 | \$78,739 | \$85,197 | \$87,300 | \$94,110 | \$102,390 |
| Number of Positions | 693 | 1,211 | 1,158 | 1,027 | 831 | 834 | 750 | 606 | 530 | 598 |

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 |
| All Positions | \$89,758 | 978 | \$76,019 | 2,792 | \$70,080 | 4,468 | \$74,429 | 8,238 |

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 |
| All Positions | 16.3 | 978 | 17.5 | 2,792 | 17.6 | 4,468 | 17.4 | 8,238 |

## 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 $(13)^{\dagger}$ |  | Staff 75-110 <br> (21) |  | Staff 50-74 <br> (42) |  | $\begin{gathered} \text { Staff } 13-49 \\ (39)^{\ddagger} \end{gathered}$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 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 |
| All Positions | \$75,974 | 2,145 | \$75,910 | 1,942 | \$73,167 | 2,583 | \$72,562 | 1,568 |

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 $(13)^{\dagger}$ |  | Staff 75-110 <br> (21) |  | Staff 50-74 <br> (42) |  | $\begin{gathered} \text { Staff } 13-49 \\ (39)^{\ddagger} \end{gathered}$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 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 |
| All Positions | 16.7 | 2,145 | 17.4 | 1,942 | 17.8 | 2,583 | 17.8 | 1,568 |

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.

| Position | Northeast |  | North Central |  | South |  |  | West |  | Canada <br> （16） | Total(115) |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | New England <br> （9） | Middle Atlantic <br> （14） | East North Central （17） | West <br> North Central （7） | South Atlantic <br> （18） | East South Central <br> （6） | West South Central （9） | Mountain （7） | Pacific <br> （12） |  |  |
| 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 | \％ | ＊ | \＃ | キ | 112，123 | 78，899 |
| Documents／Maps | 81，102 | 72，537 | 71，901 | 69，353 | 59，868 | $\ddagger$ | 67，440 | 67，054 | $\ddagger$ | 98，492 | 74，011 |
| Circulation | 74，285 | 72，644 | 71，852 | 55，758 | 72，972 | \＃ | 61，247 | キ | 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 | キ | 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 | キ | 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 |
| All Positions |  |  |  |  |  |  |  |  |  |  |  |
| Average Salary | \＄79，946 | \＄76，648 | \＄69，306 | \＄66，735 | \＄69，755 | \＄65，532 | \＄64，036 | \＄70，255 | \＄76，666 | \＄89，758 | \＄74，429 |
| Number of Positions | 1，066 | 1，199 | 1，256 | 448 | 1，135 | 298 | 577 | 400 | 881 | 978 | 8，238 |

Excludes medical and law libraries．
Canadian salaries are expressed in US dollars．
（ ）Indicates number of ARL libraries included．
${ }^{\ddagger}$ Salary data are not published when fewer than four individuals are involved．

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

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

## US ARL University Libraries

Tables 26-30

| Position | Years of Experience |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $0-3$ <br> years | $4-7$ <br> years | 8－11 <br> years | 12－15 <br> years | 16－19 <br> years | 20-23 <br> years | 24－27 years | 28－31 <br> years | 32-35 <br> years | over 35 <br> years |
| Director | $\ddagger$ | $\ddagger$ | ． | ． | $\ddagger$ | \＄223，494 | \＄203，174 | \＄227，246 | \＄199，811 | \＄214，207 |
| Associate Director | ． | \＃ | \＄96，802 | \＄109，770 | \＄113，307 | 120，242 | 129，692 | 121，203 | 121，192 | 130，848 |
| Assistant Director | \＃ | \＄94，390 | 90，819 | 98，989 | 110，004 | 115，004 | 112，380 | 111，333 | 116，264 | 119，533 |
| Head，Branch | \＄71，915 | 63，601 | 71，000 | 77，737 | 75，223 | 85，421 | 86，555 | 82，540 | 95，301 | 98，744 |
| Functional Specialist | 52，440 | 56，488 | 62，235 | 67，537 | 69，804 | 71，015 | 73，772 | 78，746 | 80，778 | 85，374 |
| Subject Specialist | 51，869 | 54，772 | 61，999 | 65，480 | 69，670 | 71，143 | 75，422 | 79，468 | 82，519 | 80，949 |
| Dept．Head： |  |  |  |  |  |  |  |  |  |  |
| Acquisitions | キ | 63，388 | 63，718 | 69，330 | 71，382 | 72，557 | 76，061 | 78，957 | 85，938 | 82，918 |
| Reference | $\ddagger$ | 61，556 | 70，915 | 82，137 | 76，028 | 83，624 | 80，182 | 86，356 | 94，961 | 98，771 |
| Cataloging | キ | 59，604 | 62，992 | 68，466 | 73，153 | 75，249 | 83，680 | 82，726 | 86，719 | 82，958 |
| Serials | キ | ． | 64，126 | $\ddagger$ | $\ddagger$ | 72，091 | ． | $\ddagger$ | $\ddagger$ | $\ddagger$ |
| Documents／Maps | $\ddagger$ | 50，014 | 60，867 | $\ddagger$ | 67，118 | 69，005 | 71，324 | 80，842 | ． | 82，073 |
| Circulation | 55，514 | 55，637 | 58，843 | 69，511 | 90，185 | 66，168 | 73，640 | 82，108 | $\ddagger$ | 80，684 |
| Rare Books／Manuscripts | キ | $\ddagger$ | 78，363 | 74，065 | 75，657 | 86，772 | 92，973 | 75，882 | 89，681 | 104，809 |
| Computer Systems | ． | $\ddagger$ | 98，561 | 90，205 | 96，479 | 85，545 | $\ddagger$ | 90，853 | 107，240 |  |
| Other | 57，909 | 65，651 | 69，685 | 73，946 | 80，804 | 82，330 | 83，846 | 85，708 | 91，733 | 93，397 |
| Public services | 47，654 | 53，698 | 60，025 | 60，125 | 60，876 | 64，900 | 64，822 | 66，304 | 64，365 | 69，582 |
| Technical services | 46，551 | 50，174 | 58，641 | 59，906 | 62，314 | 63，149 | 67，032 | 61，018 | 82，055 | 74，678 |
| Administration | 58，367 | 57，283 | 63，796 | 69，156 | 67，366 | 77，173 | 83，942 | 87，757 | 86，650 | 84，827 |
| Reference | 48，735 | 50，345 | 58，144 | 60，234 | 62，021 | 64，741 | 68，399 | 71，757 | 74，072 | 73，039 |
| Cataloger | 46，982 | 55，274 | 57，014 | 62，749 | 63，034 | 64，962 | 67，572 | 71，204 | 69，035 | 69，480 |
| All Positions |  |  |  |  |  |  |  |  |  |  |
| Average Salary | \＄52，376 | \＄55，877 | \＄62，971 | \＄69，073 | \＄73，503 | \＄76，407 | \＄81，863 | \＄85，319 | \＄92，709 | \＄99，745 |
| Number of Positions | 559 | 1，058 | 1，024 | 922 | 754 | 742 | 649 | 548 | 475 | 529 |

Excludes Canadian libraries．
Excludes medical and law libraries．
$\ddagger$ Salary data are not published when fewer than four individuals are involved．
．No positions reported in this category．

Table 27：Number and Average Salaries of Minority US ARL University Librarians by Position and Sex，FY 2011－2012

| Position | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No． | Salary | No． | Salary | No． |
| Director | $\ddagger$ | 6 | $\ddagger$ | 2 | \＄185，297 | 8 |
| Associate Director | \＄122，327 | 15 | \＄137，043 | 7 | 127，010 | 22 |
| Assistant Director | 110，798 | 7 | 120，027 | 7 | 115，412 | 14 |
| Head，Branch | 71，220 | 28 | 88，839 | 12 | 76，506 | 40 |
| Functional Specialist | 62，367 | 142 | 68，994 | 122 | 65，429 | 264 |
| Subject Specialist | 64，782 | 157 | 67，516 | 60 | 65，538 | 217 |
| Dept．Head： |  |  |  |  |  |  |
| Acquisitions | キ | 10 | $\ddagger$ | 1 | 68，920 | 11 |
| Reference | 82，313 | 8 | ． |  | 82，313 | 8 |
| Cataloging | $\ddagger$ | 21 | $\ddagger$ | 2 | 74，317 | 23 |
| Serials | キ | 2 |  |  | $\ddagger$ | 2 |
| Documents／Maps | $\ddagger$ | 3 | $\ddagger$ | 1 | 68，809 | 4 |
| Circulation | キ | 3 | キ | 5 | 74，263 | 8 |
| Rare Books／Manuscripts | 80，687 | 5 |  |  | 80，687 | 5 |
| Computer Systems | $\ddagger$ | 3 | $\ddagger$ | 5 | 85，303 | 8 |
| Other | 82，607 | 36 | 74，402 | 17 | 79，975 | 53 |
| Reference： |  |  |  |  |  |  |
| Over 14 years experience | 69，521 | 38 | 69，084 | 14 | 69，403 | 52 |
| 10 to 14 years experience | 54，264 | 13 | 61，372 | 9 | 57，171 | 22 |
| 5 to 9 years experience | 54，173 | 27 | 55，457 | 5 | 54，373 | 32 |
| Under 5 years experience | 49，165 | 21 | 48，878 | 7 | 49，094 | 28 |
| Cataloging： |  |  |  |  |  |  |
| Over 14 years experience | 63，873 | 41 | 72，941 | 11 | 65，791 | 52 |
| 10 to 14 years experience | 59，145 | 11 | 63，214 | 5 | 60，417 | 16 |
| 5 to 9 years experience | 57，551 | 21 | 54，683 | 7 | 56，834 | 28 |
| Under 5 years experience | $\ddagger$ | 12 | $\ddagger$ | 2 | 50，008 | 14 |
| Other： |  |  |  |  |  |  |
| Over 14 years experience | 69，190 | 15 | 66，931 | 5 | 68，625 | 20 |
| 10 to 14 years experience | $\ddagger$ | 8 | $\ddagger$ | 1 | 62，855 | 9 |
| 5 to 9 years experience | $\ddagger$ | 19 | $\ddagger$ | 3 | 56，483 | 22 |
| Under 5 years experience | 48，690 | 16 | 44，897 | 5 | 47，787 | 21 |
| All Positions | \＄67，048 | 688 | \＄71，825 | 315 | \＄68，548 | 1，003 |

## Excludes Canadian libraries．

Excludes medical and law libraries．
\＃Salary data are not published when fewer than four individuals are involved in either category．
．No positions reported in this category．

Table 28: Number and Average Years of Experience of Minority US ARL University Librarians by Position and Sex, FY 2011-2012

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 24.2 | 6 | 43.5 | 2 | 29.0 | 8 |
| Associate Director | 29.8 | 15 | 20.7 | 7 | 26.9 | 22 |
| Assistant Director | 26.0 | 7 | 16.0 | 7 | 21.0 | 14 |
| Head, Branch | 19.7 | 28 | 23.6 | 12 | 20.9 | 40 |
| Functional Specialist | 13.6 | 142 | 14.2 | 122 | 13.9 | 264 |
| Subject Specialist | 14.3 | 157 | 13.9 | 60 | 14.2 | 217 |
|  |  |  |  |  |  |  |
| Dept. Head: | 14.9 | 10 | 5.0 | 1 | 14.0 | 11 |
| $\quad$ Acquisitions | 24.8 | 8 | . |  | 24.8 | 8 |
| Reference | 20.5 | 21 | 25.0 | 2 | 20.9 | 23 |
| Cataloging | 14.0 | 2 | . |  | 14.0 | 2 |
| Serials | 13.3 | 3 | 14.0 | 1 | 13.5 | 4 |
| Documents/Maps | 9.3 | 3 | 19.8 | 5 | 15.9 | 8 |
| Circulation | 17.6 | 5 | . |  | 17.6 | 5 |
| Rare Books/Manuscripts | 20.0 | 3 | 16.6 | 5 | 17.9 | 8 |
| Computer Systems | 21.1 | 36 | 20.4 | 17 | 20.9 | 53 |
| Other |  |  |  |  |  |  |
|  | 10.9 | 27 | 13.7 | 3 | 11.2 | 30 |
| Public services | 10.7 | 18 | 3.4 | 5 | 9.1 | 23 |
| Technical services | 14.3 | 13 | 14.0 | 6 | 14.2 | 19 |
| Administration | 13.9 | 99 | 14.1 | 35 | 13.9 | 134 |
| Reference | 16.2 | 85 | 15.2 | 25 | 16.0 | 110 |
| Cataloger |  |  |  |  |  |  |
| All Positions | $\mathbf{1 5 . 6}$ | $\mathbf{6 8 8}$ | $\mathbf{1 5 . 3}$ | 315 | $\mathbf{1 5 . 5}$ | $\mathbf{1 0 0 0}$ |

Excludes Canadian libraries. See Table 33 for comparable figures for Canadian libraries.
Excludes medical and law libraries. See Tables 40 and 47 for comparable figures for medical and law libraries.
. No positions reported in this category.

Table 29: Number and Average Salaries of US ARL University Librarians by Years of Experience and Sex, FY 2011-2012

|  | Women |  | Men |  | Total |  | $\%$ of <br> Total |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Experience | Salary | No. | Salary | No. | Salary | No. | $8 \%$ |
| 0-3 years | $\$ 50,615$ | 343 | $\$ 55,173$ | 216 | $\$ 52,376$ | 559 | $15 \%$ |
| 4-7 years | 55,369 | 675 | 56,773 | 383 | 55,877 | 1,058 | $15 \%$ |
| 8-11 years | 61,534 | 599 | 64,995 | 425 | 62,971 | 1,024 | $14 \%$ |
| 12-15 years | 67,617 | 551 | 71,236 | 371 | 69,073 | 922 | $13 \%$ |
| 16-19 years | 72,087 | 456 | 75,669 | 298 | 73,503 | 754 | $10 \%$ |
| 20-23 years | 75,185 | 454 | 78,332 | 288 | 76,407 | 742 | $10 \%$ |
| 24-27 years | 79,734 | 418 | 85,716 | 231 | 81,863 | 649 | $9 \%$ |
| 28-31 years | 84,484 | 346 | 86,750 | 202 | 85,319 | 548 | $8 \%$ |
| 32-35 years | 89,407 | 293 | 98,025 | 182 | 92,709 | 475 | $7 \%$ |
| over 35 years | 97,888 | 337 | 103,004 | 192 | 99,745 | 529 | $7 \%$ |
| All Positions | $\$ 71,020$ | 4,472 | $\$ 74,520$ | 2,788 | $\$ 72,364$ | 7,260 | $\mathbf{1 0 0} \%$ |

Excludes Canadian libraries.
Excludes medical and law libraries.

Table 30: Number and Average Salaries of Minority US ARL University Librarians by Years of Experience and Sex, FY 2011-2012

|  | Women |  | Men |  | Total |  | \% of |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Experience | Salary | No. | Salary | No. | Salary | No. | Total |
| $0-3$ years | $\$ 50,745$ | 66 | $\$ 58,185$ | 28 | $\$ 52,961$ | 94 | $9 \%$ |
| 4-7 years | 55,831 | 136 | 57,487 | 52 | 56,289 | 188 | $19 \%$ |
| 8-11 years | 60,209 | 106 | 68,819 | 57 | 63,220 | 163 | $16 \%$ |
| 12-15 years | 65,286 | 71 | 73,156 | 56 | 68,756 | 127 | $13 \%$ |
| $16-19$ years | 73,813 | 84 | 73,700 | 28 | 73,785 | 112 | $11 \%$ |
| 20-23 years | 75,846 | 71 | 79,348 | 31 | 76,910 | 102 | $10 \%$ |
| 24-27 years | 79,112 | 51 | 83,506 | 15 | 80,111 | 66 | $7 \%$ |
| 28-31 years | 73,488 | 29 | 81,027 | 17 | 76,275 | 46 | $5 \%$ |
| 32-35 years | 78,631 | 32 | 84,395 | 15 | 80,471 | 47 | $5 \%$ |
| over 35 years | 92,905 | 42 | 97,974 | 16 | 94,303 | 58 | $6 \%$ |
| All Positions | $\$ 67,048$ | 688 | $\$ 71,825$ | 315 | $\$ 68,548$ | $\mathbf{1 , 0 0 3}$ | $\mathbf{1 0 0} \%$ |

Excludes Canadian libraries.
Excludes medical and law libraries.

## Canadian ARL University Libraries

Tables 31-34

Table 31: Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 2011-2012

| Institution | Filled Positions FY 2012 | Average Salaries |  | Median Salaries |  | Beginning Salaries |  | Average Yrs. Exp. <br> FY 2012 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | FY 2011 | FY 2012 | FY 2011 | FY 2012 | FY 2011 | FY 2012 |  |
| Alberta ${ }^{\ddagger}$ | 74 | \$101,564 | \$97,988 | \$102,139 | \$96,240 | \$55,770 | \$56,746 | 13.8 |
| British Columbia ${ }^{\ddagger}$ | 80 | 89,757 | 92,450 | 87,753 | 90,502 | 55,335 | 55,335 | 17.3 |
| Calgary ${ }^{\ddagger}$ | 50 | 96,879 | 100,976 | 93,666 | 96,757 | 58,000 | 58,000 | 19.4 |
| Guelph ${ }^{\text { }}$ | 49 | 85,069 | 84,513 | 81,146 | 79,958 | 61,639 | 62,564 | 17.2 |
| Laval ${ }^{\ddagger}$ | 66 | 71,189 | 70,613 | 73,833 | 71,212 | 49,547 | 49,547 | 13.4 |
| McGill ${ }^{\ddagger}$ | 55 | 75,422 | 74,275 | 68,471 | 66,271 | 50,000 | 50,000 | 15.5 |
| McMaster ${ }^{\ddagger}$ | 42 | 72,880 | 73,376 | 65,572 | 66,406 | 48,500 | 48,456 | 17.3 |
| Manitoba ${ }^{\ddagger}$ | 39 | 96,777 | 98,695 | 100,644 | 100,799 | 48,820 | 49,813 | 23.0 |
| Montreal ${ }^{\ddagger}$ | 92 | 74,421 | 76,584 | 69,243 | 70,632 | 45,915 | 44,680 | 16.9 |
| Ottawa ${ }^{\ddagger}$ | 38 | 92,217 | 89,371 | 89,855 | 88,234 | 50,181 | 50,181 | 16.9 |
| Queen's ${ }^{\ddagger}$ | 33 | 101,504 | 106,091 | 104,510 | 109,263 | 53,251 | 53,917 | 22.4 |
| Saskatchewan ${ }^{\ddagger}$ | 49 | 89,895 | 95,216 | 86,118 | 90,775 | 55,104 | 57,920 | 16.8 |
| Toronto | 155 | 90,332 | 92,617 | 86,827 | 90,532 | 52,200 | 54,600 | 14.0 |
| Waterloo ${ }^{\ddagger}$ | 35 | 80,906 | 81,082 | 80,198 | 81,156 | 51,840 | 51,804 | 18.3 |
| Western Ontario ${ }^{\ddagger}$ | 62 | 72,394 | 76,064 | 70,684 | 75,096 | 50,496 | 54,000 | 14.0 |
| York | 59 | 105,317 | 107,309 | 101,808 | 104,041 | 49,000 | 49,000 | 16.5 |

Salaries are expressed in Canadian dollars.
Excludes Canadian 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. $\neq$ See Footnotes.

Table 32: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 2011-2012

| Position | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |
| Director | \$190,669 | 9 | \$177,839 | 7 | \$185,056 | 16 |
| Associate Director | 132,945 | 26 | 132,727 | 15 | 132,865 | 41 |
| Assistant Director | 109,440 | 12 | 101,725 | 7 | 106,598 | 19 |
| Head, Branch | 109,815 | 50 | 105,588 | 12 | 108,997 | 62 |
| Functional Specialist | 78,091 | 91 | 84,401 | 92 | 81,263 | 183 |
| Subject Specialist | 74,018 | 83 | 80,787 | 38 | 76,144 | 121 |
| Dept. Head: |  |  |  |  |  |  |
| Acquisitions | $\ddagger$ | 12 | $\ddagger$ | 1 | 95,271 | 13 |
| Reference | $\ddagger$ | 11 | $\ddagger$ | 1 | 94,624 | 12 |
| Cataloging | $\ddagger$ | 10 | $\neq$ | 2 | 98,941 | 12 |
| Serials | $\ddagger$ | 3 | キ | 1 | 112,280 | 4 |
| Documents/Maps | $\ddagger$ | 7 | $\ddagger$ | 3 | 98,630 | 10 |
| Circulation | $\ddagger$ | 11 | $\ddagger$ | 2 | 86,106 | 13 |
| Rare Books/Manuscripts | $\ddagger$ | 4 | $\ddagger$ | 3 | 100,546 | 7 |
| Computer Systems | $\ddagger$ | 3 | $\ddagger$ | 5 | 103,028 | 8 |
| Other | 97,242 | 49 | 99,066 | 22 | 97,807 | 71 |
| Reference: |  |  |  |  |  |  |
| Over 14 years experience | 97,842 | 69 | 102,242 | 29 | 99,144 | 98 |
| 10 to 14 years experience | 83,656 | 33 | 76,189 | 12 | 81,665 | 45 |
| 5 to 9 years experience | 78,057 | 49 | 82,019 | 13 | 78,888 | 62 |
| Under 5 years experience | 67,107 | 49 | 71,244 | 12 | 67,921 | 61 |
| Cataloging: |  |  |  |  |  |  |
| Over 14 years experience | 88,326 | 21 | 91,782 | 8 | 89,279 | 29 |
| 10 to 14 years experience | $\ddagger$ | 5 | $\ddagger$ | 2 | 84,626 | 7 |
| 5 to 9 years experience | $\ddagger$ | 9 | $\neq$ | 2 | 77,734 | 11 |
| Under 5 years experience | $\ddagger$ | 8 | $\ddagger$ | 2 | 67,635 | 10 |
| Other: |  |  |  |  |  |  |
| Over 14 years experience | 92,846 | 14 | 92,832 | 5 | 92,842 | 19 |
| 10 to 14 years experience | $\ddagger$ | 12 | $\ddagger$ | 2 | 78,139 | 14 |
| 5 to 9 years experience | 74,856 | 6 | 72,995 | 5 | 74,010 | 11 |
| Under 5 years experience | 65,698 | 14 | 62,364 | 5 | 64,821 | 19 |
| All Positions | \$89,008 | 670 | \$91,790 | 308 | \$89,884 | 978 |

## Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 39 and 46 for comparable figures for medical and law libraries.
† Salary data are not published when fewer than four individuals are involved in either category.
. No positions reported in this category.

Table 33: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 2011-2012

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 34.6 | 9 | 32.4 | 7 | 33.6 | 16 |
| Associate Director | 24.3 | 26 | 22.2 | 15 | 23.5 | 41 |
| Assistant Director | 23.3 | 12 | 21.1 | 7 | 22.5 | 19 |
| Head, Branch | 22.4 | 50 | 19.6 | 12 | 21.9 | 62 |
| Functional Specialist | 13.3 | 91 | 15.6 | 92 | 14.4 | 183 |
| Subject Specialist | 13.5 | 83 | 14.2 | 38 | 13.7 | 121 |
|  |  |  |  |  |  |  |
| Dept. Head: |  |  |  |  | 19.3 | 13 |
| $\quad$ Acquisitions | 20.0 | 12 | 11.0 | 1 | 19.2 | 12 |
| Reference | 14.6 | 11 | 33.0 | 1 | 16.2 | 12 |
| Cataloging | 23.4 | 10 | 26.5 | 2 | 23.9 | 4 |
| Serials | 20.3 | 3 | 34.0 | 1 | 23.8 | 10 |
| Documents/Maps | 22.4 | 7 | 12.3 | 3 | 19.4 | 10 |
| Circulation | 23.4 | 11 | 7.5 | 2 | 20.9 | 13 |
| Rare Books/Manuscripts | 19.0 | 4 | 26.0 | 3 | 22.0 | 7 |
| Computer Systems | 22.3 | 3 | 14.8 | 5 | 17.6 | 8 |
| Other | 20.6 | 49 | 19.2 | 22 | 20.1 | 71 |
| Public services |  |  |  |  |  |  |
| Technical services | 8.5 | 17 | 5.6 | 7 | 7.7 | 24 |
| Administration | 14.6 | 7 | 14.4 | 7 | 14.5 | 14 |
| Reference | 16.1 | 22 | 11.0 | 3 | 15.5 | 25 |
| Cataloger | 13.1 | 200 | 14.4 | 66 | 13.4 | 266 |
|  | 17.2 | 43 | 20.6 | 14 | 18.1 | 57 |
| All Positions | $\mathbf{1 6 . 3}$ | $\mathbf{6 7 0}$ | $\mathbf{1 6 . 5}$ | $\mathbf{3 0 8}$ | $\mathbf{1 6 . 3}$ | $\mathbf{9 7 8}$ |

Excludes Canadian medical and law libraries. See Tables 40 and 47 for comparable figures for medical and law libraries. . No positions reported in this category.

Table 34: Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 2011-2012

|  | Women |  | Men |  | Total |  | \% of |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Experience | Salary | No. | Salary | No. | Salary | No. | Total |
| 0-3 years | $\$ 63,361$ | 95 | $\$ 65,463$ | 39 | $\$ 63,973$ | 134 | $14 \%$ |
| 4-7 years | 75,521 | 114 | 78,609 | 39 | 76,308 | 153 | $16 \%$ |
| 8-11 years | 82,759 | 92 | 82,567 | 42 | 82,699 | 134 | $14 \%$ |
| $12-15$ years | 86,376 | 66 | 86,478 | 39 | 86,414 | 105 | $11 \%$ |
| $16-19$ years | 95,389 | 51 | 91,685 | 26 | 94,139 | 77 | $8 \%$ |
| 20-23 years | 95,636 | 60 | 101,535 | 32 | 97,688 | 92 | $9 \%$ |
| 24-27 years | 106,339 | 61 | 107,433 | 40 | 106,772 | 101 | $10 \%$ |
| 28-31 years | 105,346 | 42 | 108,313 | 16 | 106,164 | 58 | $6 \%$ |
| 32-35 years | 106,054 | 35 | 106,908 | 20 | 106,364 | 55 | $6 \%$ |
| over 35 years | 119,734 | 54 | 134,036 | 15 | 122,843 | 69 | $7 \%$ |
| All Positions | $\$ 89,008$ | 670 | $\$ 91,790$ | 308 | $\$ 89,884$ | 978 | $100 \%$ |

Salaries are expressed in Canadian dollars
Excludes Canadian medical and law libraries. See Tables 41 and 48 for comparable figures for medical and law libraries.

## ARL University Medical Libraries

Tables 35-41

Table 35: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Medical Libraries, FY 2011-2012

| Institution | Filled <br> Positions | Average Salary | Median Salary | Beginning Salary | Average Yrs. Exp. |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Alabama | 2 | $\ddagger$ | キ | \$42,000 | 17.5 |
| Alberta | 6 | \$95,367 | \$113,249 | 56,667 | 17.7 |
| Arizona | 16 | 64,591 | 57,208 | 51,500 | 20.1 |
| Boston | 12 | 57,155 | 52,750 | 47,000 | 8.7 |
| British Columbia | 11 | 85,576 | 87,323 | 55,258 | 20.5 |
| Calgary | 11 | 80,754 | 73,772 | 57,919 | 12.5 |
| California, Davis | 5 | 61,875 | 64,560 | 46,164 | 21.0 |
| California, Los Angeles | 12 | 78,309 | 82,524 | 46,164 | 20.3 |
| California, San Diego | 9 | 70,200 | 75,708 | 46,164 | 13.7 |
| Case Western Reserve | 7 | 68,651 | 72,471 | 35,700 | 28.9 |
| Cincinnati | 15 | 59,994 | 51,440 | 43,000 | 21.9 |
| Columbia | 10 | 70,645 | 75,279 | 53,600 | 16.4 |
| Connecticut | 15 | 79,605 | 77,974 | 56,454 | 18.5 |
| Cornell | 10 | 80,939 | 81,373 | 60,000 | 19.2 |
| Dartmouth | 8 | 63,819 | 66,595 | 45,500 | 19.4 |
| Duke | 19 | 59,946 | 56,897 | 48,000 | 16.2 |
| Emory | 12 | 64,211 | 59,095 | 48,000 | 17.8 |
| Florida | 14 | 55,320 | 48,746 | 50,000 | 13.9 |
| Florida State | 5 | 52,637 | 53,883 | 40,000 | 15.0 |
| George Washington | 13 | 68,038 | 67,985 | 48,000 | 17.5 |
| Georgetown | 11 | 62,958 | 63,456 | 44,000 | 14.7 |
| Harvard | 59 | 83,012 | 77,307 | 59,691 | 6.6 |
| Hawaii | 2 | $\ddagger$ | キ | 45,000 | 24.5 |
| Howard | 9 | 69,500 | 66,000 | 60,000 | 15.6 |
| Illinois, Chicago | 19 | 62,734 | 58,737 | 47,000 | 15.2 |
| Iowa | 9 | 67,896 | 59,287 | 43,000 | 21.1 |
| Johns Hopkins | 23 | 71,580 | 71,073 | 45,000 | 16.0 |
| Kansas | 10 | 51,616 | 47,500 | 43,000 | 15.0 |
| Kentucky | 13 | 57,661 | 56,855 | 41,000 | 24.5 |
| Louisiana State | 1 | $\ddagger$ | $\ddagger$ | 36,000 | 6.0 |
| Louisville | 10 | 57,677 | 53,374 | 38,000 | 21.1 |
| McGill | 9 | 77,530 | 74,842 | 49,930 | 19.0 |
| McMaster | 8 | 75,773 | 82,721 | 48,388 | 14.1 |
| Manitoba | 19 | 79,413 | 79,073 | 49,743 | 15.8 |
| Miami | 11 | 74,087 | 70,529 | 45,000 | 14.8 |
| Michigan | 17 | 63,455 | 62,108 | 43,500 | 15.6 |
| Minnesota | 15 | 63,278 | 63,379 | 44,000 | 17.3 |
| Missouri | 10 | 53,740 | 50,533 | 40,000 | 20.6 |
| Montreal | 10 | 75,236 | 70,533 | 54,076 | 21.0 |
| Nebraska | 14 | 65,518 | 59,376 | 45,000 | 21.4 |
| New York | 24 | 70,081 | 64,000 | 55,000 | 11.5 |
| North Carolina | 28 | 69,174 | 65,860 | 45,000 | 21.0 |

Table 35: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Medical Libraries, FY 2011-2012

| Institution | Filled <br> Positions | Average Salary | Median Salary | Beginning Salary | Average Yrs. Exp. |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Northwestern | 17 | 67,350 | 67,825 | 51,000 | 17.9 |
| Ohio State | 10 | 67,779 | 65,149 | 46,000 | 19.0 |
| Oklahoma | 8 | 63,050 | 61,690 | 40,000 | 21.1 |
| Oklahoma State | 4 | 53,968 | 49,500 | 38,000 | 24.0 |
| Ottawa | 7 | 85,060 | 79,586 | 50,111 | 15.3 |
| Pennsylvania | 11 | 65,042 | 61,180 | 45,000 | 18.6 |
| Pennsylvania State | 7 | 62,662 | 62,982 | 45,000 | 14.7 |
| Pittsburgh | 27 | 62,134 | 60,030 | 45,000 | 16.0 |
| Queen's | 7 | 90,715 | 86,848 | 53,842 | 17.4 |
| Rochester | 25 | 58,325 | 54,326 | 40,000 | 20.9 |
| Saskatchewan | 7 | 79,311 | 78,931 | 57,839 | 10.4 |
| South Carolina | 9 | 49,291 | 46,692 | 35,000 | 15.1 |
| Southern California | 15 | 74,170 | 70,072 | 51,500 | 18.0 |
| Southern Illinois | 5 | 63,036 | 66,247 | 41,000 | 25.4 |
| Suny-Buffalo | 14 | 68,934 | 65,833 | 47,000 | 22.4 |
| Suny-Stony Brook | 18 | 73,018 | 72,686 | 45,000 | 16.7 |
| Temple | 8 | 59,147 | 58,331 | 42,800 | 20.6 |
| Tennessee - Knoxville | 4 | キ | キ | 38,000 | 15.0 |
| Tennessee - Memphis | 12 | 54,145 | 54,918 | 56,000 | 20.3 |
| Texas Tech | 23 | 49,315 | 45,634 | 38,110 | 20.2 |
| Toronto | 14 | 98,963 | 98,960 | 54,524 | 17.1 |
| Tulane | 8 | 54,850 | 50,184 | 40,000 | 15.3 |
| Utah | 18 | 64,626 | 61,000 | 40,000 | 20.0 |
| Vanderbilt | 14 | 66,991 | 69,738 | 41,500 | 14.6 |
| Virginia | 15 | 65,786 | 65,600 | 45,000 | 22.7 |
| Washington | 18 | 64,655 | 59,040 | 42,600 | 19.7 |
| Washington U.-St. Louis | 23 | 63,365 | 54,675 | 40,000 | 19.9 |
| Wayne State | 4 | $\ddagger$ | $\ddagger$ | 45,600 | 20.8 |
| Wisconsin | 15 | 60,472 | 55,491 | 40,526 | 16.2 |
| Yale | 20 | 78,346 | 76,000 | 49,500 | 17.8 |

[^12]| Rank | Institution | Salary | Rank | Institution | Salary |
| ---: | :--- | ---: | ---: | :--- | :--- |
| 1 | Cornell | 60,000 | 36 | Johns Hopkins | 45,000 |
| 1 | Howard | 60,000 | 36 | Miami | 45,000 |
| 3 | Harvard | 59,691 | 36 | Nebraska | 45,000 |
| 4 | Calgary | 57,919 | 36 | North Carolina | 45,000 |
| 5 | Saskatchewan | 57,839 | 36 | Pennsylvania | 45,000 |
| 6 | Alberta | 56,667 | 36 | Pennsylvania State | 45,000 |
| 7 | Connecticut | 56,454 | 36 | Pittsburgh | 45,000 |
| 8 | Tennessee, Memphis | 56,000 | 36 | SUNY Stony Brook | 45,000 |
| 9 | British Columbia | 55,258 | 36 | Virginia | 45,000 |
| 10 | New York University | 55,000 | 46 | Georgetown | 44,000 |
| 11 | Toronto | 54,524 | 46 | Minnesota | 44,000 |
| 12 | Montreal | 54,076 | 48 | Michigan | 43,500 |
| 13 | Queen's | 53,842 | 49 | Cincinnati | 43,000 |
| 14 | Columbia | 53,600 | 49 | Iowa | 43,000 |
| 15 | Arizona | 51,500 | 49 | Kansas | 43,000 |
| 15 | Southern California | 51,500 | 52 | Temple | 42,800 |
| 17 | Northwestern | 51,000 | 53 | Washington | 42,000 |
| 18 | Ottawa | 50,111 | 54 | Alabama | 42,000 |
| 19 | Florida | 50,000 | 55 | Vanderbilt | 41,500 |
| 20 | McGill | 49,930 | 56 | Kentucky | 41,000 |
| 21 | Manitoba | 49,743 | 56 | Southern Illinois | 41,000 |
| 22 | Yale | 49,500 | 58 | Wisconsin | 40,526 |
| 23 | McMaster | 48,388 | 59 | Florida State | 40,000 |
| 24 | Duke | 48,000 | 59 | Missouri | 40,000 |
| 24 | Emory | 48,000 | 59 | Oklahoma | 40,000 |
| 24 | George Washington | 48,000 | 59 | Rochester | 40,000 |
| 27 | Boston University | 47,000 | 59 | Tulane | 40,000 |
| 27 | Illinois, Chicago | 47,000 | 59 | Utah | 40,000 |
| 27 | SUNY Buffalo | 47,000 | 59 | Washington U.-St. Louis | 40,000 |
| 30 | California, Davis | 46,164 | 66 | Texas Tech | 38,110 |
| 30 | California, Los Angeles | 46,164 | 67 | Louisville | 38,000 |
| 30 | California, San Diego | 46,164 | 67 | Oklahoma State | 38,000 |
| 33 | Ohio State | 46,000 | 67 | Tennessee, Knoxville | 38,000 |
| 34 | Wayne State | 45,600 | 70 | Louisiana State | 36,000 |
| 35 | Dartmouth | 45,500 | 71 | Case Western Reserve | 35,700 |
| 36 | Hawaii | 45,000 | 72 | South Carolina | 35,000 |
|  |  |  |  |  |  |
|  |  | 50 |  |  |  |

[^13]Canadian salaries are expressed in US dollars.

Table 37: Median Professional Salaries in ARL University Medical Libraries
Rank Order Table, FY 2011-2012

| Rank | Institution | Salary | Rank | Institution | Salary |
| ---: | :--- | ---: | ---: | :--- | ---: |
| 1 | Alberta | 113,249 | 37 | Minnesota | 63,379 |
| 2 | Toronto | 98,960 | 38 | Pennsylvania State | 62,982 |
| 3 | British Columbia | 87,323 | 39 | Michigan | 62,108 |
| 4 | Queen's | 86,848 | 40 | Oklahoma | 61,690 |
| 5 | McMaster | 82,721 | 41 | Pennsylvania | 61,180 |
| 6 | California, Los Angeles | 82,524 | 42 | Utah | 61,000 |
| 7 | Cornell | 81,373 | 43 | Pittsburgh | 60,030 |
| 8 | Ottawa | 79,586 | 44 | Nebraska | 59,376 |
| 9 | Manitoba | 79,073 | 45 | Iowa | 59,287 |
| 10 | Saskatchewan | 78,931 | 46 | Emory | 59,095 |
| 11 | Connecticut | 77,974 | 47 | Washington | 59,040 |
| 12 | Harvard | 77,307 | 48 | Illinois, Chicago | 58,737 |
| 13 | Yale | 76,000 | 49 | Temple | 58,331 |
| 14 | California, San Diego | 75,708 | 50 | Arizona | 57,208 |
| 15 | Columbia | 75,279 | 51 | Duke | 56,897 |
| 16 | McGill | 74,842 | 52 | Kentucky | 56,855 |
| 17 | Calgary | 73,772 | 53 | Wisconsin | 55,491 |
| 18 | SUNY Stony Brook | 72,686 | 54 | Tennessee, Memphis | 54,918 |
| 19 | Case Western Reserve | 72,471 | 55 | Washington U.-St. Louis | 54,675 |
| 20 | Johns Hopkins | 71,073 | 56 | Rochester | 54,326 |
| 21 | Montreal | 70,533 | 57 | Florida State | 53,883 |
| 22 | Miami | 70,529 | 58 | Louisville | 53,374 |
| 23 | Southern California | 70,072 | 59 | Boston University | 52,750 |
| 24 | Vanderbilt | 69,738 | 60 | Cincinnati | 51,440 |
| 25 | George Washington | 67,985 | 61 | Missouri | 50,533 |
| 26 | Northwestern | 67,825 | 62 | Tulane | 50,184 |
| 27 | Dartmouth | 66,595 | 63 | Oklahoma State | 49,500 |
| 28 | Southern Illinois | 66,247 | 64 | Florida | 48,746 |
| 29 | Howard | 66,000 | 65 | Kansas | 47,500 |
| 30 | North Carolina | 65,860 | 66 | South Carolina | 46,692 |
| 31 | SUNY Buffalo | 65,833 | 67 | Texas Tech | 45,634 |
| 32 | Virginia | 65,600 |  | Alabama | $*$ |
| 33 | Ohio State | 65,149 |  | Hawaii | $*$ |
| 34 | California, Davis | 64,560 |  | Louisiana State | $*$ |
| 35 | New York University | 64,000 |  | Tennessee, Knoxville | $*$ |
| 36 | Georgetown | 63,456 |  | Wayne State | $*$ |
|  |  |  |  |  |  |

Salaries of directors are not included in the calculation of medians.
Alabama, Hawaii, Louisiana State, Tennessee-Knoxville, and Wayne State are not ranked because they reported four or fewer individuals. Canadian salaries are expressed in US dollars.

Table 38: Average Professional Salaries in ARL University Medical Libraries
Rank Order Table, FY 2011-2012

| Rank | Institution | Salary | Rank | Institution | Salary |
| ---: | :--- | ---: | ---: | :--- | ---: |
| 1 | Toronto | 98,963 | 37 | Utah | 64,626 |
| 2 | Alberta | 95,367 | 38 | Arizona | 64,591 |
| 3 | Queen's | 90,715 | 39 | Emory | 64,211 |
| 4 | British Columbia | 85,576 | 40 | Dartmouth | 63,819 |
| 5 | Ottawa | 85,060 | 41 | Michigan | 63,455 |
| 6 | Harvard | 83,012 | 42 | Washington U.-St. Louis | 63,365 |
| 7 | Cornell | 80,939 | 43 | Minnesota | 63,278 |
| 8 | Calgary | 80,754 | 44 | Oklahoma | 63,050 |
| 9 | Connecticut | 79,605 | 45 | Southern Illinois | 63,036 |
| 10 | Manitoba | 79,413 | 46 | Georgetown | 62,958 |
| 11 | Saskatchewan | 79,311 | 47 | Illinois, Chicago | 62,734 |
| 12 | Yale | 78,346 | 48 | Pennsylvania State | 62,662 |
| 13 | California, Los Angeles | 78,309 | 49 | Pittsburgh | 62,134 |
| 14 | McGill | 77,530 | 50 | California, Davis | 61,875 |
| 15 | McMaster | 75,773 | 51 | Wisconsin | 60,472 |
| 16 | Montreal | 75,236 | 52 | Cincinnati | 59,994 |
| 17 | Southern California | 74,170 | 53 | Duke | 59,946 |
| 18 | Miami | 74,087 | 54 | Temple | 59,147 |
| 19 | SUNY Stony Brook | 73,018 | 55 | Rochester | 58,325 |
| 20 | Johns Hopkins | 71,580 | 56 | Louisville | 57,677 |
| 21 | Columbia | 70,645 | 57 | Kentucky | 57,661 |
| 22 | California, San Diego | 70,200 | 58 | Boston University | 57,155 |
| 23 | New York University | 70,081 | 59 | Florida | 55,320 |
| 24 | Howard | 69,500 | 60 | Tulane | 54,850 |
| 25 | North Carolina | 69,174 | 61 | Tennessee, Memphis | 54,145 |
| 26 | SUNY Buffalo | 68,934 | 62 | Oklahoma State | 53,968 |
| 27 | Case Western Reserve | 68,651 | 63 | Missouri | 53,740 |
| 28 | George Washington | 68,038 | 64 | Florida State | 52,637 |
| 29 | Iowa | 67,896 | 65 | Kansas | 51,616 |
| 30 | Ohio State | 67,779 | 66 | Texas Tech | 49,315 |
| 31 | Northwestern | 67,350 | 67 | South Carolina | 49,291 |
| 32 | Vanderbilt | 66,991 |  | Alabama | $*$ |
| 33 | Virginia | 65,786 |  | Hawaii | $*$ |
| 34 | Nebraska | 65,518 |  | Louisiana State | $*$ |
| 35 | Pennsylvania | 65,042 |  | Tennessee, Knoxville | $*$ |
| 36 | Washington | 64,655 |  | Wayne State | $*$ |
|  |  |  |  |  |  |

Salaries of directors are not included in the calculation of medians.
Alabama, Hawaii, Louisiana State, Tennessee-Knoxville, and Wayne State are not ranked because they reported four or fewer individuals. Canadian salaries are expressed in US dollars.

Table 39: Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 2011-2012

| Position | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |
| Head, Medical | \$130,029 | 52 | \$142,460 | 14 | \$132,666 | 66 |
| Associate Director | 88,803 | 38 | 96,791 | 14 | 90,953 | 52 |
| Assistant Director | 69,469 | 35 | 78,863 | 7 | 71,035 | 42 |
| Head, Branch | $\ddagger$ | 18 | $\ddagger$ | 1 | 68,970 | 19 |
| Functional Specialist | 67,027 | 70 | 68,139 | 87 | 67,643 | 157 |
| Subject Specialist | 64,686 | 59 | 68,745 | 10 | 65,274 | 69 |
| Dept. Head: |  |  |  |  |  |  |
| Acquisitions | 67,396 | 15 | 62,445 | 5 | 66,158 | 20 |
| Reference | 71,127 | 18 | 85,180 | 5 | 74,182 | 23 |
| Cataloging | $\ddagger$ | 8 | $\ddagger$ | 2 | 67,630 | 10 |
| Serials | $\ddagger$ | 5 | $\ddagger$ | 2 | 60,610 | 7 |
| Documents/Maps |  |  |  |  |  |  |
| Circulation | 64,472 | 9 | 63,380 | 9 | 63,926 | 18 |
| Rare Books/Manuscripts | $\ddagger$ | 3 | $\ddagger$ | 3 | 78,301 | 6 |
| Computer Systems | 81,100 | 5 | 87,673 | 7 | 84,934 | 12 |
| Other | 71,013 | 49 | 80,938 | 12 | 72,966 | 61 |
| Reference: |  |  |  |  |  |  |
| Over 14 years experience | 71,529 | 94 | 70,966 | 24 | 71,415 | 118 |
| 10 to 14 years experience | 67,329 | 39 | 74,173 | 7 | 68,370 | 46 |
| 5 to 9 years experience | 58,803 | 41 | 57,228 | 13 | 58,424 | 54 |
| Under 5 years experience | 53,728 | 39 | 49,489 | 10 | 52,863 | 49 |
| Cataloging: |  |  |  |  |  |  |
| Over 14 years experience | $\ddagger$ | 4 | $\ddagger$ | 2 | 62,192 | 6 |
| 10 to 14 years experience | 54,468 | 4 | . |  | 54,468 | 4 |
| 5 to 9 years experience | 47,737 | 4 | . |  | 47,737 | 4 |
| Under 5 years experience | $\ddagger$ | 3 | . |  | \# | 3 |
| Other: |  |  |  |  |  |  |
| Over 14 years experience | 65,095 | 26 | 68,098 | 10 | 65,929 | 36 |
| 10 to 14 years experience | 58,661 | 10 | 56,355 | 5 | 57,893 | 15 |
| 5 to 9 years experience | $\ddagger$ | 14 | $\ddagger$ | 3 | 54,743 | 17 |
| Under 5 years experience | $\ddagger$ | 13 | $\ddagger$ | 3 | 58,073 | 16 |
| All Positions | \$72,001 | 675 | \$74,082 | 255 | \$72,571 | 930 |

[^14]Table 40: Number and Average Years of Experience of ARL University Medical Librarians by Position And Sex, FY 2011-2012

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Head, Medical | 29.7 | 52 | 32.1 | 14 | 30.2 | 66 |
| Associate Director | 24.7 | 38 | 27.8 | 14 | 25.5 | 52 |
| Assistant Director | 22.6 | 35 | 13.9 | 7 | 21.2 | 42 |
| Head, Branch | 18.9 | 18 | 8.0 | 1 | 18.4 | 19 |
| Functional Specialist | 13.4 | 70 | 11.6 | 87 | 12.4 | 157 |
| Subject Specialist | 13.6 | 59 | 12.8 | 10 | 13.5 | 69 |
| Dept. Head: |  |  |  |  |  |  |
| $\quad$ Acquisitions | 21.3 | 15 | 17.6 | 5 | 20.4 | 20 |
| Reference | 22.9 | 18 | 20.6 | 5 | 22.4 | 23 |
| Cataloging | 19.4 | 8 | 23.5 | 2 | 20.2 | 10 |
| Serials | 19.6 | 5 | 16.5 | 2 | 18.7 | 7 |
| Documents/Maps | 21.4 | 9 | 11.4 | 9 | 16.4 | 18 |
| Circulation | 23.0 | 3 | 26.3 | 3 | 24.7 | 6 |
| Rare Books/Manuscripts | 18.2 | 5 | 18.7 | 7 | 18.5 | 12 |
| Computer Systems | 19.0 | 49 | 19.2 | 12 | 19.1 | 61 |
| Other |  |  |  |  |  |  |
|  | 12.9 | 39 | 15.0 | 8 | 13.3 | 47 |
| Public services | 9 | 16.0 | 7 | 18.1 | 16 |  |
| Technical services | 19.8 | 15 | 16.5 | 6 | 15.1 | 21 |
| Administration | 14.6 | 213 | 14.1 | 54 | 15.1 | 267 |
| Reference | 15 | 35.5 | 2 | 13.6 | 17 |  |
| Cataloger | 10.4 |  |  |  |  |  |
| All Positions |  |  |  |  |  |  |

. No positions were reported in this category.

Table 41: Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 2011-2012

|  | Women |  | Men |  | Total |  | $\%$ of <br> Experience |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | No. | Salary | No. | Salary | No. | Total |  |
| 0-3 years | $\$ 56,962$ | 75 | $\$ 67,162$ | 30 | $\$ 59,876$ | 105 | $11 \%$ |
| 4-7 years | 58,083 | 96 | 61,312 | 50 | 59,189 | 146 | $16 \%$ |
| 8-11 years | 64,199 | 84 | 70,174 | 30 | 65,771 | 114 | $12 \%$ |
| 12-15 years | 68,454 | 75 | 70,455 | 29 | 69,012 | 104 | $11 \%$ |
| 16-19 years | 75,044 | 57 | 70,668 | 29 | 73,569 | 86 | $9 \%$ |
| 20-23 years | 70,738 | 64 | 80,677 | 19 | 73,013 | 83 | $9 \%$ |
| 24-27 years | 78,424 | 57 | 90,277 | 14 | 80,761 | 71 | $8 \%$ |
| 28-31 years | 85,642 | 54 | 88,309 | 19 | 86,336 | 73 | $8 \%$ |
| 32-35 years | 88,655 | 56 | 81,209 | 23 | 86,487 | 79 | $8 \%$ |
| over 35 years | 94,058 | 57 | 105,853 | 12 | 96,110 | 69 | $7 \%$ |
| All Positions | $\$ 72,001$ | 675 | $\$ 74,082$ | 255 | $\$ 72,571$ | 930 | $\mathbf{1 0 0} \%$ |

Canadian salaries are expressed in US dollars.

# 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

| Institution | Filled <br> Positions | Average Salary | Median Salary | Beginning Salary | Average Yrs． Exp． |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Alberta | 3 | $\ddagger$ | $\ddagger$ | 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 | $\ddagger$ | キ | 55，258 | 24.7 |
| Calgary | 2 | $\ddagger$ | $\ddagger$ | 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 | $\ddagger$ | $\ddagger$ | 49，930 | 16.8 |
| Manitoba | 3 | キ | キ | 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 | $\ddagger$ | キ | 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

| Institution | Filled <br> Positions | Average Salary | Median Salary | Beginning Salary | Average Yrs． Exp． |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 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 | キ | キ | 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 | キ | $\ddagger$ | 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 | $\ddagger$ | $\ddagger$ | 57，839 | 19.0 |
| South Carolina | 8 | 66，342 | 67，750 | 50，000 | 18.8 |
| Southern Illinois | 4 | $\ddagger$ | キ | 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 | $\ddagger$ | $\ddagger$ | 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 |

[^15]| Rank | Institution | Salary | Rank | Institution | Salary |
| ---: | :--- | ---: | ---: | :--- | :--- |
| 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.

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 | $*$ |
| 3 | 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 | $\ddagger$ | 6 | $\ddagger$ | 1 | 75,156 | 7 |
| Documents/Maps | $\ddagger$ | 7 | $\ddagger$ | 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 | $\ddagger$ | 2 | $\ddagger$ | 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 | $\ddagger$ | 4 | $\ddagger$ | 1 | 62,053 | 5 |
| 5 to 9 years experience | 63,232 | 4 | - |  | 63,232 | 4 |
| Under 5 years experience | $\ddagger$ | 3 | $\ddagger$ | 3 | 57,736 | 6 |
| Other: |  |  |  |  |  |  |
| Over 14 years experience | 67,001 | 16 | 68,128 | 4 | 67,226 | 20 |
| 10 to 14 years experience | $\ddagger$ | 3 | $\ddagger$ | 3 | 58,739 | 6 |
| 5 to 9 years experience | $\ddagger$ | 5 | $\ddagger$ | 3 | 56,558 | 8 |
| Under 5 years experience | 53,843 | 9 | 52,948 | 4 | 53,567 | 13 |
| All Positions | \$79,452 | 482 | \$83,503 | 260 | \$80,872 | 742 |

Canadian salaries are expressed in US dollars.
$\ddagger$ 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

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | 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: |  |  |  |  |  |  |
| $\quad$ 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 |
| Computer Systems | 23.5 | 2 | 13.5 | 4 | 16.8 | 4 |
| Other | 20.2 | 17 | 15.7 | 11 | 18.5 | 6 |
|  |  |  |  |  |  |  |
| 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 |
| All Positions |  |  |  |  |  |  |

. 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 |  | $\% \text { of }$ <br> 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\% |
| All Positions | \$79,452 | 482 | \$83,503 | 260 | \$80,872 | 742 | 100\% |

Canadian salaries are expressed in US dollars.
\# Salary data are not published when fewer than four individuals are involved in either category.

University Library Questionnaire and Instructions

# ARL AnNuAl SALARy SURVEy 2011-12 <br> University Library Questionnaire GENERAL AND DATA INPUT (ExCEL) INSTRUCTIONS 

 http://www.arl.org/stats/annualsurveys/salary/
## General Overview

- Use the newly available Web form for your data submission:

University Libraries: http://www.formstack.com/forms/?1093982-c6BynijupA Fill in Part I on the Web and upload your file for Part II through the same interface. NOTE: You must complete the entire submission in a single session. The Web interface does NOT allow you to return and edit your information once it is submitted.

- This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.
- Report individual salaries for the Main, Law, and Medical library on the separate template using Microsoft Excel (see http://www.arl.org/stats/annualsurveys/salary/salform11.shtml). A generic template is available. Add your institution's ARL Library Institution Code [LibID]. (See http://www.arl.org/stats/annualsurveys/surveycoord/instno_inam.shtml if you do not know your code.)
- Use "Percent" to determine if an employee works full-time or part-time. All full-time employees have Percent $=1.00$, i.e., they work $100 \%$ of a full-time schedule. If Percent is less than 1.00, then the employee works that fraction of a full-time schedule. For example, a $65 \%$ time appointment would be entered as 0.65 . Calculate the percent appointment by dividing the amount of time an employee works by the amount considered to be the norm for fulltime employment at your institution. For example, if a full-time appointment at your institution is 12 months at 40 hours per week:
- A 9-month part-time appointment has Percent $=9 / 12$, or 0.75 .
- An appointment at 30 hours per week has Percent $=30 / 40$, also 0.75.
- An appointment at 30 hours and 9 months has Percent $=0.75 \times 0.75=0.56$.

[^16]Enter Percent with two decimal points.

- Report salaries for both full-time and part-time professional positions. Salaries for parttime positions should NOT be converted to their full-time equivalents. Report the actual part-time salary paid and indicate the percent appointment for that employee in the appropriate column.
- Include salaries for all professional positions, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants. Please include all professionals involved in the provision of library services, including contractsupported positions.
- The salary figures should be straight gross salary figures. Do not include fringe benefits.
- Provide explanatory footnotes to the reported figures, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.
- After all data have been entered, make a backup copy of the complete file for your institution's master file. Your backup should include individual names/ID numbers. NOTE: The data submitted to ARL should NOT include individual names/ID numbers, so ARL will NOT be able to supply a copy of your institution's complete file next year.
- Please return the questionnaire the ARL Statistics and Assessment Program by October 1, 2011. Be sure to keep a complete copy of your return, including the electronic version of

INSTRUCTIONS

## Part I: Summary Data (Microsoft Word Form)

1. Part I of this survey deals with general information for the current fiscal year, 2011-12.
2. Include the Beginning Professional Salary for Law and Medical libraries if included in the survey.
3. The Beginning Professional Salary is the salary that would be paid to a newly hired professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.
4. Please report the 2011-12 Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2011. Do not delay returning your survey with the expectation that more information will be available later.
5. The 2011-12 Average and Median Salary figures will be calculated by ARL from the individual data supplied.
6. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

## Part II: Individual Data (Microsoft Excel Form)

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 2011-12. The survey requests information for individuals; aggregate data for each institution will be generated by computer. Vacant positions should be excluded from your report.
2. Data for the Main, Law, and Medical libraries should be reported on separate Excel files.
3. Obtain the Excel file. These instructions assume that you have Microsoft Excel available for use. If not, or if you have trouble opening the files in Excel, please call the ARL Statistics and Assessment Program at (202) 296-2296 or email stats@arl.org.
4. The template Excel file is available at:
http://www.arl.org/stats/annualsurveys/salary/salform11.shtml. This is a generic, blank file that can hold data for Main, Law, or Medical libraries. The file's name is "sal11xxxx.xls"; open the file and save it to your own computer by choosing "Save As" under the File menu. When saving the file, utilize ARL as the prefix for main library reports, use 11 to designate the year (2011-12), and change the " $x x x x$ " in its name to your ARL institution code number, e.g., "ARL111150.xls." Note: use MED for medical libraries, e.g. "MED111150" and LAW to denote law libraries, e.g., "LAW111150."

The file contains columns labeled as follows:
Required: Name/ID\# LibID Page Line Salary Job Sex OEOcat Yrsexp Rank Percent Optional: Hisp NatAm Asian Black HawPI White

In the LibID column, enter your ARL Library Institution Code. (See http://www.arl.org/stats/annualsurveys/surveycoord/instno_inam.shtml if you do not know your code.) If you leave this column blank we will fill it in for you when we receive the data.

Columns labeled "Page," "Line," and "Percent" are already filled for you. The numbers in the "Page" and "Line" columns will be used to identify these positions in case of data errors; do not change them. Eleven "pages" of 25 lines each have been provided; if this is not sufficient to list all positions at your institution, copy and paste lines 1-25 of the last page as needed.

## Entering Data for Part II: Individual Data (Microsoft Excel Form)

1. The "Name/ID\#" column is for your internal use, to enter and verify information for staff members by name. ARL does not require that you submit the information in this field to ARL. Please delete this column before sending the file to ARL. Upon receiving this file, ARL will delete any data in this column if you have not deleted them already.
2. The "LibID" will hold your institution's ARL number, for identification purposes. If you do not know your ARL number, you can find it on the Web under ARL Library Institution Codes. If you leave this column blank, it will be filled in by ARL staff.
3. "Salary" should be entered as it existed on July 1, 2011. Please do not hold up the reporting process for later salary adjustments. Include all filled positions and exclude all vacant positions. Report the actual salary paid. Do not adjust part-time salaries to their full-time equivalents; ARL will do this during the data analysis and verification stage. Do not include fringe benefits.
4. Each position can have only one "Job" code, to be taken from the following list:

DIRLIB Director of Libraries (includes Dean of Libraries and equivalent titles)
ASCDIR Associate Director
ASTDIR Assistant Director
HDMED Head, Medical Library (Human Medicine only)
HDLAW Head, Law Library
HDBR Head, Other Branch Library (including Veterinary Medicine)
FSPEC Functional Specialist
ARCH Archivists/Curators
BUSI Budget/Fiscal/Business Manager/Facilities
HUMRES Human Resources/Training/Staff Development
ITS Information Technology Systems
ITW Information Technology Web Development
ITP Information Technology Programming/ Application Development
MEDIA Media/Multimedia Specialists (including graphics)
PRES Preservation/Conservation
SSPEC Subject Specialist
HDACQ Head, Acquisitions Department
HDCAT Head, Catalog Department/Unit
HDCIRC Head, Circulation
HDCOMP Head, Library and Computer Systems
HDDOC Head, Documents Department
HDMAP Head, Map Room/Department
HDRBM Head, Rare Book/Manuscripts Department
HDREF Head, Reference Department
HDSER Head, Serials Department
HDOTH Head, Other Department/Service/ Agency
CAT Catalogers, both general and specialized
REF Reference librarians, both general and specialized
PUBS Public Services, non-supervisory, except reference librarians
TECH Technical Services, non-supervisory, except catalogers
ADMIN Administrative and other units, non-supervisory position
The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use these categories in the manner you feel best applies to your library. If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties.

Associate or Assistant Director, and Head, Other Branch. Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of
a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists primarily build collections, but may also offer specialized reference and bibliographic services; Functional Specialists are media specialists or experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have an MLS). The "specialist" category would generally not be used for someone with significant supervisory responsibilities, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

Functional Specialist sub-codes. Starting with the 2004-05 Salary Survey, the ARL Statistics and Assessment Committee adopted a proposal from the ACRL Personnel Administrators and Staff Development Officers Discussion Group to break down the Functional Specialist category. For each position which would have been labeled FSPEC prior to 2004-05, instead please use one of the eight sub-codes (ARCH, BUSI, HUMRES, ITS, ITW, ITP, MEDIA, PRES) to describe that position. If you cannot determine which sub-code to use, please use the FSPEC code.

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/ Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc., should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc.; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

Special note concerning Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/ Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

Administrative. Please note that ADMIN is not only for Administrative Services and related positions, but also can be applied to Public Relations/Communications,

Development/Fundraising, and all other administrative and/or professional positions which do not have a logical home elsewhere.
5.Please indicate "Sex" with the letter $\mathbf{M}$ or $\mathbf{F}$, indicating male or female, respectively.
6. "OEOCat" minority status code, for U.S. university libraries only, should be indicated with one of the following code numbers. (Leave blank if a Canadian library):

1 = Black
2 = Hispanic
3 = Asian or Pacific Islander
4 = American Indian or Native Alaskan
5 = Caucasian/Other
7. "YrsExp," or total years of professional experience. For most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. The figure should be rounded off to the nearest whole number; for example, a position with 14.5 years of experience would appear as 15.

## 8. Indicate "Rank" using the following system of codes:

$0 \quad$ The library director. Some systems also use 0 for assistant and/or associate directors.
1 Lowest level in the rank structure, such as an entry-level position.
2-8 Successively higher levels; for example, 5 indicates a higher rank than 2.
9 Rank cannot be determined, or, the individual is outside the organization's rank structure.
NOTE: These codes are meant to be guides only. Do not recode your rank system into an 8 level system if your rank system does not have eight levels. Please code each employee with his or her actual rank at your institution. When coding the library director as " 0 ", do not add or subtract a level to or from your ranking system.

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

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

The maximum number of ranks reported here must not exceed the maximum number of rank-levels reported in Part I for individual data under Rank structure. When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.
9. "Percent" is used to determine if an employee works full-time or part-time. All full-time employees have Percent $=1.00$, i.e., they work $100 \%$ of a full-time schedule. If Percent is less than 1.00, then the employee works that fraction of a full-time schedule. For example, a $65 \%$ time appointment would be entered as 0.65 . Calculate the percent appointment by dividing the amount of time an employee works by the amount considered to be the norm for full-time employment at your institution. For example, if a full-time appointment at your institution is 12 months at 40 hours per week:

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

Enter Percent with two decimal points.

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

Race and Ethnicity: The U.S. Office of Management and Budget has revised the Standards for the Classification of Federal Data on Race and Ethnicity and according to the new standard there will be five minimum categories for data on race (American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White) and one category for data on ethnicity ("Hispanic or Latino"). Respondents will be able to report more than one race by choosing multiple responses to the race question. The purpose of the revised classification is to reflect the increasing diversity of the U.S. population that has resulted primarily from growth in immigration and in interracial marriages. The new standards were used by the Bureau of the Census in the 2000 decennial census. ${ }^{1}$ In light of these developments, we are collecting the new classification on race and ethnicity in the ARL Annual Salary Survey on an optional basis.

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

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

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

[^17]Asian (Asian): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

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

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

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

## Submitting the Data for Part I and Part II on the Web

ARL is using the online services of FormStack to collect the data. As part of its privacy policy, FormStack pledges not to sell any collected information to third parties. For the complete FormStack privacy policy, visit http://www.formstack.com/privacy.html. ARL also accepts Part I and Part II of the salary survey by e-mail from those users who may be uncomfortable submitting the files in FormStack:

- University Libraries: http://www.formstack.com/forms/?1093982-c6BynijupA

Be sure to have the electronic copy of your completed salary survey Excel file handy as you will be submitting this file via the FormStack Web form. In addition to the completed Excel file, be prepared to provide the following information as well:

- The name, title, email and phone number of the person who prepared the Excel file. The name, title, email and phone number of your institution's contact person for the salary survey (if different from the person who prepared the Excel file)
- Indicate whether you are submitting salary information for one or more of the following: Main, Law, or Medical library, and the beginning professional salary and rank structure for each.
- For professional salary list the salary that would be paid to a newly hired professional without experience (even if local practice discourages hiring entry-level professionals without experience). Please report the 2011-12 beginning professional salary to the best of your knowledge as it existed on July 1, 2011.
- For rank structure, list the number of unique levels in your institution's rank structure. If you have no levels in your rank structure, use 1 . The number reported here should be equal to the highest number in the "Rank" column of your Excel file (i.e., the number of levels reported in your Excel file should equal the number of levels reported here).
- The names of the libraries that are included and excluded in your figures for the 'general libraries' (these can be main campus libraries or branch campus libraries), as well as any other explanatory information, should be indicated in a footnote. In your footnotes, report any information that would clarify the figures submitted: the inclusion and
exclusion of branch campus libraries, a reporting date that is sooner/later than July 1, 2011, etc. Please make an effort to word your footnotes in a manner consistent with notes appearing in the published report, so that ARL can interpret your footnotes correctly.

Please return the completed questionnaire to the ARL Statistics and Assessment Program by October 1, 2011.

For assistance, contact Martha Kyrillidou (martha@arl.org), Shaneka Morris (shaneka@arl.org),
Gary Roebuck (gary@arl.org) or David Green (david@arl.org).
Tel: 202-296-2296 or Fax: 202-872-0884.
http://www.arl.org/stats/annualsurveys/salary/
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## ARL Annual Salary Survey 2011-12 <br> University Library Questionnaire

Note: This is a copy of the form that you will submit electronically at:
http://www.formstack.com/forms/?1093982-c6BynijupA

## Part I: Summary Data

Reporting Institution $\qquad$ Date Returned to ARL $\qquad$
Report Prepared by (name) $\qquad$
Title $\qquad$
Email address $\qquad$ Phone number $\qquad$
Contact person (if different) $\qquad$
Title $\qquad$
Email address Phone number $\qquad$
(Note: ARL will calculate the 2011-12 median and average professional salaries for your library from the individual data you supply in Part II (Excel form) of this questionnaire.)

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

## 2. Rank Structure

Indicate the number of levels in your institution's rank structure for professional librarians. You should report here the maximum number of rank levels, reported in Part II for individual data, under the Rank column.
$\qquad$ 1 level (i.e., no differentiated levels)
$\qquad$ 2 levels
$\qquad$ 3 levels
$\qquad$ 4 levels
$\qquad$ 5 levels
$\qquad$ more than 5 levels (please specify the number of levels: $\qquad$ )

## 3. FOOTNOTES

3a. Please list which libraries are included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

3b. Please list which libraries are NOT included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

Please indicate any other explanatory information in footnotes. These additional footnotes, if necessary, should be placed in the space below or on attached pages.

Please submit the completed questionnaire to the web form at:
http://www.formstack.com/forms/?1093982-c6BynijupA
by October 1, 2011.
For assistance, contact Martha Kyrillidou (martha@arl.org), Shaneka Morris (shaneka@arl.org), Gary Roebuck (gary@arl.org) or David Green (david@arl.org).

Tel: 202-296-2296 or Fax: 202-872-0884
ARL Annual Salary Survey 2011-2012
University Library Questionnaire

| Confidential |  |  |  |  |  |  |  |  | Ethnicity | Race: | Race: | Race: | Race: | Race: |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Detach or delete before submitting to ARL. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Name/ID | Line | Salary | Job | Sex | OEO cat | Yrs Exp | Rank | Percent | Hispanic or Latino | NatAm | Asian | Black | HawPI | White |
|  | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 2 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 3 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 4 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 5 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 6 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 7 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 8 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 9 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 10 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 11 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 12 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 13 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 14 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 15 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 16 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 17 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 18 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 19 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 20 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 21 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 22 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 23 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 24 |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 25 |  |  |  |  |  |  |  |  |  |  |  |  |  |

Duplicate this sheet if you need additional lines. Please upload the completed Excel file at the web form at:
For assistance, contact Martha Kyrillidou (martha@arl.org), Shaneka Morris (shaneka@arl.org), Gary Roebuck (gary@arl.org) or David Green (david@arl.org).

Nonuniversity Library Questionnaire and Instructions

## ARL AnNuAl Salary Survey 2011-12 <br> Nonuniversity Library Questionnaire General and Data Input (Excel) Instructions <br> http://www.arl.org/stats/annualsurveys/salary/

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.
2. Obtain the Word file. These instructions assume that you have Microsoft Word available for use. If not, or if you have trouble opening the files in Word, please call the ARL Statistics and Assessment Program at (202) 296-2296 or email stats@arl.org.
3. The template Word file is available at: http://www.arl.org/stats/annualsurveys/salary/salform11.shtml. This is a generic, blank form that can hold your data. The file's name is "sal11_nuform.doc"; open the file and save it to your own computer by choosing "Save As" under the File menu. When saving the file, utilize ARL as the prefix, use 11 to designate the year (2011-12), and change the "xxxx" in its name to your ARL institution code number, e.g., "ARL119975.doc."
4. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.
5. Report 2011-12 salaries as they exist on July 1, 2011. If the library normally increases salaries at a date after July 1 , and the salary as of that later date is known or can be estimated (within $\$ 100$ or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.
6. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.
7. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.
8. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.
9. Salaries should normally be reported on a 12 -month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12 -month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.
10. The salaries for all professional positions should be included, regardless of whether the salaries come from

## Association of Research Libraries

regular library budget funds or from special funds such as research grants.
11. The salary figures should be straight gross salary figures. Do not include fringe benefits.
12. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.
13. Provide the name of the reporting library and the name of the person who prepares the report.
14. On the second page of the questionnaire (Part II) indicate the number of filled professional positions in each salary range for fiscal years 2010-11 and 2011-12.

## 15. Use the newly available Web form for your data submission:

Non University Libraries: http://www.formstack.com/forms/?1093976-c6BynijupA. Upload your Survey Form through the same interface. NOTE: You must complete the entire submission in a single session. The Web interface does NOT allow you to return and edit your information once it is submitted.

Note: ARL is using the online services of FormStack to collect the data. As part of its privacy policy, FormStack pledges not to sell any collected information to third parties. For the complete FormStack privacy policy, visit http://www.formstack.com/privacy.html. ARL also accepts Part I and Part II of the salary survey by e-mail attachment from those users who may be uncomfortable submitting the files in FormStack.

Please Submit the Web form by October 1, 2011.
For assistance, contact Martha Kyrillidou (martha@arl.org), Shaneka Morris (shaneka@arl.org), Gary Roebuck (gary@arl.org) or David Green (david@arl.org).

Tel: 202-296-2296 or Fax: 202-872-0884
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## ARL Annual Salary Survey 2011-12 <br> Nonuniversity Library Questionnaire

Note: This is a copy of the form that you will submit electronically at: http://www.formstack.com/forms/?1093976-c6BynijupA

## Part I: Summary Data

| Reporting Institution | Date Returned to ARL |
| :---: | :---: |
| Report Prepared by (name) |  |
| Title |  |
| Email address | Phone number |
| Contact person (if different) |  |
| Title |  |
| Email address | Phone number |

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 2010-11 and 2011-12.
2. Median professional salary for fiscal year 2011-12: $\qquad$
3. Beginning professional salary for 2011-12:
4. Footnotes (please compare with footnotes from surveys of previous years)
a. Law Library salaries are included.
$\qquad$ Yes ___ No $\qquad$ We do not have a Law Library.
b. Medical Library salaries are included.
$\qquad$ Yes $\qquad$ No $\qquad$ We do not have a Medical Library.
c. Branch libraries not included (please attach an additional sheet if necessary):
$\qquad$
$\qquad$
5. Other comments (please attach an additional sheet if necessary):
$\qquad$
$\qquad$

## Part II Salaries:

Indicate the number of filled professional positions in each salary range for fiscal years 2010-11 and 2011-12.

|  | Number of Positions |  |
| :---: | :---: | :---: |
| Salary Range | 2010-11 | 2011-12 |
| More than 300,000 |  |  |
| 250,000-299,999 |  |  |
| 200,000-250,000 |  |  |
| 175,000-199,999 |  |  |
| 150,000-174,999 |  |  |
| 140,000-149,999 |  |  |
| 130,000-139,999 |  |  |
| 120,000-129,999 |  |  |
| 110,000-119,999 |  |  |
| 100,000-109,999 |  |  |
| 95,000-99,999 |  |  |
| 90,000-94,999 |  |  |
| 85,000-89,999 |  |  |
| 80,000-84,999 |  |  |
| 78,000-79,999 |  |  |
| 76,000-77,999 |  |  |
| 74,000-75,999 |  |  |
| 72,000-73,999 |  |  |
| 70,000-71,999 |  |  |
| 68,000-69,999 |  |  |
| 66,000-67,999 |  |  |
| 64,000-65,999 |  |  |
| 62,000-63,999 |  |  |
| 60,000-61,999 |  |  |
| 58,000-59,999 |  |  |
| 56,000-57,999 |  |  |
| 54,000-55,999 |  |  |
| 52,000-53,999 |  |  |
| 50,000-51,999 |  |  |
| 48,000-49,999 |  |  |
| 46,000-47,999 |  |  |
| 44,000-45,999 |  |  |
| 42,000-43,999 |  |  |
| 40,000-41,999 |  |  |
| 38,000-39,999 |  |  |
| 36,000-37,999 |  |  |
| 34,000-35,999 |  |  |
| less than 34,000 |  |  |
|  |  |  |
| Total Number of Positions |  |  |

Please submit the completed questionnaire to the web form at: http://www.formstack.com/forms/?1093976-c6BynijupA by October 1, 2011.

For assistance, contact Martha Kyrillidou (martha@arl.org), Shaneka Morris (shaneka@arl.org),
Gary Roebuck (gary@arl.org) or David Green (david@arl.org).
Tel: 202-296-2296 or Fax: 202-872-0884

## Footnotes to the ARL Annual Salary Survey, 2011-2012

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


#### Abstract

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-Physicis, 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 departmentss 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: $\$ 40 \mathrm{~K}-\$ 42 \mathrm{~K}$. 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 $=3$, Nonlibrarian 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.

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 Hitschfeld 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; Misercordia 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), Botany (www.bib.umontreal.ca/BV), Chemistry (www.bib.umontreal.ca/CH), Educational Resources Library (www.bib.umontreal.ca/DI), Education-Communication-Psychology-Psychoeducation-Biology Library (www.bib.umontreal.ca/ED), Geography (www.bib.umontreal.ca/GP), Kinesiology (www.bib.umontreal. $\mathrm{ca} / \mathrm{SA})$, Humanities and Social Sciences (www.bib.umontreal.ca/SS), Rare books and Special Collections (www.bib.umontreal.ca/GP), Mathematics and Computer Sciences (www.bib.umontreal.ca/MI), Veterinary (www.bib.umontreal.ca/SA), Music (www.bib.umontreal.ca/ MU), Optometry (www.bib.umontreal.ca/SA), Physics (www.bib.umontreal.ca/PY), École Polytechnique Library (Affiliated School) (www. polymtl.ca), and HEC Montreal Library (Affiliated School)(www.hec.ca).

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

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; OSUOklahoma 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, Lippinoctt 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 Librariy), 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 threelevel 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.

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. "Professional" determined by Office of Personnel Management definition: 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.

## ARL Member Libraries as of January 1, 2012

The Association of Research Libraries (ARL) represents the interests of 126 libraries that serve major North American research institutions. ARL operates as a forum for the exchange of ideas and as an agent for collective action to influence the forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Assessment program is organized around identifying, collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The program offers publications and special member services, and collaborates with other national and international library statistics programs.

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


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


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


| Institution | Category | Full Name of Institution | Location |
| :--- | :--- | :--- | :--- |
| Center for Research Libs. | N | Center for Research Libraries | Chicago, Illinois |
| Lib. \& Archives Canada | X | Library and Archives Canada | Ottawa, Ontario |
| Library of Congress | N | Library of Congress | Washington, DC |
| Natl. Agricultural Lib. | N | National Agricultural Library | Beltsville, Maryland |
| Natl. Archives \& Records | N | National Archives and Records Administration | Washington, DC |
| Natl. Library of Medicine | N | National Library of Medicine | Bethesda, Maryland |
| New York Public Library | N | New York Public Library | New York, New York |
| New York State Library | N | New York State Library | Albany, New York |
| Smithsonian Institution | N | Smithsonian Institution | Washington, DC |

S-US public university
P - US private university
C - Canadian university
N - US nonuniversity
X - Canadian nonuniversity


[^0]:    1 This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 2010-June 2011 and is used in converting figures that are shown effective as of 1 July 2011. This information can be accessed at: http: / / www.bankofcanada.ca/en/rates / exchange.html.

[^1]:    2 Some US institutions offer their librarians the option of not reporting race and ethnicity; others forbid the tracking of racial and ethnic classification altogether. See Footnotes.

[^2]:    3 There are many instances citing the continuation of gender inequity in academia. See, for example: Mary Ann Mason, "Still Earning Less," Chronicle of Higher Education 13 January 2010 http: / / chronicle.com/article/ Still-Earning-Less/63482/; Katherine Mangan, "Women in Academic Medicine: Equal to Men, Except in Pay," Chronicle of Higher Education 31 March 2010 http : / / chronicle.com/article/ Women-in-Academic-Medicine-/ 64892/; Paula Wasley, "Gender Gap in Pay Widens Over Time," Chronicle of Higher Education 4 May 2007 http: / / chronicle.com/article/Gender-Gap-in-Pay-Widens-Over/9208/; Denise K. Manger's articles in the Chronicle of Higher Education, "Faculty Salaries Increased 3.7\% in 1999-2000" (14 April 2000: A20) and "Faculty Salaries are Up 3.6\%, Double the Rate of Inflation" (23 April 1999 : A16); D. W. Miller, "Salary Gap Between Male and Female Professors Grows Over the Years, Study Suggests," Chronicle of Higher Education, Today's News, 27 April 2000; and Yolanda Moses, "Salaries in Academe: The Gender Gap Persists," Chronicle of Higher Education 12 December 1997: A60.

[^3]:    4 The average salaries for All Functional Specialists published in the ARL Annual Salary Survey 2009-2010 and 2010-2011 were not correct. The correct average salaries for 2010-2011 are $\$ 63,847$ for women, $\$ 65,981$ for men, and $\$ 64,852$ overall. The correct average salaries for 2009-1010 are \$62,070 for women, \$64,299 for men, and \$63,130 overall.

[^4]:    ${ }^{5}$ In 1995-1996, the largest cohort of libraries was determined based on staff over 124; in 1996-1998, over 120; in 1998-1999, over 115; and since 1999-2000, over 110. See Table 23.

[^5]:    6 CPI data retrieved from the US Department of Labor, Bureau of Labor Statistics' Consumer Price Index-All Urban Consumers (US All items, 1982-84=100 - CUUR0000SA0) available online at http: / / www.bls.gov/ data/.

    7 The source for Canadian CPI data is Table 5: The Consumer Price Index for Canada (All-Items, Not Seasonally Adjusted, Historical Data) published in The Daily, a Statistics Canada publication, available online at http: / / www.statcan.gc.ca/pub / 62-001-x/2009010/t040-eng.htm.

[^6]:    *Actual CPI figures have been revised from previous editions based upon changes published by the Bureau of Labor Statistics. These changes are minute, less than 0.3 in all cases.
    $\dagger$ Includes medical and law libraries.
    \# Beginning professional salary.

[^7]:    *Actual CPI figures have been revised from previous editions based upon changes published by the Bureau of Labor Statistics. These changes are minute, less than 0.3 in all cases.
    $\dagger$ Includes medical and law libraries.

[^8]:    $\dagger$ Includes medical and law libraries.

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

[^9]:    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.
    $\dagger$ Canadian salaries are expressed in US dollars.
    \# See Footnotes.

[^10]:    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.

[^11]:    Excludes medical and law libraries.

[^12]:    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.
    $\ddagger$ Salary data are not published when fewer than four individuals are involved.

[^13]:    Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

[^14]:    Canadian salaries are expressed in US dollars.
    \# Salary data are not published when fewer than four individuals are involved in either category.
    . No positions reported in this category.

[^15]:    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．
    $\ddagger$ Salary data are not published when fewer than four individuals are involved．

[^16]:    21 Dupont Circle NW, Suite 800
    Washington, DC 20036
    2022962296 telephone
    2028720884 fax
    http://www.arl.org

[^17]:    1 http://www.census.gov/population/www/socdemo/race/racefactcb.html

