

CANADIAN ARL UNIVERSITY LIBRARIES

TABLES 40–46

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TABLE 40: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN CANADIAN 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	
Alberta [‡]	72	98,638	102,879	97,588	101,524	57,881	58,836	13.5
British Columbia [‡]	73	91,250	94,344	88,228	90,097	55,335	55,335	18.4
Calgary [‡]	48	102,944	102,594	101,125	99,136	58,000	65,000	19.6
Guelph [‡]	53	89,082	93,494	86,559	91,792	63,659	64,932	18.1
Laval [‡]	64	73,022	74,797	75,903	78,332	53,171	54,036	14.6
McGill [‡]	77	75,888	78,311	68,386	70,073	50,000	50,000	14.7
McMaster [‡]	41	72,832	73,833	66,245	66,514	48,456	48,456	18.6
Manitoba [‡]	39	98,374	102,419	96,011	94,352	51,258	54,938	21.1
Montreal [‡]	99	76,764	79,246	71,344	74,870	44,680	48,686	15.8
Ottawa [‡]	36	86,653	89,622	84,488	87,418	50,181	60,481	16.1
Queen's	31	110,318	109,295	113,743	114,695	53,917	55,546	23.8
Saskatchewan [‡]	48	99,324	101,317	95,991	102,239	60,537	61,142	17.0
Toronto	139	98,366	100,852	95,291	99,543	56,800	58,100	13.7
Waterloo [‡]	35	86,108	85,554	85,225	87,807	53,395	54,997	16.1
Western Ontario [‡]	68	78,030	79,336	76,490	77,614	54,810	55,632	14.5
York [‡]	58	105,209	111,384	101,128	111,975	49,000	49,000	14.2

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 47 and 57 for comparable figures for Canadian medical and law library salaries expressed in US dollars.

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 41: AVERAGE SALARIES OF CANADIAN 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		.		.		.	‡	1	‡	1
Associate Director		.		.		‡	117,753	5	118,304	6
Assistant Director	‡	1	‡	1		.	‡	1	122,329	4
Head, Branch	‡	1	‡	3	96,123	9	119,891	9	113,373	5
Administrative Specialist	54,716	4	66,143	14	78,473	7	80,549	11	103,604	4
Digital Specialist	74,696	18	76,718	29	77,473	14	84,150	18	85,234	10
Functional Specialist	64,020	6	74,192	18	82,750	7	82,139	9	89,096	6
Subject Specialist	64,778	23	68,229	35	80,425	38	90,639	28	98,857	17
Dept. Head, Acquisitions	‡	2		.		.	111,598	5	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons		.	‡	1	89,800	6		.		.
Dept. Head, Cataloging		.		.	‡	1		.	‡	1
Dept. Head, Circulation	‡	1	‡	3	‡	1	‡	1		
Dept. Head, Rare Books/ Manuscripts/Special Collections			‡	1	‡	3			‡	1
Dept. Head, Library Technology		.		.		.	‡	1	98,215	4
Dept. Head, Other	‡	1	93,505	6	100,536	12	96,170	15	90,117	5
Public Services	71,125	13	78,481	10	89,080	5	91,456	6	‡	1
Technical Services	‡	2	‡	1	‡	2	‡	3		
Research/Reference/ Instruction	63,507	23	80,134	34	87,980	20	87,364	20	96,062	11
Cataloger/Metadata Analysts	65,895	10	85,785	5	87,806	9	83,501	10	‡	3
All Positions:	68,075	105	76,517	161	86,534	137	91,931	143	99,061	80

Years of experience reflect total professional experience.

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 51 and 61 for comparable figures for Canadian medical and law library salaries expressed in US 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 41: AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2013–2014, PART 2: 20 TO OVER 30 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	‡	1	‡	1	188,240	4	‡	3	219,216	5
Associate Director	113,422	6	146,002	10	‡	3	143,045	6	‡	1
Assistant Director	‡	2	99,328	4	‡	1	‡	2		
Head, Branch	99,964	5	‡	3	121,347	8	114,046	6	135,144	5
Administrative Specialist	‡	3	83,758	5	‡	3	‡	1	‡	2
Digital Specialist	102,382	6	91,138	7	104,793	7	‡	3	‡	3
Functional Specialist	96,364	8	97,331	6	87,430	7	87,929	4	‡	2
Subject Specialist	97,523	16	116,282	12	124,561	7	101,722	10	102,552	14
Dept. Head, Acquisitions	‡	1		.	‡	2	‡	1	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	‡	2	‡	1	‡	1		.
Dept. Head, Cataloging	106,596	4	110,719	4	110,137	4	‡	1	‡	1
Dept. Head, Circulation	‡	1	‡	2	‡	2	‡	2	‡	1
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1	‡	2	‡	1	‡	1	‡	1
Dept. Head, Library Technology	‡	1	‡	1		.	‡	1	‡	1
Dept. Head, Other	107,754	9	102,851	13	109,813	11	105,582	5	119,195	8
Public Services	‡	1		.	‡	1	‡	2		.
Technical Services	‡	2	
Research/Reference/ Instruction	101,908	11	99,362	15	125,076	4	92,669	5	102,370	9
Cataloger/Metadata Analysts	‡	2	67,575	4	108,920	5	‡	3	‡	1
All Positions:	102,315	81	108,006	91	115,315	71	115,292	57	118,834	55

Years of experience reflect total professional experience.

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 51 and 61 for comparable figures for Canadian medical and law library salaries expressed in US 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 42: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	189,765	10	197,056	6	192,499	16
Associate Director	135,895	22	129,699	18	133,107	40
Assistant Director	115,901	9	101,406	7	109,560	16
Head, Branch	113,966	47	119,393	7	114,670	54
Administrative Specialist	76,742	39	86,600	15	79,480	54
Digital Specialist	82,075	47	84,152	68	83,303	115
Functional Specialist	80,146	47	87,897	26	82,906	73
Subject Specialist	85,345	149	92,484	51	87,166	200
Dept. Head, Acquisitions	‡	11	‡	2	101,971	13
Dept. Head, Research/Reference/ Information or Learning Commons	‡	10	‡	2	101,731	12
Dept. Head, Cataloging	‡	14	‡	2	106,140	16
Dept. Head, Circulation	‡	10	89,695	4	93,431	14
Dept. Head, Rare Books/ Manuscripts/Special Collections	119,584	5	107,175	6	112,815	11
Dept. Head, Library Technology	‡	3	‡	6	101,235	9
Dept. Head, Other	104,394	59	98,925	26	102,721	85
Public Services	81,399	28	89,592	11	83,710	39
Technical Services	‡	7	‡	3	78,384	10
Research/Reference/Instruction	87,171	118	87,029	34	87,139	152
Cataloger/Metadata Analysts	81,671	39	90,994	13	84,002	52
All Positions:	92,755	674	95,398	307	93,582	981

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 52 and 62 for comparable figures for Canadian medical and law library salaries expressed in US dollars.

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

TABLE 43: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	189,765	10	197,056	6	192,499	16
Associate Director	135,895	22	129,699	18	133,107	40
Assistant Director	115,901	9	101,406	7	109,560	16
Head, Branch	113,966	47	119,393	7	114,670	54
Dept. Head, Acquisitions	‡	11	‡	2	101,971	13
Dept. Head, Cataloging	‡	14	‡	2	106,140	16
Dept. Head, Circulation	94,926	10	89,695	4	93,431	14
Dept. Head, Library Technology	‡	3	‡	6	101,235	9
Dept. Head, Rare Book/Manuscripts/Special Collections	119,584	5	107,175	6	112,815	11
Dept. Head, Research/Reference/Info or Learning Commons	‡	10	‡	2	101,731	12
Dept. Head, Other	104,394	59	98,925	26	102,721	85
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	74,977	15	.	.	74,977	15
Business Manager	79,150	14	88,217	12	83,335	26
Human Resources	‡	8	‡	2	79,198	10
Development/Advancement	‡	2	‡	1	‡	3
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	97,410	5	89,262	4	93,789	9
IT, Systems	84,286	15	77,850	22	80,459	37
IT, Web Developer	‡	3	‡	11	81,589	14
IT, Programmer	70,860	7	87,253	18	82,663	25
Scholarly Communications	‡	6	‡	1	89,098	7
Digital Acquisitions	79,938	4	106,778	4	93,358	8
Digital Collections Curation	71,968	7	84,451	8	78,626	15
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	72,209	16	80,116	10	75,250	26
Archivists	83,377	19	91,709	10	86,250	29
Assessment, Management Info Systems, Planning	‡	6	‡	1	88,965	7
Media Specialists	‡	4	‡	2	83,207	6
Preservation, including digital collections	‡	2	‡	3	94,485	5
Subject Specialist (no subgroup)	82,044	94	91,036	32	84,328	126
Subject Specialist in Humanities/Fine Arts	105,383	18	113,465	6	107,404	24
Subject Specialist in Sciences & Technology	79,892	14	79,232	6	79,694	20
Subject Specialist in Social/Behavior Science	83,772	15	92,477	7	86,542	22
Subject Specialist in Area Studies	91,543	8	.	.	91,543	8

TABLE 43: NUMBER AND AVERAGE SALARIES OF CANADIAN 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	81,671	39	90,994	13	84,002	52
Research/Reference/Instruction	87,171	118	87,029	34	87,139	152
Public Services	81,399	28	89,592	11	83,710	39
Technical Services	‡	7	‡	3	78,384	10
All Positions:	92,755	674	95,398	307	93,582	981

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 53 and 63 for comparable figures for Canadian medical and law library salaries expressed in US dollars.

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

. No positions reported in this category.

TABLE 44: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	29.9	10	32.2	6	30.8	16
Associate Director	24.0	22	21.9	18	23.1	40
Assistant Director	21.2	9	21.7	7	21.4	16
Head, Branch	21.1	47	20.7	7	21.0	54
Administrative Specialist	14.2	39	13.6	15	14.0	54
Digital Specialist	11.8	47	13.3	68	12.7	115
Functional Specialist	14.5	47	17.7	26	15.6	73
Subject Specialist	14.4	149	16.5	51	14.9	200
Dept. Head, Acquisitions	20.2	11	12.0	2	18.9	13
Dept. Head, Research/Reference/ Information or Learning Commons	13.6	10	31.0	2	16.5	12
Dept. Head, Cataloging	25.0	14	28.5	2	25.4	16
Dept. Head, Circulation	23.7	10	9.8	4	19.7	14
Dept. Head, Rare Books/ Manuscripts/Special Collections	18.0	5	21.8	6	20.1	11
Dept. Head, Library Technology	23.3	3	21.5	6	22.1	9
Dept. Head, Other	21.9	59	17.5	26	20.5	85
Public Services	7.0	28	14.1	11	9.0	39
Technical Services	9.7	7	14.0	3	11.0	10
Research/Reference/Instruction	14.1	118	13.2	34	13.9	152
Cataloger/Metadata Analysts	13.3	39	17.9	13	14.4	52
All Positions:	16.0	674	16.5	307	16.2	981

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

TABLE 45: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	29.9	10	32.2	6	30.8	16
Associate Director	24.0	22	21.9	18	23.1	40
Assistant Director	21.2	9	21.7	7	21.4	16
Head, Branch	21.1	47	20.7	7	21.0	54
Dept. Head, Acquisitions	20.2	11	12.0	2	18.9	13
Dept. Head, Cataloging	25.0	14	28.5	2	25.4	16
Dept. Head, Circulation	23.7	10	9.8	4	19.7	14
Dept. Head, Library Technology	23.3	3	21.5	6	22.1	9
Dept. Head, Rare Book/Manuscripts/Special Collections	18.0	5	21.8	6	20.1	11
Dept. Head, Research/Reference/Info or Learning Commons	13.6	10	31.0	2	16.5	12
Dept. Head, Other	21.9	59	17.5	26	20.5	85
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	10.2	15		.	10.2	15
Business Manager	17.9	14	13.8	12	16.0	26
Human Resources	12.5	8	13.0	2	12.6	10
Development/Advancement	24.5	2	12.0	1	20.3	3
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	9.0	5	8.5	4	8.8	9
IT, Systems	16.7	15	15.2	22	15.8	37
IT, Web Developer	13.3	3	12.5	11	12.6	14
IT, Programmer	10.1	7	12.9	18	12.2	25
Scholarly Communications	10.3	6	12.0	1	10.6	7
Digital Acquisitions	11.3	4	17.3	4	14.3	8
Digital Collections Curation	5.9	7	10.4	8	8.3	15
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	11.4	16	16.7	10	13.4	26
Archivists	15.3	19	19.4	10	16.7	29
Assessment, Management Info Systems, Planning	15.2	6	4.0	1	13.6	7
Media Specialists	22.3	4	21.5	2	22.0	6
Preservation, including digital collections	13.5	2	17.7	3	16.0	5
Subject Specialist (no subgroup)	14.7	94	17.6	32	15.4	126
Subject Specialist in Humanities/Fine Arts	17.6	18	22.0	6	18.7	24
Subject Specialist in Sciences & Technology	10.4	14	10.2	6	10.4	20
Subject Specialist in Social/Behavior Science	12.6	15	12.4	7	12.5	22
Subject Specialist in Area Studies	14.1	8		.	14.1	8

TABLE 45: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF CANADIAN 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	13.3	39	17.9	13	14.4	52
Research/Reference/Instruction	14.1	118	13.2	34	13.9	152
Public Services	7.0	28	14.1	11	9.0	39
Technical Services	9.7	7	14.0	3	11.0	10
All Positions:	16.0	674	16.5	307	16.2	981

Excludes Canadian medical and law libraries. See Tables 55 and 65 for comparable figures for Canadian medical and law libraries.
 . No positions reported in this category.

TABLE 46: NUMBER AND AVERAGE SALARIES OF CANADIAN 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	65,854	74	73,379	31	68,075	105	11%
4–7 years	76,399	120	76,861	41	76,517	161	16%
8–11 years	87,079	99	85,114	38	86,534	137	14%
12–15 years	92,557	89	90,901	54	91,931	143	15%
16–19 years	99,720	52	97,838	28	99,061	80	8%
20–23 years	101,730	55	103,552	26	102,315	81	8%
24–27 years	107,015	59	109,834	32	108,006	91	9%
28–31 years	116,205	44	113,865	27	115,315	71	7%
32–35 years	111,691	41	124,522	16	115,292	57	6%
over 35 years	117,827	41	121,785	14	118,834	55	6%
All Positions:	92,755	674	95,398	307	93,582	981	100%

Salaries are expressed in Canadian dollars

Excludes Canadian medical and law libraries. See Tables 56 and 66 for comparable figures for Canadian medical and law library salaries expressed in US dollars.