

**CANADIAN ARL UNIVERSITY LIBRARIES**

**TABLES 31-34**

**TABLE 31: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 2011–2012**

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

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 35 and 42 for comparable figures for medical and law libraries.

Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics.

‡ See Footnotes.

**TABLE 32: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2011–2012**

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

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 39 and 46 for comparable figures for medical and law libraries.

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

. No positions reported in this category.

**TABLE 33: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2011–2012**

| Position               | WOMEN       |            | MEN         |            | TOTAL       |            |
|------------------------|-------------|------------|-------------|------------|-------------|------------|
|                        | Years       | No.        | Years       | No.        | Years       | No.        |
| Director               | 34.6        | 9          | 32.4        | 7          | 33.6        | 16         |
| Associate Director     | 24.3        | 26         | 22.2        | 15         | 23.5        | 41         |
| Assistant Director     | 23.3        | 12         | 21.1        | 7          | 22.5        | 19         |
| Head, Branch           | 22.4        | 50         | 19.6        | 12         | 21.9        | 62         |
| Functional Specialist  | 13.3        | 91         | 15.6        | 92         | 14.4        | 183        |
| Subject Specialist     | 13.5        | 83         | 14.2        | 38         | 13.7        | 121        |
| Dept. Head:            |             |            |             |            |             |            |
| Acquisitions           | 20.0        | 12         | 11.0        | 1          | 19.3        | 13         |
| Reference              | 14.6        | 11         | 33.0        | 1          | 16.2        | 12         |
| Cataloging             | 23.4        | 10         | 26.5        | 2          | 23.9        | 12         |
| Serials                | 20.3        | 3          | 34.0        | 1          | 23.8        | 4          |
| Documents/Maps         | 22.4        | 7          | 12.3        | 3          | 19.4        | 10         |
| Circulation            | 23.4        | 11         | 7.5         | 2          | 20.9        | 13         |
| Rare Books/Manuscripts | 19.0        | 4          | 26.0        | 3          | 22.0        | 7          |
| Computer Systems       | 22.3        | 3          | 14.8        | 5          | 17.6        | 8          |
| Other                  | 20.6        | 49         | 19.2        | 22         | 20.1        | 71         |
| Public services        | 8.5         | 17         | 5.6         | 7          | 7.7         | 24         |
| Technical services     | 14.6        | 7          | 14.4        | 7          | 14.5        | 14         |
| Administration         | 16.1        | 22         | 11.0        | 3          | 15.5        | 25         |
| Reference              | 13.1        | 200        | 14.4        | 66         | 13.4        | 266        |
| Cataloger              | 17.2        | 43         | 20.6        | 14         | 18.1        | 57         |
| <b>All Positions</b>   | <b>16.3</b> | <b>670</b> | <b>16.5</b> | <b>308</b> | <b>16.3</b> | <b>978</b> |

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

**TABLE 34: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2011–2012**

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

Salaries are expressed in Canadian dollars

Excludes Canadian medical and law libraries. See Tables 41 and 48 for comparable figures for medical and law libraries.

