# 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 2010－2011

| Institution | Filled <br> Positions | Average Salary | Median Salary | Beginning Salary | Average Yrs． Exp． |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Alberta | 4 | $\ddagger$ | $\ddagger$ | \＄52，833 | 29.5 |
| Arizona | 8 | \＄64，267 | \＄65，341 | 50，000 | 18.3 |
| Arizona State | 6 | 68，202 | 73，168 | 46，500 | 25.7 |
| Boston University | 11 | 74，520 | 69，700 | 55，000 | 17.8 |
| Boston College | 16 | 68，694 | 67，000 | 43，350 | 18.2 |
| British Columbia | 3 | $\ddagger$ | $\ddagger$ | 52，420 | 23.7 |
| Calgary | 3 | $\ddagger$ | $\ddagger$ | 54，945 | 19.0 |
| California，Davis | 8 | 74，131 | 68，892 | 46，164 | 18.9 |
| California，Irvine | 6 | 85，995 | 82，524 | 46，144 | 11.5 |
| California，Los Angeles | 16 | 77，676 | 82，524 | 46，164 | 14.6 |
| Case Western Reserve | 12 | 69，200 | 67，467 | 35，000 | 20.3 |
| Cincinnati | 8 | 64，512 | 54，384 | 50，000 | 19.5 |
| Colorado | 8 | 72，314 | 59，901 | 45，000 | 19.0 |
| Columbia | 17 | 78，515 | 72，891 | 52，000 | 14.0 |
| Connecticut | 9 | 72，135 | 72，097 | 50，000 | 21.8 |
| Cornell | 8 | 78，587 | 72，828 | 59，200 | 14.6 |
| Duke | 11 | 69，175 | 63，750 | 60，000 | 16.9 |
| Emory | 9 | 59，559 | 56，842 | 42，000 | 12.6 |
| Florida | 8 | 58，379 | 53，162 | 50，000 | 11.1 |
| Florida State | 9 | 54，208 | 54，815 | 50，000 | 19.6 |
| George Washington | 21 | 89，173 | 82，890 | 58，000 | 15.3 |
| Georgetown | 25 | 77，644 | 71，710 | 54，000 | 12.4 |
| Georgia | 8 | 56，405 | 55，752 | 50，000 | 14.0 |
| Harvard | 37 | 81，584 | 77，988 | 53，093 | 14.5 |
| Hawaii | 5 | 84，551 | 81，193 | 45，000 | 15.6 |
| Houston | 12 | 57，094 | 52，788 | 51，000 | 16.3 |
| Howard | 6 | 48，423 | 49，914 | 51，000 | 21.5 |
| Illinois，Urbana | 9 | 64，664 | 67，246 | 53，500 | 16.8 |
| Indiana | 10 | 69，325 | 64，923 | 40，400 | 22.0 |
| Iowa | 17 | 73，788 | 73，250 | 41，000 | 19.4 |
| Kansas | 7 | 47，022 | 44，926 | 42，000 | 9.3 |
| Kentucky | 5 | 57，520 | 52，000 | 50，000 | 13.8 |
| Louisiana State | 9 | 57，380 | 55，846 | 50，000 | 18.2 |
| Louisville | 6 | 60，053 | 59，931 | 37，000 | 20.3 |
| McGill | 5 | 83，096 | 76，437 | 47，366 | 19.6 |
| Manitoba | 3 | キ | キ | 46，249 | 29.3 |
| Miami | 13 | 60，319 | 57，688 | 45，000 | 15.7 |
| Michigan | 11 | 83，231 | 81，014 | 49，000 | 15.4 |
| Minnesota | 14 | 75，686 | 68，200 | 46，000 | 20.4 |
| Missouri | 8 | 55，073 | 57，327 | 40，000 | 14.6 |
| Montreal | 4 | $\ddagger$ | キ | 50，297 | 8.0 |
| Nebraska | 5 | 63，975 | 63，772 | 45，000 | 18.4 |

Table 42: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Law Libraries, FY 2010-2011

| Institution | Filled <br> Positions | Average <br> Salary | Median <br> Salary | Beginning Salary | Average Yrs. Exp. |
| :---: | :---: | :---: | :---: | :---: | :---: |
| New Mexico | 8 | 64,782 | 59,760 | 50,000 | 12.8 |
| New York University | 19 | 80,014 | 76,203 | 60,000 | 22.6 |
| North Carolina | 12 | 74,737 | 68,000 | 55,000 | 16.1 |
| Northwestern | 10 | 65,860 | 61,503 | 44,000 | 22.3 |
| Notre Dame | 14 | 70,802 | 66,500 | 44,000 | 18.1 |
| Ohio State | 6 | 68,061 | 61,510 | 46,000 | 12.5 |
| Oklahoma | 7 | 57,410 | 51,269 | 45,000 | 15.7 |
| Oregon | 6 | 53,544 | 57,846 | 42,000 | 17.5 |
| Ottawa | 4 | $\ddagger$ | \# | 47,538 | 18.8 |
| Pennsylvania | 12 | 67,497 | 65,462 | 49,000 | 13.3 |
| Pennsylvania State | 9 | 79,637 | 73,992 | 57,000 | 23.0 |
| Queen's | 3 | $\ddagger$ | キ | 50,446 | 10.7 |
| Rutgers, Camden | 8 | 75,469 | 87,500 | 62,000 | 22.8 |
| Rutgers, Newark | 10 | 73,957 | 65,760 | 62,000 | 17.5 |
| Saskatchewan | 3 | $\ddagger$ | $\ddagger$ | 52,202 | 23.0 |
| South Carolina | 11 | 65,437 | 68,375 | 50,000 | 12.7 |
| Southern Illinois | 4 | $\ddagger$ | $\ddagger$ | 50,000 | 7.0 |
| SUNY Buffalo | 11 | 74,077 | 74,004 | 55,000 | 14.0 |
| Syracuse | 10 | 57,621 | 54,630 | 46,700 | 14.5 |
| Temple | 10 | 63,848 | 53,203 | 44,004 | 24.1 |
| Tennessee | 7 | 65,954 | 62,718 | 48,000 | 15.7 |
| Texas | 15 | 59,425 | 53,429 | 40,000 | 16.1 |
| Texas Tech | 8 | 60,612 | 56,990 | 47,000 | 12.8 |
| Toronto | 6 | 83,988 | 81,765 | 49,451 | 14.8 |
| Tulane | 6 | 61,297 | 59,455 | 40,000 | 19.3 |
| Utah | 8 | 57,095 | 52,530 | 41,500 | 17.5 |
| Vanderbilt | 5 | 70,083 | 61,524 | 41,000 | 21.0 |
| Virginia | 14 | 68,562 | 63,500 | 63,500 | 16.1 |
| Washington | 16 | 72,458 | 65,735 | 60,000 | 22.8 |
| Washington U.-St. Louis | 10 | 63,709 | 58,560 | 48,000 | 19.9 |
| Wayne State | 4 | $\ddagger$ | キ | 45,000 | 24.0 |
| Western Ontario | 3 | $\ddagger$ | $\ddagger$ | 47,836 | 15.3 |
| Wisconsin | 12 | 64,416 | 58,954 | 40,526 | 24.1 |
| Yale | 18 | 85,403 | 85,911 | 50,500 | 20.1 |
| York | 5 | 87,978 | 90,448 | 49,000 | 16.2 |

[^0]Table 43: Beginning Professional Salaries in ARL University Law Libraries
Rank Order Table, FY 2010-2011

| Rank | Institution | Salary | Rank | Institution | Salary |
| ---: | :--- | ---: | ---: | :--- | :--- |
| 1 | Virginia | 63,500 | 38 | York | 49,000 |
| 2 | Rutgers, Camden | 62,000 | 41 | Tennessee | 48,000 |
| 2 | Rutgers, Newark | 62,000 | 41 | Washington U.-St. Louis | 48,000 |
| 4 | Duke | 60,000 | 43 | Western Ontario | 47,836 |
| 4 | New York University | 60,000 | 44 | Ottawa | 47,538 |
| 4 | Washington | 60,000 | 45 | McGill | 47,366 |
| 7 | Cornell | 59,200 | 46 | Texas Tech | 47,000 |
| 8 | George Washington | 58,000 | 47 | Syracuse | 46,700 |
| 9 | Pennsylvania State | 57,000 | 48 | Arizona State | 46,500 |
| 10 | Boston University | 55,000 | 49 | Manitoba | 46,249 |
| 10 | North Carolina | 55,000 | 50 | California, Davis | 46,164 |
| 10 | SUNY Buffalo | 55,000 | 50 | California, Los Angeles | 46,164 |
| 13 | Calgary | 54,945 | 52 | California, Irvine | 46,144 |
| 14 | Georgetown | 54,000 | 53 | Minnesota | 46,000 |
| 15 | Illinois, Urbana | 53,500 | 53 | Ohio State | 46,000 |
| 16 | Harvard | 53,093 | 55 | Colorado | 45,000 |
| 17 | Alberta | 52,833 | 55 | Hawaii | 45,000 |
| 18 | British Columbia | 52,420 | 55 | Miami | 45,000 |
| 19 | Saskatchewan | 52,202 | 55 | Nebraska | 45,000 |
| 20 | Columbia | 52,000 | 55 | Oklahoma | 45,000 |
| 21 | Houston | 51,000 | 55 | Wayne State | 45,000 |
| 21 | Howard | 51,000 | 61 | Temple | 44,004 |
| 23 | Yale | 50,500 | 62 | Northwestern | 44,000 |
| 24 | Queen's | 50,446 | 62 | Notre Dame | 44,000 |
| 25 | Montreal | 50,297 | 64 | Boston College | 43,350 |
| 26 | Arizona | 50,000 | 65 | Emory | 42,000 |
| 26 | Cincinnati | 50,000 | 65 | Kansas | 42,000 |
| 26 | Connecticut | 50,000 | 65 | Oregon | 42,000 |
| 26 | Florida | 50,000 | 68 | Utah | 41,500 |
| 26 | Florida State | 50,000 | 69 | Iowa | 41,000 |
| 26 | Georgia | 50,000 | 69 | Vanderbilt | 41,000 |
| 26 | Kentucky | 50,000 | 71 | Wisconsin | 40,526 |
| 26 | Louisiana State | 50,000 | 72 | Indiana | 40,400 |
| 26 | New Mexico | 50,000 | 73 | Missouri | 40,000 |
| 26 | South Carolina | 50,000 | 73 | Texas | 40,000 |
| 26 | Southern Illinois | 50,000 | 73 | Tulane | 40,000 |
| 37 | Toronto | 49,451 | 76 | Louisville | 37,000 |
| 38 | Michigan | 49,000 | 77 | Case Western Reserve | 35,000 |
| 38 | Pennsylvania | 49,000 |  |  |  |
|  |  |  |  |  |  |

[^1]Table 44: Median Professional Salaries in ARL University Law Libraries
Rank Order Table, FY 2010-2011

| Rank | Institution | Salary | Rank | Institution | Salary |
| ---: | :--- | ---: | ---: | :--- | ---: |
| 1 | York | 90,448 | 40 | Ohio State | 61,510 |
| 2 | Rutgers, Camden | 87,500 | 41 | Northwestern | 61,503 |
| 3 | Yale | 85,911 | 42 | Louisville | 59,931 |
| 4 | George Washington | 82,890 | 43 | Colorado | 59,901 |
| 5 | California, Irvine | 82,524 | 44 | New Mexico | 59,760 |
| 5 | California, Los Angeles | 82,524 | 45 | Tulane | 59,455 |
| 7 | Toronto | 81,765 | 46 | Wisconsin | 58,954 |
| 8 | Hawaii | 81,193 | 47 | Washington U.-St. Louis | 58,560 |
| 9 | Michigan | 81,014 | 48 | Oregon | 57,846 |
| 10 | Harvard | 77,988 | 49 | Miami | 57,688 |
| 11 | McGill | 76,437 | 50 | Missouri | 57,327 |
| 12 | New York University | 76,203 | 51 | Texas Tech | 56,990 |
| 13 | SUNY Buffalo | 74,004 | 52 | Emory | 56,842 |
| 14 | Pennsylvania State | 73,992 | 53 | Louisiana State | 55,846 |
| 15 | Iowa | 73,250 | 54 | Georgia | 55,752 |
| 16 | Arizona State | 73,168 | 55 | Florida State | 54,815 |
| 17 | Columbia | 72,891 | 56 | Syracuse | 54,630 |
| 18 | Cornell | 72,828 | 57 | Cincinnati | 54,384 |
| 19 | Connecticut | 72,097 | 58 | Texas | 53,429 |
| 20 | Georgetown | 71,710 | 59 | Temple | 53,203 |
| 21 | Boston University | 69,700 | 60 | Florida | 53,162 |
| 22 | California, Davis | 68,892 | 61 | Houston | 52,788 |
| 23 | South Carolina | 68,375 | 62 | Utah | 52,530 |
| 24 | Minnesota | 68,200 | 63 | Kentucky | 52,000 |
| 25 | North Carolina | 68,000 | 64 | Oklahoma | 51,269 |
| 26 | Case Western Reserve | 67,467 | 65 | Howard | 49,914 |
| 27 | Illinois, Urbana | 67,246 | 66 | Kansas | 44,926 |
| 28 | Boston College | 67,000 |  | Alberta | $*$ |
| 29 | Notre Dame | 66,500 |  | British Columbia | $*$ |
| 30 | Rutgers, Newark | 65,760 |  | Calgary | $*$ |
| 31 | Washington | 65,735 |  | Manitoba | $*$ |
| 32 | Pennsylvania | 65,462 |  | Montreal | $*$ |
| 33 | Arizona | 65,341 |  | Ottawa | $*$ |
| 34 | Indiana | 64,923 |  | Queen's | $*$ |
| 35 | Nebraska | 63,772 |  | Saskatchewan | $*$ |
| 36 | Duke | 63,750 |  | Southern Illinois | $*$ |
| 37 | Virginia | 63,500 |  | Wayne State | $*$ |
| 38 | Tennessee | 62,718 |  | Western Ontario |  |
| 3 | 6,524 |  |  | $*$ | $*$ |

Salaries of directors are not included in the calculation of medians.
Alberta, British Columbia, Calgary, Manitoba, Montreal, Ottawa, Queen's, Saskatchewan, Southern Illinois, Wayne State, and Western Ontario are not ranked because they reported four or fewer individuals.
Canadian salaries are expressed in US dollars.

| Rank | Institution | Salary | Rank | Institution | Salary |
| ---: | :--- | ---: | ---: | :--- | ---: |
| 1 | George Washington | 89,173 | 40 | New Mexico | 64,782 |
| 2 | York | 87,978 | 41 | Illinois, Urbana | 64,664 |
| 3 | California, Irvine | 85,995 | 42 | Cincinnati | 64,512 |
| 4 | Yale | 85,403 | 43 | Wisconsin | 64,416 |
| 5 | Hawaii | 84,551 | 44 | Arizona | 64,267 |
| 6 | Toronto | 83,988 | 45 | Nebraska | 63,975 |
| 7 | Michigan | 83,231 | 46 | Temple | 63,848 |
| 8 | McGill | 83,096 | 47 | Washington U.-St. Louis | 63,709 |
| 9 | Harvard | 81,584 | 48 | Tulane | 61,297 |
| 10 | New York University | 80,014 | 49 | Texas Tech | 60,612 |
| 11 | Pennsylvania State | 79,637 | 50 | Miami | 60,319 |
| 12 | Cornell | 78,587 | 51 | Louisville | 60,053 |
| 13 | Columbia | 78,515 | 52 | Emory | 59,559 |
| 14 | California, Los Angeles | 77,676 | 53 | Texas | 59,425 |
| 15 | Georgetown | 77,644 | 54 | Florida | 58,379 |
| 16 | Minnesota | 75,686 | 55 | Syracuse | 57,621 |
| 17 | Rutgers, Camden | 75,469 | 56 | Kentucky | 57,520 |
| 18 | North Carolina | 74,737 | 57 | Oklahoma | 57,410 |
| 19 | Boston University | 74,520 | 58 | Louisiana State | 57,380 |
| 20 | California, Davis | 74,131 | 59 | Utah | 57,095 |
| 21 | SUNY Buffalo | 74,077 | 60 | Houston | 57,094 |
| 22 | Rutgers, Newark | 73,957 | 61 | Georgia | 56,405 |
| 23 | Iowa | 73,788 | 62 | Missouri | 55,073 |
| 24 | Washington | 72,458 | 63 | Florida State | 54,208 |
| 25 | Colorado | 64 | Oregon | 53,544 |  |
| 26 | Connecticut | 72,314 | 65 | Howard | 48,423 |
| 27 | Notre Dame | 72,135 | 47,022 |  |  |
| 28 | Vanderbilt | 70,802 | 66 | Kansas | $*$ |
| 29 | Indiana | 70,083 |  | Alberta | $*$ |
| 30 | Case Western Reserve | 69,325 |  | British Columbia | $*$ |
| 31 | Duke | 69,200 |  | Calgary | $*$ |
| 32 | Boston College | 69,175 |  | Manitoba | $*$ |
| 33 | Virginia | 68,694 |  | Montreal | $*$ |
| 34 | Arizona State | 68,562 |  | Ottawa | $*$ |
| 35 | Ohio State | 68,202 |  | Queen's | $*$ |
| 36 | Pennsylvania | 68,061 |  | Saskatchewan | $*$ |
| 37 | Tennessee | 67,497 |  | Southern Illinois | $*$ |
| 38 | Northwestern | 65,954 |  | Wayne State | Western Ontario |
| 39 | South Carolina | 65,860 |  |  | $*, 437$ |
|  | 65,47 |  |  | $*$ |  |

Salaries of directors are not included in the calculation of medians.
Alberta, British Columbia, Calgary, Manitoba, Montreal, Ottawa, Queen's, Saskatchewan, Southern Illinois, Wayne State, 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 2010-2011

| Position | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |
| Head, Law | \$156,041 | 37 | \$150,636 | 35 | \$153,414 | 72 |
| Associate Director | 96,343 | 35 | 98,129 | 21 | 97,013 | 56 |
| Assistant Director | 88,203 | 29 | 88,835 | 12 | 88,388 | 41 |
| Functional Specialist | 61,267 | 26 | 66,671 | 28 | 64,069 | 54 |
| Subject Specialist | 73,005 | 30 | 81,425 | 10 | 75,110 | 40 |
| Dept. Head: |  |  |  |  |  |  |
| Acquisitions | 66,681 | 27 | 59,784 | 8 | 65,105 | 35 |
| Reference | 77,529 | 18 | 78,105 | 6 | 77,673 | 24 |
| Cataloging | 70,736 | 26 | 65,520 | 4 | 70,040 | 30 |
| Serials | $\ddagger$ | 5 | $\ddagger$ | 1 | 69,298 | 6 |
| Documents/Maps | $\ddagger$ | 7 | $\ddagger$ | 1 | 67,239 | 8 |
| Circulation | 64,483 | 17 | 57,528 | 6 | 62,668 | 23 |
| Rare Books/Manuscripts | $\ddagger$ | 3 |  |  | $\ddagger$ | 3 |
| Computer Systems | $\ddagger$ | 2 | $\ddagger$ | 6 | 83,753 | 8 |
| Other | 75,660 | 23 | 73,210 | 9 | 74,971 | 32 |
| Reference: |  |  |  |  |  |  |
| Over 14 years experience | 74,618 | 47 | 74,788 | 21 | 74,671 | 68 |
| 10 to 14 years experience | 57,743 | 11 | 61,892 | 10 | 59,719 | 21 |
| 5 to 9 years experience | 63,694 | 37 | 64,895 | 21 | 64,129 | 58 |
| Under 5 years experience | 59,321 | 43 | 56,980 | 26 | 58,439 | 69 |
| Cataloging |  |  |  |  |  |  |
| Over 14 years experience | 63,562 | 20 | 72,179 | 5 | 65,285 | 25 |
| 10 to 14 years experience | $\ddagger$ | 4 | $\ddagger$ | 1 | 57,455 | 5 |
| 5 to 9 years experience | 56,873 | 7 |  |  | 56,873 | 7 |
| Under 5 years experience | $\ddagger$ | 2 | $\ddagger$ | 3 | 60,498 | 5 |
| Other: |  |  |  |  |  |  |
| Over 14 years experience | 70,234 | 12 | 65,599 | 5 | 68,871 | 17 |
| 10 to 14 years experience | $\ddagger$ | 3 | $\ddagger$ | 1 | $\ddagger$ | 4 |
| 5 to 9 years experience | 49,333 | 4 | 72,482 | 4 | 60,907 | 8 |
| Under 5 years experience | $\ddagger$ | 13 | $\ddagger$ | 2 | 54,461 | 15 |
| All Positions | \$77,036 | 488 | \$82,751 | 246 | \$78,951 | 734 |

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 2010-2011

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Head, Law | 29.5 | 37 | 23.1 | 35 | 26.3 | 72 |
| Associate Director | 24.8 | 35 | 19.5 | 21 | 22.8 | 56 |
| Assistant Director | 20.4 | 29 | 24.5 | 12 | 21.6 | 41 |
| Functional Specialist | 12.7 | 26 | 10.5 | 28 | 11.5 | 54 |
| Subject Specialist | 17.8 | 30 | 21.8 | 10 | 18.8 | 40 |
| Dept. Head: |  |  |  |  |  |  |
| $\quad$ Acquisitions |  |  |  |  |  |  |
| Reference | 23.0 | 27 | 13.5 | 8 | 20.8 | 35 |
| Cataloging | 16.9 | 18 | 21.5 | 6 | 18.0 | 24 |
| $\quad$ Serials | 26.2 | 26 | 22.5 | 4 | 25.7 | 30 |
| Documents/Maps | 18.8 | 5 | 8.0 | 1 | 17.0 | 6 |
| Circulation | 28.4 | 7 | 13.0 | 1 | 26.5 | 8 |
| Rare Books/Manuscripts | 17.2 | 17 | 12.2 | 6 | 15.9 | 23 |
| Computer Systems | 17.0 | 3 |  | . |  | 17.0 |
| Other | 22.5 | 2 | 19.8 | 6 | 20.5 | 3 |
|  | 18.0 | 23 | 15.8 | 9 | 17.4 | 32 |
| Public services |  |  |  |  |  |  |
| Technical services | 12.1 | 11 | 13.1 | 7 | 12.5 | 18 |
| Administration | 11.5 | 13 | 14.3 | 4 | 12.2 | 17 |
| Reference | 15.6 | 8 | 25.0 | 1 | 16.7 | 9 |
| Cataloger | 12.1 | 138 | 10.6 | 78 | 11.6 | 216 |
| All Positions | 19.8 | 33 | 17.7 | 9 | 19.3 | 42 |

. 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 2010-2011

| Experience | Women |  | Men |  | Total |  | $\begin{gathered} \% \text { of } \\ \text { Total } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |  |
| 0-3 years | \$57,382 | 62 | \$59,278 | 34 | \$58,054 | 96 | 13\% |
| 4-7 years | 62,747 | 70 | 64,114 | 41 | 63,252 | 111 | 15\% |
| 8-11 years | 69,850 | 39 | 69,083 | 28 | 69,530 | 67 | 9\% |
| 12-15 years | 70,354 | 58 | 85,318 | 28 | 75,226 | 86 | 12\% |
| 16-19 years | 71,967 | 49 | 87,101 | 23 | 76,801 | 72 | 10\% |
| 20-23 years | 89,316 | 38 | 91,057 | 25 | 90,007 | 63 | 9\% |
| 24-27 years | 85,832 | 35 | 89,627 | 23 | 87,337 | 58 | 8\% |
| 28-31 years | 87,335 | 49 | 117,575 | 21 | 96,407 | 70 | 10\% |
| 32-35 years | 95,806 | 43 | 113,406 | 21 | 101,581 | 64 | 9\% |
| over 35 years | $\ddagger$ | 45 | $\ddagger$ | 2 | 100,273 | 47 | 6\% |
| All Positions | \$77,036 | 488 | \$82,751 | 246 | \$78,951 | 734 | 100\% |

[^2]
[^0]:    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.

[^1]:    Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
    Canadian salaries are expressed in US dollars.

[^2]:    Canadian salaries are expressed in US dollars.
    $\ddagger$ Salary data are not published when fewer than four individuals are involved in either category.

