

ARL ANNUAL SALARY SURVEY 2008–2009

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ASSOCIATION OF RESEARCH LIBRARIES
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ARL Annual Salary Survey 2008–2009

The quantitative tables presented in this publication are not indicative of performance and outcomes 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 and local goals and 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 Measurement Program online at <http://www.arl.org/stats/>.

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CONTENTS

SALARY SURVEY TRENDS 2008–2009	7
Figure 1: Ethnicity/Race of Professional Staff in US ARL University Libraries, 2008–2009	8
Figure 2: Minority Professionals by Region in US ARL University Libraries, 2008–2009.....	9
Figure 3: Race/Ethnicity and Sex Distribution of Professional Staff in ARL University Libraries, 2008–2009.....	10
Figure 4: Distribution of Functional Specialist Job Sub-Codes by Type of Library	12
Figure 5: Distribution of Functional Specialist Job Sub-Codes’ Average Salary by Sex	12
 SALARY LEVELS FOR STAFF IN ARL LIBRARIES	
Table 1: Distribution by Salary Level	19
Table 2: Salary Trends in ARL University Libraries	20
Table 3: Salary Trends in US ARL University Libraries.....	21
Table 4: Salary Trends in Canadian ARL University Libraries	22
 ARL NONUNIVERSITY LIBRARIES	
Table 5: Median and Beginning Professional Salaries in ARL Nonuniversity Libraries	25
Table 6: Salary Trends in ARL Nonuniversity Libraries.....	26
 ARL UNIVERSITY LIBRARIES	
Table 7: Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Libraries, FY 2008–2009	28
Table 8: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 2007–2008	30
Table 9: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 2008–2009.....	31
Table 10: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 2007–2008	32

Table 11:	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 2008–2009.....	33
Table 12:	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 2007–2008	34
Table 13:	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 2008–2009.....	35
Table 14:	Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, FY 2005–2006 to 2008–2009.....	36
Table 15:	Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 2008–2009	40
Table 16:	Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2008–2009	41
Table 17:	Number and Average Salaries of ARL University Librarians by Position and Sex, FY 2008–2009.....	42
Table 18:	Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 2008–2009.....	43
Table 19:	Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 2008–2009.....	44
Table 20:	Average Salaries of ARL University Librarians by Position and Years of Experience, FY 2008–2009	45
Table 21:	Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 2008–2009	46
Table 22:	Years of Experience of ARL University Librarians by Position and Type of Institution, FY 2008–2009	47
Table 23:	Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 2008–2009.....	48
Table 24:	Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 2008–2009.....	49
Table 25:	Average Salaries of ARL University Librarians by Position and Geographic Region, FY 2008–2009.....	50
	ARL University Libraries by Geographic Region	51

US ARL UNIVERSITY LIBRARIES

Table 26:	Average Salaries of US ARL University Librarians by Position and Years of Experience, FY 2008–2009	54
Table 27:	Number and Average Salaries of Minority US ARL University Librarians by Position and Sex, FY 2008–2009	55
Table 28:	Number and Average Years of Experience of Minority US ARL University Librarians by Position and Sex, FY 2008–2009	56
Table 29:	Number and Average Salaries of US ARL University Librarians by Years of Experience and Sex, FY 2008–2009	57
Table 30:	Number and Average Salaries of Minority US ARL University Librarians by Years of Experience and Sex, FY 2008–2009	57

CANADIAN ARL UNIVERSITY LIBRARIES

Table 31:	Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 2008–2009 .	60
Table 32:	Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 2008–2009	61
Table 33:	Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 2008–2009	62
Table 34:	Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 2008–2009	63

ARL UNIVERSITY MEDICAL LIBRARIES

Table 35:	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Medical Libraries, FY 2008–2009	66
Table 36:	Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2008–2009	68
Table 37:	Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2008–2009	69
Table 38:	Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2008–2009	70

Table 39:	Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 2008–2009.....	71
Table 40:	Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 2008–2009.....	72
Table 41:	Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 2008–2009.....	73

ARL UNIVERSITY LAW LIBRARIES

Table 42:	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Law Libraries, FY 2008–2009	76
Table 43:	Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2008–2009.....	78
Table 44:	Median Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2008–2009.....	79
Table 45:	Average Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2008–2009.....	80
Table 46:	Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 2008–2009.....	81
Table 47:	Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 2008–2009.....	82
Table 48:	Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 2008–2009.....	83

UNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS.....	86
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NONUNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS	98
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FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2008–2009.....	103
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ARL MEMBER LIBRARIES AS OF JANUARY 1, 2009.....	113
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TABLE NUMBERING CHANGES FOR 1998–1999 to 1999–2000.....	117
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SALARY SURVEY TRENDS 2008–2009

The *ARL Annual Salary Survey 2008–2009* reports salary data for all professional staff working in ARL libraries. The Association of Research 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 Measurement 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 10,148 professional staff members were reported this year for the 113 ARL university libraries, including their law and medical libraries (941 staff members reported by 71 medical libraries and 743 staff members reported by 75 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,748 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 10 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 1.0101 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.

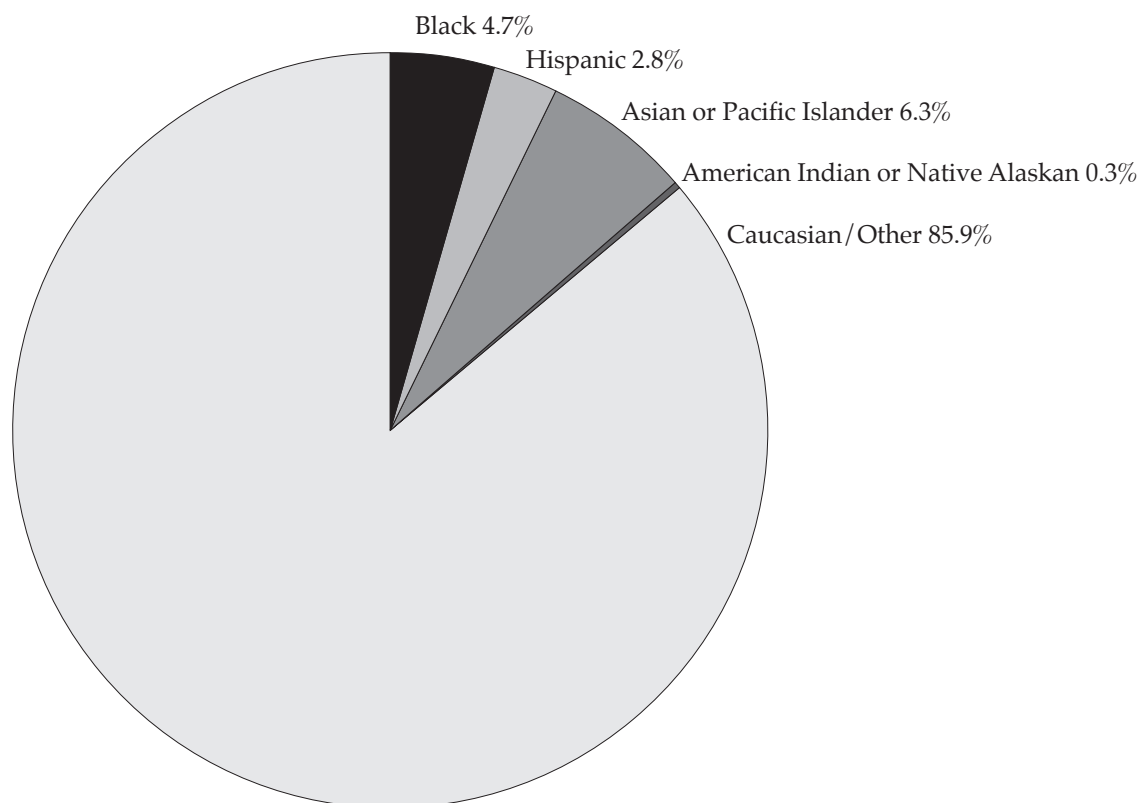
¹ This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2007–June 2008 and is used in converting figures that are shown effective as of 1 July 2008. This information can be accessed at: <http://www.bankofcanada.ca/en/rates/exchange.html>.

RACE AND ETHNICITY

There were 1,289 minority professional staff reported in 99 US ARL university libraries, including law and medical.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, 14.1% of the professional staff in US ARL university libraries (including law and medical) belongs 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: 6.1% are directors (6 out of 97), 6.9% are associate or assistant directors (29 out of 420), and 11.2% are branch librarians (50 out of 443). Figure 1, below, depicts the overall racial/ethnic distribution of professional staff in US ARL university libraries: Caucasian/Other 85.9%, Asian/Pacific Islander 6.3%, Black 4.7%, Hispanic 2.8%, and American Indian/Alaskan Native 0.3%. According to a 1998 survey by Mary Jo Lynch, data from the American Library Association (ALA) show that the sample of academic libraries surveyed by ALA has a higher representation of Blacks, Asian/Pacific Islanders, and American Indian/Alaskan Native than ARL libraries.³

Figure 1: Ethnicity/Race of Professional Staff in US ARL University Libraries, 2008–2009



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.

³ Mary Jo Lynch, "Librarians' Salaries: Smaller Increases This Year," *American Libraries* 29, no. 10 (1998): 66–70. Also available at <http://www.ala.org/alaorg/ors/racethnc.html>.

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 over 36% in the East South Central and by more than 25% in the New England, West North Central and Mountain regions (see Table 25 for a definition of the regions). Proportionately to other regions, there are more minorities in the South Atlantic, West South Central, and Pacific regions.)

Figure 2: Minority Professionals by Region in US ARL University Libraries, 2008–2009

	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific	TOTAL	%
Race/Ethnicity Category											
Black	35	61	95	24	118	23	33	9	30	428	33%
Hispanic	26	41	22	11	44	4	39	25	44	256	20%
Asian	75	99	68	27	83	10	37	17	164	580	45%
AI/AN*	4	2	3	3	5	1	2	5		25	2%
Minority Total	140	203	188	65	250	38	111	56	238	1,289	100%
Minority Percent	10.86%	15.74%	14.58%	5.04%	19.39%	2.95%	8.61%	4.34%	18.46%		
Nonminority Total	1,171	1,250	1,398	535	1,256	366	583	464	846	7,869	100%
Nonminority Percent	14.88%	15.88%	17.76%	6.79%	15.96%	4.65%	7.40%	5.89%	10.75%		
Regional Percent Total staff	14.31%	15.86%	17.31%	6.55%	16.44%	4.41%	7.57%	5.67%	11.83%		
Proportional Minority Representation	-27.02%	-0.88%	-17.91%	-25.77%	21.49%	-36.56%	16.35%	-26.32%	71.72%		

* American Indian/Alaskan Native

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 Program, through its Leadership and Career Development Program and the Initiative to Recruit a Diverse Workforce,

emphasizes ARL 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 Program focuses 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, at its homepage, <http://www.arl.org/diversity/>.

Women comprise 69.1% of the four racial/ethnic groups that comprise minority staff, as compared to 62.8% of Caucasian/Other staff in all US ARL university libraries. The overall gender balance in the 113 Canadian and US university libraries (including law and medical) is 35.8% male and 64.2% 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, 2008–2009

UNITED STATES					
	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,846	37.4%	4,754	62.6%	7,600
Medical	243	28.5%	610	71.5%	853
Law	237	33.6%	468	66.4%	705
Minority *	398	30.9%	891	69.1%	1,289
Nonminority	2,928	37.2%	4,941	62.8%	7,869
All	3,326	36.3%	5,832	63.7%	9,158
CANADA					
	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	281	32.5%	583	67.5%	864
Medical	10	11.4%	78	88.6%	88
Law	12	31.6%	26	68.4%	38
All	303	30.6%	687	69.4%	990
UNITED STATES AND CANADA (COMBINED)					
	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	3,127	36.9%	5,337	63.1%	8,464
Medical	253	26.9%	688	73.1%	941
Law	249	33.5%	494	66.5%	743
All	3,629	35.8%	6,519	64.2%	10,148

* Includes staff in medical and law libraries.

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. In 2008–2009, in contrast to previous years, the average salary for female directors was higher than that of their male counterparts (see Table 17); furthermore, the number of women in the top administrative library position has continued to increase steadily in recent years (63 women directors out of 111 total directorships reported).

Looking at other job categories in Table 17 demonstrates this increase in women's salaries relative to men. In 14 of 27 job categories used in the table women's salaries were larger than men's. However, the salaries for women have not yet met parity with that of men: in 2008–2009 the overall salary for women was only 96.2% that of men for the 113 ARL university libraries (compared to 95.39% in 2007–2008). 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 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 14 job categories in which they average higher pay, but there are other categories in which women, on average, have more experience and less pay: Assistant Director, Functional Specialist, and Department Head—Other. Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in all ten of the experience cohorts, a pattern that is also repeated for minority librarians: the average salary for minority men is higher than that for minority women in nine out 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.⁴ 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, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. 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, only 17% of Functional Specialists in all libraries did not use an alternative code, a slight decrease from 20.2% in 2006–2007. Of the positions that did use an alternate code, 61.1% of them were Archivists or Information Technology specialists.

⁴ There are many instances citing the continuation of gender inequity in academia. See, for example: Denise K. Manger's articles in the *Chronicle of Higher Education*, "Faculty Salaries Increased 3.7% in 1999-2000" (14 Apr. 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, <<http://chronicle.com/daily/2000/04/2000042702n.htm>>; and Yolanda Moses, "Salaries in Academe: The Gender Gap Persists," *Chronicle of Higher Education* 12 December 1997: A60.

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
Archivist	459	22.0%	22	14.6%	6	10.5%	487	21.2%
Business Manager	132	6.3%	12	7.9%	2	3.5%	146	6.4%
Human Resources	104	5.0%	1	0.7%	0	0.0%	105	4.6%
IT – Programming	408	19.5%	32	21.2%	15	26.3%	455	19.8%
IT – Systems	143	6.9%	18	11.9%	7	12.3%	168	7.3%
IT – Web Development	269	12.9%	24	15.9%	0	0.0%	293	12.8%
Media/Multimedia	110	5.3%	6	4.0%	4	7.0%	120	5.2%
Preservation/Conservation	127	6.1%	1	0.7%	3	5.3%	131	5.7%
Other Functional Specialists	335	16.0%	35	23.1%	20	35.1%	390	17.0%
Total	2,087		151		57		2,295	

*Note: The 2007–2008 version of this table contained incorrect data and has been revised. For a revised edition go to <http://www.arl.org/stats/annualsurveys/salary/annualedssal.shtml>.

Figure 5, below, displays the average salaries of the subcategories by position and sex in main libraries, 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 \$63,928. Human resource specialists have the highest average of all subcategories, with an average salary of \$73,090; media/multimedia specialists have the lowest average salary of \$53,792.

Figure 5: Distribution of Functional Specialist Job Sub-Codes’ Average Salaries by Sex

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Archivist	\$57,605	290	\$61,830	169	\$59,160	459
Business Manager	68,834	80	73,035	52	70,489	132
Human Resources	72,464	86	76,080	18	73,090	104
IT – Programming	66,700	141	65,009	267	65,593	408
IT – Systems	62,047	67	63,819	76	62,989	143
IT – Web Development	66,235	70	67,909	199	67,473	269
Media/Multimedia	55,815	44	52,444	66	53,792	110
Preservation/Conservation	60,664	93	65,900	34	62,066	127
Other Functional Specialists	60,052	220	61,951	115	60,704	335
All Functional Specialists	\$63,380	1,091	\$65,331	996	\$63,928	2,087

In regards to the gender gap in ARL libraries explained 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 slightly in 2008–2009 to 7% (it was 6.2 in 2007–2008) with an average of \$4,778 more paid for a position in a private institution. Out of 27 job categories, only in four (Heads of Serials, Heads of Circulation, Heads of Rare Books/Manuscripts and Other department Heads) 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 pay the highest average salaries, not only overall, but for specific positions as well. The cutoff staffing levels used to determine the largest cohort of libraries, after declining in every year since 1995–1996, continued to hold steady at 110 in 2008–2009.⁵ The largest libraries, those with more than 110 staff, reported the highest average salary, \$73,135, compared to \$71,063 for the libraries with between 75 and 110 staff (see Table 23). The smallest libraries (22–49 staff) had the third-highest average salary of the cohorts, followed by those libraries with 50 to 74 staff. One factor responsible for the high pay of the smallest libraries (22–49 staff) is related to the strengthening of the Canadian dollar relative to the US dollar (see Table 4 for a list of exchange rates since 1984–1985), as 11 of the 14 Canadian ARL members have less than 74 staff. The gap between the highest paying cohort and the lowest paying cohort dropped slightly, in 2008–2009 it was \$4,994, a difference of 6.83% percent (the difference in 2007–08 was \$4,613 or 7%).

C. GEOGRAPHIC AREA

In 2008–2009, the highest average salaries were found in Canada (\$82,295) followed by the New England (\$77,055) and Pacific (\$74,056) regions (see Table 25). This is partly a result of the US/Canadian exchange rate, which has dropped precipitously over the past five years (see Table 4). The West South Central region had the lowest average salary, with an average of \$62,286.

D. RANK STRUCTURE

Rank structure continues to provide 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, 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. 6,244 of the 8,463 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,288) occupy a position in a four-step rank structure.

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.

Figure 6: Average Salaries and Average Years of Experience of Library Professionals in Libraries with Three, Four, and Five Step Rank Structures, 2008–2009

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	56,741	8.8	52,361	7.1	50,983	5.2
Librarian 2	67,919	17.5	56,097	10.4	58,104	10.8
Librarian 3	84,908	25.6	71,408	20.0	69,136	18.1
Librarian 4			86,622	25.8	86,903	23.9
Librarian 5					98,872	28
No. of Staff	1,808		3,288		1,148	

INFLATION EFFECT

Tables 2 and 6 reveal changes in beginning professional and median salaries, as well as changes in the US Bureau of Labor’s Cost of Living Index (CPI-All Urban Consumers) for university and nonuniversity research libraries. 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 Canadian Consumer Price Index changes. Tables 2, 3, and 4 include law and medical library staff in ARL university libraries. In contrast to 2007-08, these tables indicate that the purchasing power of professionals (in both the United States and Canada) employed in ARL libraries did not keep pace with inflation.

For a third consecutive year, the median Canadian salary (converted to US dollars) exceeded the median US salary. The median salary for all ARL university libraries was \$64,828 in 2008–2009; for Canadian libraries converted into US dollars it was \$77,954 (a median of \$78,742 in Canadian dollars); and for US libraries it was only \$63,673. However, in 2008–2009 US median salaries increased 3.8% (see Table 3), in comparison, Canadian median salaries (when denominated in Canadian dollars and compared against the Canadian CPI) increased only 3.3% (see Table 4). The median salary for combined US and Canadian university libraries increased 4.8% (Table 2); at the same time, the US Consumer Price Index increased 5.6% (see Table 3) in the last year and the Canadian Consumer Price Index increased 3.4% (see Table 4).

Beginning salaries in the university sector continue to increase at a steady rate. The median beginning salary in ARL university libraries rose to \$44,000; this is a 6.6% increase over the median beginning salary of \$41,125 reported in 2007–2008 (see Table 2). The median beginning salary for ARL nonuniversity research libraries also expanded from \$44,359 in 2007-08 to \$48,108; an increase 7.8% (see Table 6). Table 6 also reveals that the median salary for nonuniversity staff has increased about 6% in 2008–2009 to \$85,320.

Libraries need staff with high-level technical skills to operate at the more sophisticated and complex information environments that are in place. As people are hired with higher beginning salaries, the inability to adjust the overall salary structure to achieve some equity for the experienced staff members is another factor that contributes to slow salary growth for higher salaries.

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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Les Bland

Association of Research Libraries

April 1, 2009

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. For example: in FY 2008–2009, 82.8% of all ARL university librarians earned more than \$50,000, as did 96% of all ARL nonuniversity librarians.

Note: Canadian salaries are expressed in US dollars. Data includes medical and law libraries.

Salary Range	University Librarians				Nonuniversity Librarians			
	FY	Cum.	FY	Cum.	FY	Cum.	FY	Cum.
	2007–2008	%	2008–2009	%	2007–2008	%	2008–2009	%
More than 250,000	12	0.1%	17	0.2%	1	0.0%	1	0.0%
200,000 - 250,000	30	0.4%	36	0.5%	1	0.1%	2	0.1%
175,000 - 199,999	41	0.8%	55	1.1%	7	0.2%	3	0.2%
150,000 - 174,999	81	1.6%	91	2.0%	108	3.1%	112	3.1%
140,000 - 149,999	37	2.0%	55	2.5%	148	7.0%	197	8.4%
130,000 - 139,999	57	2.6%	87	3.4%	118	10.1%	115	11.5%
120,000 - 129,999	90	3.55%	124	4.6%	223	16.0%	251	18.2%
110,000 - 119,999	177	5.3%	229	6.8%	199	21.2%	237	24.5%
100,000 - 109,999	246	7.7%	369	10.5%	351	30.4%	373	34.4%
95,000 - 99,999	212	9.8%	296	13.4%	219	36.2%	241	40.9%
90,000 - 94,999	299	12.8%	296	16.3%	142	40.0%	312	49.2%
85,000 - 89,999	374	16.6%	413	20.4%	295	47.7%	195	54.4%
80,000 - 84,999	469	21.3%	568	26.0%	285	55.2%	244	60.9%
76,000 - 79,999	456	25.9%	479	30.7%	146	59.1%	179	65.7%
74,000 - 75,999	229	28.1%	322	33.9%	88	61.4%	130	69.2%
72,000 - 73,999	330	31.5%	299	36.8%	180	66.1%	88	71.5%
70,000 - 71,999	306	34.5%	301	39.8%	119	69.3%	92	74.0%
68,000 - 69,999	312	37.6%	410	43.8%	120	72.4%	114	77.0%
66,000 - 67,999	408	41.7%	351	47.3%	87	74.7%	40	78.1%
64,000 - 65,999	363	45.4%	473	51.9%	95	77.2%	123	81.4%
62,000 - 63,999	436	49.7%	365	55.5%	75	79.2%	83	83.6%
60,000 - 61,999	397	53.7%	523	60.7%	80	81.3%	114	86.6%
58,000 - 59,999	494	58.7%	420	64.8%	138	84.9%	159	90.8%
56,000 - 57,999	472	63.4%	466	69.4%	78	87.0%	46	92.1%
54,000 - 55,999	511	68.5%	441	73.8%	135	90.5%	34	93.0%
52,000 - 53,999	510	73.6%	475	78.4%	104	93.3%	65	94.7%
50,000 - 51,999	500	78.6%	441	82.8%	52	94.7%	47	96.0%
48,000 - 49,999	459	83.2%	417	86.9%	46	95.9%	66	97.7%
46,000 - 47,999	440	87.6%	361	90.5%	98	98.4%	30	98.5%
44,000 - 45,999	384	91.5%	321	93.6%	15	98.8%	7	98.7%
42,000 - 43,999	321	94.7%	217	95.8%	12	99.2%	24	99.4%
40,000 - 41,999	217	96.9%	182	97.6%	8	99.4%	3	99.4%
38,000 - 39,999	132	98.2%	109	98.6%	4	99.5%	9	99.7%
36,000 - 37,999	92	99.1%	60	99.2%	10	99.7%	0	99.7%
34,000 - 35,999	41	99.5%	43	99.6%	1	99.8%	0	99.7%
32,000 - 33,999	24	99.8%	21	99.9%	8	100.0%	0	99.7%
30,000 - 31,999	14	99.9%	8	99.9%	0	100.0%	11	100.0%
less than 30,000	10	100.0%	7	100.0%	1	100.0%	1	100.0%
Total Positions		9,983		10,148		3,797		3,748
Median Salary		\$61,833		\$64,828		\$80,261		\$85,320

TABLE 2: SALARY TRENDS IN ARL UNIVERSITY 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[‡] Median	Median Salary Index	BPS[‡] Index	Actual CPI*	Adjusted CPI
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

*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.

† Includes medical and law libraries.

‡ Beginning professional salary.

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/>.

Note: Data includes medical and law libraries in median salary.

Fiscal Year	Number of Libraries	Total Staff	Median Salary[†]	Median Salary Change	Median Salary Index	Actual CPI*	Adjusted CPI	CPI Change
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	-

*Actual CPI and CPI figures have been revised from previous editions based upon changes published by the Bureau of Labor Statistics. These changes were caused by rounding; they are minute and are less than 0.3 in all cases.

† Includes medical and law libraries.

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/2008012/t040-eng.htm>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary in US \$ [†]	Median Salary Change [†]	Exchange Rate	Median Salary in Can. \$	Median Salary Change	Can. CPI ^{**}	Can. CPI Change [*]
2008–2009	14	990	\$77,954	15.8%	1.0101	\$78,742	3.3%	115.8	3.4%
2007–2008	14	957	67,331	6.7	1.1323	76,239	3.9	112.0	2.2
2006–2007	14	958	63,112	11.8	1.16289	73,392	4.0	109.6	2.3
2005–2006	14	955	56,474	7.1	1.24971	70,576	-0.3	107.1	2.0
2004–2005	14	906	52,707	16.3	1.34328	70,800	3.5	105.0	2.3
2003–2004	14	911	45,310	6.2	1.51023	68,429	2.3	102.6	2.1
2002–2003	14	925	42,657	-0.6	1.56878	66,919	2.6	100.5	2.1
2001–2002	14	861	42,928	-1.1	1.51919	65,215	2.1	98.4	2.7
2000–2001	13	755	43,394	5.0	1.47192	63,873	2.4	95.8	2.9
1999–2000	13	737	41,316	-3.8	1.5103	62,400	2.4	93.1	1.9
1998–1999	13	729	42,963	-2.7	1.4177	60,909	0.9	91.4	1.0
1997–1998	13	732	44,167	1.4	1.3663	60,346	1.7	90.5	1.7
1996–1997	13	764	43,569	0.9	1.3613	59,310	-0.4	89.0	1.3
1995–1996	13	796	43,173	-1.7	1.3794	59,554	1.3	87.9	2.6
1994–1995	13	815	43,919	-6.0	1.3381	58,768	0.7	85.7	0.1
1993–1994	13	816	46,744	-4.3	1.2488	58,374	2.9	85.6	1.7
1992–1993	13	837	48,820	2.7	1.1623	56,744	3.4	84.2	1.2
1991–1992	13	847	47,519	5.5	1.1547	54,870	3.6	83.2	6.0
1990–1991	13	839	45,023	15.1	1.1759	52,942	12.5	78.5	4.1
1989–1990	13	853	39,117	12.3	1.2026	47,042	5.3	75.4	5.3
1988–1989	13	837	34,826	11.7	1.2826	44,668	5.3	71.6	3.9
1987–1988	13	817	31,178	10.9	1.3602	42,408	9.1	68.9	4.6
1986–1987	13	831	28,123	-1.9	1.3817	38,858	1.2	65.9	4.1
1985–1986	13	829	28,666	1.1	1.3388	38,378	7.9	63.3	4.1
1984–1985	12	705	28,346	-0.8	1.2548	35,569	0.8	60.8	4.1
Average				3.8%			3.3%		

[†] Includes medical and law libraries in median salary.

^{*} 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.

^{**} Actual Canadian CPI figures have been added to this table (not available in previous editions).

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 2007–2008	FY 2008–2009	FY 2007–2008	FY 2008–2009
Boston Public Library	179	\$58,099	\$63,736	\$37,907	\$39,782
Canada Institute for Scientific and Technical Information * †	194	61,365	72,217	44,105	49,441
Center for Research Libraries†	29	51,000	42,348	44,584	33,878
Library of Congress †	2,583	89,985	96,791	46,041	48,108
National Agricultural Library †	99	75,671	79,060	46,041	48,108
Library & Archives of Canada *	113	55,337	62,031	44,133	49,472
National Library of Medicine†	183	80,123	86,046	46,041	48,108
New York Public Library	251	58,674	59,963	39,295	39,295
New York State Library	59	58,849	58,849	42,693	47,556
Smithsonian Library	58	75,671	81,394	46,041	49,712

* 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/>.

Fiscal Year	Number of Libraries	Total Staff	Median Salary*	BPS† Median	Median Salary Index	BPS† Index	Actual CPI	Adjusted CPI
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

* Canadian salaries expressed in US dollars.

† Beginning professional salary.

ARL UNIVERSITY LIBRARIES

TABLES 7-25

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2008–2009

Institution	Filled Positions		Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2009	FY 2008	FY 2009	FY 2008	FY 2009	FY 2008	FY 2009	FY 2009	
Alabama †	58	\$58,232	\$58,655	\$52,891	\$52,205	\$40,000	42,000	14.7	
Alberta ††	67	74,787	89,260	82,536	95,438	42,997	50,126	17.4	
Arizona †	59	64,731	66,447	60,136	61,595	47,325	47,093	17.9	
Arizona State †	70	64,325	63,110	62,333	61,000	43,000	43,000	16.5	
Auburn †	46	61,104	60,231	58,540	55,290	44,720	44,720	15.6	
Boston University	58	54,472	59,236	51,450	55,200	40,800	42,300	16.5	
Boston College †	63	67,847	69,672	65,293	67,184	41,050	42,300	18.4	
Brigham Young †	114	61,929	63,925	60,200	62,400	46,000	48,000	17.7	
British Columbia ††	89	69,414	79,910	68,737	80,769	45,784	53,021	14.6	
Brown †	68	65,442	67,804	61,998	63,854	38,000	39,500	20.5	
California, Berkeley †	103	80,749	82,952	79,108	80,374	40,008	46,164	18.3	
California, Davis †	45	73,853	79,652	79,968	82,637	40,008	46,164	21	
California, Irvine	56	71,572	76,045	73,356	75,708	40,008	46,164	15.3	
California, Los Angeles †	154	76,029	75,812	73,382	73,799	40,008	46,164	15.1	
California, Riverside †	53	69,120	74,166	68,000	74,400	42,204	47,087	20.1	
California, San Diego †	87	74,176	76,016	73,356	75,708	40,008	46,164	16.4	
California, Santa Barbara †	60	70,227	71,466	66,756	68,892	42,008	46,164	16.8	
Case Western Reserve †	39	57,089	57,972	54,335	54,389	35,000	35,000	15	
Chicago †	71	72,179	74,480	68,418	70,290	46,800	48,204	18.4	
Cincinnati †	50	65,283	66,847	61,552	61,332	38,000	39,000	22.1	
Colorado †	42	65,510	66,826	61,431	64,388	41,000	44,000	16.7	
Colorado State †	52	62,333	68,355	60,650	65,300	43,500	45,400	16.1	
Columbia	189	70,838	72,352	61,585	64,265	51,500	51,500	15.3	
Connecticut †	61	76,946	79,855	74,661	78,680	48,000	48,000	18	
Cornell †	112	68,228	69,564	62,490	63,600	45,000	47,000	16	
Dartmouth †	51	71,642	72,539	71,597	69,536	40,000	42,500	17.3	
Delaware	58	69,033	72,792	64,235	71,037	43,600	43,600	17.2	
Duke †	143	60,715	63,058	55,650	58,583	43,000	44,000	15.2	
Emory †	72	64,551	69,025	61,000	63,653	38,000	41,500	15.3	
Florida †	68	56,403	58,974	52,327	55,045	42,000	42,000	14.4	
Florida State †	54	48,656	49,803	45,752	47,000	42,000	42,000	13.6	
George Washington	43	64,950	70,759	59,401	65,328	42,000	47,000	15	
Georgetown †	53	66,689	69,739	61,508	63,538	45,000	45,000	19.9	
Georgia †	74	57,082	57,628	49,634	51,005	35,000	38,000	16.3	
Georgia Tech †	42	58,753	60,944	54,631	56,270	42,000	42,000	16.2	
Guelph ††	47	62,069	77,319	58,271	71,928	38,590	57,242	17.8	
Harvard †	469	72,861	78,019	67,486	70,900	47,100	48,800	15.8	
Hawaii †	79	61,330	67,491	60,354	67,391	42,026	42,649	15.8	
Houston †	35	56,608	63,512	49,037	62,480	40,000	42,000	15.1	
Howard †	31	53,211	53,741	53,359	53,440	35,049	36,000	25.9	
Illinois, Chicago †	50	58,925	61,206	54,885	56,457	47,000	47,000	17.5	
Illinois, Urbana †	145	64,009	67,213	58,247	62,036	44,500	46,000	13.7	
Indiana †	81	64,257	63,786	59,705	60,011	40,000	40,400	18.5	
Iowa †	70	63,234	63,196	55,700	56,796	40,000	41,000	17	
Iowa State †	55	59,891	61,863	57,452	59,887	42,500	43,000	18.5	
Johns Hopkins †	79	65,765	67,265	60,060	63,702	48,335	50,026	16.2	
Kansas	83	59,070	61,056	55,120	56,200	40,000	49,000	15.2	
Kent State †	63	56,086	57,317	53,777	53,777	43,389	43,389	16	
Kentucky †	63	59,613	60,909	57,817	59,697	38,500	41,000	21.3	
Laval ††	64	59,630	68,511	62,715	69,901	40,025	47,613	15.3	
Louisiana State †	49	48,711	51,839	44,879	47,715	38,000	38,000	14.9	
Louisville †	34	65,230	61,851	61,986	56,845	37,000	37,000	19.4	
McGill †	64	66,010	73,148	64,728	67,233	40,625	49,500	16.9	
McMaster †	32	67,549	78,776	69,173	78,858	38,598	44,771	17.7	
Manitoba ††	42	77,261	89,270	79,159	93,351	41,331	46,970	21.9	
Maryland	82	64,926	67,924	61,930	66,419	42,000	42,000	19.5	
Massachusetts †	59	69,319	70,508	69,746	72,263	40,730	42,155	16.2	
MIT	95	69,719	75,733	65,650	70,900	48,000	51,000	15	
Miami	46	65,171	69,165	60,000	64,935	45,000	45,000	17.2	

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2008–2009

Institution	Filled Positions		Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2009	FY 2008	FY 2009	FY 2008	FY 2009	FY 2008	FY 2009	FY 2009	
Michigan †	116	66,608	70,031	63,413	65,564	41,000	42,000	18.8	
Michigan State †	72	61,743	63,867	57,000	60,000	47,000	47,000	15.8	
Minnesota	110	66,067	67,975	63,532	65,446	40,000	40,000	18.2	
Missouri †	37	57,607	55,264	50,442	48,854	38,500	40,000	20	
Montreal ††	90	60,262	69,342	58,216	66,631	36,144	41,738	15.4	
Nebraska †	46	61,376	65,751	54,624	57,671	45,000	50,000	20.1	
New Mexico †	34	76,612	78,591	74,768	76,307	40,000	40,000	20.9	
New York University †	55	77,595	78,920	68,882	70,769	51,000	52,000	18.4	
North Carolina †	104	67,938	67,177	62,825	63,750	42,000	44,000	17.6	
North Carolina State †	84	68,461	70,667	61,717	64,895	47,000	49,000	10.4	
Northwestern †	76	65,234	66,328	61,203	62,847	39,000	42,000	17.3	
Notre Dame †	59	66,827	68,224	65,769	65,738	40,000	40,000	17.4	
Ohio University †	45	48,853	54,210	45,010	48,170	36,000	41,500	12.6	
Ohio State †	134	56,745	57,439	52,941	52,432	41,500	43,000	14.2	
Oklahoma †	45	53,241	54,228	50,823	52,228	40,000	42,000	14.2	
Oklahoma State †	62	54,593	56,703	49,824	53,640	36,000	36,000	17.4	
Oregon †	56	54,999	56,965	51,176	53,792	35,000	40,000	15.3	
Pennsylvania †	97	63,029	65,914	58,526	61,122	42,500	42,500	9	
Pennsylvania State †	134	66,725	69,421	62,730	65,556	41,200	42,436	19.4	
Pittsburgh †	63	64,047	66,544	58,451	59,984	34,000	34,000	17.9	
Princeton †	115	74,179	77,939	70,000	72,150	45,000	50,000	21.2	
Purdue †	68	65,312	66,957	57,815	61,000	43,500	45,000	17.5	
Queen's ††	34	72,268	88,107	74,078	89,828	40,695	49,500	19.6	
Rice	59	61,662	61,433	54,900	55,450	39,060	38,300	15.2	
Rochester †	76	55,411	55,965	51,282	52,540	36,700	38,168	14.7	
Rutgers †	82	82,023	88,899	84,829	92,106	46,781	47,390	21.2	
Saskatchewan ††	39	74,526	85,401	74,456	85,977	41,598	49,600	18	
South Carolina †	53	51,457	53,670	47,983	49,838	34,000	34,000	17.1	
Southern California †	106	70,463	73,788	64,335	66,944	45,000	48,500	17.9	
Southern Illinois	40	54,562	57,003	49,375	49,117	41,000	43,000	14.5	
SUNY Albany †	60	60,304	67,251	56,625	59,704	38,000	38,500	16.6	
SUNY Buffalo †	79	64,414	69,982	60,852	66,684	45,000	45,000	19.7	
SUNY Stony Brook †	30	70,027	75,948	67,828	73,259	43,000	44,000	21.9	
Syracuse †	49	65,131	65,441	58,263	61,493	N/A		18.7	
Temple †	39	65,552	66,114	56,572	56,020	39,000	42,744	18.7	
Tennessee †	40	68,333	70,344	65,394	67,823	42,000	44,000	18.5	
Texas †	123	63,467	66,554	57,809	58,958	45,000	45,000	16.4	
Texas A&M †	138	60,024	59,250	54,857	54,156	44,000	47,000	14.9	
Texas Tech †	51	59,987	60,494	53,079	55,036	45,000	45,000	12.3	
Toronto ††	144	76,710	90,829	78,443	91,773	43,010	51,381	17	
Tulane	32	59,023	62,896	55,664	60,000	37,000	40,000	18.3	
Utah †	57	59,993	61,119	54,614	57,250	42,000	44,000	18.7	
Vanderbilt †	57	57,775	59,810	52,479	54,666	39,000	40,000	17.2	
Virginia †	67	67,602	69,246	60,000	60,450	43,000	44,000	16.7	
Virginia Tech	35	62,691	65,516	59,672	62,556	38,500	41,000	18.6	
Washington †	117	63,655	66,517	58,020	60,312	41,000	42,600	19.2	
Washington State †	48	58,249	59,820	54,475	56,482	38,000	38,500	17.3	
Washington U.-St. Louis †	61	58,142	59,497	51,727	54,468	37,000	40,000	15.8	
Waterloo ††	34	68,405	77,432	70,072	78,311	41,683	49,090	18.4	
Wayne State †	98	53,075	54,962	47,315	50,031	40,500	40,500	17	
Western Ontario ††	63	58,941	68,168	54,246	63,872	46,000	46,906	13.4	
Wisconsin †	153	59,685	60,304	57,766	57,808	39,338	40,526	16.6	
Yale ††	202	77,131	82,622	72,263	76,974	49,500	50,500	18.9	
York †	55	81,659	95,755	76,495	88,458	43,275	48,510	16.7	

Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics. Excludes medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

† Canadian salaries are expressed in US dollars.

‡ See Footnotes.

**TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2007–2008**

Rank	Institution	Salary	Rank	Institution	Salary
1	Columbia	51,500	58	Colorado	41,000
2	New York	51,000	58	Michigan	41,000
3	Yale	49,500	58	Southern Illinois	41,000
4	Johns Hopkins	48,335	58	Washington	41,000
5	Connecticut	48,000	62	Boston University	40,800
5	MIT	48,000	63	Massachusetts	40,730
7	Arizona	47,325	64	Queen's	40,695
8	Harvard	47,100	65	McGill	40,625
9	Illinois, Chicago	47,000	65	Western Ontario	40,625
9	Michigan State	47,000	67	Wayne State	40,500
9	North Carolina State	47,000	68	Laval	40,025
12	Chicago	46,800	69	Calif. Berkeley	40,008
13	Rutgers	46,781	69	Calif. Davis	40,008
14	Brigham Young	46,000	69	Calif. Irvine	40,008
15	British Columbia	45,784	69	Calif. Los Angeles	40,008
16	Cornell	45,000	69	Calif. San Diego	40,008
16	Georgetown	45,000	74	Alabama	40,000
16	Miami	45,000	74	Dartmouth	40,000
16	Nebraska	45,000	74	Houston	40,000
16	Princeton	45,000	74	Indiana	40,000
16	Southern California	45,000	74	Iowa	40,000
16	SUNY Buffalo	45,000	74	Kansas	40,000
16	Texas	45,000	74	Minnesota	40,000
16	Texas Tech	45,000	74	New Mexico	40,000
25	Auburn	44,720	74	Notre Dame	40,000
26	Illinois, Urbana	44,500	74	Oklahoma	40,000
27	Texas A&M	44,000	84	Wisconsin	39,338
28	Delaware	43,600	85	Rice	39,060
29	Colorado State	43,500	86	Northwestern	39,000
29	Purdue	43,500	86	Temple	39,000
31	Kent State	43,389	86	Vanderbilt	39,000
32	York	43,275	89	McMaster	38,598
33	Toronto	43,010	90	Guelph	38,590
34	Arizona State	43,000	91	Kentucky	38,500
34	Duke	43,000	91	Missouri	38,500
34	SUNY Stony Brook	43,000	91	Virginia Tech	38,500
34	Virginia	43,000	94	Brown	38,000
38	Alberta	42,997	94	Cincinnati	38,000
39	Iowa State	42,500	94	Emory	38,000
39	Pennsylvania	42,500	94	Louisiana State	38,000
41	Calif. Riverside	42,204	94	SUNY Albany	38,000
42	Hawaii	42,026	94	Washington State	38,000
43	Calif. Santa Barbara	42,008	100	Louisville	37,000
44	Florida	42,000	100	Tulane	37,000
44	Florida State	42,000	100	Washington-St. Louis	37,000
44	George Washington	42,000	103	Rochester	36,700
44	Georgia Tech	42,000	104	Montreal	36,144
44	Maryland	42,000	105	Ohio	36,000
44	North Carolina	42,000	105	Oklahoma State	36,000
44	Tennessee	42,000	107	Howard	35,049
44	Utah	42,000	108	Case Western Reserve	35,000
52	Waterloo	41,683	108	Georgia	35,000
53	Saskatchewan	41,598	108	Oregon	35,000
54	Ohio State	41,500	111	Pittsburgh	34,000
55	Manitoba	41,331	111	South Carolina	34,000
56	Pennsylvania State	41,200	113	Syracuse	N/A
57	Boston College	41,050			

Reprinted from *ARL Annual Salary Survey 2007–2008*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries. Canadian salaries are expressed in US dollars.

**TABLE 9: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Guelph	57,242	58	Delaware	43,600
2	British Columbia	53,021	59	Kent State	43,389
3	New York	52,000	60	Arizona State	43,000
4	Columbia	51,500	60	Iowa State	43,000
5	Toronto	51,381	60	Ohio State	43,000
6	MIT	51,000	60	Southern Illinois	43,000
7	Yale	50,500	64	Temple	42,744
8	Alberta	50,126	65	Hawaii	42,649
9	Johns Hopkins	50,026	66	Washington	42,600
10	Nebraska	50,000	67	Dartmouth	42,500
10	Princeton	50,000	67	Pennsylvania	42,500
12	Saskatchewan	49,600	69	Pennsylvania State	42,436
13	McGill	49,500	70	Boston University	42,300
13	Queen's	49,500	70	Boston College	42,300
15	Waterloo	49,090	72	Massachusetts	42,155
16	Kansas	49,000	73	Alabama	42,000
16	North Carolina State	49,000	73	Florida	42,000
18	Harvard	48,800	73	Florida State	42,000
19	York	48,510	73	Georgia Tech	42,000
20	Southern California	48,500	73	Houston	42,000
21	Chicago	48,204	73	Maryland	42,000
22	Brigham Young	48,000	73	Michigan	42,000
22	Connecticut	48,000	73	Northwestern	42,000
24	Laval	47,613	73	Oklahoma	42,000
25	Rutgers	47,390	82	Montreal	41,738
26	Arizona	47,093	83	Emory	41,500
27	Calif. Riverside	47,087	83	Ohio	41,500
28	Cornell	47,000	85	Iowa	41,000
28	George Washington	47,000	85	Kentucky	41,000
28	Illinois, Chicago	47,000	85	Virginia Tech	41,000
28	Michigan State	47,000	88	Wisconsin	40,526
28	Texas A&M	47,000	89	Wayne State	40,500
33	Manitoba	46,970	90	Indiana	40,400
34	Western Ontario	46,906	91	Minnesota	40,000
35	Calif. Berkeley	46,164	91	Missouri	40,000
35	Calif. Davis	46,164	91	New Mexico	40,000
35	Calif. Irvine	46,164	91	Notre Dame	40,000
35	Calif. Los Angeles	46,164	91	Oregon	40,000
35	Calif. San Diego	46,164	91	Tulane	40,000
35	Calif. Santa Barbara	46,164	91	Vanderbilt	40,000
41	Illinois, Urbana	46,000	91	Washington-St. Louis	40,000
42	Colorado State	45,400	99	Brown	39,500
43	Georgetown	45,000	100	Cincinnati	39,000
43	Miami	45,000	101	SUNY Albany	38,500
43	Purdue	45,000	101	Washington State	38,500
43	SUNY Buffalo	45,000	103	Rice	38,300
43	Texas	45,000	104	Rochester	38,168
43	Texas Tech	45,000	105	Georgia	38,000
49	McMaster	44,771	105	Louisiana State	38,000
50	Auburn	44,720	107	Louisville	37,000
51	Colorado	44,000	108	Howard	36,000
51	Duke	44,000	108	Oklahoma State	36,000
51	North Carolina	44,000	110	Case Western Reserve	35,000
51	SUNY Stony Brook	44,000	111	Pittsburgh	34,000
51	Tennessee	44,000	111	South Carolina	34,000
51	Utah	44,000	113	Syracuse	N/A
51	Virginia	44,000			

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries.

Canadian salaries are expressed in US dollars.

**TABLE 10: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2007–2008**

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	84,829	58	Miami	60,000
2	Alberta	82,536	58	Virginia	60,000
3	California, Davis	79,968	60	Indiana	59,705
4	Manitoba	79,159	61	Virginia Tech	59,672
5	California, Berkeley	79,108	62	George Washington	59,401
6	Toronto	78,443	63	Auburn	58,540
7	York	76,495	64	Pennsylvania	58,526
8	New Mexico	74,768	65	Pittsburgh	58,451
9	Connecticut	74,661	66	Guelph	58,271
10	Saskatchewan	74,456	67	Syracuse	58,263
11	Queen's	74,078	68	Illinois, Urbana	58,247
12	California, Los Angeles	73,382	69	Montreal	58,216
13	California, Irvine	73,356	70	Washington	58,020
13	California, San Diego	73,356	71	Kentucky	57,817
15	Yale	72,263	72	Purdue	57,815
16	Dartmouth	71,597	73	Texas	57,809
17	Waterloo	70,072	74	Wisconsin	57,766
18	Princeton	70,000	75	Iowa State	57,452
19	Massachusetts	69,746	76	Michigan State	57,000
20	McMaster	69,173	77	SUNY Albany	56,625
21	New York University	68,882	78	Temple	56,572
22	British Columbia	68,737	79	Iowa	55,700
23	Chicago	68,418	80	Tulane	55,664
24	California, Riverside	68,000	81	Duke	55,650
25	SUNY Stony Brook	67,828	82	Kansas	55,120
26	Harvard	67,486	83	Rice	54,900
27	California, Santa Barbara	66,756	84	Illinois, Chicago	54,885
28	Notre Dame	65,769	85	Texas A&M	54,857
29	MIT	65,650	86	Georgia Tech	54,631
30	Tennessee	65,394	87	Nebraska	54,624
31	Boston College	65,293	88	Utah	54,614
32	McGill	64,728	89	Washington State	54,475
33	Southern California	64,335	90	Case Western Reserve	54,335
34	Delaware	64,235	91	Western Ontario	54,246
35	Minnesota	63,532	92	Kent State	53,777
36	Michigan	63,413	93	Howard	53,359
37	North Carolina	62,825	94	Texas Tech	53,079
38	Pennsylvania State	62,730	95	Ohio State	52,941
39	Laval	62,715	96	Alabama	52,891
40	Cornell	62,490	97	Vanderbilt	52,479
41	Arizona State	62,333	98	Florida	52,327
42	Brown	61,998	99	Washington U.-St. Louis	51,727
43	Louisville	61,986	100	Boston University	51,450
44	Maryland	61,930	101	Rochester	51,282
45	North Carolina State	61,717	102	Oregon	51,176
46	Columbia	61,585	103	Oklahoma	50,823
47	Cincinnati	61,552	104	Missouri	50,442
48	Georgetown	61,508	105	Oklahoma State	49,824
49	Colorado	61,431	106	Georgia	49,634
50	Northwestern	61,203	107	Southern Illinois	49,375
51	Emory	61,000	108	Houston	49,037
52	SUNY Buffalo	60,852	109	South Carolina	47,983
53	Colorado State	60,650	110	Wayne State	47,315
54	Hawaii	60,354	111	Florida State	45,752
55	Brigham Young	60,200	112	Ohio University	45,010
56	Arizona	60,136	113	Louisiana State	44,879
57	Johns Hopkins	60,060			

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Canadian salaries are expressed in US dollars.

**TABLE 11: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Alberta	95,438	58	Virginia Tech	62,556
2	Manitoba	93,351	59	Houston	62,480
3	Rutgers	92,106	60	Brigham Young	62,400
4	Toronto	91,773	61	Illinois, Urbana	62,036
5	Queen's	89,828	62	Arizona	61,595
6	York	88,458	63	Syracuse	61,493
7	Saskatchewan	85,977	64	Cincinnati	61,332
8	California, Davis	82,637	65	Pennsylvania	61,122
9	British Columbia	80,769	66	Arizona State	61,000
10	California, Berkeley	80,374	66	Purdue	61,000
11	McMaster	78,858	68	Virginia	60,450
12	Connecticut	78,680	69	Washington	60,312
13	Waterloo	78,311	70	Indiana	60,011
14	Yale	76,974	71	Michigan State	60,000
15	New Mexico	76,307	71	Tulane	60,000
16	California, Irvine	75,708	73	Pittsburgh	59,984
16	California, San Diego	75,708	74	Iowa State	59,887
18	California, Riverside	74,400	75	SUNY Albany	59,704
19	California, Los Angeles	73,799	76	Kentucky	59,697
20	SUNY Stony Brook	73,259	77	Texas	58,958
21	Massachusetts	72,263	78	Duke	58,583
22	Princeton	72,150	79	Wisconsin	57,808
23	Guelph	71,928	80	Nebraska	57,671
24	Delaware	71,037	81	Utah	57,250
25	Harvard	70,900	82	Louisville	56,845
25	MIT	70,900	83	Iowa	56,796
27	New York University	70,769	84	Washington State	56,482
28	Chicago	70,290	85	Illinois, Chicago	56,457
29	Laval	69,901	86	Georgia Tech	56,270
30	Dartmouth	69,536	87	Kansas	56,200
31	California, Santa Barbara	68,892	88	Temple	56,020
32	Tennessee	67,823	89	Rice	55,450
33	Hawaii	67,391	90	Auburn	55,290
34	McGill	67,233	91	Boston University	55,200
35	Boston College	67,184	92	Florida	55,045
36	Southern California	66,944	93	Texas Tech	55,036
37	SUNY Buffalo	66,684	94	Vanderbilt	54,666
38	Montreal	66,631	95	Washington U.-St. Louis	54,468
39	Maryland	66,419	96	Case Western Reserve	54,389
40	Notre Dame	65,738	97	Texas A&M	54,156
41	Michigan	65,564	98	Oregon	53,792
42	Pennsylvania State	65,556	99	Kent State	53,777
43	Minnesota	65,446	100	Oklahoma State	53,640
44	George Washington	65,328	101	Howard	53,440
45	Colorado State	65,300	102	Rochester	52,540
46	Miami	64,935	103	Ohio State	52,432
47	North Carolina State	64,895	104	Oklahoma	52,228
48	Colorado	64,388	105	Alabama	52,205
49	Columbia	64,265	106	Georgia	51,005
50	Western Ontario	63,872	107	Wayne State	50,031
51	Brown	63,854	108	South Carolina	49,838
52	North Carolina	63,750	109	Southern Illinois	49,117
53	Johns Hopkins	63,702	110	Missouri	48,854
54	Emory	63,653	111	Ohio University	48,170
55	Cornell	63,600	112	Louisiana State	47,715
56	Georgetown	63,538	113	Florida State	47,000
57	Northwestern	62,847			

Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.

Canadian salaries are expressed in US dollars.

**TABLE 12: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2007–2008**

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	\$82,023	58	SUNY Buffalo	\$64,414
2	York	81,659	59	Arizona State	64,325
3	California, Berkeley	80,749	60	Indiana	64,257
4	New York University	77,595	61	Pittsburgh	64,047
5	Manitoba	77,261	62	Illinois, Urbana	64,009
6	Yale	77,131	63	Washington	63,655
7	Connecticut	76,946	64	Texas	63,467
8	Toronto	76,710	65	Iowa	63,234
9	New Mexico	76,612	66	Pennsylvania	63,029
10	California, Los Angeles	76,029	67	Virginia Tech	62,691
11	Alberta	74,787	68	Colorado State	62,333
12	Saskatchewan	74,526	69	Guelph	62,069
13	Princeton	74,179	70	Brigham Young	61,929
14	California, San Diego	74,176	71	Michigan State	61,743
15	California, Davis	73,853	72	Rice	61,662
16	Harvard	72,861	73	Nebraska	61,376
17	Queen's	72,268	74	Hawaii	61,330
18	Chicago	72,179	75	Auburn	61,104
19	Dartmouth	71,642	76	Duke	60,715
20	California, Irvine	71,572	77	SUNY Albany	60,304
21	Columbia	70,838	78	Montreal	60,262
22	Southern California	70,463	79	Texas A&M	60,024
23	California, Santa Barbara	70,227	80	Utah	59,993
24	SUNY Stony Brook	70,027	81	Texas Tech	59,987
25	MIT	69,719	82	Iowa State	59,891
26	British Columbia	69,414	83	Wisconsin	59,685
27	Massachusetts	69,319	84	Laval	59,630
28	California, Riverside	69,120	85	Kentucky	59,613
29	Delaware	69,033	86	Kansas	59,070
30	North Carolina State	68,461	87	Tulane	59,023
31	Waterloo	68,405	88	Western Ontario	58,941
32	Tennessee	68,333	89	Illinois, Chicago	58,925
33	Cornell	68,228	90	Georgia Tech	58,753
34	North Carolina	67,938	91	Washington State	58,249
35	Boston College	67,847	92	Alabama	58,232
36	Virginia	67,602	93	Washington U.-St. Louis	58,142
37	McMaster	67,549	94	Vanderbilt	57,775
38	Notre Dame	66,827	95	Missouri	57,607
39	Pennsylvania State	66,725	96	Case Western Reserve	57,089
40	Georgetown	66,689	97	Georgia	57,082
41	Michigan	66,608	98	Ohio State	56,745
42	Minnesota	66,067	99	Houston	56,608
43	McGill	66,010	100	Florida	56,403
44	Johns Hopkins	65,765	101	Kent State	56,086
45	Temple	65,552	102	Rochester	55,411
46	Colorado	65,510	103	Oregon	54,999
47	Brown	65,442	104	Oklahoma State	54,593
48	Purdue	65,312	105	Southern Illinois	54,562
49	Cincinnati	65,283	106	Boston University	54,472
50	Northwestern	65,234	107	Oklahoma	53,241
51	Louisville	65,230	108	Howard	53,211
52	Miami	65,171	109	Wayne State	53,075
53	Syracuse	65,131	110	South Carolina	51,457
54	George Washington	64,950	111	Ohio University	48,853
55	Maryland	64,926	112	Louisiana State	48,711
56	Arizona	64,731	113	Florida State	48,656
57	Emory	64,551			

Reprinted from *ARL Annual Salary Survey 2007–2008*. Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

Canadian salaries are expressed in US dollars.

**TABLE 13: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	York	95,755	58	North Carolina	67,177
2	Toronto	90,829	59	Purdue	66,957
3	Manitoba	89,270	60	Cincinnati	66,847
4	Alberta	89,260	61	Colorado	66,826
5	Rutgers	88,899	62	Texas	66,554
6	Queen's	88,107	63	Pittsburgh	66,544
7	Saskatchewan	85,401	64	Washington	66,517
8	California, Berkeley	82,952	65	Arizona	66,447
9	Yale	82,622	66	Northwestern	66,328
10	British Columbia	79,910	67	Temple	66,114
11	Connecticut	79,855	68	Pennsylvania	65,914
12	California, Davis	79,652	69	Nebraska	65,751
13	New York University	78,920	70	Virginia Tech	65,516
14	McMaster	78,776	71	Syracuse	65,441
15	New Mexico	78,591	72	Brigham Young	63,925
16	Harvard	78,019	73	Michigan State	63,867
17	Princeton	77,939	74	Indiana	63,786
18	Waterloo	77,432	75	Houston	63,512
19	Guelph	77,319	76	Iowa	63,196
20	California, Irvine	76,045	77	Arizona State	63,110
21	California, San Diego	76,016	78	Duke	63,058
22	SUNY Stony Brook	75,948	79	Tulane	62,896
23	California, Los Angeles	75,812	80	Iowa State	61,863
24	MIT	75,733	81	Louisville	61,851
25	Chicago	74,480	82	Rice	61,433
26	California, Riverside	74,166	83	Illinois, Chicago	61,206
27	Southern California	73,788	84	Utah	61,119
28	McGill	73,148	85	Kansas	61,056
29	Delaware	72,792	86	Georgia Tech	60,944
30	Dartmouth	72,539	87	Kentucky	60,909
31	Columbia	72,352	88	Texas Tech	60,494
32	California, Santa Barbara	71,466	89	Wisconsin	60,304
33	George Washington	70,759	90	Auburn	60,231
34	North Carolina State	70,667	91	Washington State	59,820
35	Massachusetts	70,508	92	Vanderbilt	59,810
36	Tennessee	70,344	93	Washington U.-St. Louis	59,497
37	Michigan	70,031	94	Texas A&M	59,250
38	SUNY Buffalo	69,982	95	Boston University	59,236
39	Georgetown	69,739	96	Florida	58,974
40	Boston College	69,672	97	Alabama	58,655
41	Cornell	69,564	98	Case Western Reserve	57,972
42	Pennsylvania State	69,421	99	Georgia	57,628
43	Montreal	69,342	100	Ohio State	57,439
44	Virginia	69,246	101	Kent State	57,317
45	Miami	69,165	102	Southern Illinois	57,003
46	Emory	69,025	103	Oregon	56,965
47	Laval	68,511	104	Oklahoma State	56,703
48	Colorado State	68,355	105	Rochester	55,965
49	Notre Dame	68,224	106	Missouri	55,264
50	Western Ontario	68,168	107	Wayne State	54,962
51	Minnesota	67,975	108	Oklahoma	54,228
52	Maryland	67,924	109	Ohio University	54,210
53	Brown	67,804	110	Howard	53,741
54	Hawaii	67,491	111	South Carolina	53,670
55	Johns Hopkins	67,265	112	Louisiana State	51,839
56	SUNY Albany	67,251	113	Florida State	49,803
57	Illinois, Urbana	67,213			

Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

Canadian salaries are expressed in US dollars.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FY 2005–2006 to 2008–2009**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2006	2007	2008	2009	2006	2007	2008	2009	2006	2007	2008	2009
Alabama		97	98	92	97	100	101	96	105	92	84	74	73
Alberta		28	17	11	4	6	3	2	1	77	43	38	8
Arizona		40	38	56	65	77	55	56	62	22	21	7	26
Arizona State		84	69	59	77	69	66	41	66	51	23	34	60
Auburn		78	77	75	90	66	52	63	90	15	15	25	50
Boston University		95	104	106	40	98	97	100	91	107	112	62	70
Boston College		31	36	35	95	35	36	31	35	50	58	57	70
Brigham Young		54	68	70	72	47	59	55	60	13	17	14	22
British Columbia		74	41	26	10	67	32	22	9	88	20	15	2
Brown		36	53	47	53	37	61	42	51	89	84	94	99
California, Berkeley		1	2	3	8	1	6	5	10	57	64	69	35
California, Davis		7	18	15	12	3	8	3	8	57	64	69	35
California, Irvine		13	8	20	20	3	5	13	16	57	64	69	35
California, Los Angeles		3	5	10	23	3	7	12	19	57	64	69	35
California, Riverside		25	29	28	26	24	22	24	18	25	26	41	27
California, San Diego		11	11	14	21	13	10	13	16	57	44	69	35
California, Santa Barbara		14	19	23	32	15	21	27	31	57	64	43	35
Case Western Reserve		87	94	96	98	79	88	90	96	92	104	108	110
Chicago		15	14	18	25	17	18	23	28	10	9	12	21
Cincinnati		41	49	49	60	41	53	47	64	92	84	94	100
Colorado		63	71	46	61	50	63	49	48	28	37	58	51
Colorado State		53	55	68	48	53	41	53	45	44	45	29	42
Columbia		17	12	21	31	31	26	46	49	3	2	1	4
Connecticut		6	7	7	11	8	15	9	12	2	5	5	22
Cornell		23	28	33	41	43	43	40	55	23	22	16	28
Dartmouth		18	20	19	30	16	20	16	30	68	75	74	67
Delaware		19	26	29	29	18	28	34	24	44	64	28	58
Duke		68	75	76	78	74	76	81	78	73	93	34	51
Emory		46	60	57	46	46	54	51	54	68	84	94	83
Florida		86	93	100	96	91	93	98	92	16	27	44	73
Florida State		109	113	113	113	109	113	111	113	51	37	44	73
George Washington		35	40	54	33	34	62	62	44	16	27	44	28
Georgetown		32	43	40	39	40	51	48	56	16	11	16	43
Georgia		96	99	97	99	101	104	106	106	112	111	108	105
Georgia Tech		77	72	90	86	86	85	86	86	8	17	44	73
Guelph		76	56	69	19	58	56	66	23	103	80	90	1
Harvard		16	15	16	16	22	24	26	25	11	9	8	18
Hawaii		52	51	74	54	39	40	54	33	74	74	42	65
Houston		112	88	99	75	112	89	108	59	68	64	74	73
Howard		102	109	108	110	97	108	93	101	91	103	107	108
Illinois, Chicago		73	83	89	83	85	86	84	85	16	27	9	28
Illinois, Urbana		42	54	62	57	75	71	68	61	16	23	26	41

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FY 2005–2006 to 2008–2009**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2006	2007	2008	2009	2006	2007	2008	2009	2006	2007	2008	2009
Indiana		55	65	60	74	54	64	60	70	78	92	74	90
Iowa		66	67	65	76	81	83	79	83	28	45	74	85
Iowa State		83	76	82	80	71	72	75	74	28	37	39	60
Johns Hopkins		39	44	44	55	48	46	57	53	12	7	4	9
Kansas		58	86	86	85	65	78	82	87	28	45	74	16
Kent State		105	96	101	101	94	94	92	99	1	1	31	59
Kentucky		93	91	85	87	83	81	71	76	64	81	91	85
Laval		108	97	84	47	73	73	39	29	98	94	68	24
Louisiana State		113	112	112	112	113	112	113	112	87	99	94	105
Louisville		45	48	51	81	26	27	43	82	79	99	100	107
McGill		79	39	43	28	36	17	32	34	109	59	65	13
McMaster		85	64	37	14	60	38	20	11	110	96	89	49
Manitoba		24	9	5	3	10	4	4	2	90	71	55	33
Maryland		60	61	55	52	56	50	44	39	28	45	44	73
Massachusetts		20	25	27	35	11	11	19	21	66	60	63	72
MIT		21	24	25	24	21	29	29	25	8	11	5	6
Miami		56	42	52	45	63	65	58	46	51	36	16	43
Michigan		26	35	41	37	45	45	36	41	28	45	58	73
Michigan State		49	59	71	73	42	47	76	71	14	6	9	28
Minnesota		29	37	42	51	30	39	35	43	79	75	74	91
Missouri		98	105	95	106	102	102	104	110	111	108	91	91
Montreal		103	87	78	43	90	80	69	38	106	107	104	82
Nebraska		82	78	73	69	95	87	87	80	26	41	16	10
New Mexico		12	13	9	15	9	9	8	15	28	45	74	91
New York		8	10	4	13	23	31	21	27	4	2	2	3
North Carolina		50	47	34	58	57	44	37	52	28	27	44	51
North Carolina State		48	27	30	34	76	49	45	47	5	8	9	16
Northwestern		37	50	50	66	38	42	50	57	79	84	86	73
Notre Dame		34	32	38	49	33	30	28	40	79	83	74	91
Ohio University		110	111	111	100	111	111	112	111	107	104	105	83
Ohio State		70	85	98	109	68	79	95	103	28	41	54	60
Oklahoma		106	110	107	108	104	110	103	104	28	45	74	73
Oklahoma State		100	101	104	104	103	100	105	100	99	99	105	108
Oregon		90	107	103	103	88	103	102	98	92	104	108	91
Pennsylvania		47	52	66	68	49	48	64	65	28	27	39	67
Pennsylvania State		30	34	39	42	32	37	38	42	44	45	56	69
Pittsburgh		57	62	61	63	61	69	65	73	113	108	111	111
Princeton		4	16	13	17	7	23	18	22	28	45	16	10
Purdue		44	63	48	59	59	82	72	66	16	23	29	43
Queen's		38	23	17	6	25	14	11	5	96	73	64	13
Rice		72	82	72	82	87	92	83	89	97	98	85	103

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FY 2005–2006 to 2008–2009**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2006	2007	2008	2009	2006	2007	2008	2009	2006	2007	2008	2009
Rochester		101	102	102	105	99	99	101	102	79	95	103	104
Rutgers		5	1	1	5	2	1	1	3	7	16	13	25
Saskatchewan		65	31	12	7	52	25	10	7	105	102	53	12
South Carolina		104	108	110	111	108	106	109	108	99	108	111	111
Southern California		2	21	22	27	19	33	33	36	5	11	16	20
Southern Illinois		92	100	105	102	106	107	107	109	44	61	58	60
SUNY Albany		81	80	77	56	64	68	77	75	64	72	94	101
SUNY Buffalo		80	81	58	38	82	84	52	37	49	11	16	43
SUNY Stony Brook		22	22	24	22	20	19	25	20	24	27	34	51
Syracuse		61	58	53	71	78	74	67	63	79	113	N/A	113
Temple		67	46	45	67	84	57	78	88	76	75	86	64
Tennessee		43	45	32	36	51	34	30	32	28	45	44	51
Texas		51	57	64	62	72	67	73	77	28	17	16	43
Texas A&M		88	92	79	94	93	96	85	97	28	27	27	28
Texas Tech		99	106	81	88	105	105	94	93	51	75	16	43
Toronto		27	4	8	2	12	2	6	4	75	34	33	5
Tulane		89	73	87	79	80	60	80	71	99	84	100	91
Utah		94	90	80	84	96	91	88	81	51	45	44	51
Vanderbilt		91	89	94	92	92	95	97	94	79	75	86	91
Virginia		33	33	36	44	28	35	58	68	28	35	34	51
Virginia Tech		75	74	67	70	55	70	61	58	51	84	91	85
Washington		59	70	63	64	70	75	70	69	48	45	58	66
Washington State		62	79	91	91	44	77	89	84	68	81	94	101
Washington U.-St. Louis		64	84	93	93	89	90	99	95	68	84	100	91
Waterloo		69	30	31	18	29	16	17	13	104	63	52	15
Wayne State		107	103	109	107	110	109	110	107	79	45	67	89
Western Ontario		111	95	88	50	107	98	91	50	67	40	65	34
Wisconsin		71	66	83	89	62	58	74	79	63	62	84	88
Yale		10	3	6	9	27	13	15	14	27	4	3	7
York		9	6	2	1	14	12	7	6	102	97	32	19

Excludes medical and law libraries.

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**TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY AND POSITION, FY 2008–2009**

SALARY INTERVALS	NUMBER OF STAFF										PERCENTAGE 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.				
\$250,000 and above	13						2		12%											
200,000–249,999	28	3		1					25%	1%					0%					
175,000–199,999	28	8	1		1				25%	3%	1%					0%				
150,000–174,999	31	12	8	2	2	1	4	1	28%	4%	4%	0%				0%				
140,000–149,999	5	19	4	5	2		2	2	5%	7%	2%	1%	0%			0%				
130,000–139,999	4	31	9	7	3	1	6	4	4%	11%	5%	1%	0%			0%				
120,000–129,999	1	48	21	6	6	1	11	8	1%	17%	11%	1%	0%			0%				
110,000–119,999	1	55	25	22	17	21	39	14	1%	19%	14%	4%	1%			0%				
100,000–109,999		68	28	35	40	30	81	30		23%	15%	7%	2%			1%				
95,000–99,999		10	25	29	41	31	62	51		3%	14%	6%	2%			2%				
90,000–94,999		12	14	46	42	24	79	33		4%	8%	9%	2%			1%				
85,000–89,999		8	9	32	74	39	121	70		3%	5%	6%	4%			2%				
80,000–84,999		7	14	47	113	55	153	105		2%	8%	9%	5%			4%				
76,000–79,999		3	6	30	108	47	117	93		1%	3%	6%	5%			3%				
74,000–75,999		1	2	20	63	56	66	61		0%	1%	4%	3%			2%				
72,000–73,999		1	3	23	61	36	61	57		0%	2%	5%	3%			2%				
70,000–71,999		1	3	23	66	29	58	72		0%	2%	5%	3%			3%				
68,000–69,999			1	30	73	68	57	119			1%	6%	3%			4%				
66,000–67,999			1	17	76	36	51	108			1%	3%	4%			4%				
64,000–65,999		1	3	18	99	64	70	131		0%	2%	4%	5%			5%				
62,000–63,999		1		13	70	51	40	117		0%		3%	3%			4%				
60,000–61,999			2	20	108	74	48	179			1%	4%	5%			6%				
58,000–59,999		1	1	13	91	50	39	150		0%	1%	3%	4%			5%				
56,000–57,999				9	115	54	33	169				2%	6%			6%				
54,000–55,999				10	99	54	30	169				2%	5%			6%				
52,000–53,999			3	17	113	56	29	182			2%	3%	5%			6%				
50,000–51,999			1	5	114	44	24	174			1%	1%	5%			6%				
48,000–49,999				2	101	63	15	180				0%	5%			6%				
46,000–47,999				7	100	39	14	160				1%	5%			6%				
44,000–45,999				5	90	40	13	120				1%	4%			4%				
42,000–43,999				3	64	25	7	85				1%	3%			3%				
40,000–41,999				3	59	17	3	69				1%	3%			2%				
38,000–39,999			1	1	32	3	2	50				0%	2%			2%				
36,000–37,999					19	2	2	27					1%			1%				
34,000–35,999				1	15	2	3	20				0%	1%			1%				
32,000–33,999					7	1	2	10					0%			0%				
30,000–31,999					4	2		2					0%			0%				
Less than 30,000								6								0%				
TOTAL	111	290	184	502	2087	1117	1344	2829	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 2008–2009**

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.				
\$250,000 and above	8						1		5											
200,000–249,999	18	2					1		10	1		1				1				
175,000–199,999	18	6							10	2	1			1						
150,000–174,999	16	8	2		2	1	2		15	4	6	2			2	1				
140,000–149,999	1	12	2	2	2	1	1	2	4	7	2	3			1					
130,000–139,999	2	17	4	5	2	1	3	3	2	14	5	2	1		3	1				
120,000–129,999		31	14	3	4	1	5	7	1	17	7	3	2		6	1				
110,000–119,999		30	13	13	9	11	26	10	1	25	12	9	8	10	13	4				
100,000–109,999		44	16	25	19	18	48	21		24	12	10	21	12	33	9				
95,000–99,999		5	14	19	19	17	26	37		5	11	10	22	14	36	14				
90,000–94,999		6	9	27	13	10	52	25		6	5	19	29	14	27	8				
85,000–89,999		5	5	24	27	23	76	49		3	4	8	47	16	45	21				
80,000–84,999		3	7	36	50	38	102	73		4	7	11	63	17	51	32				
76,000–79,999		2	5	17	58	28	69	67		1	1	13	50	19	48	26				
74,000–75,999		1	2	14	36	34	41	42				6	27	22	25	19				
72,000–73,999		1	2	14	26	25	39	39			1	9	35	11	22	18				
70,000–71,999		1	3	17	29	19	36	51				6	37	10	22	21				
68,000–69,999			1	23	40	37	41	72				7	33	31	16	47				
66,000–67,999			1	10	39	20	41	78				7	37	16	10	30				
64,000–65,999		1	2	12	57	38	42	98			1	6	42	26	28	33				
62,000–63,999		1		9	39	29	19	87				4	31	22	21	30				
60,000–61,999				14	45	43	34	131			2	6	63	31	14	48				
58,000–59,999		1	1	7	52	36	24	109				6	39	14	15	41				
56,000–57,999				7	68	29	18	116				2	47	25	15	53				
54,000–55,999				7	57	33	17	111				3	42	21	13	58				
52,000–53,999			2	13	64	47	19	124			1	4	49	9	10	58				
50,000–51,999			1	4	58	27	19	128				1	56	17	5	46				
48,000–49,999				1	52	46	9	136				1	49	17	6	44				
46,000–47,999				3	63	30	13	107				4	37	9	1	53				
44,000–45,999				4	52	29	7	87				1	38	11	6	33				
42,000–43,999				2	33	18	6	59				1	31	7	1	26				
40,000–41,999				2	31	14	2	53				1	28	3	1	16				
38,000–39,999					19	2		39				1	13	1	2	11				
36,000–37,999					12	1	1	19					7	1	1	8				
34,000–35,999				1	7	2	2	17					8		1	3				
32,000–33,999					5	1	2	9					2			1				
30,000–31,999					2			2					2	2						
Less than 30,000								5								1				
TOTAL	63	177	106	335	1091	708	843	2014	48	113	78	167	996	409	501	815				

Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	\$200,113	63	\$193,843	48	\$197,402	111
Associate Director	118,863	177	118,200	113	118,605	290
Assistant Director	100,321	106	108,492	78	103,785	184
Head, Branch	79,385	335	82,917	167	80,560	502
Functional Specialist	62,284	1,091	64,422	996	63,304	2,087
Subject Specialist	64,903	708	68,194	409	66,108	1,117
Dept. Head:						
Acquisitions	73,868	68	73,850	30	73,863	98
Reference	80,050	78	80,256	29	80,106	107
Cataloging	75,260	114	74,237	42	74,985	156
Serials	73,653	21	71,123	10	72,837	31
Documents/Maps	70,359	42	70,914	23	70,555	65
Circulation	73,800	62	68,428	27	72,170	89
Rare Books/Manuscripts	81,214	42	84,607	43	82,930	85
Computer Systems	91,422	23	89,486	49	90,105	72
Other	77,118	393	79,294	248	77,960	641
Reference:						
Over 14 years experience	68,561	429	67,466	183	68,234	612
10 to 14 years experience	61,437	134	60,591	55	61,191	189
5 to 9 years experience	56,788	216	57,433	99	56,990	315
Under 5 years experience	51,404	219	49,852	67	51,041	286
Cataloging:						
Over 14 years experience	65,228	278	66,970	133	65,792	411
10 to 14 years experience	58,692	72	60,240	28	59,125	100
5 to 9 years experience	55,491	88	55,028	48	55,327	136
Under 5 years experience	50,888	93	48,924	34	50,362	127
Other:						
Over 14 years experience	67,171	204	71,608	64	68,230	268
10 to 14 years experience	60,980	64	57,314	27	59,892	91
5 to 9 years experience	55,672	102	53,884	34	55,225	136
Under 5 years experience	48,341	115	48,606	43	48,413	158
All Positions	\$69,610	5,337	\$72,344	3,127	\$70,620	8,464

Canadian salaries are expressed in US dollars. See Table 32 for salaries of Canadian librarians expressed in Canadian dollars. Excludes medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries.

**TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	32.2	63	30.9	48	31.6	111
Associate Director	25.4	177	23.4	113	24.6	290
Assistant Director	24.5	106	23.6	78	24.1	184
Head, Branch	21.9	335	22.3	167	22.1	502
Functional Specialist	13.8	1,091	12.9	996	13.3	2,087
Subject Specialist	16.1	708	17.1	409	16.4	1,117
Dept. Head:						
Acquisitions	21.1	68	19.0	30	20.4	98
Reference	20.4	78	20.2	29	20.3	107
Cataloging	22.7	114	22.0	42	22.5	156
Serials	20.4	21	20.6	10	20.5	31
Documents/Maps	20.8	42	21.4	23	21.0	65
Circulation	19.6	62	16.7	27	18.7	89
Rare Books/Manuscripts	22.5	42	24.3	43	23.4	85
Computer Systems	19.0	23	18.3	49	18.5	72
Other	19.8	393	19.4	248	19.6	641
Public Services	12.5	200	11.5	71	12.3	271
Technical Services	14.7	133	14.0	51	14.5	184
Administrative Services	15.8	152	14.6	46	15.5	198
Reference	14.6	998	14.9	404	14.7	1,402
Cataloger	17.0	531	17.7	243	17.2	774
All Positions	17.0	5,337	16.6	3,127	16.8	8,464

Includes Canadian libraries. See Table 33 for comparable figures in Canadian libraries only.

Excludes medical and law libraries. See Tables 40 and 47 for comparable figures in medical and law libraries.

**TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2008–2009**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$51,180	712	\$52,436	352	\$51,596	1,064	13%
4 – 7 years	55,622	676	58,046	438	56,575	1,114	13%
8 – 11 years	62,442	706	63,739	476	62,964	1,182	14%
12 – 15 years	66,893	563	71,015	352	68,479	915	11%
16 – 19 years	70,282	533	73,557	316	71,501	849	10%
20 – 23 years	75,002	533	80,198	293	76,845	826	10%
24 – 27 years	78,700	457	81,133	252	79,565	709	8%
28 – 31 years	83,511	447	90,097	267	85,974	714	8%
32 – 35 years	90,078	372	93,462	218	91,328	590	7%
over 35 years	93,144	338	94,381	163	93,546	501	6%
All Positions	\$69,610	5,337	\$72,344	3,127	\$70,620	8,464	100%

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

**TABLE 20: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2008–2009**

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	#	#	#	#	#	\$182,878	\$179,447	\$196,148	\$205,743	\$200,551
Associate Director	110,010	95,940	104,428	111,452	113,749	120,699	114,133	122,271	129,375	124,164
Assistant Director	83,759	95,251	83,172	97,800	99,742	111,648	100,238	107,057	114,570	112,243
Head, Branch	51,242	59,628	71,472	73,241	78,074	81,947	79,900	87,729	91,689	96,505
Functional Specialist	50,909	55,765	61,415	66,120	68,420	71,075	76,314	75,913	79,306	75,681
Subject Specialist	49,952	56,224	62,321	64,996	68,419	73,192	71,951	79,159	80,414	83,913
Dept. Head:										
Acquisitions	63,128	64,609	66,067	65,733	#	74,382	76,674	78,140	89,751	82,551
Reference	#	62,759	71,864	74,850	83,080	77,876	83,248	94,050	88,362	90,948
Cataloging	.	58,472	64,900	69,408	70,877	80,182	77,294	77,451	80,840	86,124
Serials	.	#	#	65,325	74,904	86,816	#	72,972	#	.
Documents/Maps	48,813	53,171	69,063	61,153	66,158	69,585	84,401	69,106	80,522	87,183
Circulation	61,186	62,315	65,864	69,191	74,290	78,236	72,326	85,882	77,065	76,864
Rare Books/Manuscripts	#	70,275	64,113	73,509	79,569	82,747	91,152	88,859	88,460	92,326
Computer Systems	78,184	89,493	85,431	93,305	85,565	97,734	81,988	100,865	#	.
Other	72,713	63,951	68,059	76,851	77,620	82,370	80,878	82,902	87,315	87,927
Public Services	46,946	50,761	55,712	61,526	59,592	60,291	65,788	71,677	68,170	70,230
Technical Services	44,821	54,522	56,346	57,921	69,581	64,667	63,333	68,441	75,244	77,466
Administrative Services	49,179	55,310	65,637	61,946	69,414	65,345	71,672	76,292	78,879	94,419
Reference	50,156	54,697	58,617	63,284	62,405	68,961	68,328	70,375	71,814	77,273
Cataloger	49,659	53,283	59,016	60,877	61,627	63,578	67,502	65,535	67,361	71,180
All Positions:										
Average Salary	\$51,596	\$56,575	\$62,964	\$68,479	\$71,501	\$76,845	\$79,565	\$85,974	\$91,328	\$93,546
No. of Positions	1,064	1,114	1,182	915	849	826	709	714	590	501

Years of experience reflect total professional experience. Canadian salaries are expressed in US dollars. Excludes medical and law libraries.
Salary data are not published when fewer than four individuals are involved.

**TABLE 21: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2008–2009**

Position	CANADIAN (14)		PRIVATE (31)		PUBLIC (68)		TOTAL (113)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$166,499	14	\$232,717	29	\$188,703	68	\$197,402	111
Associate Director	120,119	38	128,353	90	112,834	162	118,605	290
Assistant Director	95,453	16	107,298	72	102,540	96	103,785	184
Head, Branch	98,849	59	84,247	132	75,526	311	80,560	502
Functional Specialist	75,094	150	66,135	805	59,729	1,132	63,304	2,087
Subject Specialist	73,079	115	66,634	384	64,484	618	66,108	1,117
Dept. Head:								
Acquisitions	88,784	14	74,037	27	70,115	57	73,863	98
Reference	88,929	13	81,345	42	76,899	52	80,106	107
Cataloging	92,532	7	76,270	65	72,528	84	74,985	156
Serials	‡	3	70,218	11	71,121	17	72,837	31
Documents/Maps	101,169	8	66,386	14	66,217	43	70,555	65
Circulation	79,264	13	70,904	23	70,980	53	72,170	89
Rare Books/Manuscripts	99,153	6	79,030	26	83,007	53	82,930	85
Computer Systems	91,042	7	93,167	27	87,756	38	90,105	72
Other	91,675	52	79,350	211	75,298	378	77,960	641
Reference:								
Over 14 years experience	88,443	91	65,440	158	64,383	363	68,234	612
10 to 14 years experience	78,139	23	61,018	52	57,850	114	61,191	189
5 to 9 years experience	67,768	65	58,794	78	52,100	172	56,990	315
Under 5 years experience	61,576	68	49,711	50	47,172	168	51,041	286
Cataloging:								
Over 14 years experience	82,408	35	65,609	172	63,095	204	65,792	411
10 to 14 years experience	65,292	10	59,887	39	57,334	51	59,125	100
5 to 9 years experience	71,490	8	58,627	68	49,433	60	55,327	136
Under 5 years experience	62,006	7	55,176	48	46,022	72	50,362	127
Other:								
Over 14 years experience	83,954	15	68,970	88	66,407	165	68,230	268
10 to 14 years experience	70,025	6	64,497	30	56,275	55	59,892	91
5 to 9 years experience	63,614	12	61,035	43	50,898	81	55,225	136
Under 5 years experience	65,981	9	50,659	56	45,361	93	48,413	158
All Positions	\$82,295	864	\$72,287	2,840	\$67,506	4,760	\$70,620	8,464

Canadian salaries are expressed in US dollars. Tables 31–34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries.

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

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

**TABLE 22: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2008–2009**

Position	CANADIAN (14)		PRIVATE (31)		PUBLIC (68)		TOTAL (113)	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	29.1	14	31.8	29	32.1	68	31.6	111
Associate Director	23.2	38	24.3	90	25.1	162	24.6	290
Assistant Director	21.9	16	24.8	72	24.0	96	24.1	184
Head, Branch	22.9	59	22.2	132	21.9	311	22.1	502
Functional Specialist	15.3	150	13.0	805	13.3	1,132	13.3	2,087
Subject Specialist	15.3	115	17.1	384	16.3	618	16.4	1,117
Dept. Head:								
Acquisitions	20.9	14	21.4	27	19.9	57	20.4	98
Reference	19.2	13	20.5	42	20.5	52	20.3	107
Cataloging	25.4	7	22.0	65	22.6	84	22.5	156
Serials	25.0	3	21.7	11	18.9	17	20.5	31
Documents/Maps	27.8	8	17.9	14	20.8	43	21.0	65
Circulation	18.0	13	16.4	23	19.9	53	18.7	89
Rare Books/Manuscripts	28.2	6	19.9	26	24.6	53	23.4	85
Computer Systems	19.9	7	18.7	27	18.2	38	18.5	72
Other	17.4	52	19.4	211	20.0	378	19.6	641
Reference:								
Over 14 years experience	25.4	91	25.7	158	24.8	363	25.1	612
10 to 14 years experience	11.9	23	12.0	52	12.0	113	12.0	188
5 to 9 years experience	6.8	65	7.3	76	7.1	172	7.1	313
Under 5 years experience	2.5	68	2.5	52	2.4	168	2.5	288
Cataloging:								
Over 14 years experience	28.7	35	26.0	172	26.7	204	26.6	411
10 to 14 years experience	11.8	10	11.5	39	12.1	51	11.8	100
5 to 9 years experience	6.8	8	7.0	68	6.5	60	6.7	136
Under 5 years experience	2.0	7	2.5	48	2.3	72	2.3	127
Other:								
Over 14 years experience	23.5	15	24.3	88	25.3	165	24.9	268
10 to 14 years experience	11.7	6	11.6	30	11.9	55	11.7	91
5 to 9 years experience	6.7	12	7.0	43	7.1	81	7.0	136
Under 5 years experience	2.4	9	2.5	56	2.2	93	2.3	158
All Positions	16.7	864	16.7	2,840	16.9	4,760	16.8	8,464

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 2008–2009**

Position	STAFF OVER 110 (16) [†]		STAFF 75–110 (21)		STAFF 50–74 (46)		STAFF 22–49 (30) [‡]	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$238,506	16	\$205,620	21	\$189,818	44	\$180,849	30
Associate Director	137,579	60	119,141	82	111,599	87	109,213	61
Assistant Director	113,779	51	95,203	34	102,566	75	98,519	24
Head, Branch	85,540	160	84,049	95	74,610	170	79,045	77
Functional Specialist	66,396	745	64,212	511	59,950	590	60,030	241
Subject Specialist	69,974	352	66,925	288	62,753	374	62,796	103
Dept. Head:								
Acquisitions	76,337	19	84,430	14	68,784	39	73,982	26
Reference	85,840	29	78,335	13	76,090	40	80,799	25
Cataloging	79,485	56	77,395	26	69,028	52	74,760	22
Serials	75,971	10	73,018	7	75,250	7	65,765	7
Documents/Maps	75,907	19	72,988	10	70,447	24	60,270	12
Circulation	79,398	23	77,315	17	66,326	36	68,843	13
Rare Books/Manuscripts	96,792	16	84,975	14	77,273	32	79,913	23
Computer Systems	103,360	7	96,256	14	87,464	37	84,305	14
Other	82,716	167	81,579	137	73,453	247	75,996	90
Reference:								
Over 14 years experience	69,004	143	71,300	118	66,638	213	67,277	138
10 to 14 years experience	61,727	44	61,118	34	61,144	77	60,675	34
5 to 9 years experience	60,513	84	57,618	70	54,462	105	55,663	56
Under 5 years experience	53,690	45	52,241	68	50,732	110	48,391	63
Cataloging:								
Over 14 years experience	69,950	161	64,059	82	61,424	124	66,117	44
10 to 14 years experience	64,968	30	57,848	25	57,858	32	51,218	13
5 to 9 years experience	60,788	60	51,513	26	51,224	36	49,559	14
Under 5 years experience	55,425	52	48,782	24	47,285	36	42,724	15
Other:								
Over 14 years experience	71,155	88	68,949	70	65,501	77	65,274	33
10 to 14 years experience	62,403	31	59,480	24	59,362	27	53,929	9
5 to 9 years experience	61,058	42	52,928	49	53,827	32	48,478	13
Under 5 years experience	51,352	54	48,843	41	46,431	50	42,475	13
All Positions	\$73,135	2,564	\$71,063	1,914	\$68,141	2,773	\$70,274	1,213

Canadian salaries are expressed in US dollars. For average Canadian salaries (expressed in US dollars) refer to Table 21; Tables 31–34 show Canadian salaries in Canadian dollars. 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 21 professional staff members.

**TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2008–2009**

Position	STAFF OVER 110 (16) [†]		STAFF 75–110 (21)		STAFF 50–74 (46)		STAFF 24-49 (30) [‡]	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	33.7	16	28.1	21	30.9	44	34.0	30
Associate Director	25.2	60	23.3	82	24.9	87	25.3	61
Assistant Director	24.4	51	20.8	34	25.0	75	25.6	24
Head, Branch	22.8	160	20.7	95	21.9	170	22.4	77
Functional Specialist	12.6	745	14.0	511	13.2	590	14.5	241
Subject Specialist	16.0	352	16.7	288	16.7	374	16.2	103
Dept. Head:								
Acquisitions	22.8	19	22.1	14	19.3	39	19.6	26
Reference	22.7	29	16.4	13	21.0	40	18.5	25
Cataloging	23.3	56	22.2	26	22.9	52	19.7	22
Serials	22.1	10	15.7	7	23.6	7	19.9	7
Documents/Maps	23.6	19	18.5	10	21.5	24	18.1	12
Circulation	19.6	23	16.1	17	17.3	36	24.5	13
Rare Books/Manuscripts	25.9	16	23.2	14	23.3	32	22.0	23
Computer Systems	18.9	7	19.8	14	17.4	37	20.2	14
Other	21.2	167	19.4	137	18.4	247	20.3	90
Reference:								
Over 14 years experience	25.9	143	25.6	118	24.8	213	24.6	138
10 to 14 years experience	12.1	44	12.2	34	12.0	77	11.5	34
5 to 9 years experience	7.1	84	6.8	70	7.1	105	7.2	56
Under 5 years experience	2.7	45	2.4	68	2.2	110	2.7	63
Cataloging:								
Over 14 years experience	26.4	161	26.4	82	27.1	124	25.6	26.4
10 to 14 years experience	11.5	30	12.2	25	11.9	32	11.5	11.5
5 to 9 years experience	6.9	60	7.0	26	6.6	36	6.1	6.9
Under 5 years experience	2.4	52	2.4	24	2.3	36	2.0	2.4
Other:								
Over 14 years experience	26.1	88	23.2	70	25.1	77	24.5	26.1
10 to 14 years experience	11.6	31	12.0	24	11.7	27	11.8	11.6
5 to 9 years experience	6.9	42	7.3	49	6.8	32	7.1	6.9
Under 5 years experience	2.3	54	2.4	41	2.1	50	2.5	2.3
All Positions	16.7	2,564	16.3	1,914	16.9	2,773	17.8	1,213

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 21 professional staff members.

**TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND GEOGRAPHIC REGION, FY 2008–2009**

Position	Northeast			North Central			South			West			Canada	Total
	New England (9)	Middle Atlantic (14)	East N. Central (17)	West N. Central (7)	South Atlantic (18)	East S. Central (6)	West S. Central (9)	Mountain (7)	Pacific (12)	(14)	(113)			
Director	\$213,571	\$234,634	\$198,541	\$187,584	\$209,455	\$162,727	\$192,299	\$174,939	\$196,648	\$166,499	\$197,402			
Associate Director	144,668	122,285	106,834	111,040	120,708	107,904	103,221	108,276	123,160	120,119	118,605			
Assistant Director	104,196	114,335	100,895	102,291	102,629	87,513	98,159	113,736	101,482	95,453	103,785			
Head, Branch	92,229	86,674	73,397	74,399	68,151	72,433	77,182	84,080	80,014	98,849	80,560			
Functional Specialist	73,075	64,864	54,475	61,150	59,897	52,918	56,321	61,179	67,622	75,094	63,304			
Subject Specialist	74,965	68,534	60,268	59,906	58,899	55,882	57,330	62,069	72,943	73,079	66,108			
Dept. Head:														
Acquisitions	81,233	70,267	68,582	71,729	72,243	61,937	64,767	77,118	71,775	88,784	73,863			
Reference	87,604	78,454	71,075	74,655	81,809	#	70,074	76,288	84,437	88,929	80,106			
Cataloging	89,294	72,421	71,754	67,841	65,954	66,085	70,939	73,004	82,598	92,532	74,985			
Serials	#	74,333	78,274	#	68,702	#	#	#	#	#	72,837			
Documents/Maps	81,043	69,731	63,641	66,248	58,873	#	62,549	59,881	78,520	101,169	70,555			
Circulation	76,683	69,307	71,121	65,509	69,877	#	62,765	81,912	81,691	79,264	72,170			
Rare Books/Manuscripts	89,160	85,631	86,008	71,560	81,428	75,352	70,857	73,197	88,280	99,153	82,930			
Computer Systems	100,295	94,957	81,833	#	87,016	#	80,975	88,736	90,792	91,042	90,105			
Other	86,568	77,975	74,689	66,178	75,430	69,960	70,082	74,072	86,126	91,675	77,960			
Reference:														
Over 14 years experience	72,045	65,964	63,443	56,194	61,710	63,371	51,064	61,277	71,120	88,443	68,234			
10 to 14 years experience	67,622	56,905	57,826	54,266	56,821	53,722	50,310	64,354	57,837	78,139	61,191			
5 to 9 years experience	63,974	54,023	52,410	54,705	52,575	52,136	47,089	53,684	53,686	67,768	56,990			
Under 5 years experience	50,512	53,570	47,583	47,716	45,956	46,709	44,777	45,831	47,002	61,576	51,041			
Cataloging:														
Over 14 years experience	72,496	64,825	58,260	59,220	58,358	57,410	55,402	59,991	74,395	82,408	65,792			
10 to 14 years experience	66,933	59,505	54,808	55,010	54,194	#	52,034	#	59,880	65,292	59,125			
5 to 9 years experience	65,127	50,559	49,747	46,615	49,931	#	48,927	50,112	50,826	71,490	55,327			
Under 5 years experience	60,363	50,352	47,811	43,745	45,403	42,576	44,698	44,336	48,993	62,006	50,362			
Other:														
Over 14 years experience	72,456	73,399	69,467	66,367	62,360	65,229	51,473	68,848	74,511	83,954	68,230			
10 to 14 years experience	68,070	71,809	57,094	#	59,279	53,712	54,370	46,582	68,962	70,025	59,892			
5 to 9 years experience	64,331	55,360	51,477	48,730	57,143	#	43,442	56,288	52,564	63,614	55,225			
Under 5 years experience	54,894	48,186	46,234	38,301	46,288	43,780	43,006	47,044	48,482	65,981	48,413			
All Positions:														
Average Salary	\$77,055	\$72,985	\$64,818	\$64,823	\$66,932	\$63,213	\$62,286	\$67,520	\$74,056	\$82,295	\$70,620			
No. of Staff	1,126	1,180	1,360	462	1,188	298	594	428	964	864	8,464			

Canadian salaries are expressed in US dollars. Excludes medical and law libraries.

() 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	No. 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	13	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			
	14	Alberta, British Columbia, Guelph, Laval, McGill, McMaster, Manitoba, Montreal, 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

**TABLE 26: AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2008–2009**

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	#	#	#	#	#	#	\$185,130	\$199,476	\$210,843	\$202,126	
Associate Director	110,010	84,058	104,772	110,179	115,246	119,278	113,563	122,907	129,758	122,562	
Assistant Director	83,759	95,251	83,097	99,892	104,278	112,354	100,799	107,925	115,068	112,243	
Head, Branch	51,242	56,568	68,907	72,471	77,197	78,888	76,085	85,969	89,129	93,566	
Functional Specialist	50,583	55,014	60,869	65,429	66,818	70,352	75,799	74,668	78,195	73,735	
Subject Specialist	49,475	55,847	61,449	64,429	67,425	71,663	70,637	77,520	80,076	82,061	
Dept. Head:											
Acquisitions	63,128	64,609	62,597	65,523	#	67,259	72,845	76,472	85,594	82,551	
Reference	#	62,759	71,269	74,850	82,950	76,236	83,184	88,628	85,136	90,948	
Cataloging	.	58,472	64,900	67,269	70,613	79,383	77,037	76,158	78,529	86,124	
Serials	.	#	#	65,325	74,904	#	#	71,949	#	.	
Documents/Maps	48,813	53,171	64,501	61,153	#	64,198	80,708	69,106	78,288	78,243	
Circulation	64,320	62,122	56,312	69,191	72,248	75,638	66,857	83,555	77,224	#	
Rare Books/Manuscripts	#	#	64,113	73,309	79,569	80,739	91,152	85,844	85,672	92,107	
Computer Systems	78,184	89,493	85,431	96,436	82,211	97,734	82,480	100,865	#	.	
Other	67,887	62,410	67,280	76,441	75,422	80,128	80,345	80,272	87,694	87,447	
Public Services	46,224	49,109	55,155	60,921	58,991	58,892	65,788	71,677	68,170	70,230	
Technical Services	44,821	54,667	56,201	53,794	64,606	64,010	60,584	63,570	75,244	77,466	
Administrative Services	46,971	53,473	65,789	61,842	69,414	65,307	72,670	74,633	75,729	93,938	
Reference	47,309	51,166	56,245	60,815	59,346	62,760	66,153	68,244	69,111	71,478	
Cataloger	48,831	52,189	58,307	60,297	61,703	62,587	65,104	64,082	66,157	67,686	
All Positions:											
Average Salary	\$50,540	\$55,206	\$61,871	\$67,681	\$69,684	\$74,481	\$78,229	\$84,636	\$90,532	\$91,895	
Number of Staff	953	986	1,070	847	753	725	651	631	534	450	

Excludes Canadian libraries. Excludes medical and law libraries.

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

**TABLE 27: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	‡	4	‡	2	\$178,045	6
Associate Director	‡	20	‡	3	117,366	23
Assistant Director	‡	1	‡	5	110,640	6
Head, Branch	70,175	38	84,488	12	73,610	50
Functional Specialist	59,959	152	62,325	128	61,040	280
Subject Specialist	62,373	138	64,433	56	62,968	194
Dept. Head:						
Acquisitions	‡	5	‡	3	77,384	8
Reference	82,070	5	.		82,070	5
Cataloging	‡	13	‡	2	75,126	15
Serials	‡	2	.		‡	2
Documents/Maps	‡	3	‡	1	64,578	4
Circulation	‡	7	‡	3	71,034	10
Rare Books/Manuscripts	‡	5	‡	1	75,659	6
Computer Systems	‡	2	‡	9	77,999	11
Other	78,617	36	82,963	16	79,954	52
Reference:						
Over 14 years experience	65,240	55	65,949	19	65,422	74
10 to 14 years experience	61,018	13	56,256	7	59,351	20
5 to 9 years experience	52,966	20	60,172	8	55,025	28
Under 5 years experience	48,352	36	48,424	9	48,367	45
Cataloging:						
Over 14 years experience	61,077	42	70,762	12	63,229	54
10 to 14 years experience	60,564	17	57,435	5	59,853	22
5 to 9 years experience	51,680	17	54,777	11	52,896	28
Under 5 years experience	50,942	20	53,132	5	51,380	25
Other:						
Over 14 years experience	62,676	23	73,725	5	64,649	28
10 to 14 years experience	‡	11	‡	1	58,045	12
5 to 9 years experience	50,574	12	44,588	4	49,078	16
Under 5 years experience	‡	27	‡	2	46,214	29
All Positions	\$63,648	724	\$66,673	329	\$64,593	1,053

Excludes Canadian libraries. Excludes medical and law libraries.

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

**TABLE 28: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF MINORITY US ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	28.0	4	41.0	2	32.3	6
Associate Director	24.8	20	32.0	3	25.7	23
Assistant Director	38.0	1	11.6	5	16.0	6
Head, Branch	22.1	38	18.5	12	21.2	50
Functional Specialist	13.6	152	10.9	128	12.4	280
Subject Specialist	13.9	138	13.7	56	13.8	194
Dept. Head:						
Acquisitions	21.8	5	25.0	3	23.0	8
Reference	20.4	5	.		20.4	5
Cataloging	18.9	13	23.5	2	19.5	15
Serials	14.0	2	.		14.0	2
Documents/Maps	10.3	3	11.0	1	10.5	4
Circulation	18.6	7	25.3	3	20.6	10
Rare Books/Manuscripts	14.6	5	16.0	1	14.8	6
Computer Systems	22.0	2	15.6	9	16.7	11
Other	19.7	36	20.5	16	19.9	52
Public Services	7.9	33	13.8	5	8.7	38
Technical Services	13.9	18	8.0	1	13.6	19
Administrative Services	16.0	22	12.2	6	15.1	28
Reference	14.1	124	14.6	43	14.2	167
Cataloger	15.1	96	14.5	33	14.9	129
All Positions	15.2	724	13.9	329	14.8	1,053

Includes Canadian libraries. See Table 33 for comparable figures in Canadian libraries only.

Excludes medical and law libraries. See Tables 40 and 47 for comparable figures in medical and law libraries.

**TABLE 29: NUMBER AND AVERAGE SALARIES
OF US ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2008–2009**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$50,180	628	\$51,235	325	\$50,540	953	13%
4 – 7 years	53,848	588	57,213	398	55,206	986	13%
8 – 11 years	61,182	633	62,870	437	61,871	1,070	14%
12 – 15 years	66,044	523	70,324	324	67,681	847	11%
16 – 19 years	68,608	471	71,481	282	69,684	753	10%
20 – 23 years	72,502	467	78,064	258	74,481	725	10%
24 – 27 years	77,304	419	79,900	232	78,229	651	9%
28 – 31 years	81,695	390	89,395	241	84,636	631	8%
32 – 35 years	89,177	334	92,796	200	90,532	534	7%
over 35 years	91,171	301	93,358	149	91,895	450	6%
All Positions	68,173	4754	71,163	2846	69,293	7600	100%

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 2008–2009**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$49,170	117	\$52,712	56	\$50,316	173	16%
4 – 7 years	52,912	115	57,399	51	54,291	166	16%
8 – 11 years	58,921	84	63,981	68	61,185	152	14%
12 – 15 years	66,267	86	69,070	40	67,157	126	12%
16 – 19 years	69,710	79	74,054	32	70,963	111	11%
20 – 23 years	70,127	83	74,761	19	70,990	102	10%
24 – 27 years	62,275	42	74,255	18	65,869	60	6%
28 – 31 years	73,181	42	79,867	15	74,940	57	5%
32 – 35 years	93,449	39	74,219	8	90,176	47	4%
over 35 years	79,297	37	92,005	22	84,036	59	6%
All Positions	\$63,648	724	\$66,673	329	\$64,593	1,053	100%

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 2008–2009**

Institution	Filled Positions	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2009	FY 2008	FY 2009	FY 2008	FY 2009	FY 2008	FY 2009	FY 2009
Alberta †	67	\$84,681	\$90,161	\$93,456	\$96,402	\$48,685	\$96,402	17.4
British Columbia †	89	78,598	80,717	77,831	81,585	51,841	81,585	14.6
Guelph †	47	70,281	78,100	65,980	72,654	43,695	72,654	17.8
Laval	64	67,519	69,203	71,012	70,607	45,320	70,607	15.3
McGill †	64	74,744	73,887	73,291	67,912	46,000	67,912	16.9
McMaster †	32	76,486	79,572	78,325	79,654	43,704	79,654	17.7
Manitoba †	42	87,483	90,172	89,632	94,294	46,799	94,294	21.9
Montreal †	90	68,235	70,042	65,918	67,304	40,926	67,304	15.4
Queen's †	34	81,829	88,997	83,878	90,735	46,079	90,735	19.6
Saskatchewan †	39	84,386	86,263	84,307	86,845	47,101	86,845	18.0
Toronto †	144	86,859	91,747	88,821	92,700	48,700	92,700	17.0
Waterloo †	34	77,455	78,214	79,343	79,102	47,198	79,102	18.4
Western Ontario †	63	66,739	68,857	61,423	64,517	46,000	64,517	13.4
York †	55	92,462	96,722	86,615	89,352	43,275	89,352	16.7

Salaries are expressed in Canadian dollars. Directors are included in figures for average years of experience and filled positions, but not in the average and median salary statistics. Excludes Canadian medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

† See Footnotes.

**TABLE 32: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	\$168,900	8	\$167,221	6	\$168,180	14
Associate Director	120,795	24	122,252	14	121,332	38
Assistant Director	92,968	8	99,866	8	96,417	16
Head, Branch	100,024	45	99,278	14	99,847	59
Functional Specialist	74,623	69	76,899	81	75,852	150
Subject Specialist	71,990	83	78,553	32	73,817	115
Dept. Head:						
Acquisitions	86,020	8	94,563	6	89,681	14
Reference	‡	12	‡	1	89,827	13
Cataloging	93,467	7	.		93,467	7
Serials	‡	3	.		‡	3
Documents/Maps	‡	6	‡	2	102,191	8
Circulation	‡	10	‡	3	80,065	13
Rare Books/Manuscripts	‡	3	‡	3	100,154	6
Computer Systems	‡	2	‡	5	91,961	7
Other	92,848	36	92,046	16	92,601	52
Reference:						
Over 14 years experience	88,118	69	93,157	22	89,336	91
10 to 14 years experience	78,796	15	79,178	8	78,929	23
5 to 9 years experience	69,060	44	67,178	21	68,452	65
Under 5 years experience	61,842	57	64,043	11	62,198	68
Cataloging:						
Over 14 years experience	84,688	22	80,790	13	83,240	35
10 to 14 years experience	‡	8	‡	2	65,952	10
5 to 9 years experience	‡	7	‡	1	72,212	8
Under 5 years experience	‡	6	‡	1	62,633	7
Other:						
Over 14 years experience	82,570	9	88,150	6	84,802	15
10 to 14 years experience	‡	4	‡	2	70,732	6
5 to 9 years experience	‡	11	‡	1	64,257	12
Under 5 years experience	‡	7	‡	2	66,647	9
All Positions	\$82,146	583	\$85,159	281	\$83,126	864

Excludes Canadian medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries. Salaries are expressed in Canadian dollars.

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

**TABLE 33: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	32.0	8	25.2	6	29.1	14
Associate Director	24.1	24	21.6	14	23.2	38
Assistant Director	20.3	8	23.5	8	21.9	16
Head, Branch	22.8	45	23.4	14	22.9	59
Functional Specialist	15.4	69	15.2	81	15.3	150
Subject Specialist	15.0	83	16.2	32	15.3	115
Dept. Head:						
Acquisitions	21.4	8	20.3	6	20.9	14
Reference	18.3	12	30.0	1	19.2	13
Cataloging	25.4	7	.		25.4	7
Serials	25.0	3	.		25.0	3
Documents/Maps	31.8	6	15.5	2	27.8	8
Circulation	20.4	10	10.0	3	18.0	13
Rare Books/Manuscripts	29.0	3	27.3	3	28.2	6
Computer Systems	22.5	2	18.8	5	19.9	7
Other	18.4	36	15.1	16	17.4	52
Public Services	6.1	8	10.3	4	7.5	12
Technical Services	12.4	8	18.6	5	14.8	13
Administrations	15.2	15	7.5	2	14.3	17
Reference	12.8	185	13.5	62	13.0	247
Cataloger	18.1	43	24.3	17	19.9	60
All Positions	16.6	583	16.9	281	16.7	864

Excludes Canadian medical and law libraries. See Tables 40 and 47 for figures in medical and law libraries.

**TABLE 34: NUMBER AND AVERAGE SALARIES
OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2008–2009**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$59,248	84	\$67,563	27	\$61,271	111	\$59,248
4 – 7 years	68,159	88	67,002	40	67,798	128	68,159
8 – 11 years	74,104	73	74,217	39	74,143	112	74,104
12 – 15 years	78,778	40	79,811	28	79,203	68	78,778
16 – 19 years	83,838	62	91,693	34	86,620	96	83,838
20 – 23 years	93,625	66	96,898	35	94,759	101	93,625
24 – 27 years	95,048	38	96,391	20	95,511	58	95,048
28 – 31 years	96,910	57	97,577	26	97,119	83	96,910
32 – 35 years	98,994	38	101,879	18	99,922	56	98,994
over 35 years	110,295	37	106,330	14	109,207	51	110,295
All Positions	\$82,146	583	\$85,159	281	\$83,126	864	\$82,146

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

ARL UNIVERSITY MEDICAL LIBRARIES

TABLES 35-41

**TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES;
AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2008–2009**

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	3	‡	‡	35,000	10.7
Alberta	5	96,699	97,258	50,126	20.2
Arizona	16	64,038	58,706	47,093	18.6
Boston University	11	56,280	50,000	42,000	10.9
British Columbia	12	77,805	81,529	53,021	17.7
California, Davis	8	80,311	60,408	46,164	25.1
California, Irvine	1	‡	‡	46,164	31.0
California, Los Angeles	16	71,305	68,892	46,164	14.4
California, San Diego	11	66,305	66,771	46,164	14.5
Case Western Reserve	7	62,532	66,693	35,000	26.0
Cincinnati	18	59,134	58,431	39,000	21.1
Columbia	11	61,564	61,116	51,500	15.9
Connecticut	14	78,122	74,268	55,347	17.4
Cornell	9	78,010	78,320	51,500	21.6
Dartmouth	9	61,441	60,328	42,500	19.2
Duke	18	60,297	55,743	44,000	12.5
Emory	13	63,447	57,882	41,500	20.7
Florida	14	58,902	55,270	42,000	16.6
Florida State	2	‡	‡	38,000	21.0
George Washington	13	59,940	60,803	48,000	15.4
Georgetown	11	58,700	59,250	44,000	12.5
Harvard	35	75,515	73,276	48,800	10.0
Hawaii	5	46,607	45,523	42,649	17.2
Howard	5	53,754	52,009	45,000	24.6
Illinois, Chicago	20	58,928	58,169	47,000	13.4
Iowa	10	59,648	54,540	41,000	15.7
Johns Hopkins	29	66,744	60,626	44,000	15.7
Kansas	8	52,333	49,257	38,000	14.9
Kentucky	13	57,770	57,641	41,000	21.6
Louisville	9	57,017	55,593	36,000	22.6
McGill	9	72,309	65,529	37,000	17.7
McMaster	8	62,727	66,728	49,500	11.5
Manitoba	17	72,322	67,995	46,970	16.0
Miami	10	71,829	72,165	44,000	19.4
Michigan	16	58,250	54,842	42,000	15.5
Minnesota	12	63,281	62,692	40,000	16.3
Missouri	10	45,421	43,000	40,000	16.8
Montreal	7	72,161	71,761	41,738	18.6
Nebraska	14	62,327	56,644	45,000	18.9

**TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES;
AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2008–2009**

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
New Mexico	22	70,363	67,386	39,372	17.9
New York University	30	66,047	60,309	50,000	12.2
North Carolina	32	65,912	64,002	45,000	17.9
Northwestern	17	61,237	61,427	41,000	15.9
Ohio State	9	66,036	61,670	50,000	16.0
Oklahoma	8	60,301	60,480	35,000	19.8
Oklahoma State	8	48,833	41,208	38,000	20.3
Pennsylvania	10	60,851	58,467	42,500	15.9
Pennsylvania State	6	63,734	61,680	42,436	16.2
Pittsburgh	27	57,340	53,960	40,000	13.4
Queen's	9	76,546	74,215	49,500	14.9
Rochester	24	54,807	51,777	38,168	19.1
Saskatchewan	7	64,291	61,506	49,600	7.9
South Carolina	8	48,891	45,914	35,000	12.9
Southern California	13	69,393	64,516	48,500	15.5
Southern Illinois	6	62,521	66,592	41,000	23.5
SUNY Buffalo	13	63,881	61,201	45,000	21.0
SUNY Stony Brook	18	63,156	63,412	45,000	13.4
Temple	11	57,468	56,702	40,170	18.4
Tennessee, Knoxville	4	‡	‡	40,000	12.0
Tennessee, Memphis	14	53,278	50,263	45,000	17.3
Texas Tech	21	48,703	46,271	36,000	22.7
Toronto	14	96,298	106,205	51,381	19.0
Tulane	7	52,567	49,102	40,000	13.7
Utah	12	62,848	59,271	35,000	19.8
Vanderbilt	25	58,021	59,841	40,000	12.3
Virginia	15	64,952	66,000	45,000	19.4
Washington	19	63,804	59,580	42,600	22.1
Washington U.-St. Louis	24	61,854	53,546	40,000	20.6
Wayne State	10	46,402	42,571	45,000	25.8
Wisconsin	18	61,257	56,669	40,256	12.1
Yale	21	74,991	73,264	50,500	16.0

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.

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

**TABLE 36: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Connecticut	\$55,347	36	Washington	\$42,600
2	British Columbia	53,021	37	Dartmouth	42,500
3	Columbia	51,500	37	Pennsylvania	42,500
3	Cornell	51,500	39	Pennsylvania State	42,436
5	Toronto	51,381	40	Boston University	42,000
6	Yale	50,500	40	Florida	42,000
7	Alberta	50,126	40	Michigan	42,000
8	New York	50,000	43	Montreal	41,738
8	Ohio State	50,000	44	Emory	41,500
10	Saskatchewan	49,600	45	Iowa	41,000
11	McGill	49,500	45	Kentucky	41,000
11	Queen's	49,500	45	Northwestern	41,000
13	Harvard	48,800	45	Southern Illinois	41,000
14	Southern California	48,500	49	Wisconsin	40,256
15	George Washington	48,000	50	Temple	40,170
16	Arizona	47,093	51	Minnesota	40,000
17	Illinois, Chicago	47,000	51	Missouri	40,000
18	Manitoba	46,970	51	Pittsburgh	40,000
19	Calif. Davis	46,164	51	Tennessee, Knoxville	40,000
19	Calif. Irvine	46,164	51	Tulane	40,000
19	Calif. Los Angeles	46,164	51	Vanderbilt	40,000
19	Calif. San Diego	46,164	51	Washington-St. Louis	40,000
23	Howard	45,000	58	New Mexico	39,372
23	Nebraska	45,000	59	Cincinnati	39,000
23	North Carolina	45,000	60	Rochester	38,168
23	SUNY Buffalo	45,000	61	Florida State	38,000
23	SUNY Stony Brook	45,000	61	Kansas	38,000
23	Tennessee, Memphis	45,000	61	Oklahoma State	38,000
23	Virginia	45,000	64	Louisville	37,000
23	Wayne State	45,000	65	Texas Tech	36,000
31	Duke	44,000	66	Alabama	35,000
31	Georgetown	44,000	66	Case Western Reserve	35,000
31	Johns Hopkins	44,000	66	Oklahoma	35,000
31	Miami	44,000	66	South Carolina	35,000
35	Hawaii	42,649	66	Utah	35,000

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

**TABLE 37: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Toronto	\$106,205	35	New York University	\$60,309
2	Alberta	97,258	36	Vanderbilt	59,841
3	British Columbia	81,529	37	Washington	59,580
4	Cornell	78,320	38	Utah	59,271
5	Connecticut	74,268	39	Georgetown	59,250
6	Queen's	74,215	40	Arizona	58,706
7	Harvard	73,276	41	Pennsylvania	58,467
8	Yale	73,264	42	Cincinnati	58,431
9	Miami	72,165	43	Illinois, Chicago	58,169
10	Montreal	71,761	44	Emory	57,882
11	California, Los Angeles	68,892	45	Kentucky	57,641
12	Manitoba	67,995	46	Temple	56,702
13	New Mexico	67,386	47	Wisconsin	56,669
14	California, San Diego	66,771	48	Nebraska	56,644
15	McMaster	66,728	49	Duke	55,743
16	Case Western Reserve	66,693	50	Louisville	55,593
17	Southern Illinois	66,592	51	Florida	55,270
18	Virginia	66,000	52	Michigan	54,842
19	McGill	65,529	53	Iowa	54,540
20	Southern California	64,516	54	Pittsburgh	53,960
21	North Carolina	64,002	55	Washington U.-St. Louis	53,546
22	SUNY Stony Brook	63,412	56	Howard	52,009
23	Minnesota	62,692	57	Rochester	51,777
24	Pennsylvania State	61,680	58	Tennessee, Memphis	50,263
25	Ohio State	61,670	59	Boston University	50,000
26	Saskatchewan	61,506	60	Kansas	49,257
27	Northwestern	61,427	61	Tulane	49,102
28	SUNY Buffalo	61,201	62	Texas Tech	46,271
29	Columbia	61,116	63	South Carolina	45,914
30	George Washington	60,803	64	Hawaii	45,523
31	Johns Hopkins	60,626	65	Missouri	43,000
32	Oklahoma	60,480	66	Wayne State	42,571
33	California, Davis	60,408	67	Oklahoma State	41,208
34	Dartmouth	60,328			

Salaries of directors are not included in the calculation of medians. Alabama, California-Irvine, Florida State, and Tennessee-Knoxville are not ranked because they reported fewer than four individuals. Canadian salaries are expressed in US dollars.

**TABLE 38: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Alberta	\$96,699	35	Nebraska	\$62,327
2	Toronto	96,298	36	Washington U.-St. Louis	61,854
3	California, Davis	80,311	37	Columbia	61,564
4	Connecticut	78,122	38	Dartmouth	61,441
5	Cornell	78,010	39	Wisconsin	61,257
6	British Columbia	77,805	40	Northwestern	61,237
7	Queen's	76,546	41	Pennsylvania	60,851
8	Harvard	75,515	42	Oklahoma	60,301
9	Yale	74,991	43	Duke	60,297
10	Manitoba	72,322	44	George Washington	59,940
11	McGill	72,309	45	Iowa	59,648
12	Montreal	72,161	46	Cincinnati	59,134
13	Miami	71,829	47	Illinois, Chicago	58,928
14	California, Los Angeles	71,305	48	Florida	58,902
15	New Mexico	70,363	49	Georgetown	58,700
16	Southern California	69,393	50	Michigan	58,250
17	Johns Hopkins	66,744	51	Vanderbilt	58,021
18	California, San Diego	66,305	52	Kentucky	57,770
19	New York University	66,047	53	Temple	57,468
20	Ohio State	66,036	54	Pittsburgh	57,340
21	North Carolina	65,912	55	Louisville	57,017
22	Virginia	64,952	56	Boston University	56,280
23	Saskatchewan	64,291	57	Rochester	54,807
24	Arizona	64,038	58	Howard	53,754
25	SUNY Buffalo	63,881	59	Tennessee, Memphis	53,278
26	Washington	63,804	60	Tulane	52,567
27	Pennsylvania State	63,734	61	Kansas	52,333
28	Emory	63,447	62	South Carolina	48,891
29	Minnesota	63,281	63	Oklahoma State	48,833
30	SUNY Stony Brook	63,156	64	Texas Tech	48,703
31	Utah	62,848	65	Hawaii	46,607
32	McMaster	62,727	66	Wayne State	46,402
33	Case Western Reserve	62,532	67	Missouri	45,421
34	Southern Illinois	62,521			

Salaries of directors are not included in the calculation of medians. Alabama, California-Irvine, Florida State, and Tennessee-Knoxville are not ranked because they reported fewer than four individuals. Canadian salaries are expressed in US dollars.

**TABLE 39: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	\$122,689	49	\$128,373	21	\$124,394	70
Associate Director	84,139	35	92,767	10	86,056	45
Assistant Director	67,107	36	74,980	7	68,389	43
Head, Branch	‡	28	‡	2	70,265	30
Functional Specialist	58,693	72	60,555	79	59,667	151
Subject Specialist	61,202	68	63,723	11	61,553	79
Dept. Head:						
Acquisitions	‡	18	‡	3	66,689	21
Reference	67,460	16	74,715	10	70,250	26
Cataloging	‡	10	‡	1	69,028	11
Serials	‡	5	‡	1	58,052	6
Documents/Maps	‡	3	.		‡	3
Circulation	61,651	10	60,182	9	60,955	19
Rare Books/Manuscripts	‡	3	‡	5	68,827	8
Computer Systems	72,401	9	89,998	8	80,682	17
Other	67,689	42	74,275	13	69,246	55
Reference:						
Over 14 years experience	65,798	93	67,876	18	66,135	111
10 to 14 years experience	61,919	25	62,948	12	62,253	37
5 to 9 years experience	57,563	49	60,340	11	58,072	60
Under 5 years experience	48,527	40	45,653	9	47,999	49
Cataloging:						
Over 14 years experience	‡	5	‡	2	61,626	7
10 to 14 years experience	‡	1	.		‡	1
5 to 9 years experience	‡	5	‡	1	52,624	6
Under 5 years experience	‡	3	.		45,734	3
Other:						
Over 14 years experience	63,573	26	65,211	7	63,920	33
10 to 14 years experience	59,142	12	55,454	4	58,220	16
5 to 9 years experience	‡	12	‡	2	55,373	14
Under 5 years experience	46,128	13	48,697	7	47,027	20
All Positions	\$67,253	688	\$70,578	253	\$68,147	941

Canadian salaries are expressed in US dollars.

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

TABLE 40: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, FY 2008–2009

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.1	49	27.8	21	28.7	70
Associate Director	23.0	35	24.6	10	23.4	45
Assistant Director	18.9	36	17.7	7	18.7	43
Head, Branch	20.1	28	26.5	2	20.5	30
Functional Specialist	14.1	72	10.4	79	12.2	151
Subject Specialist	15.6	68	12.5	11	15.2	79
Dept. Head:						
Acquisitions	17.2	18	21.7	3	17.8	21
Reference	21.4	16	23.1	10	22.0	26
Cataloging	18.6	10	32.0	1	19.8	11
Serials	15.2	5	26.0	1	17.0	6
Documents/Maps	26.3	3	.		26.3	3
Circulation	22.0	10	8.9	9	15.8	19
Rare Books/Manuscripts	26.3	3	26.8	5	26.6	8
Computer Systems	15.4	9	22.4	8	18.7	17
Other	20.0	42	13.1	13	18.4	55
Public Services	14.8	39	9.6	14	13.4	53
Technical Services	19.2	13	21.3	3	19.6	16
Administrative Services	12.6	11	17.7	3	13.7	14
Reference	14.4	207	13.2	50	14.2	257
Cataloger	11.4	14	19.7	3	12.8	17
All Positions	17.3	688	15.2	253	16.8	941

**TABLE 41: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2008–2009**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$49,923	76	\$52,525	43	\$50,863	119	13%
4 – 7 years	56,729	92	63,830	32	58,561	124	13%
8 – 11 years	60,508	93	62,967	33	61,152	126	13%
12 – 15 years	65,709	72	69,014	41	66,908	113	12%
16 – 19 years	66,442	64	76,678	20	68,879	84	9%
20 – 23 years	66,023	66	81,934	20	69,723	86	9%
24 – 27 years	76,480	68	78,927	18	76,993	86	9%
28 – 31 years	78,503	73	81,162	23	79,140	96	10%
32 – 35 years	89,832	48	94,291	13	90,782	61	6%
over 35 years	84,588	36	96,209	10	87,114	46	5%
All Positions	\$67,253	688	\$70,578	253	\$68,147	941	100%

Canadian salaries are expressed in US dollars.

ARL UNIVERSITY LAW LIBRARIES

TABLES 42-48

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES;
AND AVERAGE YEARS OF EXPERIENCE
IN ARL UNIVERSITY LAW LIBRARIES, FY 2008–2009**

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	9	58,471	57,320	52,000	10
Alberta	3	‡	‡	50,126	4
Arizona	11	64,191	65,000	50,000	12
Arizona State	7	67,641	73,170	43,000	8
Boston University	8	71,113	63,800	55,000	9
Boston College	13	75,307	80,889	42,300	14
British Columbia	2	‡	‡	53,021	3
California, Davis	6	87,438	79,974	46,164	7
California, Los Angeles	14	78,124	82,524	46,164	15
Case Western Reserve	10	64,326	65,931	35,000	11
Cincinnati	5	60,748	52,020	42,298	6
Colorado	6	70,199	58,602	45,000	7
Columbia	15	76,365	73,672	51,500	16
Connecticut	9	70,729	71,752	45,000	10
Cornell	7	76,857	71,400	58,000	8
Duke	10	74,075	68,575	55,000	11
Emory	9	61,465	58,984	41,500	10
Florida	9	59,992	54,968	50,000	10
Florida State	9	53,794	51,500	52,000	10
George Washington	19	83,872	78,246	59,000	20
Georgetown	24	74,448	70,000	46,500	25
Georgia	7	55,235	52,844	40,000	8
Harvard	42	78,934	73,409	48,800	43
Hawaii	3	‡	‡	50,000	4
Houston	10	57,406	52,790	50,000	11
Howard	6	49,623	50,688	45,000	7
Illinois, Urbana	9	62,773	59,129	53,500	10
Indiana	9	69,325	64,923	40,400	10
Iowa	16	72,925	69,625	50,000	17
Kansas	7	49,278	44,555	35,000	8
Kentucky	6	51,515	46,338	41,000	7
Louisiana State	10	60,863	55,846	42,000	11
Louisville	5	56,866	53,853	37,000	6
McGill	3	‡	‡	49,500	4
Manitoba	2	‡	‡	46,970	3
Miami	11	58,981	58,213	44,000	12
Michigan	11	76,256	70,553	49,000	12
Minnesota	13	75,486	68,200	44,000	14
Missouri	7	54,645	57,327	N/A	8

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES;
AND AVERAGE YEARS OF EXPERIENCE
IN ARL UNIVERSITY LAW LIBRARIES, FY 2008–2009**

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Montreal	4	65,499	60,171	51,277	5
Nebraska	4	62,615	62,417	43,000	5
New Mexico	6	64,180	56,927	49,000	7
New York University	17	82,580	80,845	60,000	18
North Carolina	11	74,947	68,000	45,000	12
Northwestern	10	62,529	58,845	44,000	11
Notre Dame	12	69,321	64,300	40,000	13
Ohio State	6	64,224	60,197	42,000	7
Oklahoma	6	55,874	49,897	42,000	7
Oregon	5	60,799	58,995	42,000	6
Pennsylvania	13	70,077	63,978	42,500	14
Pennsylvania State	9	75,059	69,360	42,436	10
Queen's	2	‡	‡	49,500	3
Rutgers, Camden	7	77,533	85,700	52,000	8
Rutgers, Newark	9	72,346	64,000	52,000	10
Saskatchewan	2	94,209	94,209	49,600	3
South Carolina	9	67,341	68,289	50,000	10
Southern Illinois	3	‡	‡	50,000	4
SUNY Buffalo	10	69,492	74,223	45,000	11
Syracuse	9	58,398	55,146	46,000	10
Temple	8	63,612	54,635	41,616	9
Tennessee	8	67,824	57,719	50,000	9
Texas	12	60,540	55,857	38,000	13
Texas Tech	6	65,190	63,747	46,500	7
Toronto	3	‡	‡	51,381	4
Tulane	6	57,587	56,970	40,000	7
Utah	7	56,136	52,530	45,000	8
Vanderbilt	5	66,594	60,355	40,000	6
Virginia	12	64,842	61,350	62,500	13
Washington	14	69,248	67,879	57,000	15
Washington U.-St. Louis	7.0	115,897.0	71,667.0	53,500	8
Wayne State	8	45,730	44,242	45,000	9
Western Ontario	3	‡	‡	46,906	4
Wisconsin	11	62,919	58,954	40,256	12
Yale	18	80,486	75,612	50,500	19
York	4	81,778	83,597	48,510	5

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.

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

**TABLE 43: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Virginia	62,500	39	Calif. Davis	46,164
2	New York	60,000	39	Calif. Los Angeles	46,164
3	George Washington	59,000	41	Syracuse	46,000
4	Cornell	58,000	42	Colorado	45,000
5	Washington	57,000	42	Connecticut	45,000
6	Boston University	55,000	42	Howard	45,000
6	Duke	55,000	42	North Carolina	45,000
8	Illinois, Urbana	53,500	42	SUNY Buffalo	45,000
8	Washington-St. Louis	53,500	42	Utah	45,000
10	British Columbia	53,021	42	Wayne State	45,000
11	Alabama	52,000	49	Miami	44,000
11	Florida State	52,000	49	Minnesota	44,000
11	Rutgers, Camden Law	52,000	49	Northwestern	44,000
11	Rutgers, Newark Law	52,000	52	Arizona State	43,000
15	Columbia	51,500	52	Nebraska	43,000
16	Toronto	51,381	54	Pennsylvania	42,500
17	Montreal	51,277	55	Pennsylvania State	42,436
18	Yale	50,500	56	Boston College	42,300
19	Alberta	50,126	57	Cincinnati	42,298
20	Arizona	50,000	58	Louisiana State	42,000
20	Florida	50,000	58	Ohio State	42,000
20	Hawaii	50,000	58	Oklahoma	42,000
20	Houston	50,000	58	Oregon	42,000
20	Iowa	50,000	62	Temple	41,616
20	South Carolina	50,000	63	Emory	41,500
20	Southern Illinois	50,000	64	Kentucky	41,000
20	Tennessee	50,000	65	Indiana	40,400
28	Saskatchewan	49,600	66	Wisconsin	40,256
29	McGill	49,500	67	Georgia	40,000
29	Queen's	49,500	67	Notre Dame	40,000
31	Michigan	49,000	67	Tulane	40,000
31	New Mexico	49,000	67	Vanderbilt	40,000
33	Harvard	48,800	71	Texas	38,000
34	York	48,510	72	Louisville	37,000
35	Manitoba	46,970	73	Case Western Reserve	35,000
36	Western Ontario	46,906	73	Kansas	35,000
37	Georgetown	46,500		Missouri	N/A
37	Texas Tech	46,500			

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

**TABLE 44: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Saskatchewan	94,209	34	Nebraska	62,417
2	Rutgers, Camden	85,700	35	Virginia	61,350
3	York	83,597	36	Vanderbilt	60,355
4	California, Los Angeles	82,524	37	Ohio State	60,197
5	Boston College	80,889	38	Montreal	60,171
6	New York University	80,845	39	Illinois, Urbana	59,129
7	California, Davis	79,974	40	Oregon	58,995
8	George Washington	78,246	41	Emory	58,984
9	Yale	75,612	42	Wisconsin	58,954
10	SUNY Buffalo	74,223	43	Northwestern	58,845
11	Columbia	73,672	44	Colorado	58,602
12	Harvard	73,409	45	Miami	58,213
13	Arizona State	73,170	46	Tennessee	57,719
14	Connecticut	71,752	47	Missouri	57,327
15	Washington U.-St. Louis	71,667	48	Alabama	57,320
16	Cornell	71,400	49	Tulane	56,970
17	Michigan	70,553	50	New Mexico	56,927
18	Georgetown	70,000	51	Texas	55,857
19	Iowa	69,625	52	Louisiana State	55,846
20	Pennsylvania State	69,360	53	Syracuse	55,146
21	Duke	68,575	54	Florida	54,968
22	South Carolina	68,289	55	Temple	54,635
23	Minnesota	68,200	56	Louisville	53,853
24	North Carolina	68,000	57	Georgia	52,844
25	Washington	67,879	58	Houston	52,790
26	Case Western Reserve	65,931	59	Utah	52,530
27	Arizona	65,000	60	Cincinnati	52,020
28	Indiana	64,923	61	Florida State	51,500
29	Notre Dame	64,300	62	Howard	50,688
30	Rutgers, Newark	64,000	63	Oklahoma	49,897
31	Pennsylvania	63,978	64	Kentucky	46,338
32	Boston University	63,800	65	Kansas	44,555
33	Texas Tech	63,747	66	Wayne State	44,242

Salaries of directors are not included in the calculation of medians. Alberta, British Columbia, Hawaii, McGill, Manitoba, Queen's, Saskatchewan, Southern Illinois, Toronto, and Western Ontario are not ranked because they reported fewer than four individuals. Canadian salaries are expressed in US dollars.

**TABLE 45: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Washington U.-St. Louis	115,897	34	Montreal	65,499
2	Saskatchewan	94,209	35	Texas Tech	65,190
3	California, Davis	87,438	36	Virginia	64,842
4	George Washington	83,872	37	Case Western Reserve	64,326
5	New York University	82,580	38	Ohio State	64,224
6	York	81,778	39	Arizona	64,191
7	Yale	80,486	40	New Mexico	64,180
8	Harvard	78,934	41	Temple	63,612
9	California, Los Angeles	78,124	42	Wisconsin	62,919
10	Rutgers, Camden	77,533	43	Illinois, Urbana	62,773
11	Cornell	76,857	44	Nebraska	62,615
12	Columbia	76,365	45	Northwestern	62,529
13	Michigan	76,256	46	Emory	61,465
14	Minnesota	75,486	47	Louisiana State	60,863
15	Boston College	75,307	48	Oregon	60,799
16	Pennsylvania State	75,059	49	Cincinnati	60,748
17	North Carolina	74,947	50	Texas	60,540
18	Georgetown	74,448	51	Florida	59,992
19	Duke	74,075	52	Miami	58,981
20	Iowa	72,925	53	Alabama	58,471
21	Rutgers, Newark	72,346	54	Syracuse	58,398
22	Boston University	71,113	55	Tulane	57,587
23	Connecticut	70,729	56	Houston	57,406
24	Colorado	70,199	57	Louisville	56,866
25	Pennsylvania	70,077	58	Utah	56,136
26	SUNY Buffalo	69,492	59	Oklahoma	55,874
27	Indiana	69,325	60	Georgia	55,235
28	Notre Dame	69,321	61	Missouri	54,645
29	Washington	69,248	62	Florida State	53,794
30	Tennessee	67,824	63	Kentucky	51,515
31	Arizona State	67,641	64	Howard	49,623
32	South Carolina	67,341	65	Kansas	49,278
33	Vanderbilt	66,594	66	Wayne State	45,730

Salaries of directors are not included in the calculation of medians. Alberta, British Columbia, Hawaii, McGill, Manitoba, Queen's, Saskatchewan, Southern Illinois, Toronto, and Western Ontario are not ranked because they reported fewer than four individuals. Canadian salaries are expressed in US dollars.

**TABLE 46: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	\$149,978	36	\$154,892	39	\$152,533	75
Associate Director	99,467	30	96,404	20	98,242	50
Assistant Director	84,936	32	83,761	9	84,678	41
Functional Specialist	58,079	32	62,141	25	59,861	57
Subject Specialist	72,539	29	71,527	15	72,194	44
Dept. Head:						
Acquisitions	62,897	25	61,692	9	62,578	34
Reference	76,890	19	75,994	10	76,581	29
Cataloging	‡	24	‡	3	73,177	27
Serials	‡	8	‡	2	69,322	10
Documents/Maps	‡	9	‡	1	65,235	10
Circulation	60,794	23	60,383	7	60,698	30
Rare Books/Manuscripts	‡	3	‡	2	75,572	5
Computer Systems	69,891	4	77,110	5	73,901	9
Other	71,998	23	73,150	10	72,347	33
Reference:						
Over 14 years experience	85,220	40	72,586	22	80,737	62
10 to 14 years experience	61,245	19	61,141	9	61,211	28
5 to 9 years experience	58,863	19	61,282	14	59,889	33
Under 5 years experience	59,217	52	57,025	28	58,450	80
Cataloging:						
Over 14 years experience	63,539	20	70,213	7	65,269	27
10 to 14 years experience	‡	9	‡	1	58,809	10
5 to 9 years experience	52,391	7	.		52,391	7
Under 5 years experience	54,834	7	.		54,834	7
Other:						
Over 14 years experience	63,296	9	64,900	5	63,869	14
10 to 14 years experience	‡	6	‡	1	68,322	7
5 to 9 years experience	‡	3	‡	4	54,694	7
Under 5 years experience	‡	6	‡	1	52,051	7
All Positions	\$75,619	494	\$82,613	249	\$77,963	743

Canadian salaries are expressed in US dollars.

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

**TABLE 47: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	29.1	36	23.1	39	26.0	75
Associate Director	24.8	30	19.8	20	22.8	50
Assistant Director	21.7	32	20.8	9	21.5	41
Functional Specialist	12.9	32	10.0	25	11.6	57
Subject Specialist	20.3	29	19.1	15	19.9	44
Dept. Head:						
Acquisitions	19.6	25	17.2	9	19.0	34
Reference	14.9	19	18.6	10	16.2	29
Cataloging	26.5	24	18.0	3	25.5	27
Serials	17.8	8	11.0	2	16.4	10
Documents/Maps	28.2	9	11.0	1	26.5	10
Circulation	14.9	23	10.7	7	13.9	30
Rare Books/Manuscripts	15.0	3	13.5	2	14.4	5
Computer Systems	22.0	4	17.4	5	19.4	9
Other	17.7	23	16.8	10	17.4	33
Public Services	13.7	6	13.2	6	13.4	12
Technical Services	12.8	12	12.0	3	12.6	15
Administrative Services	18.5	6	20.0	2	18.9	8
Reference	11.6	130	10.9	73	11.4	203
Cataloger	17.5	43	24.9	8	18.7	51
All Positions	17.8	494	15.9	249	17.1	743

**TABLE 48: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2008–2009**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$56,389	68	\$54,301	31	\$55,735	99	13%
4 – 7 years	59,363	67	63,628	34	60,799	101	14%
8 – 11 years	68,693	38	67,505	34	68,132	72	10%
12 – 15 years	68,524	65	89,699	29	75,057	94	13%
16 – 19 years	76,601	41	84,232	23	79,343	64	9%
20 – 23 years	95,389	36	85,983	36	90,686	72	10%
24 – 27 years	79,165	43	110,736	16	87,726	59	8%
28 – 31 years	85,651	54	105,363	25	91,889	79	11%
32 – 35 years	98,760	54	104,743	17	100,192	71	10%
over 35 years	90,804	28	152,071	4	98,462	32	4%
All Positions	\$75,619	494	\$82,613	249	\$77,963	743	100%

Canadian salaries are expressed in US dollars.

UNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS

ARL ANNUAL SALARY SURVEY 2008–2009
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.formspring.com/forms/?366101-c6BynijupA>
- Nonuniversity Libraries: <http://www.formspring.com/forms/?366133-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/salform08.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 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 x 0.75 = 0.56.Enter Percent with two decimal points.

- **Report salaries for both full-time and part-time professional positions.** Salaries for part-time 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 **contract-supported 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 Measurement Program by September 30, 2008. Be sure to keep a complete copy of your return, including the electronic version of the data for your files.**

INSTRUCTIONS

Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 2008–2009.
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 **2008–2009** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2008. Do not delay returning your survey with the expectation that more information will be available later.
5. The 2008–2009 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

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 2008–2009. 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 Measurement Program at (202) 296-2296 or email stats@arl.org.

- The template Excel file is available at: <http://www.arl.org/stats/annualsurveys/salary/salform08.shtml>. This is a generic, blank file that can hold data for Main, Law, or Medical libraries. The file's name is "sal08xxxx.xls"; open the file and save it to your own computer by choosing "Save As" under the File menu. When saving the file, please change the "xxxx" in its name to your institution's name, e.g., "sal08ALABAMA.xls."

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. Ten "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

- 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.
- 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.
- "Salary" should be entered as it existed on July 1, 2008. 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.

- 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 Measurement 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 M or F, indicating male or female, respectively.

6. "OEOCat" minority status code, for US 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 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.

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 should 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: The US Office of Management and Budget has revised the Standards for the Classification of Federal Data on Race and Ethnicity¹ 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 US 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. 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.

¹ <http://www.whitehouse.gov/omb/bulletins/b00-02.html> and <http://www.whitehouse.gov/OMB/fedreg/ombdir15.html>

Race should be indicated for US university libraries only, by choosing one or more responses among the five racial categories provided here; 1=yes 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.

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 FormSpring to collect the data. As part of its privacy policy, FormSpring pledges not to sell any collected information to third parties. For the complete FormSpring privacy policy, visit <http://www.formspring.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 FormSpring:

- University Libraries: <http://www.formspring.com/forms/?366101-c6BynijupA>
- Nonuniversity Libraries: <http://www.formspring.com/forms/?366133-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 FormSpring 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 2008–2009 beginning professional salary to the best of your knowledge as it existed on July 1, 2008.

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, 2008, 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 Measurement Program by **September 30, 2008**.

For assistance, contact Martha Kyrillidou (martha@arl.org) or Les Bland (stats@arl.org) or Kristina Justh (kristina@arl.org) or Gary Roebuck (gary@arl.org).

Tel. 202-296-2296 or fax 202-872-0884.

<http://www.arl.org/stats/annualsurveys/salary/>

ARL ANNUAL SALARY SURVEY 2008–2009

UNIVERSITY LIBRARY QUESTIONNAIRE

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.	Beginning Professional Salary	Main	Law	Medical
	Beginning professional salary for 2008–2009	_____	_____	_____

(Note: ARL will calculate the 2008–2009 median and average professional salaries for your library from the individual data you supply in Part II of this questionnaire.)

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.

_____ 1 level (i.e., no differentiated levels)

_____ 2 levels

_____ 3 levels

_____ 4 levels

_____ 5 levels

_____ more than 5 levels (please specify the number of levels: _____)

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 return the completed questionnaire to the
ARL Statistics and Measurement Program by **September 30, 2008**.

For assistance, contact Martha Kyrillidou (martha@arl.org) or Les Bland (stats@arl.org), or call 202-296-2296

ARL ANNUAL SALARY SURVEY 2008–2009
UNIVERSITY LIBRARY QUESTIONNAIRE
Part II: Individual Data

Reporting Library _____

Confidential <i>Detach before mailing to the ARL Office Name/ID</i>	Line	Salary	Job	Sex	OEO cat	Yrs Exp	Rank	Percent	Ethnicity	Race:			Race:
	1								Hispanic or Latino	NatAm	Asian	Black	HawPI
	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 return to the ARL Statistics and Measurement Program by **September 30, 2008**.
 For assistance, contact Martha Kyrillidou (martha@arl.org) or Mark Young (stats-ra@arl.org), or call 202-296-2296.

NONUNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS

ARL Annual Salary Survey 2008–2009

NONUNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

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 Measurement 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/salform08.shtml>. This is a generic, blank form that can hold your data. The file’s name is “nu_form08xxx.doc”; open the file and save it to your own computer by choosing “Save As” under the File menu. When saving the file, please change the “xxx” in its name to your institution’s name, e.g., “sal08Smithsonian.doc.”
4. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.
5. Report 2008–2009 salaries *as they exist on July 1, 2008*. 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 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. **Use the newly available Web form for your data submission:**
(<http://www.formspring.com/forms/?366133-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.

Note: ARL is using the online services of FormSpring to collect the data. As part of its privacy policy, FormSpring pledges not to sell any collected information to third parties. For the complete FormSpring privacy policy, visit <http://www.formspring.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 FormSpring.

Please Submit the Web form by September 30, 2008.

For assistance, contact Martha Kyrillidou (martha@arl.org) or Les Bland (stats@arl.org) or Kristina Justh (kristina@arl.org) or Gary Roebuck (gary@arl.org). Tel. 202-296-2296 or fax 202-872-0884.

ARL ANNUAL SALARY SURVEY 2008–2009

NONUNIVERSITY LIBRARY QUESTIONNAIRE

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 2007–2008 and 2008–2009.

2. Median professional salary for fiscal year 2008–2009: _____

3. Beginning professional salary for 2008–2009: _____

4. Footnotes (please compare with footnotes from surveys of previous years)

a. Law Library salaries are included.

_____ Yes _____ No _____ We do not have a Law Library.

b. Medical Library salaries are included.

_____ Yes _____ No _____ We do not have a Medical Library.

c. Branch libraries not included (please attach an additional sheet if necessary):

5. Other comments (please attach an additional sheet if necessary):

Part II Salaries:

Indicate the number of filled professional positions in each salary range for fiscal years 2007–2008 and 2008–2009.

Salary Range	Number of Positions	
	2007–2008	2008–2009
More than 250,000		
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		
76,000 – 79,999		
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		
32,000 – 33,999		
30,000 – 31,999		
less than 30,000		
Total Number of Positions		

Please submit the completed questionnaire to the web form at:
<http://www.formspring.com/forms/?366133-c6BynijupA>

by **September 30, 2008**. For assistance, contact Martha Kyrillidou (martha@arl.org) or Les Bland (stats@arl.org) or Kristina Justh (kristina@arl.org) or Gary Roebuck (gary@arl.org). Tel. 202–296–2296 or fax 202–872–0884.

FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2008–2009

INSTITUTION	NOTE
ALABAMA	<p>Includes the Amelia Gayle Gorgas Library, Rodgers Library, Bruno Business Library, Hoole Special Collections Library, McClure Education Library.</p> <p>Excludes the Bounds Law Library, Health Sciences Library.</p>
ALBERTA	<p>Includes the following libraries: Bibliographic Services, HT Coutts Education Library, Humanities & Social Sciences Library, Faculty Saint-Jean Library, Winspear Business Reference Library, Office of Staff Development & Training, Cameron Library (including: Interlibrary Loans/Document Delivery, Financial Systems & Analysis, Science & Technology Library, Information Technology Resource Services).</p> <p>Excludes the John W. Scott Health Sciences Library and the J.A. Weir Memorial Law Library.</p>
ARIZONA	<p>Includes the following libraries: 1) Main Library, 2) The Center for Creative Photography, 3) Fine Arts Library, 4) Science-Engineering Library, 5) Special Collections.</p> <p>Includes data for Arizona Health Sciences Library from both Tucson (main) and Phoenix (branch) campuses.</p>
ARIZONA STATE	<p>Includes: ASU Tempe Campus Libraries, ASU-West Campus Library, ASU- Polytechnic Campus Library, ASU-Downtown Phoenix Campus Library, and the ASU Law Library.</p>
AUBURN	<p>Includes the Main Campus Library.</p>
BOSTON COLLEGE	<p>Includes the O'Neill Library (main library), Theology and Ministry Library, Bapst Art Library, Educational Resource Center, Social Work Library, and the Law Library.</p>
BRIGHAM YOUNG	<p>Includes the main campus library.</p> <p>Excludes the Hunter Law Library.</p>
BRITISH COLUMBIA	<p>The libraries included are: Art-Architecture-Planning, Asian Library, David Lam Management Library, Education Library, Irving K. Barber Learning Centre (previously in Main Library), Koerner Library (Humanities & Social Sciences, Borrower Services), Law Library, Library Processing Centre (Technical services and Systems). Also includes the Life Science Libraries: Biomedical Branch Library, Hamber Library, St. Paul's Hospital Library, Woodward Biomedical Library, Music Library, the Okanagan Library, Rare Books and Special Collections Division, Robson Square Library, Science and Engineering Division, Xwi7xwa Library (First Nations House of Learning).</p> <p>Excluded: reading rooms and affiliated libraries.</p> <p>The University of British Columbia Library system has no rank structure.</p>
BROWN	<p>Includes the following libraries: Rockefeller Library, John Hay Library, Orwig Music Library, Art/Slide Library, Sciences Library, John Carter Brown Library.</p>

INSTITUTION**NOTE****CALIFORNIA, BERKELEY**

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

Excludes Affiliated Libraries: Architectural Slide, Continuing Education of the Bar, Earthquake Engineering, Ethnic Studies, Giannini, Institute of Governmental Studies, Institute of Industrial Relations, Institute of International Studies, Institute of Transportation Studies, and Water Resources Center libraries. Also excluded are the Law Library and various departmental libraries: e.g., French, History, Philosophy, Rhetoric, and Slavic Languages and Literature.

Beginning 2004–2005, UCB salary figures include administrative stipends, where applicable.

CALIFORNIA, DAVIS

Includes the Peter J. Shields Library (Davis Campus); Physical Sciences & Engineering Library (Davis Campus); the Carlson Health Sciences Library (Davis Campus); the Medical Center Library (Sacramento Campus), and the Agricultural & Resource Economics Library (Davis Campus).

Librarians who are department heads have received administrative stipends since July 1, 1999, but these stipends were not included in the salaries reported to ARL until the salary survey of 2004–2005. We continue to include these stipends when providing salary information for our department heads.

CALIFORNIA, LOS ANGELES

Includes the Arts Library, College Library (Undergraduate Library), Eugene and Maxine Rosenfeld Management Library, Music Library, Richard C. Rudolph East Asian Library, Science & Engineering Library, Social Sciences and Humanities Library (Charles E. Young Research Library), and the Southern Regional Library Facility.

Includes data for 12 affiliated libraries on the UCLA campus including: 1) American Indian Studies Center; 2) Ralph M. Bunche African-American Studies Center; 3) Asian American Studies Center; 4) Chicano Studies Research Center; 5) Ethnomusicology Archive; 6) Film & Television Archive; 7) Graduate School of Education & Information Studies, Department of Information Studies; 8) Institute for Social Science Research; 9) Latin American Center/Hispanic American Periodicals Index; 10) Olive View Medical Center; 11) Grace M. Hunt English Reading Room; 12) William Andrews Clark Memorial Library.

Librarians who are department heads have received administrative stipends since January 1998; however, these stipends were not included in the salaries reported to ARL prior to 2003. Beginning with the 2003 survey, UCLA now includes those stipends in salaries reported for department heads. Interim department heads also receive stipends and these are reported in the survey.

The General Library Survey includes three Council of Library & Information Resources (CLIR) Fellows.

The beginning professional salary increased to \$46,164 on April 1, 2008.

INSTITUTION	NOTE
CALIFORNIA, LOS ANGELES, cont.	In the Medical Library survey, job categories have been updated to reflect a change in organizational structure and the addition of two associate director positions (these were previously department head positions).
CALIFORNIA, RIVERSIDE	Includes the Rivera Library (serving the College of Humanities, Arts, and Social Sciences, School of Education, and the Graduate School of Management); Science Library (serving the College of Natural & Agricultural Sciences & the College of Engineering); and the Palm Desert Campus Library (serving the Graduate School of Management & the Graduate Division). Excludes the Media and Music Libraries: (there are no professional librarians in these facilities).
CALIFORNIA, SAN DIEGO	Includes the following libraries: Social Sciences & Humanities, Science & Engineering, Special Collections, ARTS, International Relations & Pacific Studies, Center for Library & Instructional Computing Services, Scripps Institution of Oceanography.
CALIFORNIA, SANTA BARBARA	Includes the Main Library and Arts Library.
CANADA INSTITUTE FOR SCIENTIFIC AND TECHNICAL INFORMATION	All branch libraries are included and all values were reported in Canadian dollars.
CASE WESTERN RESERVE	Includes the Kelvin Smith Library (main library), Harris Library of the Mandel School of Applied Social Sciences and the Kulas Music Library.
CENTER FOR RESEARCH LIBRARIES	Survey size dropped from 31 personnel in 2007–2008 to 29 in this reporting period. This was caused by a new determination concerning the definition of “professional” in the center’s staff.
CHICAGO	All libraries included in main and well as law and medicine.
CINCINNATI	All main campus libraries are included and branch campus libraries are excluded.
COLORADO	Included: Norlin, Music, Business, Math/Physics, Engineering, and Earth Sciences Libraries.
COLORADO STATE	All main campus and branch campus libraries are included.
CONNECTICUT	Includes the following libraries: Homer Babbidge Library, Dodd Research Center, Stamford Campus Library, Torrington Campus Library, Waterbury Campus Library, Avery Point Campus Library, Greater Hartford Campus Library. Both the University of Connecticut Law Library and University of Connecticut Health Sciences Library are also included.
CORNELL	The following libraries are included: Africana, Engineering, Entomology, Fine Arts, Geneva Experiment Station, Hotel Administration, Management, Mann Library, Math, Music, ILR, Olin/Kroch/Uris, Physical Science, Veterinary Medicine. Both the Cornell Medical Library and Cornell Law Library are included.
DARTMOUTH	Includes: Baker-Berry Library, Paddock Music Library, Sherman Art Library, Kresge Physical Sciences Library, Feldberg Business & Engineering Library, Rauner Special Collections Library, and the Storage Library.
DUKE	Duke University Medical Center Library, Perkins Library System, Divinity School Library, and the Law Library are included.
EMORY	Data submitted for the “general” libraries includes: General Libraries, Theology Library, and the Oxford College Library.

INSTITUTION	NOTE
FLORIDA	Included: Humanities and Social Sciences Library, Science Library, Journalism Library, Music Library, Education Library, Architecture and Fine Arts Library, Health Science Center Library and the Legal Information Center.
FLORIDA STATE	Includes: Strozier Library (Main); Dirac Science Library; Allen Music Library; Goldstein College of Information Library; Panama City, Florida Branch Library; Ringling Museum Library; and the Career Center Library. Law and health libraries are also included.
GEORGETOWN	Includes: Woodstock Theological Library, Blommer Science Library, Lauinger Library, Law Library, Medical Library. The Bioethics Library is included with the Main Library.
GEORGIA	Main Library, Science Library, Map Library, Student Learning Center Library, Curriculum Learning Center Library, several reading rooms and experiment station libraries located around the State of Georgia. The Law Library is also included.
GEORGIA TECH	The Main Library and the Architecture Library are included.
GUELPH	Main Campus Libraries included: McLaughlin Library and the OVC Learning Commons Library. Branch Campus Libraries included: Guelph-Humber Learning Commons Library and the Ridgetown Campus Library. All salary values were reported in Canadian Dollars (\$CAD).
HARVARD	Individual rank data have been included for professional librarians with only the Library Director assigned a rank of 0. Non-librarian professionals are assigned rank of 9. Includes all libraries on the Boston and Cambridge campuses, including the Schlesinger Library at Radcliffe College. Excludes Biblioteca Berenson (Florence, Italy), Dunbarton Oaks Research Libraries (Washington, DC), and the Center for Hellenic Studies (Washington, DC). The salaries for Harvard Medical and Harvard Law libraries do not include compensation for the research and professorial duties of this position, yet they are considered full time.
HAWAII	The law library is not a branch of the main university library. It is independent, with a separate director, who reports to the dean of the law school.
HOUSTON	Includes: Architecture Library, Music Library, Weston A. Pettey Optometry Library, and the Pharmacy Library.
HOWARD	Includes law library, main library, and the Louis Stokes Health Sciences Library. Moorland-Springarn Research center is also incorporated. The Louis Stokes Health Sciences Library (LSHSL) is independent from the general libraries and is not a branch library.
ILLINOIS, CHICAGO	The University of Illinois, Chicago is one campus (including Peoria, Rockford, Urbana). Part time salaries listed at actual part time rate (rather than annualized) per ARL instructions. Job categories: HDBR is used for heads of branch sites (as well as the Science Library) HDOTH is used for heads of internal departments not listed in ARL categories, such as GMRMLN. FSPEC denotes all Systems Librarians.

INSTITUTION	NOTE
ILLINOIS, CHICAGO, cont.	Ethnicity and race information was gathered from a mailing to academic staff and from information supplied on new employee NETID request form.
ILLINOIS, URBANA	Includes main campus libraries and law library.
INDIANA	Main campus libraries and the Indianapolis School of Law are included. Excludes: Dentistry Library; Medicine Library; IUPUI University Library; Herron School of Art Library; Columbus Library; Science & Engineering Library; and other campuses libraries at IU-East; IU-Kokomo, IU-Northwest, IU-Southeast, IU-South Bend, and IPFW-Fort Wayne.
IOWA	Includes the main library and its ten branches. The Law and Medical Libraries are also reported.
IOWA STATE	Includes the Parks Library (main library) and the Veterinary Medical Library. Iowa State has five ranks: 1= assistant professor, 2= associate professor, 3= professor, 0=dean or associate dean, 9=Professional & Scientific (a non-faculty classification).
JOHNS HOPKINS	Includes the Sheridan Libraries, Friedheim Library, and the School of Advanced International Studies Library.
KENT STATE	Includes libraries on the following campuses: Kent, Ashtabula, East Liverpool, Geauga, Salem, Stark, Trumbull, and Tuscarawas.
KENTUCKY	Includes the William T. Young Library (Main campus Library), Agricultural Information Center, Chemistry/Physics Library, Design Library, Education Library, Engineering Library, Medical Center Library, Law Library, Special Collections & Digital Programs, Little Fine Arts Library, Equine Library, Geological Science Library and Maps Collection, and the Kentucky Transportation Center.
LAVAL	All libraries are included. This report includes two people who began employment in January 2009.
LIBRARY OF CONGRESS	Salaries include professional and administrative positions.
LOUISIANA STATE	The Law School Library and Veterinary Medicine Library are included. While geographically in the same location (Baton Rouge), the Law School and the School of Veterinary Medicine are considered separate campuses.
LOUISVILLE	Included: Main library, Music library, Art library, and University Archives.
MANITOBA	The following are included: William R. Newman Library, Architecture/Fine Arts Library, Elizabeth Dafoe Library, Fr. Harold Drake Library, St. John's College Library, Donald W. Craik Engineering Library, E.K. Williams Law Library, Adlbert D. Cohen Management Library, Eckhardt-Gramatte Music Library, Sciences and Technology Library, Neil John Maclean Health Sciences Library, Bill Larson Library, Carolyn Sifton-Helene Fuld Library, Concordia Hospital Library, J.W. Crane Memorial Library, Misericordia Health Centre Library, Riverview Health Centre Library, Seven Oaks General Hospital Library, and the Victoria General Hospital Library.
MASSACHUSETTS	The DuBois, Integrated Sciences & Engineering, and Image Collection Libraries are included.

INSTITUTION	NOTE
MICHIGAN	<p>The following libraries are included: Harlan, Hatcher Graduate, Music, Social Work, Askwith Media, Fine Arts, Art-Architecture-Engineering, Shapiro Science, Map, Special Collections, Shapiro Undergraduate, Asia, Public Health Science, Public Health, Museums, Area Programs, Biological Sciences, Government Documents, Papyrology, and Law.</p> <p>Excludes the following libraries: Kresge Business, Clements Historical, Bentley and Gerald R. Ford Presidential.</p>
MICHIGAN STATE	<p>Includes all main campus libraries.</p> <p>Excludes the Law library.</p>
MISSOURI	<p>Includes the Math Library, Engineering Library, Geology Library, Journalism Library, and the Vet/Med Library.</p>
MONTREAL	<p>Libraries included: Environmental Development, Library and Information Sciences, Botany, Chemistry, Educational Resources, Education-Communication-Psychology-Psychoeducation-Biology, Geography, Kinesiology, Humanities and Social Sciences, Rare books and Special Collections, Mathematics and Computer Sciences, Veterinary, Music, Optometry, Physics, Law, Health and Paramedics.</p>
NATIONAL AGRICULTURAL LIBRARY	<p>All salaries are tracked with benefits.</p>
NATIONAL LIBRARY OF MEDICINE	<p>The federal fiscal year runs from 1 October to September 30.</p>
NEBRASKA	<p>Included: Don Love Library (Main), C. Y. Thompson Library, Geology Library, Mathematics Library, Architecture Library, Engineering Library, Schmid Law Library, and the McGoogan Library of Medicine.</p>
NEW MEXICO	<p>The following libraries are included: Centennial Science and Engineering Library, Fine Arts and Design Library, Parish Memorial Library, and the Zimmerman Library.</p> <p>Not included: Gallup Branch Campus Library, Los Alamos Branch Campus Library, Taos Branch Campus Library, Valencia Branch Campus Library.</p> <p>Two vacant Associate Director positions in the Medical library are not included for 2008–2009. An Executive Project Director position has ended. New positions included: Information Services Librarian, Archivist, Multimedia Development Specialist, and Health Insurance Portability and Accountability Act (HIPAA) Privacy Officer.</p> <p>Job Codes have been updated to properly reflect organizational structure.</p>
NEW YORK	<p>Elmer Holmes Bobst Library, Institute of Fine Arts Library, Courant Institute of Mathematical Sciences Library, Real Estate Library, Institute for Studies of the Ancient World Library, Law Library, and the Medical School Library are included in this survey. The Library at the Polytechnic Institute of New York is not included.</p> <p>New York University uses a three-rank structure: 1= Library Associate, 2= Assistant Curator, 3= Associate Curator.</p>
NORTH CAROLINA	<p>Includes main campus and branch libraries.</p>
NORTH CAROLINA STATE	<p>Includes D. H. Hill (main) Library, Design Library, Natural Resources Library, Textiles Library, Veterinary Medical Library, and the College of Education Media Center.</p>
NORTHWESTERN	<p>Includes main, law, and the Galter Health Sciences Library.</p>

INSTITUTION	NOTE
NOTRE DAME	Hesburgh Libraries include the main library as well as the Chemistry/Physics, Kellogg/Kroc Information Center, Fine Arts/Architecture, Art Slide, Business Information Center, Life Sciences, Mathematics, and Engineering Libraries.
OHIO	<p>Includes the main campus (Main library plus Music/Dance Library) and five Regional Campus libraries (Eastern, Southern, Chillicothe, Lancaster, and Zanesville).</p> <p>General increase in librarian salaries due to campus market equity infusion of \$90,000.</p> <p>Six additional branch campus librarians were included that had not been counted in previous surveys.</p> <p>One position was abolished.</p> <p>Eight positions were reclassified and are no longer counted as professional.</p> <p>The Dean's vacancy from 2007–2008 was filled.</p> <p>The librarian rank structures were re-evaluated and removed.</p>
OHIO STATE	<p>Included: main campus libraries, regional campus libraries, and libraries of the Agricultural Technical Institute and the Ohio Agriculture Research and Development Center.</p> <p>Several specialized departmental research libraries on the main campus which are not part of the University Libraries system were not included in this report.</p> <p>Salary data are as of 1 October 2008.</p>
OKLAHOMA	Included: Architecture Library, Chemistry/Math Library, Engineering Library, Fine Arts Library, Geology Library, Physics/Astronomy Library.
OKLAHOMA STATE	The following are included: Main Library, Veterinary Medicine Library, Architecture, Curriculum Materials, OSU Health Sciences Center Library, OSU-Oklahoma City, OSU-Tulsa, OSU-Okmulgee.
OREGON	Included: Knight Library (main library), Architecture and Allied Arts Library, Science and Math Libraries, Portland Library and Learning Commons, Oregon Institute of Marine Biology, and the Law Library.
PENNSYLVANIA	<p>Includes the Museum Library, Fine Arts Library, Physical Sciences Libraries, Business Library, Center for Advanced Judaic Studies Library, Rare Book & Manuscript Library, and Music Library.</p> <p>The Communication Library is not included.</p>
PENNSYLVANIA STATE	All the libraries at the University Park main campus are included. Libraries at the following branches: 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 are also included.
PITTSBURGH	Includes the University Library System; excludes the law library and excludes branches campuses at Titusville, Johnstown, Bradford, and Greensburg.
PRINCETON	Includes the Firestone Library, Marquand Library of Art & Archaeology, Mendel Music Library, Architecture Library, Stokes Library, East Asian Library, Engineering Library, Lewis Library, and Cotsen Children's Library.

INSTITUTION	NOTE
PRINCETON, cont.	The new Lewis Library includes the following libraries: Science and Technology, Biology & Life Sciences, Chemistry, Astrophysics, Physics, Math, and Geosciences.
PURDUE	Includes the library system on the West Lafayette campus, consisting of 11 subject libraries, an undergraduate library, and an archives and special collections unit. Excludes libraries at the regional campuses: Purdue North Central (Westville), Purdue Calumet (Hammond), and Indiana University-Purdue University, Fort Wayne.
QUEEN'S	Includes the following libraries: Stauffer, Humanities and Social Sciences, Douglas, Engineering and Science, W. D. Jordan, Music and Special Collections, Education Library, Central Technical Services, Law, and Health Sciences.
ROCHESTER	Includes River Campus Libraries, Edward G. Miner Medical Library & Sibley Music Library.
RUTGERS	Includes the Newark Law Campus, Camden Law Campus, Research and Instructional Services, John Cotton Dana Library, Paul Robeson Library, Technical and Automated Services, Alexander Library, Mabel Smith Douglas Library, Kilmer Library, and the Library of Science and Medicine (and branches). Excludes the School for Management and Labor Relations, and the Center for Alcohol Studies.
SASKATCHEWAN	Besides the main library, branches that are included are: Natural Sciences, Veterinary/Medical, Education, and Engineering. Number of employees reported is based on those working in the library as of July 1, 2008.
SOUTH CAROLINA	Includes the Thomas Cooper Library, South Caroliniana Library, Business Library, Music Library, Math Library, Film Library, South Carolina Political Collections, Law Library, and the School of Medicine Library.
SOUTHERN CALIFORNIA	The following libraries are included: Accounting, Architecture & Fine Arts, Boeckmann Center, Business, Cinematic Arts, Doheny, East Asian, Feuchtwanger Memorial, Gerontology, Grand Avenue, Leavey, Music, Philosophy, Science & Engineering, Special Collections, University Archives, and the Von Kleinschmidt Center.
SUNY-ALBANY	Includes all main campus and branch libraries. Salaries include administrative stipends and temporary hires. Report does not include classified staff, employees at SL-2 level or discretionary increases.
SUNY-BUFFALO	Includes Arts & Sciences Libraries, Music Library, Special Collections (Archives, Poetry, and Rare Books). Excludes temporary hires, classified staff, and employees at the SL-2 salary level.
SUNY-STONY BROOK	Includes main campus, Health Sciences Library, and all branch libraries.
SYRACUSE	Includes the main campus library, Science & Technology Library, Geology Library, Math Library, and the Law Library. Does not include the Medical Library and college reading rooms.
TEMPLE	Libraries which are included in the data submitted for the "general" libraries: Paley Library; Science, Engineering & Architecture Library (SEAL); Ambler Library; and the Tyler School of Art Library.

INSTITUTION	NOTE
TEMPLE, cont.	<p>General libraries: Minimum beginning professional salary of \$42,744 is based on an 11-month contract. Minimum beginning salary for a 10-month contract is \$39,000.</p> <p>As of data submission, there were no across-the-board increases on July 1, 2008.</p>
TENNESSEE	<p>Main, Law, Knoxville Medical, and Memphis Medical libraries are included.</p> <p>The medical libraries have a different starting salary and rank structure from the main library. The Knoxville Medical Library starting salary is \$40,000 and has a two-level rank structure. The Memphis Medical Library starting salary is \$45,000 and has a five-level rank structure.</p>
TEXAS	<p>Includes the Center for American History, the Harry Ransom Humanities Research Center, Tarlton Law Library, and the University of Texas Libraries.</p>
TEXAS A&M	<p>The following libraries are included: Sterling C. Evans Library, Cushming Memorial Library, West Campus Library, Medical Sciences Library, Policy Sciences and Economics Library, Jack K. Williams Library (Galveston Campus), Texas A&M University at Qatar Library (Qatar Campus).</p> <p>Due to Hurricane Ike, data current data for Galveston, TX's Jack K. Williams Library could not be collected. In lieu of this, data from the previous fiscal year was submitted.</p> <p>Survey size for main library has increased from 98 in 2007–2008 to 138 in this reporting period (2008–2009). This was caused by: reporting the medical library as part of main (a separate medical salary survey was not submitted); a new determination concerning the definition of “professional” in the TAMU libraries; and an aggressive hiring strategy to increase professional staff in order to reduce student-to-professor ratio.</p>
TEXAS TECH	<p>Includes the University Library, Southwest Collections/Special Collections Library, Law Library, Health Sciences Library, and the Architecture library.</p> <p>The Health Sciences Center reports five levels in its rank structure.</p> <p>The Law Library reports four levels in its rank structure.</p> <p>Salary data are as of September 1, 2009.</p>
TORONTO	<p>The following libraries are included: Main, Nadine, Vorhoff, Turchin Business Library, Law, and Medical.</p>
UTAH	<p>Includes the Main Library, Eccles Health Sciences Library, and the Quinney Law Library.</p>
VANDERBILT	<p>The data submitted includes: the Central Library; Divinity Library; Peabody Library; Management Library; Science and Engineering Libraries; Special Collections and University Archives; centralized Technical Service Facility; Library Information Technology Service; University Library Administration; and the TV News Archive.</p>
VIRGINIA	<p>Includes the following University of Virginia Libraries: Alderman (Main), Astronomy, Biology/Psychology, Chemistry, Clemons (Undergraduate), Education, Fiske Kimball Fine Arts, Math, Music, Physics, Brown Science/Engineering, Small Special Collections, Darden Graduate Business, Claude Moore Health Sciences, and Authur Morris Law.</p> <p>Excludes the University of Virginia College branch campus at Wise.</p>
WASHINGTON	<p>Includes librarians on the Seattle, Bothell & Tacoma campuses of the University of Washington.</p>

INSTITUTION	NOTE
WASHINGTON STATE	Includes all main campus libraries and the following branches: WSU-Riverpoint Campus, WSU-Tri Cities, WSU-Vancouver, and the WSU Energy Library.
WASHINGTON U. – St. LOUIS	Includes the Central Library and departmental libraries in Art & Architecture, Biology, Business, Chemistry, Earth & Planetary Sciences, East Asian, Music, Physics, and Social Work. The Law and Medical libraries are also included.
WATERLOO	Includes the following libraries: Dana Porter Library, Davis Centre Library, University Map Library, and the Musagetes Architecture Library.
WAYNE STATE	Includes all main and extension center campuses. Law and Medical Libraries are also included.
WESTERN ONTARIO	Includes: the C. B. "Bud" Johnston Library (Business), Education Library, Music Library, Allyn and Betty Taylor Library (Health Sciences, Medicine, Dentistry, Nursing), The D.B. Weldon Library (Arts and Humanities, Social Sciences, Library Sciences, Journalism), and the Western Archives. Excludes Affiliated University College Libraries: Brescia, Huron, King's, and St. Peter's Seminary Library.
WISCONSIN	The following libraries are included: Memorial, Special Collections, Archives, Music, Art, Geography, Geology, Steenbock Agriculture and Life Science, College, Chemistry, Math, Business, Social Work, Social Science Reading Room, Wendt Engineering, Physics, Biology, Law, Ebling (Health). Excluded: Wisconsin Historical Society, Center for Instructional Media, SLIS, Robinson Map Library, and the Primate Center Library.
YALE	Includes: the African Collection, Anthropology Library, Area Studies Library, Arts Library, Arts of the Book Collection, Astronomy Library, Babylonian Collection, Bass Library, Beinecke Rare Book and Manuscript Library, Center for British Art, Chemistry Library, Classics Library, Divinity School Library, Drama Library, East Asia Library, Economic Growth Center Collection, Engineering and Applied Science Library, Epidemiology and Public Health Library, Film Study Center, Forestry and Environmental Studies Library, Fortunoff Video Archive for Holocaust Testimonies, Geographic Information Systems (GIS) at Yale, Geology Library, Government Documents and Information Center, Historical Sound Recordings, Judaica Collection, Kline Science Library, Latin American Collection, Lewis Walpole Library, Library Shelving Facility, Manuscripts and Archives at SML, Map Collection, Mathematics Library, Medical Historical Library, Microform Reading Room, Mudd Library, Music Library, Near Eastern Collection, Newspaper Reading Room, Nursing Library and Information Resources, Ornithology Library, Slavic and East European Collection, Social Science Libraries and Information Services, Southeast Asia Collection, Special Collections at Yale, Sterling Memorial Library, Visual Resources Collection, Yale Center for British Art, Medical Library, the Law Library.

ARL MEMBER LIBRARIES AS OF JANUARY 1, 2009

The Association of Research Libraries (ARL) represents the interests of 123 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 Measurement 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
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

Institution	Category	Full Name of Institution	Location
Georgetown	P	Georgetown University	Washington, DC
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

Institution	Category	Full Name of Institution	Location
Ohio State	S	Ohio State University	Columbus, Ohio
Oklahoma	S	University of Oklahoma	Norman, Oklahoma
Oklahoma State	S	Oklahoma State University	Stillwater, Oklahoma
Oregon	S	University of Oregon	Eugene, Oregon
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

Institution	Category	Full Name of Institution	Location
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
Center for Research Libs.	N	Center for Research Libraries	Chicago, Illinois
Library of Congress	N	Library of Congress	Washington, DC
Natl. Agricultural Lib.	N	National Agricultural Library	Beltsville, Maryland
Lib. & Archives of Canada	X	Library and Archives of Canada	Ottawa, Ontario
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 – U.S. public university
P – U.S. private university
C – Canadian university
N – U.S. nonuniversity
X – Canadian nonuniversity

TABLE NUMBERING CHANGES 1998–1999 TO 1999–2000

From 1998–1999 to 1999–2000 a number of new tables were added to *ARL Annual Salary Survey* publication and some old tables were renumbered. As a result of these changes, a new section was added, entitled **US ARL University Libraries**, which includes Tables 26 and 29. Two new tables showing averages for all US and Canadian institutions were also included as Table 3 and Table 4. The table below maps the old table-numbering scheme to the new one for purposes of comparison.

Old	New	
SALARY LEVELS FOR STAFF IN ARL LIBRARIES		
1	1	Distribution by Salary Level
12	2	Salary Trends in ARL University Libraries
N/A	3	Salary Trends in US ARL University Libraries
N/A	4	Salary Trends in Canadian ARL University Libraries
ARL NONUNIVERSITY LIBRARIES		
2	5	Median and Beginning Professional Salaries in ARL Nonuniversity Libraries
3	6	Salary Trends in ARL Nonuniversity Libraries
ARL UNIVERSITY LIBRARIES		
4	7	Filled Positions; Average, Median, Beginning Professional Salaries, And Average Years of Professional Experience in ARL University Libraries, FY 1999–2000
5	8	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998–1999
6	9	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999–2000
7	10	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998–1999
8	11	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999–2000
9	12	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998–1999
10	13	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999–2000
11	14	Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, FYs 1996–1997 to 1999–2000
13	15	Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 1999–2000
14	16	Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 1999–2000
15	17	Number and Average Salaries of ARL University Librarians by Position and Sex, FY 1999–2000

Old	New	
17	18	Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 1999–2000
19	19	Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 1999–2000
21	20	Average Salaries of ARL University Librarians by Years of Experience, FY 1999–2000
22	21	Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 1999–2000
22b	22	Years of Experience of ARL University Librarians by Position and Type of Institution, FY 1999–2000
23	23	Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 1999–2000
23b	24	Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 1999–2000
24	25	Average Salaries of ARL University Librarians by Position and Geographic Region, FY 1999–2000
		US ARL UNIVERSITY LIBRARIES
N/A	26	Average Salaries of US ARL University Librarians by Position and Years of Experience, FY 1999–2000
		US ARL UNIVERSITY LIBRARIES
16	27	Number and Average Salaries of Minority US ARL University Librarians by Position and Sex, FY 1999–2000
18	28	Number and Average Years of Experience of Minority US ARL University Librarians by Position and Sex, FY 1999–2000
N/A	29	Number and Average Salaries of US ARL University Librarians by Years of Experience and Sex, FY 1999–2000
20	30	Number and Average Salaries of Minority US ARL University Librarians by Years of Experience and Sex, FY 1999–2000
		CANADIAN ARL UNIVERSITY LIBRARIES
25	31	Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 1999–2000
26	32	Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 1999–2000
27	33	Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 1999–2000
28	34	Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 1999–2000

Old New

ARL UNIVERSITY MEDICAL LIBRARIES

29	35	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Medical Libraries, FY 1999–2000
30	36	Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999–2000
31	37	Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999–2000
32	38	Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999–2000
33	39	Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 1999–2000
34	40	Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 1999–2000
35	41	Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 1999–2000

ARL UNIVERSITY LAW LIBRARIES

36	42	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Law Libraries, FY 1999–2000
37	43	Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999–2000
38	44	Median Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999–2000
39	45	Average Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999–2000
40	46	Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 1999–2000
41	47	Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 1999–2000
42	48	Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 1999–2000

