## Canadian ARL University Libraries

# Table 31: Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience <br> in Canadian ARL University Libraries, FY 2009-2010 

| Institution | Filled Positions <br> FY 2010 | Average Salaries |  | Median Salaries |  | Beginning Salaries |  | Average <br> Yrs. Exp. <br> FY 2010 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | FY 2009 | FY 2010 | FY 2009 | FY 2010 | FY 2009 | FY 2010 |  |
| Alberta ${ }^{\ddagger}$ | 62 | \$90,161 | \$98,203 | \$96,402 | \$104,209 | \$50,632 | \$50,632 | 18 |
| British Columbia ${ }^{\ddagger}$ | 94 | 80,717 | 85,196 | 81,585 | 81,675 | 53,557 | 55,335 | 15 |
| Calgary ${ }^{\ddagger{ }^{*}}$ | 57 | N/A | 94,823 | N/A | 89,543 | N/A | 58,000 | 18 |
| Guelph ${ }^{\text { }}$ | 50 | 78,100 | 80,634 | 72,654 | 78,054 | 57,820 | 59,699 | 18 |
| Laval | 62 | 69,203 | 72,293 | 70,607 | 72,888 | 48,094 | 49,547 | 14 |
| McGill | 65 | 73,887 | 74,432 | 67,912 | 67,475 | 50,000 | 50,000 | 17 |
| McMaster ${ }^{\text { }}$ | 48 | 79,572 | 71,878 | 79,654 | 72,928 | 45,223 | 46,817 | 17 |
| Manitoba ${ }^{\ddagger}$ | 41 | 90,172 | 95,500 | 94,294 | 100,070 | 47,444 | 48,820 | 23 |
| Montreal ${ }^{\ddagger}$ | 92 | 70,042 | 73,199 | 67,304 | 69,243 | 42,160 | 43,130 | 15 |
| Queen's | 35 | 88,997 | 93,924 | 90,735 | 97,348 | 50,000 | 51,600 | 20 |
| Saskatchewan ${ }^{\ddagger}$ | 40 | 86,263 | 89,027 | 86,845 | 91,994 | 50,101 | 52,731 | 17 |
| Toronto ${ }^{\ddagger}$ | 143 | 91,747 | 91,249 | 92,700 | 87,729 | 51,900 | 51,900 | 16 |
| Waterloo ${ }^{\ddagger}$ | 36 | 78,214 | 81,938 | 79,102 | 81,972 | 49,586 | 51,804 | 18 |
| Western Ontario ${ }^{\ddagger}$ | 68 | 68,857 | 68,921 | 64,517 | 65,014 | 47,380 | 47,380 | 13 |
| York ${ }^{\ddagger}$ | 54 | 96,722 | 96,016 | 89,352 | 90,210 | 49,000 | 49,000 | 17 |

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.

* Calgary became a member in FY 2010.

| Position | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |
| Director | \$180,043 | 8 | \$172,996 | 7 | \$176,755 | 15 |
| Associate Director | 126,322 | 29 | 130,219 | 11 | 127,393 | 40 |
| Assistant Director | 105,866 | 12 | 108,619 | 7 | 106,880 | 19 |
| Head, Branch | 100,868 | 48 | 103,218 | 12 | 101,338 | 60 |
| Functional Specialist | 75,398 | 85 | 77,961 | 95 | 76,751 | 180 |
| Subject Specialist | 74,508 | 84 | 80,634 | 39 | 76,450 | 123 |
| Dept. Head: |  |  |  |  |  |  |
| Acquisitions | 95,750 | 10 | 100,604 | 5 | 97,368 | 15 |
| Reference | $\ddagger$ | 14 | $\ddagger$ | 1 | 84,603 | 15 |
| Cataloging | $\ddagger$ | 9 | $\ddagger$ | 2 | 93,441 | 11 |
| Serials | 91,840 | 4 | . |  | 91,840 | 4 |
| Documents/Maps | $\ddagger$ | 5 | $\ddagger$ | 3 | 97,957 | 8 |
| Circulation | $\ddagger$ | 12 | $\ddagger$ | 2 | 81,539 | 14 |
| Rare Books/Manuscripts | $\ddagger$ | 5 | $\ddagger$ | 3 | 97,819 | 8 |
| Computer Systems | $\ddagger$ | 2 | $\ddagger$ | 5 | 96,552 | 7 |
| Other | 95,442 | 46 | 91,880 | 21 | 94,325 | 67 |
| Reference: |  |  |  |  |  |  |
| Over 14 years experience | 93,618 | 61 | 95,431 | 22 | 94,098 | 83 |
| 10 to 14 years experience | 81,827 | 20 | 83,917 | 9 | 82,476 | 29 |
| 5 to 9 years experience | 72,061 | 53 | 70,493 | 18 | 71,663 | 71 |
| Under 5 years experience | 62,270 | 50 | 67,000 | 11 | 63,123 | 61 |
| Cataloging: |  |  |  |  |  |  |
| Over 14 years experience | 86,326 | 23 | 83,761 | 14 | 85,355 | 37 |
| 10 to 14 years experience | $\ddagger$ | 8 | $\ddagger$ | 2 | 67,522 | 10 |
| 5 to 9 years experience | $\ddagger$ | 7 | $\ddagger$ | 2 | 73,647 | 9 |
| Under 5 years experience | $\ddagger$ | 7 | $\ddagger$ | 3 | 62,353 | 10 |
| Other: |  |  |  |  |  |  |
| Over 14 years experience | 95,576 | 10 | 82,618 | 7 | 90,241 | 17 |
| 10 to 14 years experience | $\ddagger$ | 7 | $\ddagger$ | 3 | 74,179 | 10 |
| 5 to 9 years experience | $\ddagger$ | 11 | $\ddagger$ | 1 | 68,674 | 12 |
| Under 5 years experience | $\ddagger$ | 9 | $\ddagger$ | 3 | 65,932 | 12 |
| All Positions | \$85,052 | 639 | \$86,714 | 308 | \$85,593 | 947 |

Salaries are expressed in Canadian dollars.
Excludes Canadian medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries.
$\dagger$ Salary data are not published when fewer than four individuals are involved in either category.
. No positions reported in this category.

Table 33: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 2009-2010

| Position | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Years | No. | Years | No. | Years | No. |
| Director | 33.5 | 8 | 30.3 | 7 | 32.0 | 15 |
| Associate Director | 23.4 | 29 | 22.8 | 11 | 23.3 | 40 |
| Assistant Director | 23.2 | 12 | 26.0 | 7 | 24.2 | 19 |
| Head, Branch | 21.7 | 48 | 22.9 | 12 | 22.0 | 60 |
| Functional Specialist | 14.3 | 85 | 14.6 | 95 | 14.4 | 180 |
| Subject Specialist | 14.4 | 84 | 15.4 | 39 | 14.7 | 123 |
| Dept. Head: |  |  |  |  |  |  |
| Acquisitions | 21.0 | 10 | 21.4 | 5 | 21.1 | 15 |
| Reference | 18.0 | 14 | 31.0 | 1 | 18.9 | 15 |
| Cataloging | 23.9 | 9 | 24.5 | 2 | 24.0 | 11 |
| Serials | 24.0 | 4 | . |  | 24.0 | 4 |
| Documents/Maps | 29.6 | 5 | 18.0 | 3 | 25.3 | 8 |
| Circulation | 20.9 | 12 | 5.5 | 2 | 18.7 | 14 |
| Rare Books/Manuscripts | 22.0 | 5 | 27.0 | 3 | 23.9 | 8 |
| Computer Systems | 23.5 | 2 | 19.6 | 5 | 20.7 | 7 |
| Other | 19.5 | 46 | 15.6 | 21 | 18.3 | 67 |
| Public Services | 6.2 | 6 | 8.0 | 4 | 6.9 | 10 |
| Technical Services | 11.5 | 11 | 16.3 | 6 | 13.2 | 17 |
| Administrations | 15.1 | 20 | 17.3 | 4 | 15.4 | 24 |
| Reference | 12.2 | 184 | 14.3 | 60 | 12.7 | 244 |
| Cataloger | 18.3 | 45 | 22.0 | 21 | 19.5 | 66 |
| All Positions | 16.3 | 639 | 16.8 | 308 | 16.5 | 947 |

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

Table 34: Number and Average Salaries
of Canadian ARL University Librarians
by Years of Experience and Sex, FY 2009-2010

|  | Women |  | Men |  | Total |  | $\%$ of <br> Salary |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Experience | No. | Salary | No. | Salary | No. | Total |  |
| $0-3$ years | $\$ 61,655$ | 91 | $\$ 65,177$ | 34 | $\$ 62,613$ | 125 | $13 \%$ |
| $4-7$ years | 70,118 | 95 | 68,908 | 40 | 69,760 | 135 | $14 \%$ |
| $8-11$ years | 76,241 | 92 | 76,657 | 46 | 76,380 | 138 | $15 \%$ |
| $12-15$ years | 84,503 | 57 | 79,728 | 30 | 82,856 | 87 | $9 \%$ |
| $16-19$ years | 87,804 | 57 | 95,036 | 29 | 90,243 | 86 | $9 \%$ |
| $20-23$ years | 93,690 | 67 | 95,595 | 42 | 94,424 | 109 | $12 \%$ |
| $24-27$ years | 101,882 | 48 | 95,053 | 25 | 99,543 | 73 | $8 \%$ |
| $28-31$ years | 103,930 | 42 | 103,164 | 28 | 103,624 | 70 | $7 \%$ |
| $32-35$ years | 99,969 | 43 | 104,388 | 18 | 101,273 | 61 | $6 \%$ |
| over 35 years | 115,100 | 47 | 118,901 | 16 | 116,065 | 63 | $7 \%$ |
| All Positions | $\$ 85,052$ | 639 | $\$ 86,714$ | 308 | $\$ 85,593$ | 947 | $\mathbf{1 0 0 \%}$ |

Salaries are expressed in Canadian dollars
Excludes Canadian medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.
Note: the "\% of Total" Column in the ARL Annual Salary Survey 2008-2009 listed women's salaries instead of the total percentages. This error has been corrected in this edition.

