

ARL UNIVERSITY LIBRARIES

TABLES 7-27

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TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2013–2014

INSTITUTION	FILLED POSITIONS FY 2014	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP. FY 2014
		FY 2013	FY 2014	FY 2013	FY 2014	FY 2013	FY 2014	
Alabama [‡]	63	63,744	64,362	59,188	58,910	42,000	45,000	15.0
Alberta [‡]	72	98,274	102,408	97,228	101,059	57,668	58,567	13.5
Arizona [‡]	44	67,583	74,043	60,796	70,368	53,364	56,365	18.8
Arizona State [‡]	50	66,081	68,795	66,367	69,327	43,000	43,000	21.5
Auburn [‡]	44	58,837	61,619	54,813	58,295	46,062	54,025	17.1
Boston University [‡]	63	62,291	63,760	61,050	62,600	47,300	48,500	18.4
Boston College [‡]	59	74,973	78,076	72,567	74,825	44,900	45,800	20.2
Brigham Young	112	71,373	73,352	69,125	70,400	54,200	55,300	19.3
British Columbia [‡]	73	90,914	93,912	87,902	89,684	55,131	55,082	18.4
Brown [‡]	78	71,401	72,917	66,486	66,080	55,000	55,000	18.7
Calgary [‡]	48	102,565	102,124	100,752	98,682	57,786	64,702	19.6
California, Berkeley [‡]	86	86,004	88,195	82,783	84,996	47,544	47,544	19.5
California, Davis [‡]	35	89,748	95,431	92,912	97,456	47,544	47,544	24.0
California, Irvine [‡]	46	81,434	82,406	81,304	84,996	47,544	47,544	17.0
California, Los Angeles [‡]	144	80,293	80,655	77,976	77,976	47,544	47,544	15.9
California, Riverside [‡]	35	83,336	84,795	77,976	84,996	49,464	49,464	19.9
California, San Diego [‡]	82	83,007	84,597	80,480	83,235	47,544	47,544	19.7
California, Santa Barbara [‡]	59	75,707	80,459	70,956	78,174	47,544	47,544	16.5
Case Western Reserve [‡]	37	61,266	60,513	57,595	60,776	35,700	36,414	14.9
Chicago [‡]	72	81,455	82,708	74,916	76,414	58,500	56,100	18.1
Cincinnati [‡]	57	70,962	72,845	68,384	69,979	42,000	42,000	21.6
Colorado [‡]	43	67,987	70,536	63,593	65,442	48,888	48,800	15.0
Colorado State [‡]	68	78,577	77,548	75,700	76,108	55,000	55,000	14.2
Columbia	206	77,127	80,566	69,000	71,400	55,300	57,000	16.2
Connecticut [‡]	63	78,895	78,784	77,539	78,467	50,000	50,000	18.0
Cornell [‡]	98	77,461	77,129	70,000	70,931	50,470	51,500	16.9
Dartmouth [‡]	53	73,721	74,708	70,621	71,039	46,000	46,500	18.8
Delaware	59	82,273	81,116	79,194	75,857	45,600	45,600	19.7
Duke [‡]	139	68,561	70,233	64,225	64,700	47,000	47,000	14.6
Emory [‡]	77	70,585	71,081	62,930	64,471	48,000	48,000	15.1
Florida [‡]	70	64,620	66,182	60,621	63,355	43,483	44,483	17.4
Florida State [‡]	42	58,071	63,734	54,264	59,000	45,000	42,000	14.7
George Washington	42	83,679	82,877	74,104	74,058	47,000	47,000	16.0
Georgetown [‡]	43	74,325	74,059	66,439	64,700	45,000	52,000	17.8
Georgia [‡]	75	58,395	56,815	51,507	51,590	38,000	38,000	16.2
Georgia Tech [‡]	48	65,754	68,472	62,109	65,880	46,000	50,000	15.7
Guelph [‡]	53	88,753	93,066	86,239	91,371	63,424	64,635	18.1
Harvard [‡]	436	83,744	83,434	75,971	75,480	51,500	53,000	16.6
Hawaii [‡]	77	63,966	65,478	60,606	61,992	50,004	50,004	15.0
Houston [‡]	53	63,674	66,346	55,790	59,278	45,000	50,000	12.2
Howard [‡]	23	71,712	69,128	70,066	63,990	49,000	50,500	22.7
Illinois, Chicago [‡]	37	66,855	69,639	62,072	65,376	47,000	43,000	18.9

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2012–2013

INSTITUTION	FILLED POSITIONS FY 2014	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE Yrs. Exp. FY 2014
		FY 2013	FY 2014	FY 2013	FY 2014	FY 2013	FY 2014	
Illinois, Urbana [†]	142	72,662	74,695	66,519	67,512	55,000	55,000	15.2
Indiana [†]	72	65,312	67,351	60,174	61,631	40,400	40,400	17.6
Iowa [†]	69	64,511	62,578	60,064	60,642	43,000	43,000	15.2
Iowa State [†]	44	66,929	65,994	63,122	59,215	46,000	49,000	19.0
Johns Hopkins [†]	99	73,593	73,604	67,796	67,143	53,089	53,885	16.9
Kansas [†]	52	70,232	73,366	67,150	71,033	40,000	49,000	18.7
Kent State [†]	50	64,037	65,711	60,603	64,091	45,833	48,889	16.4
Kentucky [†]	74	62,330	64,774	61,677	63,000	43,000	35,600	23.0
Laval [†]	64	72,753	74,454	75,623	77,973	52,975	53,789	14.6
Louisiana State [†]	46	51,271	50,061	46,901	47,567	40,000	43,000	14.1
Louisville [†]	41	61,103	61,327	56,043	55,866	38,000	40,000	17.1
McGill [†]	77	75,608	77,953	68,134	69,752	49,816	49,771	14.7
McMaster [†]	41	72,564	73,495	66,000	66,209	48,277	48,234	18.6
Manitoba [†]	39	98,012	101,950	95,657	93,920	51,069	54,686	21.1
Maryland [†]	75	71,736	70,913	67,619	67,941	42,000	44,000	19.0
Massachusetts [†]	63	77,017	79,492	75,977	77,841	45,518	46,779	18.5
MIT	89	82,128	84,217	78,881	79,134	54,000	54,500	17.4
Miami [†]	63	70,030	69,765	64,369	62,499	48,000	49,000	14.2
Michigan [†]	145	72,852	72,513	66,225	67,269	47,000	48,000	16.9
Michigan State [†]	73	71,508	75,327	68,600	70,795	50,000	50,000	18.5
Minnesota [†]	107	69,895	73,713	68,363	71,245	46,000	47,000	16.9
Missouri [†]	38	59,838	60,519	57,083	58,269	40,000	40,000	20.7
Montreal [†]	99	76,481	78,883	71,081	74,527	44,515	48,463	15.8
Nebraska [†]	41	69,206	68,406	64,027	63,624	51,000	51,000	21.0
New Mexico [†]	46	70,371	74,545	62,748	67,024	40,000	40,000	18.8
New York University [†]	81	83,518	86,318	74,761	77,322	57,000	58,500	17.1
North Carolina	90	67,097	67,480	62,683	63,566	45,000	45,000	18.0
North Carolina State [†]	95	75,950	75,413	70,385	69,914	54,000	54,000	12.0
Northwestern [†]	99	72,609	74,306	69,651	71,748	47,000	50,000	14.8
Notre Dame [†]	65	74,554	74,943	73,392	72,383	47,000	48,000	18.0
Ohio University [†]	41	59,300	61,267	52,067	53,702	43,500	47,500	15.3
Ohio State [†]	123	61,296	60,676	55,992	54,840	47,000	48,000	12.5
Oklahoma [†]	45	56,048	58,580	54,870	55,115	42,000	44,000	14.6
Oklahoma State [†]	57	59,620	61,684	54,785	57,147	40,500	40,500	20.6
Oregon [†]	71	58,957	60,943	54,727	54,702	40,000	43,000	14.9
Ottawa [†]	36	86,334	89,211	84,177	87,018	49,996	60,204	16.1
Pennsylvania [†]	108	71,885	72,725	67,773	68,190	45,000	45,000	14.2
Pennsylvania State [†]	145	73,684	74,913	69,204	70,570	42,000	48,000	19.3
Pittsburgh [†]	59	75,230	77,975	67,900	70,328	34,000	36,000	23.3
Princeton	97	86,448	90,776	80,800	84,700	65,700	67,700	23.1
Purdue [†]	72	69,089	72,885	65,000	66,157	50,500	52,200	16.2
Queen's	31	109,911	108,795	113,323	114,170	53,718	55,292	23.8

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2012–2013

INSTITUTION	FILLED POSITIONS FY 2014	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP. FY 2014
		FY 2013	FY 2014	FY 2013	FY 2014	FY 2013	FY 2014	
Rice	63	63,227	64,409	58,420	59,325	39,900	40,300	17.2
Rochester [†]	61	61,591	61,417	59,175	59,528	40,000	47,500	17.4
Rutgers [‡]	85	94,340	95,004	92,311	92,443	50,765	50,765	22.1
Saskatchewan [‡]	48	98,958	100,853	95,637	101,771	60,314	60,862	17.0
South Carolina [‡]	52	57,334	58,990	53,643	55,777	38,000	38,000	15.1
Southern California [‡]	110	82,956	83,333	74,280	75,990	49,000	49,000	21.2
Southern Illinois [‡]	31	60,101	62,261	57,864	59,076	44,000	50,000	17.6
SUNY Albany [‡]	69	63,059	63,596	62,073	62,073	39,350	39,350	18.3
SUNY Buffalo [‡]	65	77,398	76,258	75,041	73,869	47,000	47,000	19.3
SUNY Stony Brook	18	91,030	87,042	82,583	81,338	45,000	45,000	19.2
Syracuse [‡]	58	70,710	70,758	63,957	64,825	38,000	38,000	17.6
Temple [‡]	49	71,261	74,792	62,000	70,039	44,044	44,044	17.3
Tennessee [‡]	45	72,366	72,847	69,975	68,639	48,000	48,000	16.3
Texas [‡]	135	61,037	61,884	55,690	57,047	48,000	46,000	14.8
Texas A&M [‡]	107	62,004	67,078	55,696	59,018	49,500	50,500	16.4
Texas Tech [‡]	70	63,507	65,358	61,042	62,220	49,000	49,000	13.8
Toronto	139	98,004	100,390	94,940	99,087	56,591	57,834	13.7
Tulane	37	66,266	66,854	62,311	62,728	42,000	44,000	17.1
Utah	62	65,107	66,199	59,583	60,867	46,000	47,000	17.7
Vanderbilt [‡]	62	66,294	67,177	60,020	60,863	42,500	42,500	20.7
Virginia [‡]	102	72,647	67,853	68,100	64,600	47,500	52,000	18.2
Virginia Tech [‡]	52	63,559	63,230	58,800	58,000	40,000	44,000	14.2
Washington	113	64,290	67,367	58,428	62,244	42,600	45,000	19.9
Washington State [‡]	38	63,493	63,851	60,000	60,000	39,500	40,000	21.0
Washington U.-St. Louis [‡]	65	60,765	65,690	55,825	60,067	40,000	42,000	17.9
Waterloo [‡]	35	85,790	85,162	84,910	87,405	53,198	54,745	16.1
Wayne State [‡]	52	61,243	65,274	58,200	63,407	45,000	45,000	14.8
Western [‡]	68	77,742	78,973	76,208	77,259	54,608	55,377	14.5
Wisconsin [‡]	129	62,156	66,058	58,409	61,785	41,336	45,000	18.1
Yale [‡]	194	83,157	84,722	78,238	80,611	51,500	55,000	19.5
York [‡]	58	104,821	110,874	100,755	111,462	48,819	48,776	14.2

Excludes medical and law libraries. See Tables 47 and 57 for comparable figures for medical and law libraries.

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

[†] Canadian salaries are expressed in US dollars. See Table 40 for salaries of Canadian librarians expressed in Canadian dollars.

[‡] See Footnotes.

**TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2012–2013**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Princeton	65,700	55	Northwestern	47,000
2	Guelph	63,424	55	Notre Dame	47,000
3	Saskatchewan	60,314	55	Ohio State	47,000
4	Chicago	58,500	55	SUNY Buffalo	47,000
5	Calgary	57,786	63	Auburn	46,062
6	Alberta	57,668	64	Dartmouth	46,000
7	New York University	57,000	64	Georgia Tech	46,000
8	Toronto	56,591	64	Iowa State	46,000
9	Columbia	55,300	64	Minnesota	46,000
10	British Columbia	55,131	64	Utah	46,000
11	Brown	55,000	69	Kent State	45,833
11	Colorado State	55,000	70	Delaware	45,600
11	Illinois, Urbana	55,000	71	Massachusetts	45,518
14	Western	54,608	72	Florida State	45,000
15	Brigham Young	54,200	72	Georgetown	45,000
16	MIT	54,000	72	Houston	45,000
16	North Carolina State	54,000	72	North Carolina	45,000
18	Queen's	53,718	72	Pennsylvania	45,000
19	Arizona	53,364	72	SUNY Stony Brook	45,000
20	Waterloo	53,198	72	Wayne State	45,000
21	Johns Hopkins	53,089	79	Boston College	44,900
22	Laval	52,975	80	Montreal	44,515
23	Harvard	51,500	81	Temple	44,044
23	Yale	51,500	82	Southern Illinois	44,000
25	Manitoba	51,069	83	Ohio University	43,500
26	Nebraska	51,000	84	Florida	43,483
27	Rutgers	50,765	85	Arizona State	43,000
28	Purdue	50,500	85	Iowa	43,000
29	Cornell	50,470	85	Kentucky	43,000
30	Hawaii	50,004	88	Washington	42,600
31	Connecticut	50,000	89	Vanderbilt	42,500
31	Michigan State	50,000	90	Alabama	42,000
33	Ottawa	49,996	90	Cincinnati	42,000
34	McGill	49,816	90	Maryland	42,000
35	Texas A&M	49,500	90	Oklahoma	42,000
36	California, Riverside	49,464	90	Pennsylvania State	42,000
37	Howard	49,000	90	Tulane	42,000
37	Southern California	49,000	96	Wisconsin	41,336
37	Texas Tech	49,000	97	Oklahoma State	40,500
40	Colorado	48,888	98	Indiana	40,400
41	York	48,819	99	Kansas	40,000
42	McMaster	48,277	99	Louisiana State	40,000
43	Emory	48,000	99	Missouri	40,000
43	Miami	48,000	99	New Mexico	40,000
43	Tennessee	48,000	99	Oregon	40,000
43	Texas	48,000	99	Rochester	40,000
47	California, Berkeley	47,544	99	Virginia Tech	40,000
47	California, Davis	47,544	99	Washington U.-St. Louis	40,000
47	California, Irvine	47,544	107	Rice	39,900
47	California, Los Angeles	47,544	108	Washington State	39,500
47	California, San Diego	47,544	109	SUNY Albany	39,350
47	California, Santa Barbara	47,544	110	Georgia	38,000
53	Virginia	47,500	110	Louisville	38,000
54	Boston University	47,300	110	South Carolina	38,000
55	Duke	47,000	110	Syracuse	38,000
55	George Washington	47,000	114	Case Western Reserve	35,700
55	Illinois, Chicago	47,000	115	Pittsburgh	34,000
55	Michigan	47,000			

Reprinted from *ARL Annual Salary Survey 2012–2013*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

Excludes medical and law libraries. See Tables 48 and 58 for comparable figures for medical and law libraries.

Canadian salaries are expressed in US dollars.

**TABLE 9: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Princeton	67,700	56	Ohio State	48,000
2	Calgary	64,702	56	Pennsylvania State	48,000
3	Guelph	64,635	56	Tennessee	48,000
4	Saskatchewan	60,862	62	California, Berkeley	47,544
5	Ottawa	60,204	62	California, Davis	47,544
6	Alberta	58,567	62	California, Irvine	47,544
7	New York University	58,500	62	California, Los Angeles	47,544
8	Toronto	57,834	62	California, San Diego	47,544
9	Columbia	57,000	62	California, Santa Barbara	47,544
10	Arizona	56,365	68	Ohio University	47,500
11	Chicago	56,100	68	Rochester	47,500
12	Western Ontario	55,377	70	Duke	47,000
13	Brigham Young	55,300	70	George Washington	47,000
14	Queen's	55,292	70	Minnesota	47,000
15	British Columbia	55,082	70	SUNY Buffalo	47,000
16	Brown	55,000	70	Utah	47,000
16	Colorado State	55,000	75	Massachusetts	46,779
16	Illinois, Urbana	55,000	76	Dartmouth	46,500
16	Yale	55,000	77	Texas	46,000
20	Waterloo	54,745	78	Boston College	45,800
21	Manitoba	54,686	79	Delaware	45,600
22	MIT	54,500	80	Alabama	45,000
23	Auburn	54,025	80	North Carolina	45,000
24	North Carolina State	54,000	80	Pennsylvania	45,000
25	Johns Hopkins	53,885	80	SUNY Stony Brook	45,000
26	Laval	53,789	80	Washington	45,000
27	Harvard	53,000	80	Wayne State	45,000
28	Purdue	52,200	80	Wisconsin	45,000
29	Georgetown	52,000	87	Florida	44,483
29	Virginia	52,000	88	Temple	44,044
31	Cornell	51,500	89	Maryland	44,000
32	Nebraska	51,000	89	Oklahoma	44,000
33	Rutgers	50,765	89	Tulane	44,000
34	Howard	50,500	89	Virginia Tech	44,000
34	Texas A&M	50,500	93	Arizona State	43,000
36	Hawaii	50,004	93	Illinois, Chicago	43,000
37	Connecticut	50,000	93	Iowa	43,000
37	Georgia Tech	50,000	93	Louisiana State	43,000
37	Houston	50,000	93	Oregon	43,000
37	Michigan State	50,000	98	Vanderbilt	42,500
37	Northwestern	50,000	99	Cincinnati	42,000
37	Southern Illinois	50,000	99	Florida State	42,000
43	McGill	49,771	99	Washington U.-St. Louis	42,000
44	California, Riverside	49,464	102	Oklahoma State	40,500
45	Iowa State	49,000	103	Indiana	40,400
45	Kansas	49,000	104	Rice	40,300
45	Miami	49,000	105	Louisville	40,000
45	Southern California	49,000	105	Missouri	40,000
45	Texas Tech	49,000	105	New Mexico	40,000
50	Kent State	48,889	105	Washington State	40,000
51	Colorado	48,800	109	SUNY Albany	39,350
52	York	48,776	110	Georgia	38,000
53	Boston University	48,500	110	South Carolina	38,000
54	Montreal	48,463	110	Syracuse	38,000
55	McMaster	48,234	113	Case Western Reserve	36,414
56	Emory	48,000	114	Pittsburgh	36,000
56	Michigan	48,000	115	Kentucky	35,600
56	Notre Dame	48,000			

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
Excludes medical and law libraries. See Tables 48 and 58 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars.

**TABLE 10: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2012–2013**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Queen's	113,323	59	Brown	66,486
2	York	100,755	60	Georgetown	66,439
3	Calgary	100,752	61	Arizona State	66,367
4	Alberta	97,228	62	Michigan	66,225
5	Manitoba	95,657	63	McMaster	66,000
6	Saskatchewan	95,637	64	Purdue	65,000
7	Toronto	94,940	65	Miami	64,369
8	California, Davis	92,912	66	Duke	64,225
9	Rutgers	92,311	67	Nebraska	64,027
10	British Columbia	87,902	68	Syracuse	63,957
11	Guelph	86,239	69	Colorado	63,593
12	Waterloo	84,910	70	Iowa State	63,122
13	Ottawa	84,177	71	Emory	62,930
14	California, Berkeley	82,783	72	New Mexico	62,748
15	SUNY Stony Brook	82,583	73	North Carolina	62,683
16	California, Irvine	81,304	74	Tulane	62,311
17	Princeton	80,800	75	Georgia Tech	62,109
18	California, San Diego	80,480	76	SUNY Albany	62,073
19	Delaware	79,194	77	Illinois, Chicago	62,072
20	MIT	78,881	78	Temple	62,000
21	Yale	78,238	79	Kentucky	61,677
22	California, Los Angeles	77,976	80	Boston University	61,050
22	California, Riverside	77,976	81	Texas Tech	61,042
24	Connecticut	77,539	82	Arizona	60,796
25	Western	76,208	83	Florida	60,621
26	Massachusetts	75,977	84	Hawaii	60,606
27	Harvard	75,971	85	Kent State	60,603
28	Colorado State	75,700	86	Indiana	60,174
29	Laval	75,623	87	Iowa	60,064
30	SUNY Buffalo	75,041	88	Vanderbilt	60,020
31	Chicago	74,916	89	Washington State	60,000
32	New York University	74,761	90	Utah	59,583
33	Southern California	74,280	91	Alabama	59,188
34	George Washington	74,104	92	Rochester	59,175
35	Notre Dame	73,392	93	Virginia Tech	58,800
36	Boston College	72,567	94	Washington	58,428
37	Montreal	71,081	95	Rice	58,420
38	California, Santa Barbara	70,956	96	Wisconsin	58,409
39	Dartmouth	70,621	97	Wayne State	58,200
40	North Carolina State	70,385	98	Southern Illinois	57,864
41	Howard	70,066	99	Case Western Reserve	57,595
42	Cornell	70,000	100	Missouri	57,083
43	Tennessee	69,975	101	Louisville	56,043
44	Northwestern	69,651	102	Ohio State	55,992
45	Pennsylvania State	69,204	103	Washington U.-St. Louis	55,825
46	Brigham Young	69,125	104	Houston	55,790
47	Columbia	69,000	105	Texas A&M	55,696
48	Michigan State	68,600	106	Texas	55,690
49	Cincinnati	68,384	107	Oklahoma	54,870
50	Minnesota	68,363	108	Auburn	54,813
51	McGill	68,134	109	Oklahoma State	54,785
52	Virginia	68,100	110	Oregon	54,727
53	Pittsburgh	67,900	111	Florida State	54,264
54	Johns Hopkins	67,796	112	South Carolina	53,643
55	Pennsylvania	67,773	113	Ohio University	52,067
56	Maryland	67,619	114	Georgia	51,507
57	Kansas	67,150	115	Louisiana State	46,901
58	Illinois, Urbana	66,519			

Reprinted from *ARL Annual Salary Survey 2012–2013*. Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 49 and 59 for comparable figures for medical and law libraries. Canadian salaries are expressed in US dollars.

**TABLE 11: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Queen's	114,170	59	Michigan	67,269
2	York	111,462	60	Johns Hopkins	67,143
3	Saskatchewan	101,771	61	New Mexico	67,024
4	Alberta	101,059	62	McMaster	66,209
5	Toronto	99,087	63	Purdue	66,157
6	Calgary	98,682	64	Brown	66,080
7	California, Davis	97,456	65	Georgia Tech	65,880
8	Manitoba	93,920	66	Colorado	65,442
9	Rutgers	92,443	67	Illinois, Chicago	65,376
10	Guelph	91,371	68	Syracuse	64,825
11	British Columbia	89,684	69	Duke	64,700
12	Waterloo	87,405	70	Georgetown	64,700
13	Ottawa	87,018	71	Virginia	64,600
14	California, Berkeley	84,996	72	Emory	64,471
14	California, Irvine	84,996	73	Kent State	64,091
14	California, Riverside	84,996	74	Howard	63,990
17	Princeton	84,700	75	Nebraska	63,624
18	California, San Diego	83,235	76	North Carolina	63,566
19	SUNY Stony Brook	81,338	77	Wayne State	63,407
20	Yale	80,611	78	Florida	63,355
21	MIT	79,134	79	Kentucky	63,000
22	Connecticut	78,467	80	Tulane	62,728
23	California, Santa Barbara	78,174	81	Boston University	62,600
24	California, Los Angeles	77,976	82	Miami	62,499
25	Laval	77,973	83	Washington	62,244
26	Massachusetts	77,841	84	Texas Tech	62,220
27	New York University	77,322	85	SUNY Albany	62,073
28	Western Ontario	77,259	86	Hawaii	61,992
29	Chicago	76,414	87	Wisconsin	61,785
30	Colorado State	76,108	88	Indiana	61,631
31	Southern California	75,990	89	Utah	60,867
32	Delaware	75,857	90	Vanderbilt	60,863
33	Harvard	75,480	91	Case Western Reserve	60,776
34	Boston College	74,825	92	Iowa	60,642
35	Montreal	74,527	93	Washington U.-St. Louis	60,067
36	George Washington	74,058	94	Washington State	60,000
37	SUNY Buffalo	73,869	95	Rochester	59,528
38	Notre Dame	72,383	96	Rice	59,325
39	Northwestern	71,748	97	Houston	59,278
40	Columbia	71,400	98	Iowa State	59,215
41	Minnesota	71,245	99	Southern Illinois	59,076
42	Dartmouth	71,039	100	Texas A&M	59,018
43	Kansas	71,033	101	Florida State	59,000
44	Cornell	70,931	102	Alabama	58,910
45	Michigan State	70,795	103	Auburn	58,295
46	Pennsylvania State	70,570	104	Missouri	58,269
47	Brigham Young	70,400	105	Virginia Tech	58,000
48	Arizona	70,368	106	Oklahoma State	57,147
49	Pittsburgh	70,328	107	Texas	57,047
50	Temple	70,039	108	Louisville	55,866
51	Cincinnati	69,979	109	South Carolina	55,777
52	North Carolina State	69,914	110	Oklahoma	55,115
53	McGill	69,752	111	Ohio State	54,840
54	Arizona State	69,327	112	Oregon	54,702
55	Tennessee	68,639	113	Ohio University	53,702
56	Pennsylvania	68,190	114	Georgia	51,590
57	Maryland	67,941	115	Louisiana State	47,567
58	Illinois, Urbana	67,512			

Salaries of directors are not included in the calculation of medians.

Excludes medical and law libraries. See Tables 49 and 59 for comparable figures for medical and law libraries.

Canadian salaries are expressed in US dollars.

**TABLE 12: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2012–2013**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Queen's	109,911	59	Brigham Young	71,373
2	York	104,821	60	Temple	71,261
3	Calgary	102,565	61	Cincinnati	70,962
4	Saskatchewan	98,958	62	Syracuse	70,710
5	Alberta	98,274	63	Emory	70,585
6	Manitoba	98,012	64	New Mexico	70,371
7	Toronto	98,004	65	Kansas	70,232
8	Rutgers	94,340	66	Miami	70,030
9	SUNY Stony Brook	91,030	67	Minnesota	69,895
10	British Columbia	90,914	68	Nebraska	69,206
11	California, Davis	89,748	69	Purdue	69,089
12	Guelph	88,753	70	Duke	68,561
13	Princeton	86,448	71	Colorado	67,987
14	Ottawa	86,334	72	Arizona	67,583
15	California, Berkeley	86,004	73	North Carolina	67,097
16	Waterloo	85,790	74	Iowa State	66,929
17	Harvard	83,744	75	Illinois, Chicago	66,855
18	George Washington	83,679	76	Vanderbilt	66,294
19	New York University	83,518	77	Tulane	66,266
20	California, Riverside	83,336	78	Arizona State	66,081
21	Yale	83,157	79	Georgia Tech	65,754
22	California, San Diego	83,007	80	Indiana	65,312
23	Southern California	82,956	81	Utah	65,107
24	Delaware	82,273	82	Florida	64,620
25	MIT	82,128	83	Iowa	64,511
26	Chicago	81,455	84	Washington	64,290
27	California, Irvine	81,434	85	Kent State	64,037
28	California, Los Angeles	80,293	86	Hawaii	63,966
29	Connecticut	78,895	87	Alabama	63,744
30	Colorado State	78,577	88	Houston	63,674
31	Western	77,742	89	Virginia Tech	63,559
32	Cornell	77,461	90	Texas Tech	63,507
33	SUNY Buffalo	77,398	91	Washington State	63,493
34	Columbia	77,127	92	Rice	63,227
35	Massachusetts	77,017	93	SUNY Albany	63,059
36	Montreal	76,481	94	Kentucky	62,330
37	North Carolina State	75,950	95	Boston University	62,291
38	California, Santa Barbara	75,707	96	Wisconsin	62,156
39	McGill	75,608	97	Texas A&M	62,004
40	Pittsburgh	75,230	98	Rochester	61,591
41	Boston College	74,973	99	Ohio State	61,296
42	Notre Dame	74,554	100	Case Western Reserve	61,266
43	Georgetown	74,325	101	Wayne State	61,243
44	Dartmouth	73,721	102	Louisville	61,103
45	Pennsylvania State	73,684	103	Texas	61,037
46	Johns Hopkins	73,593	104	Washington U.-St. Louis	60,765
47	Michigan	72,852	105	Southern Illinois	60,101
48	Laval	72,753	106	Missouri	59,838
49	Illinois, Urbana	72,662	107	Oklahoma State	59,620
50	Virginia	72,647	108	Ohio University	59,300
51	Northwestern	72,609	109	Oregon	58,957
52	McMaster	72,564	110	Auburn	58,837
53	Tennessee	72,366	111	Georgia	58,395
54	Pennsylvania	71,885	112	Florida State	58,071
55	Maryland	71,736	113	South Carolina	57,334
56	Howard	71,712	114	Oklahoma	56,048
57	Michigan State	71,508	115	Louisiana State	51,271
58	Brown	71,401			

Reprinted from *ARL Annual Salary Survey 2012–2013*. Salaries of directors are not included in the calculation of averages. Excludes medical and law libraries. See Tables 50 and 60 for comparable figures for medical and law libraries. Canadian salaries are expressed in US dollars.

**TABLE 13: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	110,874	59	Purdue	72,885
2	Queen's	108,795	60	Tennessee	72,847
3	Alberta	102,408	61	Cincinnati	72,845
4	Calgary	102,124	62	Pennsylvania	72,725
5	Manitoba	101,950	63	Michigan	72,513
6	Saskatchewan	100,853	64	Emory	71,081
7	Toronto	100,390	65	Maryland	70,913
8	California, Davis	95,431	66	Syracuse	70,758
9	Rutgers	95,004	67	Colorado	70,536
10	British Columbia	93,912	68	Duke	70,233
11	Guelph	93,066	69	Miami	69,765
12	Princeton	90,776	70	Illinois, Chicago	69,639
13	Ottawa	89,211	71	Howard	69,128
14	California, Berkeley	88,195	72	Arizona State	68,795
15	SUNY Stony Brook	87,042	73	Georgia Tech	68,472
16	New York University	86,318	74	Nebraska	68,406
17	Waterloo	85,162	75	Virginia	67,853
18	California, Riverside	84,795	76	North Carolina	67,480
19	Yale	84,722	77	Washington	67,367
20	California, San Diego	84,597	78	Indiana	67,351
21	MIT	84,217	79	Vanderbilt	67,177
22	Harvard	83,434	80	Texas A&M	67,078
23	Southern California	83,333	81	Tulane	66,854
24	George Washington	82,877	82	Houston	66,346
25	Chicago	82,708	83	Utah	66,199
26	California, Irvine	82,406	84	Florida	66,182
27	Delaware	81,116	85	Wisconsin	66,058
28	California, Los Angeles	80,655	86	Iowa State	65,994
29	Columbia	80,566	87	Kent State	65,711
30	California, Santa Barbara	80,459	88	Washington U.-St. Louis	65,690
31	Massachusetts	79,492	89	Hawaii	65,478
32	Western Ontario	78,973	90	Texas Tech	65,358
33	Montreal	78,883	91	Wayne State	65,274
34	Connecticut	78,784	92	Kentucky	64,774
35	Boston College	78,076	93	Rice	64,409
36	Pittsburgh	77,975	94	Alabama	64,362
37	McGill	77,953	95	Washington State	63,851
38	Colorado State	77,548	96	Boston University	63,760
39	Cornell	77,129	97	Florida State	63,734
40	SUNY Buffalo	76,258	98	SUNY Albany	63,596
41	North Carolina State	75,413	99	Virginia Tech	63,230
42	Michigan State	75,327	100	Iowa	62,578
43	Notre Dame	74,943	101	Southern Illinois	62,261
44	Pennsylvania State	74,913	102	Texas	61,884
45	Temple	74,792	103	Oklahoma State	61,684
46	Dartmouth	74,708	104	Auburn	61,619
47	Illinois, Urbana	74,695	105	Rochester	61,417
48	New Mexico	74,545	106	Louisville	61,327
49	Laval	74,454	107	Ohio University	61,267
50	Northwestern	74,306	108	Oregon	60,943
51	Georgetown	74,059	109	Ohio State	60,676
52	Arizona	74,043	110	Missouri	60,519
53	Minnesota	73,713	111	Case Western Reserve	60,513
54	Johns Hopkins	73,604	112	South Carolina	58,990
55	McMaster	73,495	113	Oklahoma	58,580
56	Kansas	73,366	114	Georgia	56,815
57	Brigham Young	73,352	115	Louisiana State	50,061
58	Brown	72,917			

Salaries of directors are not included in the calculation of averages.

Excludes medical and law libraries. See Tables 50 and 60 for comparable figures for medical and law libraries.

Canadian salaries are expressed in US dollars.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2010–2011 TO 2013–2014**

INSTITUTION	AVERAGE SALARIES				MEDIAN SALARIES				BEGINNING SALARIES				
	FY	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
Alabama		104	86	87	94	102	82	91	102	79	86	90	80
Alberta		2	5	5	3	2	5	4	4	8	7	6	6
Arizona		72	63	72	52	80	76	82	48	16	16	19	10
Arizona State		77	82	78	72	52	64	61	54	73	81	85	93
Auburn		107	110	110	104	108	109	108	103	57	66	63	23
Boston University		100	94	95	96	93	79	80	81	115	115	54	53
Boston College		41	35	41	35	34	32	36	34	72	71	79	78
Brigham Young		63	60	59	57	45	43	46	47	11	17	15	13
British Columbia		12	8	10	10	9	10	10	11	9	8	10	15
Brown		67	64	58	58	65	67	59	64	92	9	11	16
Calgary		4	3	3	4	6	4	3	6	6	4	5	2
California, Berkeley		10	13	15	14	10	12	14	14	42	47	47	62
California, Davis		13	12	11	8	7	6	8	7	42	52	47	62
California, Irvine		22	23	27	26	20	18	16	14	47	52	47	62
California, Los Angeles		19	21	28	28	20	22	22	24	42	52	47	62
California, Riverside		18	20	20	18	15	16	22	14	34	41	36	44
California, San Diego		24	28	22	20	20	23	18	18	42	52	47	62
California, Santa Barbara		31	38	38	30	23	39	38	23	42	52	47	62
Case Western Reserve		103	96	100	111	99	100	99	91	111	112	114	113
Chicago		26	26	26	25	26	28	31	29	20	18	4	11
Cincinnati		57	65	61	61	43	56	49	51	79	81	90	99
Colorado		78	81	71	67	71	72	69	66	59	37	40	51
Colorado State		61	39	30	38	56	31	28	30	4	9	11	16
Columbia		33	32	34	29	50	46	47	40	12	15	9	9
Connecticut		15	22	29	34	14	19	24	22	21	27	31	37
Cornell		32	33	32	39	42	38	42	44	28	34	29	31
Dartmouth		42	44	44	46	40	41	39	42	50	60	64	76
Delaware		27	25	24	27	27	29	19	32	70	68	70	79
Duke		69	66	70	68	75	66	66	69	51	61	55	70
Emory		48	55	63	64	61	69	71	72	30	46	43	56
Florida		89	90	82	84	85	91	83	78	79	70	84	87
Florida State		110	111	112	97	109	111	111	101	79	86	72	99
George Washington		25	27	18	24	28	36	34	36	35	49	55	70
Georgetown		45	48	43	51	60	62	60	70	51	61	72	29
Georgia		111	112	111	114	112	114	114	114	105	108	110	110
Georgia Tech		82	97	79	73	86	83	75	65	59	57	64	37
Guelph		17	15	12	11	16	15	11	10	2	2	2	3
Harvard		20	16	17	22	29	20	27	33	7	3	23	27
Hawaii		86	79	86	89	57	57	84	86	111	113	30	36

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2010–2011 TO 2013–2014**

INSTITUTION	AVERAGE SALARIES				MEDIAN SALARIES				BEGINNING SALARIES				
	FY	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
Houston		90	84	88	82	103	99	104	97	59	42	72	37
Howard		109	107	56	71	111	110	41	74	113	42	37	34
Illinois, Chicago		84	69	75	70	89	73	77	67	35	49	55	93
Illinois, Urbana		47	47	49	47	51	49	58	58	21	23	11	16
Indiana		81	76	80	78	78	80	86	88	93	95	98	103
Iowa		79	70	83	100	87	78	87	92	86	81	85	93
Iowa State		71	72	74	86	63	60	70	98	59	69	64	45
Johns Hopkins		51	53	46	54	49	55	54	60	15	21	21	25
Kansas		88	99	65	56	92	96	57	43	73	27	99	45
Kent State		66	74	85	87	59	68	85	73	3	6	69	50
Kentucky		95	89	94	92	76	71	79	79	86	91	85	115
Laval		62	56	48	49	32	34	29	25	39	33	22	26
Louisiana State		115	115	115	115	115	115	115	115	105	96	99	93
Louisville		101	93	102	106	107	103	101	108	110	108	110	105
McGill		37	40	39	37	55	53	51	53	33	29	34	43
McMaster		54	42	52	55	69	52	63	62	49	40	42	55
Manitoba		5	4	6	5	4	3	5	8	41	30	25	21
Maryland		46	46	55	65	35	40	56	57	94	96	90	89
Massachusetts		34	41	35	31	24	25	26	26	78	78	71	75
MIT		23	29	25	21	25	24	20	21	12	18	16	22
Miami		49	68	66	69	53	63	65	82	51	61	43	45
Michigan		38	45	47	63	46	44	62	59	79	80	55	56
Michigan State		40	50	57	42	38	45	48	45	32	42	31	37
Minnesota		58	62	67	53	47	48	50	41	73	73	64	70
Missouri		99	108	106	110	94	104	100	104	94	96	99	105
Montreal		43	31	36	33	48	37	37	35	71	67	80	54
Nebraska		76	71	68	74	91	87	67	75	21	24	26	32
New Mexico		39	54	64	48	37	54	72	61	94	96	99	105
New York University		21	18	19	16	30	30	32	27	4	9	7	7
North Carolina		74	77	73	76	68	77	73	76	59	73	72	80
North Carolina State		35	43	37	41	53	58	40	52	12	18	16	24
Northwestern		59	67	51	50	64	70	44	39	59	73	55	37
Notre Dame		36	36	42	43	36	35	35	38	59	73	55	56
Ohio University		112	109	108	107	113	112	113	113	85	85	83	68
Ohio State		106	104	99	109	106	108	102	111	48	57	55	56
Oklahoma		113	113	114	113	105	106	107	110	79	86	90	89
Oklahoma State		108	106	107	103	110	107	109	106	105	94	97	102
Oregon		91	88	109	108	88	89	110	112	94	96	99	93
Ottawa		8	10	14	13	8	11	13	13	31	26	33	5

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2010–2011 TO 2013–2014**

INSTITUTION	AVERAGE SALARIES				MEDIAN SALARIES				BEGINNING SALARIES				
	FY	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
Pennsylvania		65	61	54	62	62	59	55	56	86	86	72	80
Pennsylvania State		50	59	45	44	44	51	45	46	69	79	90	56
Pittsburgh		52	51	40	36	66	61	53	49	114	114	115	114
Princeton		14	14	13	12	18	17	17	17	1	1	1	1
Purdue		68	37	69	59	72	47	64	63	35	31	28	28
Queen's		3	2	1	2	1	1	1	1	19	14	18	14
Rice		73	73	92	93	73	81	95	96	103	106	107	104
Rochester		98	103	98	105	96	101	92	95	102	96	99	68
Rutgers		6	9	8	9	5	7	9	9	17	25	27	33
Saskatchewan		11	6	4	6	12	8	6	3	10	5	3	4
South Carolina		114	114	113	112	114	113	112	109	105	108	110	110
Southern California		29	24	23	23	33	33	33	31	26	38	37	45
Southern Illinois		102	105	105	101	95	95	98	99	59	73	82	37
SUNY Albany		80	92	93	98	67	84	76	85	101	105	109	109
SUNY Buffalo		30	30	33	40	31	26	30	37	35	49	55	70
SUNY Stony Brook		7	11	9	15	13	14	15	19	73	61	72	80
Syracuse		60	58	62	66	70	65	68	68	105	108	110	110
Temple		53	57	60	45	74	75	78	50	58	72	81	88
Tennessee		55	52	53	60	39	42	43	55	59	42	43	56
Texas		64	78	103	102	79	96	106	107	51	57	43	77
Texas A&M		75	85	97	80	81	94	105	100	26	38	35	34
Texas Tech		105	101	90	90	104	98	81	84	51	34	37	45
Toronto		9	7	7	7	11	9	7	5	24	12	8	8
Tulane		87	75	77	81	77	74	74	80	94	96	90	89
Utah		93	83	81	83	101	90	90	89	51	61	64	70
Vanderbilt		97	87	76	79	97	92	88	90	86	90	89	98
Virginia		44	49	50	75	58	50	52	71	59	48	53	29
Virginia Tech		85	91	89	99	83	85	93	105	94	96	99	89
Washington		70	80	84	77	82	88	94	83	77	84	88	80
Washington State		83	95	91	95	84	86	89	94	104	107	108	105
Washington U.-St. Louis		94	100	104	88	98	105	103	93	94	96	99	99
Waterloo		28	19	16	17	19	13	12	12	25	22	20	20
Wayne State		96	98	101	91	100	93	97	77	86	91	72	80
Western Ontario		56	34	31	32	41	27	25	28	29	13	14	12
Wisconsin		92	102	96	85	90	102	96	87	91	93	96	80
Yale		16	17	21	19	17	21	21	20	18	31	23	16
York		1	1	2	1	3	2	2	2	40	36	41	52

Excludes medical and law libraries.

TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FY 2013–2014

SALARY INTERVALS	DIR.	ASSOC. DIR.	ASST. DIR.	BRANCH HEAD	ADMIN. SPEC.	DIGITAL SPEC.	FUNC. SPEC.	SUBJ. SPEC.	DEPT. HEAD	OTHER PROF.
More than 300,000	8									
250,000 – 299,999	14	2								
200,000 – 250,000	51	10	1	3					1	
175,000 – 199,999	23	9	6	2	1				1	
150,000 – 174,999	13	32	12	4	1		1	2	13	1
140,000 – 149,999	1	36	4	7	3	1		2	19	2
130,000 – 139,999	1	57	11	9	5	8	4	15	27	4
120,000 – 129,999	1	48	13	15	8	7	5	17	43	10
110,000 – 119,999	1	55	23	23	13	15	14	29	77	34
100,000 – 109,999		34	32	35	24	37	28	54	110	34
95,000 – 99,999		13	10	22	23	36	21	41	91	39
90,000 – 94,999		11	13	32	25	45	27	52	103	63
85,000 – 89,999		8	8	23	29	83	22	64	131	58
80,000 – 84,999		3	5	42	31	78	45	98	138	84
78,000 – 79,999			3	16	22	42	23	55	55	43
76,000 – 77,999			1	17	17	38	25	50	49	50
74,000 – 75,999			1	19	16	49	26	56	56	86
72,000 – 73,999			2	17	21	39	32	71	43	65
70,000 – 71,999		1	1	13	27	59	40	76	59	98
68,000 – 69,999			2	15	10	55	30	63	41	68
66,000 – 67,999		2		13	17	56	51	77	38	78
64,000 – 65,999		2	1	9	16	47	38	76	48	78
62,000 – 63,999		1		4	21	63	50	83	34	112
60,000 – 61,999			3	8	8	62	62	87	40	99
58,000 – 59,999				6	19	49	58	104	21	100
56,000 – 57,999			1	5	17	50	59	79	21	94
54,000 – 55,999				5	18	48	56	75	15	95
52,000 – 53,999				2	19	57	64	69	19	102
50,000 – 51,999				6	17	52	76	75	12	77
48,000 – 49,999				3	12	33	42	48	13	80
46,000 – 47,999				2	9	28	56	33	7	71
44,000 – 45,999					6	21	28	23	6	48
42,000 – 43,999					7	12	25	5	5	34
40,000 – 41,999				2	10	7	18	9	3	15
38,000 – 39,999					5	6	11	4	2	21
36,000 – 37,999					1	3	3			9
34,000 – 35,999					1		2		3	8
less than 34,000					4	6	5	1	2	10
Total	113	324	153	379	483	1192	1047	1593	1346	1870

Excludes medical and law libraries.

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY, SEX, AND POSITION, FY 2013–2014, PART 1: WOMEN

SALARY INTERVALS	DIR.	ASSOC. DIR.	ASST. DIR.	BRANCH HEAD	ADMIN. SPEC.	DIGITAL SPEC.	FUNC. SPEC.	SUBJ. SPEC.	DEPT. HEAD	OTHER PROF.
More than 300,000	5									
250,000 – 299,999	7	1								
200,000 – 250,000	34	5		2						
175,000 – 199,999	10	4	3		1					
150,000 – 174,999	8	20	6	2			1	1	5	1
140,000 – 149,999	1	27	1	5	2	1		2	11	1
130,000 – 139,999	1	36	8	6	5	2		8	13	3
120,000 – 129,999		20	7	9	5	2	3	5	27	6
110,000 – 119,999	1	27	13	16	11	6	8	16	48	25
100,000 – 109,999		23	19	23	14	12	13	33	67	23
95,000 – 99,999		8	6	16	14	9	15	28	57	31
90,000 – 94,999		7	5	22	17	21	11	26	62	47
85,000 – 89,999		5	6	17	18	27	15	36	83	41
80,000 – 84,999		2	5	30	23	28	27	65	77	58
78,000 – 79,999			2	12	16	17	11	32	36	33
76,000 – 77,999				13	12	14	18	28	36	38
74,000 – 75,999			1	8	12	18	20	39	30	65
72,000 – 73,999			2	12	16	19	20	50	27	38
70,000 – 71,999		1	1	9	17	24	24	44	34	77
68,000 – 69,999				11	7	22	21	43	30	47
66,000 – 67,999		2		11	13	23	35	49	25	57
64,000 – 65,999		1	1	4	12	22	23	49	26	58
62,000 – 63,999		1		2	12	26	36	53	20	74
60,000 – 61,999			3	5	8	25	36	58	32	75
58,000 – 59,999				5	15	19	35	74	11	71
56,000 – 57,999				4	12	24	33	57	11	67
54,000 – 55,999				3	14	24	37	50	13	66
52,000 – 53,999				2	11	20	33	47	16	75
50,000 – 51,999				5	14	19	51	55	7	55
48,000 – 49,999				2	7	17	26	36	7	60
46,000 – 47,999				2	6	9	40	25	5	48
44,000 – 45,999					4	11	19	21	4	30
42,000 – 43,999					6	5	16	4	4	24
40,000 – 41,999				2	7	2	14	6	2	14
38,000 – 39,999					4	5	7	3	1	10
36,000 – 37,999					1	2	2			6
34,000 – 35,999							1		1	6
less than 34,000					4	5	3			8
Total	67	190	89	260	340	480	654	1043	828	1338

Excludes medical and law libraries.

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY, SEX, AND POSITION, FY 2013–2014, PART 2: MEN

SALARY INTERVALS	DIR.	ASSOC. DIR.	ASST. DIR.	BRANCH HEAD	ADMIN. SPEC.	DIGITAL SPEC.	FUNC. SPEC.	SUBJ. SPEC.	DEPT. HEAD	OTHER PROF.
More than 300,000	3									
250,000 – 299,999	7	1								
200,000 – 250,000	17	5	1	1					1	
175,000 – 199,999	13	5	3	2					1	
150,000 – 174,999	5	12	6	2	1			1	8	
140,000 – 149,999		9	3	2	1				8	1
130,000 – 139,999		21	3	3		6	4	7	14	1
120,000 – 129,999	1	28	6	6	3	5	2	12	16	4
110,000 – 119,999		28	10	7	2	9	6	13	29	9
100,000 – 109,999		11	13	12	10	25	15	21	43	11
95,000 – 99,999		5	4	6	9	27	6	13	34	8
90,000 – 94,999		4	8	10	8	24	16	26	41	16
85,000 – 89,999		3	2	6	11	56	7	28	48	17
80,000 – 84,999		1		12	8	50	18	33	61	26
78,000 – 79,999			1	4	6	25	12	23	19	10
76,000 – 77,999			1	4	5	24	7	22	13	12
74,000 – 75,999				11	4	31	6	17	26	21
72,000 – 73,999				5	5	20	12	21	16	27
70,000 – 71,999				4	10	35	16	32	25	21
68,000 – 69,999			2	4	3	33	9	20	11	21
66,000 – 67,999				2	4	33	16	28	13	21
64,000 – 65,999		1		5	4	25	15	27	22	20
62,000 – 63,999				2	9	37	14	30	14	38
60,000 – 61,999				3		37	26	29	8	24
58,000 – 59,999				1	4	30	23	30	10	29
56,000 – 57,999			1	1	5	26	26	22	10	27
54,000 – 55,999				2	4	24	19	25	2	29
52,000 – 53,999					8	37	31	22	3	27
50,000 – 51,999				1	3	33	25	20	5	22
48,000 – 49,999				1	5	16	16	12	6	20
46,000 – 47,999					3	19	16	8	2	23
44,000 – 45,999					2	10	9	2	2	18
42,000 – 43,999					1	7	9	1	1	10
40,000 – 41,999					3	5	4	3	1	1
38,000 – 39,999					1	1	4	1	1	11
36,000 – 37,999						1	1			3
34,000 – 35,999					1		1		2	2
less than 34,000						1	2	1	2	2
Total	46	134	64	119	143	712	393	550	518	532

Excludes medical and law libraries.

TABLE 17: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2013–2014, PART 1: 0 TO 19 YEARS OF EXPERIENCE

Position	0–3 years		4–7 years		8–11 years		12–15 years		16–19 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		.		.	‡	2	‡	2	232,954	4
Associate Director	‡	4	‡	2	103,703	14	110,734	28	122,868	48
Assistant Director	144,982	7	115,072	4	92,664	14	93,776	17	113,400	15
Head, Branch	71,863	10	68,776	18	78,655	38	86,051	54	86,266	44
Administrative Specialist	65,296	45	61,487	69	69,663	67	70,922	62	77,592	52
Digital Specialist	57,955	164	62,568	221	67,654	186	73,081	212	75,250	146
Functional Specialist	52,058	149	57,646	214	59,069	171	65,336	141	68,972	91
Subject Specialist	54,745	148	59,088	228	63,954	251	70,776	204	74,489	164
Dept. Head, Acquisitions	‡	2	71,805	9	70,196	9	81,059	22	73,628	13
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	64,518	7	77,849	18	85,491	23	79,525	19
Dept. Head, Cataloging	‡	3	‡	9	71,848	15	72,215	20	76,896	17
Dept. Head, Circulation	63,906	11	65,095	12	67,976	16	74,883	21	79,570	5
Dept. Head, Rare Books/ Manuscripts/Special Collections		.	75,292	8	88,552	7	80,330	13	81,016	14
Dept. Head, Library Technology	‡	3	84,158	8	88,808	17	90,172	17	87,022	17
Dept. Head, Other	67,020	19	73,450	52	75,921	74	78,180	101	81,131	70
Public Services	56,032	36	57,845	49	62,368	34	68,207	26	72,274	15
Technical Services	42,265	16	52,297	35	58,336	12	68,799	15	65,717	11
Research/Reference/ Instruction	53,342	137	60,895	159	63,839	112	69,772	106	68,874	83
Cataloger/Metadata Analysts	52,155	50	57,666	83	63,775	94	65,308	94	66,977	66
All Positions:	57,025	805	61,207	1,187	67,310	1,151	73,672	1,178	78,580	894

Years of experience reflect total professional experience.

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See Table 41 for salaries of Canadian librarians expressed in Canadian dollars.

‡ Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

. No positions reported in this category.

TABLE 17: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2013–2014, PART 2: 20 TO OVER 35 YEARS OF EXPERIENCE

Position	20–23 years		24–27 years		28–31 years		32–35 years		over 35 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	209,458	9	198,310	5	216,285	15	220,124	24	226,237	52
Associate Director	122,214	38	134,394	47	135,684	36	129,741	46	140,660	61
Assistant Director	109,667	16	118,177	15	115,849	23	117,852	29	127,179	13
Head, Branch	86,668	40	89,489	44	100,160	51	90,828	39	104,696	41
Administrative Specialist	80,942	52	75,966	54	83,906	35	83,937	25	95,611	22
Digital Specialist	76,457	82	78,361	85	87,647	45	83,222	29	83,528	22
Functional Specialist	74,535	78	72,984	71	78,929	50	81,673	39	83,716	43
Subject Specialist	73,717	150	79,102	129	79,625	97	82,099	98	85,733	124
Dept. Head, Acquisitions	82,614	11	78,366	15	89,025	14	78,350	16	‡	5
Dept. Head, Research/ Reference/Information or Learning Commons	88,165	13	85,511	18	94,049	15	100,751	6	‡	6
Dept. Head, Cataloging	87,458	24	88,534	23	86,470	21	91,436	15	96,014	13
Dept. Head, Circulation	84,068	9	81,240	14	78,590	14	101,374	5	85,463	14
Dept. Head, Rare Books/ Manuscripts/Special Collections	93,563	11	99,504	17	105,462	14	105,135	8	112,486	12
Dept. Head, Library Technology	107,894	20	104,809	9	94,202	10	116,885	10	‡	2
Dept. Head, Other	89,774	67	91,644	63	98,200	50	93,827	41	101,690	69
Public Services	77,720	12	69,112	10	61,653	7	80,617	12	78,776	6
Technical Services	68,356	9	67,955	9	65,173	8	67,254	8	79,576	6
Research/Reference/ Instruction	73,445	64	79,629	62	77,225	47	78,681	35	80,647	67
Cataloger/Metadata Analysts	67,249	56	70,578	62	75,020	51	75,522	50	75,707	56
All Positions:	83,084	761	85,212	752	92,475	603	96,416	535	105,956	634

Years of experience reflect total professional experience.

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See Table 41 for salaries of Canadian librarians expressed in Canadian dollars.

‡ Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

TABLE 18: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	220,407	67	219,034	46	219,848	113
Associate Director	128,625	190	129,357	134	128,928	324
Assistant Director	110,151	89	117,611	64	113,271	153
Head, Branch	87,618	260	92,054	119	89,011	379
Administrative Specialist	73,534	340	75,025	143	73,975	483
Digital Specialist	68,536	480	71,100	712	70,068	1,192
Functional Specialist	63,535	654	65,797	393	64,384	1,047
Subject Specialist	68,782	1,043	73,098	550	70,272	1,593
Dept. Head, Acquisitions	80,234	79	77,551	37	79,378	116
Dept. Head, Research/Reference/ Information or Learning Commons	84,799	87	85,893	39	85,138	126
Dept. Head, Cataloging	83,155	116	80,318	44	82,375	160
Dept. Head, Circulation	78,157	77	73,218	44	76,361	121
Dept. Head, Rare Books/ Manuscripts/Special Collections	93,467	51	94,755	53	94,124	104
Dept. Head, Library Technology	94,998	34	97,834	79	96,981	113
Dept. Head, Other	84,765	384	86,931	222	85,558	606
Public Services	64,077	137	64,949	70	64,372	207
Technical Services	60,825	93	57,457	36	59,885	129
Research/Reference/Instruction	67,818	644	65,799	228	67,290	872
Cataloger/Metadata Analysts	65,897	464	67,452	198	66,362	662
All Positions:	75,930	5,289	78,886	3,211	77,046	8,500

Excludes medical and law libraries. See Tables 52 and 62 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars. See Table 42 for salaries of Canadian librarians expressed in Canadian dollars.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	220,407	67	219,034	46	219,848	113
Associate Director	128,625	190	129,357	134	128,928	324
Assistant Director	110,151	89	117,611	64	113,271	153
Head, Branch	87,618	260	92,054	119	89,011	379
Dept. Head, Acquisitions	80,234	79	77,551	37	79,378	116
Dept. Head, Cataloging	83,155	116	80,318	44	82,375	160
Dept. Head, Circulation	78,157	77	73,218	44	76,361	121
Dept. Head, Library Technology	94,998	34	97,834	79	96,981	113
Dept. Head, Rare Book/Manuscripts/Special Collections	93,467	51	94,755	53	94,124	104
Dept. Head, Research/Reference/Info or Learning Commons	84,799	87	85,893	39	85,138	126
Dept. Head, Other	84,765	384	86,931	222	85,558	606
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	69,599	134	73,275	46	70,538	180
Business Manager	75,775	101	76,629	69	76,121	170
Human Resources	74,898	77	72,478	12	74,571	89
Development/Advancement	80,528	28	75,047	16	78,535	44
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	64,888	56	69,693	38	66,830	94
IT, Systems	72,732	118	70,196	254	71,001	372
IT, Web Developer	64,312	69	68,765	100	66,947	169
IT, Programmer	71,763	64	74,093	230	73,586	294
Scholarly Communications	73,873	39	74,928	21	74,242	60
Digital Acquisitions	66,272	68	67,191	21	66,489	89
Digital Collections Curation	64,596	66	67,558	48	65,843	114
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	64,108	117	65,738	64	64,684	181
Archivists	62,658	346	67,064	212	64,332	558
Assessment, Management Info Systems, Planning	71,858	42	67,569	18	70,571	60
Media Specialists	60,922	41	57,861	57	59,142	98
Preservation, including digital collections	63,477	108	69,501	42	65,163	150
Subject Specialist (no subgroup)	69,455	554	73,993	285	70,997	839
Subject Specialist in Humanities/Fine Arts	69,416	120	74,792	73	71,449	193
Subject Specialist in Sciences & Technology	66,101	138	68,166	64	66,755	202
Subject Specialist in Social/Behavior Science	66,063	125	72,744	62	68,278	187
Subject Specialist in Area Studies	71,237	106	72,476	66	71,712	172

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	65,897	464	67,452	198	66,362	662
Research/Reference/Instruction	67,818	644	65,799	228	67,290	872
Public Services	64,077	137	64,949	70	64,372	207
Technical Services	60,825	93	57,457	36	59,885	129
All Positions:	75,930	5,289	78,886	3,211	77,046	8,500

Excludes medical and law libraries. See Tables 53 and 63 for comparable figures for medical and law libraries.

Canadian salaries are expressed in US dollars. See Table 43 for salaries of Canadian librarians expressed in Canadian dollars.

TABLE 20: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.0	67	34.2	46	33.5	113
Associate Director	26.5	190	24.9	134	25.8	324
Assistant Director	23.1	89	23.5	64	23.3	153
Head, Branch	21.9	260	22.8	119	22.2	379
Administrative Specialist	17.3	340	15.3	143	16.7	483
Digital Specialist	13.9	480	12.7	712	13.2	1,192
Functional Specialist	12.9	654	15.4	393	13.9	1,047
Subject Specialist	16.2	1,043	18.2	550	16.9	1,593
Dept. Head, Acquisitions	21.9	79	18.8	37	20.9	116
Dept. Head, Research/Reference/ Information or Learning Commons	19.5	87	20.2	39	19.7	126
Dept. Head, Cataloging	22.5	116	20.5	44	22.0	160
Dept. Head, Circulation	20.1	77	17.1	44	19.0	121
Dept. Head, Rare Books/ Manuscripts/Special Collections	22.5	51	22.2	53	22.3	104
Dept. Head, Library Technology	19.5	34	18.1	79	18.5	113
Dept. Head, Other	20.6	384	19.5	222	20.2	606
Public Services	12.9	137	12.5	70	12.8	207
Technical Services	14.6	93	14.5	36	14.5	129
Research/Reference/Instruction	15.3	644	14.7	228	15.1	872
Cataloger/Metadata Analysts	18.1	464	18.7	198	18.2	662
All Positions:	17.3	5,289	17.1	3,211	17.2	8,500

Excludes medical and law libraries. See Tables 54 and 64 for comparable figures for medical and law libraries.

TABLE 21: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.0	67	34.2	46	33.5	113
Associate Director	26.5	190	24.9	134	25.8	324
Assistant Director	23.1	89	23.5	64	23.3	153
Head, Branch	21.9	260	22.8	119	22.2	379
Dept. Head, Acquisitions	21.9	79	18.8	37	20.9	116
Dept. Head, Cataloging	22.5	116	20.5	44	22.0	160
Dept. Head, Circulation	20.1	77	17.1	44	19.0	121
Dept. Head, Library Technology	19.5	34	18.1	79	18.5	113
Dept. Head, Rare Book/Manuscripts/Special Collections	22.5	51	22.2	53	22.3	104
Dept. Head, Research/Reference/Info or Learning Commons	19.5	87	20.2	39	19.7	126
Dept. Head, Other	20.6	384	19.5	222	20.2	606
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions, Other Admin.	16.2	134	17.6	46	16.6	180
Business Manager	18.5	101	15.4	69	17.2	170
Human Resources	18.9	77	12.6	12	18.0	89
Development/Advancement	13.7	28	10.4	16	12.5	44
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	9.4	56	10.7	38	9.9	94
IT, Systems	17.7	118	14.1	254	15.2	372
IT, Web Developer	12.6	69	10.4	100	11.3	169
IT, Programmer	16.5	64	13.2	230	14.0	294
Scholarly Communications	15.5	39	9.8	21	13.5	60
Digital Acquisitions	13.1	68	10.8	21	12.5	89
Digital Collections Curation	9.5	66	10.8	48	10.0	114
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	12.2	117	13.5	64	12.7	181
Archivists	12.6	346	16.3	212	14.0	558
Assessment, Management Info Systems, Planning	13.9	42	14.6	18	14.1	60
Media Specialists	14.4	41	15.1	57	14.8	98
Preservation, including digital collections	13.9	108	14.3	42	14.0	150
Subject Specialist (no subgroup)	16.6	554	18.4	285	17.2	839
Subject Specialist in Humanities/Fine Arts	15.6	120	19.2	73	17.0	193
Subject Specialist in Sciences & Technology	15.4	138	16.2	64	15.7	202
Subject Specialist in Social/Behavior Science	16.0	125	20.0	62	17.4	187
Subject Specialist in Area Studies	16.5	106	16.7	66	16.6	172

TABLE 21: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	18.1	464	18.7	198	18.2	662
Research/Reference/Instruction	15.3	644	14.7	228	15.1	872
Public Services	12.9	137	12.5	70	12.8	207
Technical Services	14.6	93	14.5	36	14.5	129
All Positions:	17.3	5,289	17.1	3,211	17.2	8,500

Excludes medical and law libraries. See Tables 55 and 65 for comparable figures for medical and law libraries.

TABLE 22: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2013–2014

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	55,584	518	59,626	287	57,025	805	9%
4–7 years	60,650	760	62,196	427	61,207	1,187	14%
8–11 years	66,681	697	68,275	454	67,310	1,151	14%
12–15 years	72,699	705	75,121	473	73,672	1,178	14%
16–19 years	77,383	534	80,354	360	78,580	894	11%
20–23 years	81,843	468	85,067	293	83,084	761	9%
24–27 years	83,866	471	87,468	281	85,212	752	9%
28–31 years	90,877	384	95,279	219	92,475	603	7%
32–35 years	95,249	342	98,484	193	96,416	535	6%
over 35 years	103,361	410	110,705	224	105,956	634	7%
All Positions:	75,930	5,289	78,886	3,211	77,046	8,500	100%

Excludes medical and law libraries. See Tables 56 and 66 for comparable figures for medical and law libraries.
 Canadian salaries are expressed in US dollars. See Table 46 for salaries of Canadian librarians expressed in Canadian dollars.

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND TYPE OF INSTITUTION, FY 2013–2014

Position	CANADIAN (16)		PRIVATE (31)		PUBLIC (68)		TOTAL (115)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	191,618	16	259,260	30	208,942	67	219,848	113
Associate Director	132,497	40	140,114	98	122,266	186	128,928	324
Assistant Director	109,058	16	116,653	81	109,584	56	113,271	153
Head, Branch	114,145	54	93,831	111	80,169	214	89,011	379
Administrative Specialist	79,117	54	77,080	171	70,841	258	73,975	483
Digital Specialist	82,922	115	73,249	418	65,807	659	70,068	1,192
Functional Specialist	82,527	73	66,433	399	60,658	575	64,384	1,047
Subject Specialist	86,767	200	71,004	499	66,173	894	70,272	1,593
Dept. Head, Acquisitions	101,504	13	76,957	36	76,386	67	79,378	116
Dept. Head, Research/Reference/Information or Learning Commons	101,265	12	87,606	47	80,518	67	85,138	126
Dept. Head, Cataloging	105,654	16	80,873	67	78,844	77	82,375	160
Dept. Head, Circulation	93,003	14	74,184	39	74,183	68	76,361	121
Dept. Head, Rare Books/Manuscripts/Special Collections	112,299	11	98,382	34	88,281	59	94,124	104
Dept. Head, Library Technology	100,771	9	101,309	40	93,742	64	96,981	113
Dept. Head, Other	102,251	85	85,833	184	81,198	337	85,558	606
Public Services	83,327	39	64,674	69	56,694	99	64,372	207
Technical Services	78,025	10	71,287	36	52,755	83	59,885	129
Research/Reference/Instruction	86,740	152	65,377	237	62,107	483	67,290	872
Cataloger/Metadata Analysts	83,617	52	67,228	293	62,731	317	66,362	662
All Positions:	93,154	981	78,823	2,889	72,525	4,630	77,046	8,500

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See tables 40–46 for salaries of Canadian librarians expressed in Canadian dollars.

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

TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS BY POSITION AND TYPE OF INSTITUTION, FY 2013–2014

Position	CANADIAN (16)		PRIVATE (31)		PUBLIC (68)		TOTAL (115)	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	30.8	16	32.2	30	34.7	67	33.5	113
Associate Director	23.1	40	27.5	98	25.6	186	25.8	324
Assistant Director	21.4	16	24.6	81	21.9	56	23.3	153
Head, Branch	21.0	54	22.6	111	22.3	214	22.2	379
Administrative Specialist	14.0	54	16.3	171	17.6	258	16.7	483
Digital Specialist	12.7	115	13.2	418	13.2	659	13.2	1,192
Functional Specialist	15.6	73	13.8	399	13.6	575	13.9	1,047
Subject Specialist	14.9	200	18.1	499	16.7	894	16.9	1,593
Dept. Head, Acquisitions	18.9	13	19.3	36	22.2	67	20.9	116
Dept. Head, Research/Reference/Information or Learning Commons	16.5	12	20.9	47	19.4	67	19.7	126
Dept. Head, Cataloging	25.4	16	20.1	67	22.9	77	22.0	160
Dept. Head, Circulation	19.7	14	17.2	39	20.0	68	19.0	121
Dept. Head, Rare Books/Manuscripts/Special Collections	20.1	11	22.6	34	22.6	59	22.3	104
Dept. Head, Library Technology	22.1	9	16.8	40	19.1	64	18.5	113
Dept. Head, Other	20.5	85	19.9	184	20.2	337	20.2	606
Public Services	9.0	39	14.1	69	13.3	99	12.8	207
Technical Services	11.0	10	18.1	36	13.4	83	14.5	129
Research/Reference/Instruction	13.9	152	15.5	237	15.3	483	15.1	872
Cataloger/Metadata Analysts	14.4	52	18.3	293	18.8	317	18.2	662
All Positions:	16.2	981	17.5	2,889	17.3	4,630	17.2	8,500

Excludes medical and law libraries.

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

TABLE 25: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2013–2014

Position	STAFF OVER 110 (18) [†]		STAFF 75–110 (18)		STAFF 50–74 (44)		STAFF 13–49 (35) [‡]	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	260,441	13	246,662	23	208,590	43	200,425	34
Associate Director	143,246	51	134,547	90	123,154	114	120,554	69
Assistant Director	132,261	39	108,116	41	106,298	56	105,111	17
Head, Branch	93,455	129	92,607	74	83,160	125	86,894	51
Administrative Specialist	79,080	134	75,156	123	69,752	133	71,098	93
Digital Specialist	72,914	314	71,519	339	67,154	399	68,473	140
Functional Specialist	66,927	330	66,218	268	61,064	314	62,245	135
Subject Specialist	71,810	382	73,016	340	68,654	618	68,214	253
Dept. Head, Acquisitions	82,436	15	83,419	27	77,242	46	77,354	28
Dept. Head, Research/Reference/Information or Learning Commons	89,311	36	82,328	21	83,026	40	84,904	29
Dept. Head, Cataloging	85,859	46	79,074	38	80,964	46	83,377	30
Dept. Head, Circulation	85,004	28	79,820	24	72,002	45	70,993	24
Dept. Head, Rare Books/Manuscripts/Special Collections	103,076	18	97,784	21	90,872	37	89,920	28
Dept. Head, Library Technology	95,226	27	107,585	20	94,658	42	94,182	24
Dept. Head, Other	89,349	135	91,214	163	79,928	216	83,191	92
Public Services	63,603	72	61,402	42	68,895	71	57,958	22
Technical Services	59,662	52	58,839	30	57,732	34	68,827	13
Research/Reference/Instruction	68,806	238	64,516	247	66,382	201	70,015	186
Cataloger/Metadata Analysts	70,189	243	64,587	162	63,329	168	64,871	89
All Positions:	77,888	2,302	78,283	2,093	75,076	2,748	77,702	1,357

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars.

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

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

‡ No ARL library has fewer than 15 professional staff members.

TABLE 26: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2013–2014

Position	STAFF OVER 110 (18) [†]		STAFF 75–110 (18)		STAFF 50–74 (44)		STAFF 13–49 (35) [‡]	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	32.8	13	35.0	23	32.6	43	33.8	34
Associate Director	23.7	51	26.4	90	25.7	114	27.1	69
Assistant Director	23.6	39	26.1	41	21.3	56	22.0	17
Head, Branch	22.8	129	20.8	74	22.6	125	21.9	51
Administrative Specialist	15.4	134	17.3	123	16.7	133	17.8	93
Digital Specialist	13.4	314	12.8	339	13.0	399	13.8	140
Functional Specialist	14.3	330	13.8	268	13.3	314	14.3	135
Subject Specialist	16.7	382	17.1	340	17.2	618	16.4	253
Dept. Head, Acquisitions	21.8	15	20.3	27	22.0	46	19.2	28
Dept. Head, Research/Reference/Information or Learning Commons	20.1	36	19.5	21	19.1	40	20.0	29
Dept. Head, Cataloging	20.1	46	22.5	38	22.9	46	22.7	30
Dept. Head, Circulation	19.8	28	18.4	24	17.5	45	21.7	24
Dept. Head, Rare Books/Manuscripts/Special Collections	21.6	18	23.4	21	21.1	37	23.6	28
Dept. Head, Library Technology	18.4	27	21.2	20	17.7	42	17.9	24
Dept. Head, Other	20.3	135	22.0	163	18.8	216	19.9	92
Public Services	12.2	72	15.1	42	12.8	71	10.0	22
Technical Services	14.3	52	10.4	30	17.1	34	18.4	13
Research/Reference/Instruction	13.3	238	15.4	247	16.6	201	15.5	186
Cataloger/Metadata Analysts	18.5	243	18.6	162	18.5	168	16.6	89
All Positions:	16.6	2,302	17.3	2,093	17.3	2,748	17.9	1,357

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 15 professional staff members.

TABLE 27: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION, FY 2013–2014, PART 1

Position	NEW ENGLAND (9)		MIDDLE ATLANTIC (14)		EAST NORTH CENTRAL (17)		WEST NORTH CENTRAL (7)		SOUTH ATLANTIC (18)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	246,556	9	253,570	14	220,651	16	201,519	7	229,290	17
Associate Director	139,382	23	141,353	43	127,884	48	118,280	17	131,091	61
Assistant Director	127,756	16	121,904	40	102,125	17	‡	8	111,537	15
Head, Branch	100,354	51	89,324	60	82,194	65	77,383	19	80,082	43
Administrative Specialist	83,456	65	75,075	61	67,448	74	68,551	28	72,650	67
Digital Specialist	76,765	154	74,378	161	63,815	201	66,402	52	67,428	179
Functional Specialist	70,612	140	67,927	160	60,567	159	59,757	45	59,199	198
Subject Specialist	75,083	195	74,659	229	67,298	250	60,873	87	61,171	194
Dept. Head, Acquisitions	95,185	9	78,386	10	72,049	19	73,687	6	73,448	23
Dept. Head, Research/Reference/Information or Learning Commons	93,895	22	88,315	8	82,401	15	73,976	7	81,012	21
Dept. Head, Cataloging	95,232	24	78,550	21	77,326	25	76,738	7	72,058	28
Dept. Head, Circulation	82,563	17	83,521	13	74,935	22	66,615	7	68,794	19
Dept. Head, Rare Books/Manuscripts/Special Collections	115,790	12	100,187	13	90,016	10	69,878	6	90,484	20
Dept. Head, Library Technology	106,727	10	101,948	14	93,127	23	81,358	4	99,031	20
Dept. Head, Other	95,318	47	89,010	92	82,435	95	77,284	32	78,035	82
Public Services	68,952	48	67,615	14	58,140	39	‡	3	55,153	19
Technical Services	74,410	26	53,400	18	54,029	30	‡	4	55,487	7
Research/Reference/Instruction	74,958	80	63,852	139	60,643	110	60,277	46	58,541	141
Cataloger/Metadata Analysts	72,799	150	66,533	89	60,235	79	60,184	31	56,883	92
All Positions:	82,030	1,098	80,261	1,199	72,011	1,297	70,285	416	71,722	1,246

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars.

() Indicates number of ARL libraries included.

‡ Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

TABLE 27: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION, FY 2013–2014, PART 2

Position	EAST SOUTH CENTRAL (6)		WEST SOUTH CENTRAL (9)		MOUNTAIN (7)		PACIFIC (12)		CANADA (16)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	198,010	6	221,151	9	188,020	7	222,868	12	191,618	16
Associate Director	110,996	18	102,149	29	124,712	11	138,556	34	132,497	40
Assistant Director	‡	2	100,438	9	113,491	10	111,496	20	109,058	16
Head, Branch	73,203	14	75,990	33	80,872	5	82,873	35	114,145	54
Administrative Specialist	66,854	16	65,802	35	78,620	27	74,641	56	79,117	54
Digital Specialist	56,711	53	61,065	88	71,073	71	71,297	118	82,922	115
Functional Specialist	54,865	39	52,387	88	65,360	47	69,070	98	82,527	73
Subject Specialist	60,935	54	58,070	101	64,601	91	72,031	192	86,767	200
Dept. Head, Acquisitions	72,233	8	72,751	9	80,762	8	78,975	11	101,504	13
Dept. Head, Research/Reference/Information or Learning Commons	76,911	5	71,082	15	84,216	9	89,676	12	101,265	12
Dept. Head, Cataloging	67,252	10	70,477	10	81,648	6	92,253	13	105,654	16
Dept. Head, Circulation	‡	3	65,626	11	‡	3	76,428	12	93,003	14
Dept. Head, Rare Books/Manuscripts/Special Collections	79,660	7	83,534	9	85,432	8	92,460	8	112,299	11
Dept. Head, Library Technology	91,094	4	101,585	5	85,370	12	101,052	12	100,771	9
Dept. Head, Other	73,332	21	67,618	48	80,123	16	87,693	88	102,251	85
Public Services	‡	3	43,611	21	55,900	13	56,326	8	83,327	39
Technical Services	69,814	4	47,479	11	‡	2	52,215	17	78,025	10
Research/Reference/Instruction	59,278	42	51,074	35	67,256	43	68,490	84	86,740	152
Cataloger/Metadata Analysts	56,916	20	56,222	47	65,027	36	72,170	66	83,617	52
All Positions:	67,820	329	65,314	613	74,268	425	79,568	896	93,154	981

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars.

() Indicates number of ARL libraries included.

‡ Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION

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

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

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