

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 2010–2011

Institution	FILLED POSITIONS	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2011
Alabama †	62	\$58,272	\$58,760	\$52,204	\$55,188	\$42,000	\$42,000	15.0
Alberta ††	72	84,172	96,215	89,319	96,759	43,398	52,833	15.7
Arizona †	55	65,897	65,351	59,915	59,118	48,605	50,857	18.0
Arizona State †	56	66,091	64,744	65,071	65,039	43,000	43,000	19.9
Auburn †	44	58,382	57,728	53,705	52,330	44,720	44,720	15.1
Boston University †	56	57,615	59,680	56,600	57,200	43,700	33,000	17.5
Boston College †	55	69,739	70,871	67,280	69,560	42,300	43,350	19.7
Brigham Young	109	66,005	67,295	63,950	66,000	51,000	52,020	18.9
British Columbia ††	72	73,023	85,029	70,005	83,131	47,429	52,420	17.7
Brown †	62	65,880	66,368	61,549	62,972	39,500	40,500	18.8
Calgary ††	53	81,275	91,776	76,749	88,732	49,713	54,945	18.7
California, Berkeley †	101	83,853	85,329	82,524	82,524	47,087	46,164	18.0
California, Davis †	39	81,135	84,334	88,488	88,488	46,164	46,164	21.8
California, Irvine	51	76,645	77,825	75,708	75,708	46,164	46,144	16.8
California, Los Angeles †	136	78,189	79,113	75,708	75,708	46,164	46,164	16.3
California, Riverside †	43	77,661	79,762	75,708	79,116	47,087	47,087	21.5
California, San Diego †	84	77,158	77,064	75,708	75,708	46,164	46,164	17.4
California, Santa Barbara †	55	71,378	74,431	68,892	74,104	46,164	46,164	17.8
Case Western Reserve †	43	58,788	58,886	55,227	55,434	35,000	35,000	15.9
Chicago †	71	76,254	76,692	72,329	73,130	48,204	50,151	20.8
Cincinnati †	58	65,445	68,451	61,879	66,260	40,000	42,000	19.5
Colorado †	45	67,523	64,595	64,573	61,262	44,000	44,000	14.2
Colorado State	37	68,311	67,844	65,300	64,700	45,000	55,000	18.0
Columbia †	204	72,939	74,360	64,385	65,280	51,500	52,000	15.8
Connecticut †	60	82,083	81,341	78,079	79,309	48,000	50,000	17.8
Cornell †	102	71,548	74,377	64,239	66,873	47,000	48,000	17.1
Dartmouth †	47	72,208	70,594	67,933	67,159	45,500	45,500	17.6
Delaware	59	75,703	76,673	73,353	72,868	43,600	43,600	18.2
Duke †	117	64,870	65,526	60,000	60,000	45,000	45,000	15.0
Emory †	67	68,747	69,761	63,068	63,198	42,000	47,750	15.0
Florida †	68	60,450	62,229	56,388	58,073	42,000	42,000	16.3
Florida State †	41	54,858	56,313	49,805	52,265	42,000	42,000	12.5
George Washington †	41	74,353	76,999	67,143	72,277	47,000	47,000	15.9
Georgetown †	53	69,227	70,338	63,538	63,965	45,000	45,000	21.6
Georgia †	69	56,544	56,057	50,000	49,795	38,000	38,000	16.5
Georgia Tech †	44	63,526	63,534	58,016	58,016	44,000	44,000	14.8
Guelph ††	50	69,113	80,588	66,902	76,872	51,169	58,392	18.1
Harvard †	408	77,319	79,111	70,720	72,134	48,800	53,093	15.4
Hawaii †	67	66,721	63,037	66,225	64,692	42,660	35,000	18.2
Houston †	41	61,669	62,188	56,563	54,628	43,000	44,000	15.0
Howard †	13	43,547	56,590	43,010	50,223	38,000	34,627	22.5
Illinois, Chicago †	43	62,208	63,420	56,555	57,730	47,000	47,000	17.0

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2010–2011

Institution	FILLED POSITIONS	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2011
Illinois, Urbana †	127	66,755	69,964	61,645	65,129	46,000	50,000	16.2
Indiana †	78	63,870	63,918	59,331	59,331	40,400	40,400	19.5
Iowa †	65	62,529	64,501	55,573	57,840	41,000	41,000	18.8
Iowa State †	49	63,217	65,451	61,664	63,105	43,000	44,000	20.5
Johns Hopkins †	83	68,926	69,299	65,690	65,353	50,026	51,027	16.7
Kansas †	85	60,877	62,232	54,806	57,417	51,000	43,000	16.1
Kent State †	63	63,997	66,624	60,301	64,520	55,367	57,078	16.8
Kentucky †	64	60,966	60,762	59,839	59,984	41,000	41,000	21.7
Laval ††	65	61,963	67,439	62,474	69,944	42,468	46,937	13.1
Louisiana State	49	50,821	51,100	46,462	46,901	38,000	38,000	15.1
Louisville †	31	59,483	59,638	55,884	53,031	37,000	37,000	17.3
McGill ††	64	63,797	71,450	57,834	64,865	42,856	47,366	15.7
McMaster ††	45	61,608	69,041	62,508	62,118	40,128	45,945	17.6
Manitoba ††	40	81,855	91,679	85,771	95,343	41,845	46,249	22.9
Maryland	72	68,874	69,981	66,603	69,035	40,000	40,000	21.6
Massachusetts †	57	69,882	72,957	72,263	73,553	42,155	42,155	17.4
MIT †	93	74,430	77,065	70,959	73,326	51,750	52,000	16.6
Miami †	52	68,278	69,503	61,728	65,000	45,000	45,000	15.6
Michigan †	169	67,767	71,354	63,717	65,884	42,000	42,000	17.4
Michigan State †	65	68,894	70,979	65,850	67,373	47,000	47,500	17.6
Minnesota	107	66,794	68,210	63,557	65,785	42,000	43,000	16.9
Missouri †	36	59,914	59,710	55,964	57,127	40,000	40,000	21.0
Montreal ††	89	62,740	70,501	59,349	65,596	36,968	43,497	15.3
Nebraska †	46	65,057	64,928	57,472	57,453	50,000	50,000	20.0
New Mexico †	44	72,938	71,159	68,853	67,913	40,000	40,000	19.5
New York University †	84	79,018	78,859	69,989	71,616	52,000	55,000	15.8
North Carolina	96	67,637	65,091	63,712	62,300	44,000	44,000	17.3
North Carolina State †	91	73,019	72,411	65,000	65,000	50,000	52,000	11.1
Northwestern †	89	67,873	68,146	63,429	62,995	43,000	44,000	16.3
Notre Dame †	58	69,492	71,751	66,508	67,915	41,200	44,000	19.5
Ohio University †	45	55,522	55,590	48,787	49,275	41,000	41,500	13.6
Ohio State †	124	59,476	57,846	54,450	53,292	46,000	46,000	14.2
Oklahoma	42	55,853	55,299	53,742	53,477	42,000	42,000	14.6
Oklahoma State †	64	56,580	56,678	52,657	51,865	38,000	38,000	17.5
Oregon †	54	59,782	61,130	55,973	57,839	40,000	40,000	17.3
Ottawa††	34	N/A	87,360	N/A	85,122	N/A	47,538	18.9
Pennsylvania †	104	65,997	66,632	61,850	63,148	43,500	41,000	15.6
Pennsylvania State †	143	67,897	69,465	64,224	66,258	42,436	43,709	19.1
Pittsburgh †	65	66,551	69,211	60,711	62,897	34,000	34,000	19.8
Princeton †	112	79,015	82,454	73,799	76,100	63,200	63,200	20.9
Purdue †	63	65,573	65,562	60,513	61,006	47,000	47,000	19.3
Queen's †	32	80,504	96,157	83,438	99,005	44,227	50,446	21.3

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2010–2011

Institution	FILLED POSITIONS		AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2011	
Rice	59	62,215	65,202	55,833	60,300	37,200	38,700	15.4	
Rochester †	67	55,837	59,814	53,000	56,059	38,168	38,983	16.4	
Rutgers †	86	89,058	91,176	91,751	91,751	49,286	50,765	22.5	
Saskatchewan † ‡	46	76,307	85,160	78,850	81,582	45,197	52,202	16.0	
South Carolina †	48	53,658	52,032	49,838	48,627	34,000	38,000	16.9	
Southern California †	105	74,479	76,057	67,650	69,761	48,500	48,500	19.6	
Southern Illinois	36	58,264	59,157	52,536	56,912	44,000	44,000	14.9	
SUNY Albany †	62	60,964	64,024	58,822	62,729	39,000	39,350	17.3	
SUNY Buffalo †	72	72,916	75,265	69,048	70,554	45,000	47,000	19.9	
SUNY Stony Brook †	24	79,837	87,447	75,457	79,599	42,000	43,000	22.3	
Syracuse †	54	65,847	67,893	60,648	61,390	None	38,000	19.3	
Temple †	39	66,849	69,082	58,140	60,048	44,044	44,004	19.7	
Tennessee †	40	69,380	68,677	66,307	67,268	44,000	44,000	18.9	
Texas †	121	66,882	66,964	59,260	59,304	46,000	45,000	17.1	
Texas A&M †	113	62,441	64,966	55,704	59,055	47,500	48,500	15.0	
Texas Tech †	68	60,690	58,352	57,135	54,163	45,000	45,000	12.6	
Toronto †	141	78,211	85,574	75,194	82,254	44,484	49,451	15.6	
Tulane	35	60,534	62,835	56,325	59,492	40,000	40,000	17.9	
Utah	58	61,470	61,061	56,312	55,375	44,000	45,000	19.2	
Vanderbilt †	62	58,991	59,927	54,655	55,945	40,500	41,000	18.0	
Virginia ‡	72	67,988	70,351	60,000	64,600	44,000	44,000	17.7	
Virginia Tech †	38	63,148	63,308	58,540	58,540	40,000	40,000	16.8	
Washington †	115	66,476	65,466	59,934	58,752	42,600	42,600	19.2	
Washington State †	42	62,755	63,512	58,172	58,172	38,500	38,500	19.6	
Washington U.-St. Louis †	62	59,037	60,832	53,740	55,489	40,000	40,000	17.2	
Waterloo † ‡	36	70,230	76,645	70,260	75,974	44,402	49,110	17.4	
Wayne State †	73	61,261	60,697	54,705	55,396	40,500	41,000	13.4	
Western Ontario † ‡	65	59,073	68,581	55,725	66,961	40,610	47,836	13.4	
Wisconsin †	155	61,856	61,068	58,654	57,692	40,526	40,526	18.1	
Yale †	191	81,088	80,642	76,300	76,365	50,500	50,500	19.0	
York † ‡	53	82,297	99,770	77,321	96,446	41,999	46,419	17.6	

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.

† Canadian salaries are expressed in US dollars.

‡ See Footnotes.

* Ottawa became a member in 2010 and was included for the first time in the *ARL Annual Salary Survey 2010–2011*.

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TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FY 2009–2010

Rank	Institution	Salary	Rank	Institution	Salary
1	Princeton	63,200	58	Delaware	43,600
2	Kent State	55,367	59	Pennsylvania	43,500
3	New York	52,000	60	Alberta	43,398
4	MIT	51,750	61	Arizona State	43,000
5	Columbia	51,500	61	Houston	43,000
6	Guelph	51,169	61	Iowa State	43,000
7	Brigham Young	51,000	61	Northwestern	43,000
7	Kansas	51,000	65	McGill	42,856
9	Yale	50,500	66	Hawaii	42,660
10	Johns Hopkins	50,026	67	Washington	42,600
11	Nebraska	50,000	68	Laval	42,468
11	North Carolina State	50,000	69	Pennsylvania State	42,436
13	Calgary	49,713	70	Boston College	42,300
14	Rutgers	49,286	71	Massachusetts	42,155
15	Harvard	48,800	72	Alabama	42,000
16	Arizona	48,605	72	Emory	42,000
17	Southern California	48,500	72	Florida	42,000
18	Chicago	48,204	72	Florida State	42,000
19	Connecticut	48,000	72	Michigan	42,000
20	Texas A&M	47,500	72	Minnesota	42,000
21	British Columbia	47,429	72	Oklahoma	42,000
22	Calif. Berkeley	47,087	72	SUNY Stony Brook	42,000
22	Calif. Riverside	47,087	80	York	41,999
24	Cornell	47,000	81	Manitoba	41,845
24	George Washington	47,000	82	Notre Dame	41,200
24	Illinois, Chicago	47,000	83	Iowa	41,000
24	Michigan State	47,000	83	Kentucky	41,000
24	Purdue	47,000	83	Ohio	41,000
29	Calif. Davis	46,164	86	Western Ontario	40,610
29	Calif. Irvine	46,164	87	Wisconsin	40,526
29	Calif. Los Angeles	46,164	88	Vanderbilt	40,500
29	Calif. San Diego	46,164	88	Wayne State	40,500
29	Calif. Santa Barbara	46,164	90	Indiana	40,400
34	Illinois, Urbana	46,000	91	McMaster	40,128
34	Ohio State	46,000	92	Cincinnati	40,000
34	Texas	46,000	92	Maryland	40,000
37	Dartmouth	45,500	92	Missouri	40,000
38	Saskatchewan	45,197	92	New Mexico	40,000
39	Colorado State	45,000	92	Oregon	40,000
39	Duke	45,000	92	Tulane	40,000
39	Georgetown	45,000	92	Virginia Tech	40,000
39	Miami	45,000	92	Washington-St. Louis	40,000
39	SUNY Buffalo	45,000	100	Brown	39,500
39	Texas Tech	45,000	101	SUNY Albany	39,000
45	Auburn	44,720	102	Washington State	38,500
46	Toronto	44,484	103	Rochester	38,168
47	Waterloo	44,402	104	Georgia	38,000
48	Queen's	44,227	104	Howard	38,000
49	Temple	44,044	104	Louisiana State	38,000
50	Colorado	44,000	104	Oklahoma State	38,000
50	Georgia Tech	44,000	108	Rice	37,200
50	North Carolina	44,000	109	Louisville	37,000
50	Southern Illinois	44,000	110	Montreal	36,968
50	Tennessee	44,000	111	Case Western Reserve	35,000
50	Utah	44,000	112	Pittsburgh	34,000
50	Virginia	44,000	112	South Carolina	34,000
57	Boston University	43,700	N/A	Syracuse	None

Reprinted from *ARL Annual Salary Survey 2009–2010*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

Excludes medical and law libraries. See Tables 36 and 43 for comparable figures for medical and law libraries.

Canadian salaries are expressed in US dollars.

TABLE 9: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FY 2010–2011

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

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

Excludes medical and law libraries. See Tables 36 and 43 for comparable figures for medical and law libraries.

Canadian salaries are expressed in US dollars.

TABLE 10: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FY 2009–2010

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	91,751	58	Pennsylvania	61,850
2	Alberta	89,319	59	Miami	61,728
3	California, Davis	88,488	60	Iowa State	61,664
4	Manitoba	85,771	61	Illinois, Urbana	61,645
5	Queen's	83,438	62	Brown	61,549
6	California, Berkeley	82,524	63	Pittsburgh	60,711
7	Saskatchewan	78,850	64	Syracuse	60,648
8	Connecticut	78,079	65	Purdue	60,513
9	York	77,321	66	Kent State	60,301
10	Calgary	76,749	67	Duke	60,000
11	Yale	76,300	67	Virginia	60,000
12	California, Irvine	75,708	69	Washington	59,934
12	California, Los Angeles	75,708	70	Arizona	59,915
12	California, Riverside	75,708	71	Kentucky	59,839
12	California, San Diego	75,708	72	Montreal	59,349
16	SUNY Stony Brook	75,457	73	Indiana	59,331
17	Toronto	75,194	74	Texas	59,260
18	Princeton	73,799	75	SUNY Albany	58,822
19	Delaware	73,353	76	Wisconsin	58,654
20	Chicago	72,329	77	Virginia Tech	58,540
21	Massachusetts	72,263	78	Washington State	58,172
22	MIT	70,959	79	Temple	58,140
23	Harvard	70,720	80	Georgia Tech	58,016
24	Waterloo	70,260	81	McGill	57,834
25	British Columbia	70,005	82	Nebraska	57,472
26	New York University	69,989	83	Texas Tech	57,135
27	SUNY Buffalo	69,048	84	Boston University	56,600
28	California, Santa Barbara	68,892	85	Houston	56,563
29	New Mexico	68,853	86	Illinois, Chicago	56,555
30	Dartmouth	67,933	87	Florida	56,388
31	Southern California	67,650	88	Tulane	56,325
32	Boston College	67,280	89	Utah	56,312
33	George Washington	67,143	90	Oregon	55,973
34	Guelph	66,902	91	Missouri	55,964
35	Maryland	66,603	92	Louisville	55,884
36	Notre Dame	66,508	93	Rice	55,833
37	Tennessee	66,307	94	Western Ontario	55,725
38	Hawaii	66,225	95	Texas A&M	55,704
39	Michigan State	65,850	96	Iowa	55,573
40	Johns Hopkins	65,690	97	Case Western Reserve	55,227
41	Colorado State	65,300	98	Kansas	54,806
42	Arizona State	65,071	99	Wayne State	54,705
43	North Carolina State	65,000	100	Vanderbilt	54,655
44	Colorado	64,573	101	Ohio State	54,450
45	Columbia	64,385	102	Oklahoma	53,742
46	Cornell	64,239	103	Washington U.-St. Louis	53,740
47	Pennsylvania State	64,224	104	Auburn	53,705
48	Brigham Young	63,950	105	Rochester	53,000
49	Michigan	63,717	106	Oklahoma State	52,657
50	North Carolina	63,712	107	Southern Illinois	52,536
51	Minnesota	63,557	108	Alabama	52,204
52	Georgetown	63,538	109	Georgia	50,000
53	Northwestern	63,429	110	South Carolina	49,838
54	Emory	63,068	111	Florida State	49,805
55	McMaster	62,508	112	Ohio University	48,787
56	Laval	62,474	113	Louisiana State	46,462
57	Cincinnati	61,879	114	Howard	43,010

Reprinted from *ARL Annual Salary Survey 2009–2010*. 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 2010–2011

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

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 2009–2010

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	89,058	58	Pittsburgh	66,551
2	Alberta	84,172	59	Washington	66,476
3	California, Berkeley	83,853	60	Arizona State	66,091
4	York	82,297	61	Brigham Young	66,005
5	Connecticut	82,083	62	Pennsylvania	65,997
6	Manitoba	81,855	63	Arizona	65,897
7	Calgary	81,275	64	Brown	65,880
8	California, Davis	81,135	65	Syracuse	65,847
9	Yale	81,088	66	Purdue	65,573
10	Queen's	80,504	67	Cincinnati	65,445
11	SUNY Stony Brook	79,837	68	Nebraska	65,057
12	New York University	79,018	69	Duke	64,870
13	Princeton	79,015	70	Kent State	63,997
14	Toronto	78,211	71	Indiana	63,870
15	California, Los Angeles	78,189	72	McGill	63,797
16	California, Riverside	77,661	73	Georgia Tech	63,526
17	Harvard	77,319	74	Iowa State	63,217
18	California, San Diego	77,158	75	Virginia Tech	63,148
19	California, Irvine	76,645	76	Washington State	62,755
20	Saskatchewan	76,307	77	Montreal	62,740
21	Chicago	76,254	78	Iowa	62,529
22	Delaware	75,703	79	Texas A&M	62,441
23	Southern California	74,479	80	Rice	62,215
24	MIT	74,430	81	Illinois, Chicago	62,208
25	George Washington	74,353	82	Laval	61,963
26	British Columbia	73,023	83	Wisconsin	61,856
27	North Carolina State	73,019	84	Houston	61,669
28	Columbia	72,939	85	McMaster	61,608
29	New Mexico	72,938	86	Utah	61,470
30	SUNY Buffalo	72,916	87	Wayne State	61,261
31	Dartmouth	72,208	88	Kentucky	60,966
32	Cornell	71,548	89	SUNY Albany	60,964
33	California, Santa Barbara	71,378	90	Kansas	60,877
34	Waterloo	70,230	91	Texas Tech	60,690
35	Massachusetts	69,882	92	Tulane	60,534
36	Boston College	69,739	93	Florida	60,450
37	Notre Dame	69,492	94	Missouri	59,914
38	Tennessee	69,380	95	Oregon	59,782
39	Georgetown	69,227	96	Louisville	59,483
40	Guelph	69,113	97	Ohio State	59,476
41	Johns Hopkins	68,926	98	Western Ontario	59,073
42	Michigan State	68,894	99	Washington U.-St. Louis	59,037
43	Maryland	68,874	100	Vanderbilt	58,991
44	Emory	68,747	101	Case Western Reserve	58,788
45	Colorado State	68,311	102	Auburn	58,382
46	Miami	68,278	103	Alabama	58,272
47	Virginia	67,988	104	Southern Illinois	58,264
48	Pennsylvania State	67,897	105	Boston University	57,615
49	Northwestern	67,873	106	Oklahoma State	56,580
50	Michigan	67,767	107	Georgia	56,544
51	North Carolina	67,637	108	Oklahoma	55,853
52	Colorado	67,523	109	Rochester	55,837
53	Texas	66,882	110	Ohio University	55,522
54	Temple	66,849	111	Florida State	54,858
55	Minnesota	66,794	112	South Carolina	53,658
56	Illinois, Urbana	66,755	113	Louisiana State	50,821
57	Hawaii	66,721	114	Howard	43,547

Reprinted from *ARL Annual Salary Survey 2009–2010*. 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 2010–2011

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

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 2007–2008 TO 2010–2011**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2008	2009	2010	2011	2008	2009	2010	2011	2008	2009	2010	2011
Alabama		92	97	103	104	96	105	108	102	74	73	72	79
Alberta		11	4	2	2	2	1	2	2	38	8	60	8
Arizona		56	65	63	72	56	62	70	80	7	26	16	16
Arizona State		59	77	60	77	41	66	42	52	34	60	61	73
Auburn		75	90	102	107	63	90	104	108	25	50	45	57
Boston University		106	40	105	100	100	91	84	93	62	70	57	115
Boston College		35	95	36	41	31	35	32	34	57	70	70	72
Brigham Young		70	72	61	63	55	60	48	45	14	22	7	11
British Columbia		26	10	26	12	22	9	25	9	15	2	21	9
Brown		47	53	64	67	42	51	62	65	94	99	100	92
Calgary		N/A	N/A	7	4	N/A	N/A	10	6	N/A	N/A	13	6
California, Berkeley		3	8	3	10	5	10	6	10	69	35	22	42
California, Davis		15	12	8	13	3	8	3	7	69	35	29	42
California, Irvine		20	20	19	22	13	16	12	20	69	35	29	47
California, Los Angeles		10	23	15	19	12	19	12	20	69	35	29	42
California, Riverside		28	26	16	18	24	18	12	15	41	27	22	34
California, San Diego		14	21	18	24	13	16	12	20	69	35	29	42
California, Santa Barbara		23	32	33	31	27	31	28	23	43	35	29	42
Case Western Reserve		96	98	101	103	90	96	97	99	108	110	111	111
Chicago		18	25	21	26	23	28	20	26	12	21	18	20
Cincinnati		49	60	67	57	47	64	57	43	94	100	92	79
Colorado		46	61	52	78	49	48	44	71	58	51	50	59
Colorado State		68	48	45	61	53	45	41	56	29	42	39	4
Columbia		21	31	28	33	46	49	45	50	1	4	5	12
Connecticut		7	11	5	15	9	12	8	14	5	22	19	21
Cornell		33	41	32	32	40	55	46	42	16	28	24	28
Dartmouth		19	30	31	42	16	30	30	40	74	67	37	50
Delaware		29	29	22	27	34	24	19	27	28	58	58	70
Duke		76	78	69	69	81	78	67	75	34	51	39	51
Emory		57	46	44	48	51	54	54	61	94	83	72	30
Florida		100	96	93	89	98	92	87	85	44	73	72	79
Florida State		113	113	111	110	111	113	111	109	44	73	72	79
George Washington		54	33	25	25	62	44	33	28	44	28	24	35
Georgetown		40	39	39	45	48	56	52	60	16	43	39	51
Georgia		97	99	107	111	106	106	109	112	108	105	104	105
Georgia Tech		90	86	73	82	86	86	80	86	44	73	50	59
Guelph		69	19	40	17	66	23	34	16	90	1	6	2
Harvard		16	16	17	20	26	25	23	29	8	18	15	7
Hawaii		74	54	57	86	54	33	38	57	42	65	66	111

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2007–2008 TO 2010–2011**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2008	2009	2010	2011	2008	2009	2010	2011	2008	2009	2010	2011
Houston		99	75	84	90	108	59	85	103	74	73	61	59
Howard		108	110	114	109	93	101	114	111	107	108	104	113
Illinois, Chicago		89	83	81	84	84	85	86	89	9	28	24	35
Illinois, Urbana		62	57	56	47	68	61	61	51	26	41	34	21
Indiana		60	74	71	81	60	70	73	78	74	90	90	93
Iowa		65	76	78	79	79	83	96	87	74	85	83	86
Iowa State		82	80	74	71	75	74	60	63	39	60	61	59
Johns Hopkins		44	55	41	51	57	53	40	49	4	9	10	15
Kansas		86	85	90	88	82	87	98	92	74	16	7	73
Kent State		101	101	70	66	92	99	66	59	31	59	2	3
Kentucky		85	87	88	95	71	76	71	76	91	85	83	86
Laval		84	47	82	62	39	29	56	32	68	24	68	39
Louisiana State		112	112	113	115	113	112	113	115	94	105	104	105
Louisville		51	81	96	101	43	82	92	107	100	107	109	110
McGill		43	28	72	37	32	34	81	55	65	13	65	33
McMaster		37	14	85	54	20	11	55	69	89	49	91	49
Manitoba		5	3	6	5	4	2	4	4	55	33	81	41
Maryland		55	52	43	46	44	39	35	35	44	73	92	94
Massachusetts		27	35	35	34	19	21	21	24	63	72	71	78
MIT		25	24	24	23	29	25	22	25	5	6	4	12
Miami		52	45	46	49	58	46	59	53	16	43	39	51
Michigan		41	37	50	38	36	41	49	46	58	73	72	79
Michigan State		71	73	42	40	76	71	39	38	9	28	24	32
Minnesota		42	51	55	58	35	43	51	47	74	91	72	73
Missouri		95	106	94	99	104	110	91	94	91	91	92	94
Montreal		78	43	77	43	69	38	72	48	104	82	110	71
Nebraska		73	69	68	76	87	80	82	91	16	10	11	21
New Mexico		9	15	29	39	8	15	29	37	74	91	92	94
New York		4	13	12	21	21	27	26	30	2	3	3	4
North Carolina		34	58	51	74	37	52	50	68	44	51	50	59
North Carolina State		30	34	27	35	45	47	43	53	9	16	11	12
Northwestern		50	66	49	59	50	57	53	64	86	73	61	59
Notre Dame		38	49	37	36	28	40	36	36	74	91	82	59
Ohio University		111	100	110	112	112	111	112	113	105	83	83	85
Ohio State		98	109	97	106	95	103	101	106	54	60	34	48
Oklahoma		107	108	108	113	103	104	102	105	74	73	72	79
Oklahoma State		104	104	106	108	105	100	106	110	105	108	104	105
Oregon		103	103	95	91	102	98	90	88	108	91	92	94
Ottawa*		N/A	N/A	N/A	8	N/A	N/A	N/A	8	N/A	N/A	N/A	31

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2007–2008 TO 2010–2011**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2008	2009	2010	2011	2008	2009	2010	2011	2008	2009	2010	2011
Pennsylvania		66	68	62	65	64	65	58	62	39	67	59	86
Pennsylvania State		39	42	48	50	38	42	47	44	56	69	69	69
Pittsburgh		61	63	58	52	65	73	63	66	111	111	112	114
Princeton		13	17	13	14	18	22	18	18	16	10	1	1
Purdue		48	59	66	68	72	66	65	72	29	43	24	35
Queen's		17	6	10	3	11	5	5	1	64	13	48	19
Rice		72	82	80	73	83	89	93	73	85	103	108	103
Rochester		102	105	109	98	101	102	105	96	103	104	103	102
Rutgers		1	5	1	6	1	3	1	5	13	25	14	17
Saskatchewan		12	7	20	11	10	7	7	12	53	12	38	10
South Carolina		110	111	112	114	109	108	110	114	111	111	112	105
Southern California		22	27	23	29	33	36	31	33	16	20	17	26
Southern Illinois		105	102	104	102	107	109	107	95	58	60	50	59
SUNY Albany		77	56	89	80	77	75	75	67	94	101	101	101
SUNY Buffalo		58	38	30	30	52	37	27	31	16	43	39	35
SUNY Stony Brook		24	22	11	7	25	20	16	13	34	51	72	73
Syracuse		53	71	65	60	67	63	64	70	N/A	113	N/A	105
Temple		45	67	54	53	78	88	79	74	86	64	49	58
Tennessee		32	36	38	55	30	32	37	39	44	51	50	59
Texas		64	62	53	64	73	77	74	79	16	43	34	51
Texas A&M		79	94	79	75	85	97	95	81	27	28	20	26
Texas Tech		81	88	91	105	94	93	83	104	16	43	39	51
Toronto		8	2	14	9	6	4	17	11	33	5	46	24
Tulane		87	79	92	87	80	71	88	77	100	91	92	94
Utah		80	84	86	93	88	81	89	101	44	51	50	51
Vanderbilt		94	92	100	97	97	94	100	97	86	91	88	86
Virginia		36	44	47	44	58	68	67	58	34	51	50	59
Virginia Tech		67	70	75	85	61	58	77	83	91	85	92	94
Washington		63	64	59	70	70	69	69	82	58	66	67	77
Washington State		91	91	76	83	89	84	78	84	94	101	102	104
Washington U.-St. Louis		93	93	99	94	99	95	103	98	100	91	92	94
Waterloo		31	18	34	28	17	13	24	19	52	15	47	25
Wayne State		109	107	87	96	110	107	99	100	67	89	88	86
Western Ontario		88	50	98	56	91	50	94	41	65	34	86	29
Wisconsin		83	89	83	92	74	79	76	90	84	88	87	91
Yale		6	9	9	16	15	14	11	17	3	7	9	18
York		2	1	4	1	7	6	9	3	32	19	80	40

Excludes medical and law libraries.

* Ottawa became a member in 2010.

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TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES

BY SALARY AND POSITION, FY 2010–2011

Salary Intervals	NUMBER OF STAFF										PERCENT AT EACH LEVEL†									
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.				
More than 300,000	6								5%											
250,000–299,999	9							8%												
200,000–250,000	32	3	1	1				29%	1%	1%	0%									
175,000–199,999	28	8	3				2	25%	2%	2%					0%					
150,000–174,999	27	16	9	1	2		2	25%	5%	5%	0%				0%	0%				
140,000–149,999	6	27	2	8	1		8	5%	8%	1%	2%				1%	0%				
130,000–139,999		41	10	4	6	1	8		13%	6%	1%				1%	0%				
120,000–129,999	1	50	20	12	8	2	21	1%	15%	12%	3%				2%	0%				
110,000–119,999		59	21	16	23	22	46		18%	13%	4%				3%	1%				
100,000–109,999		62	34	33	40	29	81		19%	20%	7%				3%	2%				
95,000–99,999	1	10	20	27	41	35	78	1%	3%	12%	6%				3%	2%				
90,000–94,999		15	9	29	56	29	84		5%	5%	6%				3%	1%				
85,000–89,999		11	12	34	89	39	130		3%	7%	8%				3%	2%				
80,000–84,999		12	8	43	114	69	149		4%	5%	10%				6%	4%				
79,000–79,999		2		11	31	12	26		1%		2%				1%	1%				
78,000–78,999		2	2	11	27	15	26		1%	1%	2%				2%	1%				
76,000–77,999		1	2	18	55	31	57		0%	0%	4%				3%	2%				
74,000–75,999		2	1	23	63	45	59		1%	1%	5%				4%	3%				
72,000–73,999			2	29	74	44	50			1%	6%				4%	3%				
70,000–71,999			1	18	67	50	51			1%	4%				4%	3%				
68,000–69,999		1		22	90	58	54		0%		5%				4%	4%				
66,000–67,999			3	18	84	49	48			2%	4%				4%	4%				
64,000–65,999		1	1	16	118	62	50		0%	1%	4%				4%	5%				
62,000–63,999		1	2	19	85	57	49		0%	1%	4%				4%	4%				
60,000–61,999				6	125	62	44				1%				3%	6%				
58,000–59,999		1	1	9	97	55	38		0%	1%	2%				3%	5%				
56,000–57,999			2	10	96	54	36			1%	2%				3%	6%				
54,000–55,999				6	102	62	18				1%				1%	6%				
52,000–53,999			1	8	119	58	33			1%	2%				2%	7%				
50,000–51,999				5	104	45	22				1%				2%	6%				
48,000–49,999				7	101	53	13				2%				1%	5%				
46,000–47,999				2	101	56	12				0%				1%	4%				
44,000–45,999				4	64	18	12				1%				1%	4%				
42,000–43,999		1		1	58	24	14			1%	0%				1%	3%				
40,000–41,999					39	8	10								2%	2%				
38,000–39,999				1	23	1	2				0%				1%	1%				
36,000–37,999					15	1	1								0%	1%				
34,000–35,999					11		2								0%	0%				
less than 34,000					9	3	2								0%	0%				
Total	110	325	168	452	2138	1149	1338	2649	100%	100%	100%	100%	100%	100%	100%	100%				

Excludes medical and law libraries.

† A "0%" percentage indicates less than one-half of one percent.

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES

BY SALARY, SEX, AND POSITION, FY 2010–2011

Salary Intervals	WOMEN										MEN									
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.				
More than 300,000	1								5											
250,000–299,999	7							2												
200,000–250,000	20	3						12		1	1									
175,000–199,999	16	4	1			1		12	4	2					1					
150,000–174,999	16	9	3		1			11	7	6	1		1		1	2				
140,000–149,999	4	17	1	3	1		4	2	10	1	5			4						
130,000–139,999		27	4	2	5	1	4		14	6	2		1	4						
120,000–129,999	1	30	13	7	3	1	14	6	20	7	5		5	7	3					
110,000–119,999		35	8	10	13	11	29	10	24	13	6		10	11	17	8				
100,000–109,999		36	19	25	20	11	54	38	26	15	8		20	18	27	14				
95,000–99,999	1	7	10	15	19	18	47	40	3	10	12		22	17	31	15				
90,000–94,999		9	6	17	23	18	51	22	6	3	12		33	11	33	14				
85,000–89,999		6	8	25	37	25	80	45	5	4	9		52	14	50	19				
80,000–84,999		5	5	30	44	40	90	69	7	3	13		70	29	59	25				
79,000–79,999		1		8	17	6	19	14	1		3		14	6	7	10				
78,000–78,999		1	1	5	15	10	16	16	1	1	6		12	5	10	1				
76,000–77,999			1	11	31	19	36	31	1	1	7		24	12	21	23				
74,000–75,999		2	1	17	35	27	35	57			6		28	18	24	13				
72,000–73,999			2	21	37	24	37	52			8		37	20	13	30				
70,000–71,999			1	15	35	30	36	56			3		32	20	15	30				
68,000–69,999				14	54	33	35	73	1		8		36	25	19	32				
66,000–67,999			3	12	47	30	30	72			6		37	19	18	26				
64,000–65,999		1	1	12	65	37	35	101			4		53	25	15	37				
62,000–63,999		1		12	45	35	32	74		2	7		40	22	17	29				
60,000–61,999				3	53	35	31	119			3		72	27	13	43				
58,000–59,999		1	1	4	54	27	19	109			5		43	28	19	35				
56,000–57,999			2	8	50	35	26	113			2		46	19	10	57				
54,000–55,999				4	60	47	9	120			2		42	15	9	51				
52,000–53,999				6	64	42	27	134		1	2		55	16	6	39				
50,000–51,999				4	65	29	17	110			1		39	16	5	47				
48,000–49,999				4	49	39	8	94			3		52	14	5	38				
46,000–47,999				1	61	43	9	80			1		40	13	3	39				
44,000–45,999				4	38	12	9	83					26	6	3	34				
42,000–43,999			1		33	15	9	49			1		25	9	5	20				
40,000–41,999					23	8	5	44					16		5	12				
38,000–39,999					13	1	1	22			1		10		1	3				
36,000–37,999					11			12					4	1	1	7				
34,000–35,999					7		1	9					4		1	3				
less than 34,000					3	1		8					6	2	2	2				
Total	66	195	92	299	1131	710	857	1888	44	130	76	153	1007	439	481	761				

Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2010–2011**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	\$196,635	66	\$207,959	44	\$201,165	110
Associate Director	120,303	195	118,004	130	119,383	325
Assistant Director	101,983	92	113,257	76	107,083	168
Head, Branch	80,695	299	84,752	153	82,068	452
Functional Specialist	63,847	1,131	65,981	1,007	64,852	2,138
Subject Specialist	65,576	710	69,439	439	67,052	1,149
Dept. Head:						
Acquisitions	76,056	82	75,563	30	75,924	112
Reference	80,467	83	84,979	28	81,605	111
Cataloging	76,903	113	75,455	41	76,517	154
Serials	78,196	20	68,943	5	76,346	25
Documents/Maps	71,437	34	72,960	23	72,052	57
Circulation	74,686	56	65,272	28	71,548	84
Rare Books/Manuscripts	83,595	44	83,382	46	83,486	90
Computer Systems	95,783	26	90,132	44	92,231	70
Other	78,011	399	80,295	236	78,860	635
Reference:						
Over 14 years experience	70,864	404	69,599	169	70,491	573
10 to 14 years experience	61,275	145	62,508	63	61,649	208
5 to 9 years experience	56,109	206	57,283	74	56,420	280
Under 5 years experience	52,470	152	51,494	55	52,211	207
Cataloging:						
Over 14 years experience	66,713	263	68,155	125	67,178	388
10 to 14 years experience	58,373	73	62,105	31	59,485	104
5 to 9 years experience	55,073	99	57,803	38	55,830	137
Under 5 years experience	50,793	66	50,748	31	50,778	97
Other:						
Over 14 years experience	70,402	203	70,642	70	70,464	273
10 to 14 years experience	61,901	86	60,214	29	61,476	115
5 to 9 years experience	53,449	94	59,749	38	55,263	132
Under 5 years experience	51,654	97	51,210	38	51,529	135
All Positions	\$71,230	5,238	\$74,159	3,091	\$72,317	8,329

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 2010–2011**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.9	66	33.2	44	33.6	110
Associate Director	26.5	195	24.3	130	25.6	325
Assistant Director	25.2	92	22.9	76	24.2	168
Head, Branch	21.8	299	23.7	153	22.4	452
Functional Specialist	13.9	1,131	13.9	1,007	13.9	2,138
Subject Specialist	16.0	710	17.5	439	16.6	1,149
Dept. Head:						
Acquisitions	22.0	82	18.8	30	21.2	112
Reference	20.3	83	22.3	28	20.8	111
Cataloging	21.5	113	22.3	41	21.7	154
Serials	21.2	20	18.0	5	20.6	25
Documents/Maps	21.7	34	21.2	23	21.5	57
Circulation	19.7	56	18.1	28	19.2	84
Rare Books/Manuscripts	21.0	44	23.8	46	22.4	90
Computer Systems	21.8	26	17.4	44	19.0	70
Other	20.4	399	19.1	236	19.9	635
Public services	13.5	230	12.0	77	13.1	307
Technical services	15.7	121	14.2	47	15.3	168
Administration	15.7	129	14.7	51	15.5	180
Reference	15.3	907	15.2	361	15.3	1,268
Cataloger	17.4	501	18.1	225	17.6	726
All Positions	17.3	5,238	17.2	3,091	17.3	8,329

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 2010–2011**

Position	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	\$52,119	510	\$53,359	281	\$52,559	791	9%
4–7 years	55,553	754	57,412	408	56,206	1,162	14%
8–11 years	62,306	725	65,184	467	63,433	1,192	14%
12–15 years	67,850	632	70,634	405	68,937	1,037	12%
16–19 years	71,752	473	75,951	302	73,388	775	9%
20–23 years	76,649	560	77,362	319	76,908	879	11%
24–27 years	80,829	442	85,297	257	82,472	699	8%
28–31 years	86,385	416	87,248	245	86,705	661	8%
32–35 years	90,264	347	100,108	222	94,105	569	7%
over 35 years	96,923	379	100,671	185	98,153	564	7%
All Positions	\$71,230	5,238	\$74,159	3,091	\$72,317	8,329	100%

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

TABLE 20: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

BY POSITION AND YEARS OF EXPERIENCE, FY 2010–2011

Position	YEARS OF EXPERIENCE									
	0–3 years	4–7 years	8–11 years	12–15 years	16–19 years	20–23 years	24–27 years	28–31 years	32–35 years	over 35 years
Director	#			#	#	\$166,747	\$198,652	\$193,532	\$203,773	\$204,661
Associate Director	#	\$100,582	\$98,867	\$107,348	\$106,436	121,927	124,455	122,930	120,326	131,460
Assistant Director	#	96,620	94,353	93,925	113,748	109,721	107,734	109,251	111,271	114,338
Head, Branch	\$63,335	60,671	70,119	73,900	77,900	81,293	85,350	82,722	95,823	101,021
Functional Specialist	52,385	56,401	62,155	67,075	68,416	71,498	76,008	78,275	80,307	80,946
Subject Specialist	51,079	54,917	62,735	65,667	69,457	73,268	74,817	79,574	83,053	83,111
Dept. Head:										
Acquisitions	59,851	60,364	66,739	73,267	78,200	76,587	86,098	75,367	81,867	91,270
Reference	#	66,540	75,544	79,146	80,933	83,827	83,622	81,178	91,291	94,216
Cataloging	#	58,459	64,890	69,560	72,421	76,899	82,383	80,695	96,823	80,084
Serials	#		#	#	86,643	74,901	#	#	#	#
Documents /Maps	#	53,589	58,251	73,308	71,972	64,824	76,468	#	#	83,906
Circulation	55,182	59,401	61,050	65,506	79,869	74,960	72,163	93,490	78,506	80,079
Rare Books /Manuscripts	#	81,387	74,231	71,094	86,724	80,020	92,164	82,690	84,123	101,984
Computer Systems	#	85,954	98,118	87,986	93,507	81,216	89,596	101,668	105,911	.
Other	54,750	63,064	68,761	76,798	79,492	78,122	86,131	86,469	91,855	94,374
Public services	49,702	50,993	56,488	61,836	64,491	62,872	60,707	66,554	66,293	71,530
Technical services	46,958	53,944	60,996	60,300	72,079	60,161	68,408	68,407	75,198	70,692
Administration	58,367	59,635	62,162	67,372	73,035	77,651	90,884	80,974	84,005	97,644
Reference	51,706	54,199	60,725	62,056	64,012	70,115	70,972	75,176	70,833	79,751
Cataloger	50,079	53,891	57,990	59,819	63,019	65,954	67,208	67,623	70,342	73,108
All Positions:										
Average Salary	\$52,559	\$56,206	\$63,433	\$68,937	\$73,388	\$76,908	\$82,472	\$86,705	\$93,658	\$98,153
Number of Positions	791	1,162	1,192	1,037	775	879	699	661	569	564

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 2010–2011**

Position	CANADIAN (16)		PRIVATE (31)		PUBLIC (68)		TOTAL (115)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$167,242	16	\$236,090	29	\$193,933	65	\$201,165	110
Associate Director	121,022	46	130,596	92	113,464	187	119,383	325
Assistant Director	102,515	17	108,861	79	106,211	72	107,083	168
Head, Branch	97,517	62	84,910	112	77,478	278	82,068	452
Functional Specialist	75,411	167	68,188	831	60,873	1,140	64,852	2,138
Subject Specialist	71,887	130	67,890	398	65,502	621	67,052	1,149
Dept. Head:								
Acquisitions	91,481	16	74,494	34	72,694	62	75,924	112
Reference	90,489	12	82,901	42	78,779	57	81,605	111
Cataloging	92,377	12	78,882	59	72,543	83	76,517	154
Serials	92,313	4	73,269	11	73,342	10	76,346	25
Documents/Maps	96,019	9	69,386	16	66,644	32	72,052	57
Circulation	78,883	14	72,519	22	68,964	48	71,548	84
Rare Books/Manuscripts	91,750	7	82,873	32	82,736	51	83,486	90
Computer Systems	94,836	9	91,124	18	92,149	43	92,231	70
Other	91,453	68	80,968	177	75,707	390	78,860	635
Reference:								
Over 14 years experience	93,383	93	66,581	138	65,843	342	70,491	573
10 to 14 years experience	75,721	38	61,144	59	57,099	111	61,649	208
5 to 9 years experience	69,092	63	56,169	60	51,430	157	56,420	280
Under 5 years experience	62,739	59	50,562	43	46,970	105	52,211	207
Cataloging:								
Over 14 years experience	82,259	34	67,321	155	64,490	199	67,178	388
10 to 14 years experience	71,448	7	61,653	50	55,397	47	59,485	104
5 to 9 years experience	70,778	12	58,227	63	50,502	62	55,830	137
Under 5 years experience	66,359	9	51,810	45	46,437	43	50,778	97
Other:								
Over 14 years experience	82,045	20	71,863	81	68,458	172	70,464	273
10 to 14 years experience	69,831	12	68,269	28	57,603	75	61,476	115
5 to 9 years experience	68,077	7	61,578	42	50,986	83	55,263	132
Under 5 years experience	59,992	14	55,542	42	47,896	79	51,529	135
All Positions	\$83,424	957	\$73,955	2,758	\$69,034	4,614	\$72,317	8,329

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 2010–2011**

Position	CANADIAN (16)		PRIVATE (31)		PUBLIC (68)		TOTAL (115)	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	32.6	16	33.5	29	34.0	65	33.6	110
Associate Director	23.7	46	26.3	92	25.7	187	25.6	325
Assistant Director	23.7	17	23.7	79	24.8	72	24.2	168
Head, Branch	20.8	62	22.9	112	22.6	278	22.4	452
Functional Specialist	14.5	167	14.0	831	13.8	1,140	13.9	2,138
Subject Specialist	13.9	130	17.3	398	16.7	621	16.6	1,149
Dept. Head:								
Acquisitions	19.1	16	20.3	34	22.2	62	21.2	112
Reference	18.1	12	20.9	42	21.3	57	20.8	111
Cataloging	25.4	12	21.4	59	21.4	83	21.7	154
Serials	22.8	4	21.2	11	19.0	10	20.6	25
Documents/Maps	24.6	9	21.3	16	20.8	32	21.5	57
Circulation	19.1	14	18.4	22	19.5	48	19.2	84
Rare Books/Manuscripts	23.3	7	20.6	32	23.5	51	22.4	90
Computer Systems	19.2	9	16.8	18	19.9	43	19.0	70
Other	19.7	68	20.7	177	19.6	390	19.9	635
Reference:								
Over 14 years experience	25.7	93	26.1	138	24.9	342	25.3	573
10 to 14 years experience	11.4	38	11.9	59	11.5	111	11.6	208
5 to 9 years experience	7.0	63	7.0	60	6.9	157	6.9	280
Under 5 years experience	2.3	59	2.7	43	2.6	105	2.5	207
Cataloging:								
Over 14 years experience	29.8	34	26.1	155	26.4	199	26.6	388
10 to 14 years experience	12.9	7	11.6	50	12.1	47	11.9	104
5 to 9 years experience	7.3	12	7.0	63	7.1	62	7.1	137
Under 5 years experience	2.1	9	2.6	45	3.0	43	2.7	97
Other:								
Over 14 years experience	24.0	20	25.3	81	24.7	172	24.8	273
10 to 14 years experience	10.9	12	11.9	28	11.8	75	11.8	115
5 to 9 years experience	7.1	7	6.7	42	6.8	83	6.8	132
Under 5 years experience	2.8	14	2.5	42	2.8	79	2.7	135
All Positions	16.6	957	17.2	2,758	17.4	4,614	17.3	8,329

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 2010–2011**

Position	STAFF OVER 110 (15) [†]		STAFF 75–110 (17)		STAFF 50–74 (48)		STAFF 13–49 (35) [‡]	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$244,844	14	\$222,538	17	\$195,873	46	\$178,999	33
Associate Director	136,680	65	121,478	72	113,583	119	110,906	69
Assistant Director	119,265	38	102,412	40	105,584	71	98,156	19
Head, Branch	85,564	135	83,668	78	80,370	169	77,643	70
Functional Specialist	67,381	749	67,980	416	61,896	710	60,680	263
Subject Specialist	68,842	349	70,983	231	65,264	469	60,107	100
Dept. Head:								
Acquisitions	74,776	20	86,294	16	73,829	48	74,410	28
Reference	91,147	21	83,027	23	77,032	35	79,322	32
Cataloging	83,135	46	80,891	23	70,335	54	74,221	31
Serials	80,443	7	71,642	2	78,756	9	70,493	7
Documents/Maps	81,922	10	67,847	9	74,261	20	66,215	18
Circulation	81,209	18	74,503	13	68,097	36	66,368	17
Rare Books/Manuscripts	95,439	11	90,010	18	77,934	33	81,139	28
Computer Systems	109,147	10	106,409	9	85,048	33	88,912	18
Other	83,885	162	80,971	116	76,401	252	74,674	105
Reference:	70,791	109	69,528	85	71,070	209	70,068	170
Over 14 years experience								
10 to 14 years experience	65,016	49	61,557	33	60,073	66	60,683	60
5 to 9 years experience	60,357	51	56,494	55	57,949	91	52,274	83
Under 5 years experience	56,246	38	49,955	31	53,646	88	48,016	50
Cataloging:	71,998	126	64,461	82	63,710	130	68,504	50
Over 14 years experience								
10 to 14 years experience	63,613	44	58,514	20	56,612	26	53,236	14
5 to 9 years experience	60,065	51	55,542	27	52,290	40	52,328	19
Under 5 years experience	55,209	32	47,245	25	51,637	27	44,883	13
Other:	72,589	81	71,473	62	69,367	88	67,173	42
Over 14 years experience								
10 to 14 years experience	65,835	42	59,654	33	61,601	24	53,603	16
5 to 9 years experience	55,556	46	58,054	25	55,761	36	51,215	25
Under 5 years experience	53,512	52	54,252	25	50,153	40	45,079	18
All Positions	\$73,863	2,376	\$74,158	1,586	\$71,110	2,969	\$70,164	1,398

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 2010–2011**

Position	STAFF OVER 110 (15) [†]		STAFF 75–110 (17)		STAFF 50–74 (48)		STAFF 13–49 (35) [‡]	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	35.6	14	34.8	17	31.7	46	34.9	33
Associate Director	25.8	65	26.4	72	24.9	119	25.8	69
Assistant Director	25.4	38	22.2	40	24.7	71	24.1	19
Head, Branch	23.0	135	22.8	78	21.6	169	22.8	70
Functional Specialist	13.5	749	13.8	416	14.3	710	14.2	263
Subject Specialist	15.9	349	17.0	231	17.4	469	14.2	100
Dept. Head:								
Acquisitions	20.7	20	23.2	16	20.6	48	21.4	28
Reference	22.2	21	22.0	23	19.4	35	20.5	32
Cataloging	22.9	46	22.9	23	21.6	54	19.3	31
Serials	25.9	7	25.0	2	18.3	9	16.9	7
Documents/Maps	22.4	10	18.8	9	25.8	20	17.6	18
Circulation	21.7	18	18.8	13	18.4	36	18.3	17
Rare Books/Manuscripts	20.5	11	23.9	18	21.1	33	23.8	28
Computer Systems	21.9	10	16.9	9	17.8	33	20.6	18
Other	21.8	162	19.1	116	19.1	252	19.8	105
Reference:								
Over 14 years experience	26.6	109	25.3	85	24.9	209	25.0	170
10 to 14 years experience	11.8	49	11.7	33	11.5	66	11.6	60
5 to 9 years experience	7.3	51	7.0	55	6.9	91	6.7	83
Under 5 years experience	2.4	38	2.4	31	2.5	88	2.6	50
Cataloging:								
Over 14 years experience	27.0	126	24.4	82	27.5	130	26.6	50
10 to 14 years experience	11.6	44	11.7	20	12.3	26	12.2	14
5 to 9 years experience	7.0	51	7.0	27	6.9	40	7.8	19
Under 5 years experience	3.0	32	2.3	25	2.7	27	2.8	13
Other:								
Over 14 years experience	24.9	81	25.2	62	24.4	88	24.9	42
10 to 14 years experience	11.7	42	11.7	33	11.9	24	11.8	16
5 to 9 years experience	6.6	46	6.6	25	6.8	36	7.2	25
Under 5 years experience	2.7	52	2.6	25	2.9	40	2.4	18
All Positions	16.8	2,376	17.1	1,586	17.6	2,969	17.6	1,398

Excludes medical and law libraries.

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

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

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

**TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND GEOGRAPHIC REGION, FY 2010–2011**

Position	Northeast			North Central			South			West			Canada	Total
	New England (9)	Middle Atlantic (14)	East North Central (17)	West North Central (7)	South Atlantic (18)	East South Central (6)	West South Central (9)	Mountain (7)	Pacific (12)	(16)	(115)			
Director	\$214,633	\$245,168	\$206,502	\$190,608	\$214,713	\$170,565	\$197,325	\$174,662	\$202,292	\$167,242	\$201,165			
Associate Director	135,355	131,676	109,698	111,519	122,802	97,039	106,691	106,891	124,759	121,022	119,383			
Assistant Director	105,082	117,902	95,168	103,179	108,084	97,579	98,232	110,953	104,564	102,515	107,083			
Head, Branch	90,288	89,024	76,547	75,100	71,716	73,229	75,779	80,720	83,697	97,517	82,068			
Functional Specialist	73,727	66,318	59,094	64,176	61,900	52,483	57,074	61,224	66,964	75,411	64,852			
Subject Specialist	74,203	69,001	63,507	61,418	59,137	58,525	55,882	63,192	74,880	71,887	67,052			
Dept. Head:														
Acquisitions	81,666	76,650	70,510	67,440	71,576	63,430	64,850	76,186	85,849	91,481	75,924			
Reference	93,148	82,191	79,088	73,650	76,424	#	72,408	80,113	83,435	90,489	81,605			
Cataloging	89,501	76,987	71,405	70,564	66,648	59,583	74,852	77,150	83,968	92,377	76,517			
Serials	#	#	#	.	71,031	#	#	#	#	92,313	76,346			
Documents/Maps	#	73,146	64,187	67,339	61,210	#	64,388	#	#	96,019	72,052			
Circulation	79,232	71,997	72,105	54,814	70,326	#	60,292	#	81,958	78,883	71,548			
Rare Books/Manuscripts	91,587	89,386	82,999	79,302	85,589	75,958	67,044	76,333	83,817	91,750	83,486			
Computer Systems	105,389	93,020	83,528	#	91,537	#	92,218	86,999	93,083	94,836	92,231			
Other	85,704	82,400	79,863	64,489	73,429	70,390	65,819	71,887	84,864	91,453	78,860			
Reference:														
Over 14 years experience	72,418	68,689	66,723	58,084	63,681	61,694	53,069	61,883	72,588	93,383	70,491			
10 to 14 years experience	64,907	59,516	59,648	54,599	56,570	57,415	49,771	54,713	58,094	75,721	61,649			
5 to 9 years experience	67,631	54,083	52,573	52,974	51,792	49,317	46,583	50,337	51,933	69,092	56,420			
Under 5 years experience	57,312	50,001	48,749	46,942	47,471	44,928	39,390	45,924	48,087	62,739	52,211			
Cataloging:														
Over 14 years experience	75,265	64,833	61,217	59,293	61,398	58,141	56,668	63,115	73,482	82,259	67,178			
10 to 14 years experience	66,397	56,467	54,990	#	53,997	#	51,555	55,954	58,138	71,448	59,485			
5 to 9 years experience	61,790	56,968	50,381	47,633	51,610	45,317	54,225	49,319	53,220	70,778	55,830			
Under 5 years experience	56,813	45,313	47,350	#	43,417	44,778	46,392	46,186	50,227	66,359	50,778			
Other:														
Over 14 years experience	75,756	80,128	69,924	57,528	64,160	67,478	59,914	63,229	77,191	82,045	70,464			
10 to 14 years experience	73,745	58,117	58,503	55,454	63,404	#	54,971	53,635	67,435	69,831	61,476			
5 to 9 years experience	62,806	61,203	49,613	55,572	54,219	53,101	49,016	50,553	57,183	68,077	55,263			
Under 5 years experience	61,491	54,526	46,520	52,039	49,847	#	45,973	49,086	#	59,992	51,529			
All Positions:														
Average Salary	\$77,452	\$75,466	\$67,455	\$66,187	\$69,020	\$62,842	\$63,672	\$67,835	\$75,823	\$83,424	\$72,317			
No. of Staff	1,029	1,218	1,360	450	1,124	303	592	404	892	957	8,329			

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars.

(.) Indicates number of ARL libraries included.

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

ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION

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

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

