

# ARL ANNUAL SALARY SURVEY 2013–2014

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ASSOCIATION OF RESEARCH LIBRARIES®  
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## ARL Annual Salary Survey 2013–2014

The quantitative tables presented in this publication are not indicative of performance and should not be used as measures of library quality. In comparing any individual library to ARL medians or to other ARL members, one must be careful to make such comparisons within the context of differing institutional characteristics.

Custom reports based on the *Salary Survey* data are also available. Contact the ARL Statistics and Measurement Program Officer for further information.

Visit the ARL Statistics and Assessment Program online at <http://www.arl.org/focus-areas/statistics-assessment>.

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# CONTENTS

<b>SALARY SURVEY TRENDS 2013–2014</b> .....	9
Figure 1: Race/Ethnicity of Professional Staff in US ARL University Libraries, FY 2013–2014.....	10
Figure 2: Minority Professionals by Region in US ARL University Libraries, FY 2013–2014.....	10
Figure 3a: Distribution of Professional Staff in US ARL University Libraries by Sex, FY 2013–2014.....	11
Figure 3b: Distribution of Professional Staff in US ARL University Libraries by Minority Status and Sex, FY 2013–2014.....	11
Figure 3c: Distribution of Professional Staff in Canadian ARL University Libraries by Sex, FY 2013–2014.....	11
Figure 3d: Distribution of Professional Staff in All ARL University Libraries by Sex, FY 2013–2014.....	12
Figure 4: Distribution of Job Codes and Sub-Codes by Position and Type of Library, FY 2013–2014.....	14
Figure 5: Number and Average Salaries of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014.....	16
Figure 6a: Average Salaries and Average Years of Experience of Library Professionals in Libraries with Three, Four, and Five Step Rank Structures, FY 2013–2014.....	18
Figure 6b: Average Salary by Percentile in Libraries with Three Step Rank Structures, FY 2013–2014.....	18
Figure 6c: Average Salary by Percentile in Libraries with Four Step Rank Structures, FY 2013–2014.....	19
Figure 6d: Average Salary by Percentile in Libraries with Five Step Rank Structures, FY 2013–2014.....	19
<b>DOWNLOADABLE DATA TABLES</b> .....	21
<b>SALARY LEVELS FOR STAFF IN ARL LIBRARIES</b> .....	23
Table 1: Distribution by Salary Level.....	25
Table 2: Salary Trends in ARL University Libraries.....	26
Table 3: Salary Trends in US ARL University Libraries.....	27
Table 4: Salary Trends in Canadian ARL University Libraries.....	28
<b>ARL NONUNIVERSITY LIBRARIES</b> .....	29
Table 5: Median and Beginning Professional Salaries in ARL Nonuniversity Libraries.....	31
Table 6: Salary Trends in ARL Nonuniversity Libraries.....	32
<b>ARL UNIVERSITY LIBRARIES</b> .....	33
Table 7: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Libraries, FY 2013–2014.....	35

Table 8: Beginning Professional Salaries in ARL University Libraries Rank Order Table, FY 2012–2013 .....	38
Table 9: Beginning Professional Salaries in ARL University Libraries Rank Order Table, FY 2013–2014 .....	39
Table 10: Median Professional Salaries in ARL University Libraries Rank Order Table, FY 2012–2013 .....	40
Table 11: Median Professional Salaries in ARL University Libraries Rank Order Table, FY 2013–2014 .....	41
Table 12: Average Professional Salaries in ARL University Libraries Rank Order Table, FY 2012–2013 .....	42
Table 13: Average Professional Salaries in ARL University Libraries Rank Order Table, FY 2013–2014 .....	43
Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries Summary of Rankings, FYs 2010–2011 to 2013–2014 .....	44
Table 15: Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 2013–2014 .....	47
Table 16: Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2013–2014, Part 1: Women .....	48
Table 16: Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2013–2014, Part 2: Men .....	49
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 .....	50
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 .....	51
Table 18: Number and Average Salaries of ARL University Librarians by Position and Sex, FY 2013–2014 .....	52
Table 19: Number and Average Salaries of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014 .....	53
Table 20: Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 2013–2014 .....	55
Table 21: Number and Average Years of Experience of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014 .....	56
Table 22: Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 2013–2014 .....	58

Table 23: Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 2013–2014.....	59
Table 24: Years of Experience of ARL University Librarians by Position and Type of Institution, FY 2013–2014.....	60
Table 25: Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 2013–2014.....	61
Table 26: Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 2013–2014.....	62
Table 27: Average Salaries of ARL University Librarians by Position and Geographic Region, FY 2013–2014, Part 1.....	63
Table 27: Average Salaries of ARL University Librarians by Position and Geographic Region, FY 2013–2014, Part 2.....	64
ARL University Libraries by Geographic Region.....	65
<b>US ARL UNIVERSITY LIBRARIES</b> .....	67
Table 28: Average Salaries of US ARL University Librarians by Position and Years of Experience, FY 2013–2014, Part 1: 0 to 19 Years of Experience.....	68
Table 28: Average Salaries of US ARL University Librarians by Position and Years of Experience, FY 2013–2014, Part 2: 20 to over 35 Years of Experience.....	69
Table 29: Average Salaries of Minority US ARL University Librarians by Position and Years of Experience, FY 2013–2014, Part 1: 0 to 19 Years of Experience.....	70
Table 29: Average Salaries of Minority US ARL University Librarians by Position and Years of Experience, FY 2013–2014, Part 2: 20 to over 35 Years of Experience.....	71
Table 30: Number and Average Salaries of US ARL University Librarians by Position and Sex, FY 2013–2014.....	72
Table 31: Number and Average Salaries of Minority US ARL University Librarians by Position and Sex, FY 2013–2014.....	73
Table 32: Number and Average Salaries of US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014.....	74
Table 33: Number and Average Salaries of Minority US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014.....	76
Table 34: Number and Average Years of Experience of US ARL University Librarians by Position and Sex, FY 2013–2014.....	78
Table 35: Number and Average Years of Experience of Minority US ARL University Librarians by Position and Sex, FY 2013–2014.....	79

Table 36: Number and Average Years of Experience of US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014.....	80
Table 37: Number and Average Years of Experience of Minority US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014.....	82
Table 38: Number and Average Salaries of US ARL University Librarians by Years of Experience and Sex, FY 2013–2014.....	84
Table 39: Number and Average Salaries of Minority US ARL University Librarians by Years of Experience and Sex, FY 2013–2014.....	85
<b>CANADIAN ARL UNIVERSITY LIBRARIES</b> .....	87
Table 40: Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 2013–2014.....	89
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.....	90
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.....	91
Table 42: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 2013–2014.....	92
Table 43: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014.....	93
Table 44: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 2013–2014.....	95
Table 45: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014.....	96
Table 46: Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 2013–2014.....	98
<b>ARL UNIVERSITY MEDICAL LIBRARIES</b> .....	99
Table 47: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Medical Libraries, FY 2013–2014.....	101
Table 48: Beginning Professional Salaries in ARL University Medical Libraries Rank Order Table, FY 2013–2014.....	103
Table 49: Median Professional Salaries in ARL University Medical Libraries Rank Order Table, FY 2013–2014.....	104
Table 50: Average Professional Salaries in ARL University Medical Libraries Rank Order Table, FY 2013–2014.....	105

Table 51: Average Salaries of ARL University Medical Librarians by Position and Years of Experience, FY 2013–2014, Part 1: 0 to 19 Years of Experience.....	106
Table 51: Average Salaries of ARL University Medical Librarians by Position and Years of Experience, FY 2013–2014, Part 2: 20 to over 30 Years of Experience.....	107
Table 52: Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 2013–2014.....	108
Table 53: Number and Average Salaries of ARL University Medical Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014.....	109
Table 54: Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 2013–2014.....	111
Table 55: Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014.....	112
Table 56: Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 2013–2014.....	114
<b>ARL UNIVERSITY LAW LIBRARIES.....</b>	<b>115</b>
Table 57: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Law Libraries, FY 2013–2014.....	117
Table 58: Beginning Professional Salaries in ARL University Law Libraries Rank Order Table, FY 2013–2014.....	119
Table 59: Median Professional Salaries in ARL University Law Libraries Rank Order Table, FY 2013–2014.....	120
Table 60: Average Professional Salaries in ARL University Law Libraries Rank Order Table, FY 2013–2014.....	121
Table 61: Average Salaries of ARL University Law Librarians by Position and Years of Experience, FY 2013–2014, Part 1: 0 to 19 Years of Experience.....	122
Table 61: Average Salaries of ARL University Law Librarians by Position and Years of Experience, FY 2013–2014, Part 2: 20 to over 30 Years of Experience.....	123
Table 62: Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 2013–2014.....	124
Table 63: Number and Average Salaries of ARL University Law Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014.....	125
Table 64: Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 2013–2014.....	127
Table 65: Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014.....	128

Table 66: Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 2013–2014.....	130
UNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS.....	131
NONUNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS.....	147
FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2013–2014.....	153
ARL MEMBER LIBRARIES AS OF JANUARY 1, 2014.....	167



## SALARY SURVEY TRENDS 2013–2014

Data for 10,168 professional staff members were reported this year for the 115 ARL university libraries, including their law and medical libraries (907 staff members reported by 72 medical libraries and 761 staff members reported by 77 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,791 professional staff members.

The tables are organized in seven major sections. The first section includes Tables 1 through 4, which report salary figures for all professionals working in ARL member libraries, including law and medical library data. The second section includes salary information for the 10 nonuniversity research libraries of ARL. The third section, entitled “ARL University Libraries,” reports data in Tables 7 through 27 for the “general” library system of the university ARL members, combining US and Canadian data but excluding law and medical data. The fourth section, composed of Tables 28 through 39, reports data on US ARL university library members excluding law and medical data; the fifth section, Tables 40–46, reports data on Canadian ARL university libraries excluding law and medical data. The sixth section, (Tables 47–56) and the seventh section (Tables 57–66) report on medical and law libraries, respectively, combining US and Canadian data.

The university population is generally treated in three distinct groups: staff in the “general” library system, staff in the university medical libraries, and staff in the university law libraries. Any branch libraries for which data were received, other than law and medical, are included in the “general” category, whether or not those libraries are administratively independent. Footnotes for many institutions provide information on branch inclusion or exclusion.

In all tables where data from US and Canadian institutions are combined, Canadian salaries are converted into US dollar equivalents at the rate of 1.0046 Canadian dollars per US dollar.<sup>1</sup> Tables 4 and 40 through 46, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

### RACE AND ETHNICITY

There were 1,302 minority professional staff reported in 99 US ARL university libraries, including law and medical libraries.<sup>2</sup> Note that the data for minority professionals comes only from the US ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions; Canadian law prohibits the identification of Canadians by ethnic category.

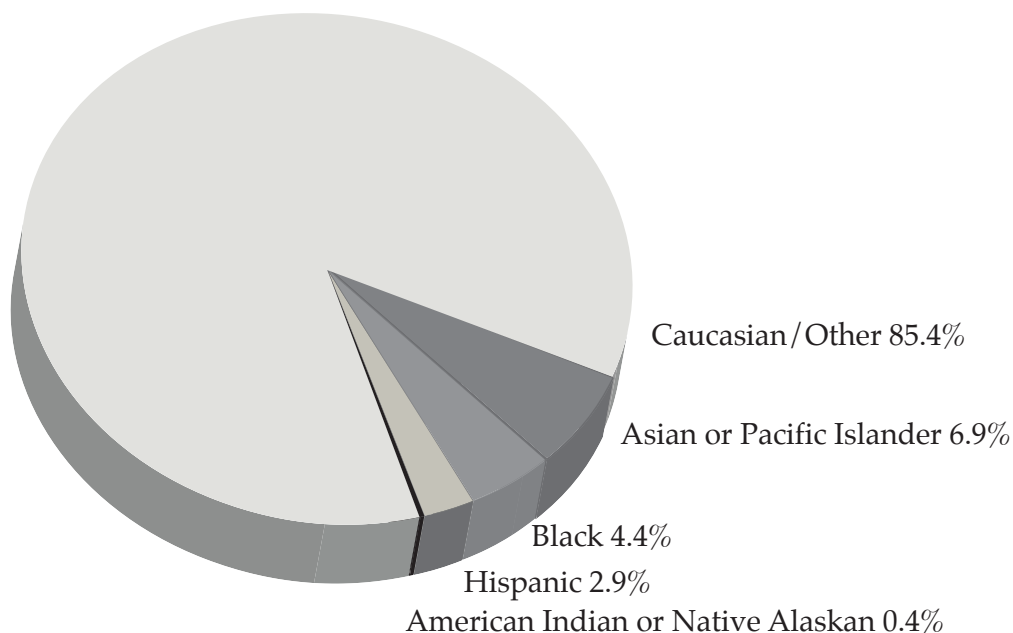
Currently, 14.6% of the professional staff in US ARL university libraries (including law and medical libraries) belong to one of the four non-Caucasian categories for which ARL keeps records. The percentage of minorities in managerial or leadership positions in ARL academic libraries is far lower: 8% are directors (9 out of 113), 7.7% are associate directors (25 out of 324), 7.2% are assistant directors (11 out of 153) and 9.5% (36 out of 379) are the head of a branch library (see Table 31). Figure 1, below, depicts the overall racial/ethnic distribution of professional staff in US ARL university libraries: Caucasian/Other 85.4%, Asian/Pacific Islander 6.9%, Black 4.4%, Hispanic 2.9%, and American Indian/Alaskan Native 0.4%.

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<sup>1</sup> This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 2012–June 2013 and is used in converting figures that are shown effective as of 1 July 2013. This information can be accessed at: <http://www.bankofcanada.ca/en/rates/exchange.html>.

<sup>2</sup> Some US institutions offer their librarians the option of not reporting race and ethnicity; others forbid the tracking of racial and ethnic classification altogether. See Footnotes.

**Figure 1: Race/Ethnicity of Professional Staff in US ARL University Libraries, FY 2013–2014**



Minority professional staff in US ARL university libraries continues to be disproportionately distributed across the country. Using Figure 2, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of ARL’s data-collection experience. Minorities are underrepresented by almost 41% in the West North Central region and by 31% in the New England region (see Table 27 for a definition of the regions). Proportionately to other regions, there are more minorities in the Pacific, South Atlantic, and West South Central regions.

**Figure 2: Minority Professionals by Region in US ARL University Libraries, FY 2013–2014**

RACE/ ETHNICITY CATEGORY	NEW ENGLAND	MIDDLE ATLANTIC	EAST NORTH CENTRAL	WEST NORTH CENTRAL	SOUTH ATLANTIC	EAST SOUTH CENTRAL	WEST SOUTH CENTRAL	MOUNTAIN	PACIFIC	TOTAL	%
Black	26	64	66	21	127	25	26	9	31	395	30%
Hispanic	21	44	30	8	41	9	38	22	44	257	20%
Asian	81	106	83	18	90	11	44	19	166	618	47%
American Indian/ Alaskan Native	5	4	4	4	1		3	9	2	32	2%
Minority Total	133	218	183	51	259	45	111	59	243	1,302	100.0%
Minority Percent	10.2%	16.7%	14.1%	3.9%	19.9%	3.5%	8.5%	4.5%	18.7%		
Nonminority Total	1,125	1,243	1,281	503	1,314	365	619	434	763	7,647	100.0%
Nonminority Percent	14.7%	16.3%	16.8%	6.6%	17.2%	4.8%	8.1%	5.7%	10.0%		

RACE/ ETHNICITY CATEGORY	NEW ENGLAND	MIDDLE ATLANTIC	EAST NORTH CENTRAL	WEST NORTH CENTRAL	SOUTH ATLANTIC	EAST SOUTH CENTRAL	WEST SOUTH CENTRAL	MOUNTAIN	PACIFIC	TOTAL	%
Regional Percent Total staff	14.1%	16.3%	16.4%	6.2%	17.6%	4.6%	8.2%	5.5%	11.2%		
Proportional Minority Representation	-30.61%	2.45%	-16.07%	-40.91%	15.70%	-27.08%	4.94%	-21.05%	87.00%		

According to Figure 3 below, 69.4% of female professional staff in US ARL university libraries are members of the four racial/ethnic groups in Figure 2, whereas 61.8% of female professional staff are members of the Caucasian/ Other racial/ethnic group. The overall gender balance in the 115 Canadian and US university libraries (including law and medical libraries) is 36.3% male and 63.7% female. See Figure 2, above, and Figure 3, below, for more detail on race/ethnic and gender distribution.

**Figure 3a: Distribution of Professional Staff in US ARL University Libraries by Sex, FY 2013–2014**

UNITED STATES	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	2,904	38.6%	4,615	61.4%	7,519
Medical	206	26.1%	584	73.9%	790
Law	249	34.7%	468	65.3%	717
<b>All</b>	<b>3,359</b>	<b>37.2%</b>	<b>5,667</b>	<b>62.8%</b>	<b>9,026</b>

**Figure 3b: Distribution of Professional Staff in US ARL University Libraries by Minority Status and Sex, FY 2013–2014**

UNITED STATES	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Minority*	399	30.6%	903	69.4%	1,302
Non-minority	2,924	38.2%	4,723	61.8%	7,647
<b>All</b>	<b>3,323</b>	<b>37.1%</b>	<b>5,626</b>	<b>62.9%</b>	<b>8,949</b>

\*Note: There are six US institutions that did not report race/ethnicity data; therefore, the totals will not aggregate to the total needed for the US and Canadian sub-totals to equal the figure displayed in the combined total.

**Figure 3c: Distribution of Professional Staff in Canadian ARL University Libraries by Sex, FY 2013–2014**

CANADA	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	307	31.3%	674	68.7%	981
Medical	13	11.1%	104	88.9%	117
Law	16	36.4%	28	63.6%	44
<b>All</b>	<b>336</b>	<b>29.4%</b>	<b>806</b>	<b>70.6%</b>	<b>1,142</b>

**Figure 3d: Distribution of Professional Staff in All ARL University Libraries by Sex, FY 2013–2014**

COMBINED	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	3,211	37.8%	5,289	62.2%	8,500
Medical	219	24.1%	688	75.9%	907
Law	265	34.8%	496	65.2%	761
<b>All</b>	<b>3,695</b>	<b>36.3%</b>	<b>6,473</b>	<b>63.7%</b>	<b>10,168</b>

ARL recognizes the difficulties that the profession has in attracting a diverse workforce and continues to work actively in the development of workplace climates that embrace diversity. One way that ARL achieves this end is through the work of the ARL Diversity Program. The ARL Diversity Program through its Leadership and Career Development Program and the Initiative to Recruit a Diverse Workforce, emphasizes ARL’s and its members’ commitment to creating a diverse academic and research library community to better meet the new challenges of global competition and changing demographics. Further, the diversity program focuses on issues surrounding work relationships in libraries while considering the impact of diversity on library services, interactions with library users, and the development of collections. More information about the diversity program can be found at <http://www.arl.org/leadership-recruitment/diversity-recruitment>.

ClimateQUAL® is an assessment initiative that focuses on some of the same issues. It is the statistics and assessment program’s tool that assesses organizational climate and diversity in libraries. ClimateQUAL helps libraries plumb the dimensions of climate and organizational culture important for a healthy organization in a library setting. The survey addresses climate issues such as diversity, teamwork, learning, and fairness, as well as current managerial practices, and staff attitudes and beliefs. Libraries use their survey data to improve their organizational climate and diversity culture for delivering superior services to the communities they serve. More information about ClimateQUAL can be found at <http://www.climatequal.org>.

### GENDER DATA

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Additionally, data on salary comparisons for directors are frequently requested. In 2008–2009 and 2009–2010, the average salary for female directors was slightly higher than that of their male counterparts. For the past three years, the trend was reversed. For the first time since 2009–2010, the average salary for female directors was slightly higher than that of their male counterparts (see Table 18).

In keeping with previous years, the 2013–2014 data show that salaries for women in US ARL university libraries have not yet met parity with that of men (see Table 18). In 2013–2014 the overall salary for women was 96.3% of that of men for the 115 ARL university libraries (compared to 96.22% in 2011–2012). This suggests a slow, long-term trend towards closure of the gender gap in ARL libraries — in 1980–81, women in ARL libraries made roughly 87% that of men.

Table 18 displays 19 job categories; females earn more than their male counterparts in just 6 of the 19 categories listed. Table 20 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 18, revealing that experience differentials may explain some differences within specific job categories. Women have more experience in all but one of the six job categories in which they

average higher pay. In keeping with the 2012–2013 data, there are seven categories where women, on average, have more experience and less pay: Associate Director, Administrative Specialist, Digital Specialist; Head, Rare Books/Manuscripts/Special Collections; Head, Library Technology; Department Head-Other; and Public Services. Table 22 further reveals that the average salary for men is consistently higher than the average salary for women in all ten experience cohorts. Among minority librarians, the pattern is the same (see Table 39).

There is a sense that the gender gap persists in academe in areas beyond the library and that a renewed commitment to resolve the problem is needed.<sup>3</sup> A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. The scarcity of men in the profession has been well documented in many studies — the largest percentage of men employed in ARL libraries was 38.2% in 1980–81; since then men have consistently represented about 35% of the professional staff in ARL libraries.

### THE SPECIALIST BREAKDOWNS

The job categories and job codes for the university libraries in the *ARL Annual Salary Survey 2013–2014* reflect the continued revision and modernization of the survey, a process that began with the 2012–2013 survey under the direction of the Task Force on Reviewing the ARL Statistics, the ARL Annual Salary Survey, and the ARL Supplementary Statistics. A new code was added to the Digital Specialist category: SS for Digital Specialists with Subject expertise, and four new codes were added to the Subject Specialist category: HFA, SCI, SBS, and AREA for the Humanities/Fine Arts, Sciences and Technology, Social/Behavioral Sciences, and Area Studies, respectively. For each of the new job codes, ARL institutions were offered two options: either use one of the new job codes to describe that position; or, if none of the new job codes could adequately describe that position, use one of the broader category job codes: FSPEC, ADMSPEC, or DIGITALSPEC.

As seen in the revised Figure 4, which now includes all positions, the category that includes *Administrative Specialists (no subgroup)* makes up 2% of the dataset; the category that includes *Digital Specialists (no subgroup)* makes up 1.0% of the dataset, and the category that includes *Functional Specialists (no subgroup)* makes up 2% of the data set. Archivists comprised the largest percentage of Functional Specialists who used an alternative code (5.8%), and Information Technology specialists comprised the largest percentage of Digital Specialists who used an alternative code (9.1%).

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<sup>3</sup> There are many instances citing the continuation of gender inequity in academia. See, for example: Mary Ann Mason, "Still Earning Less," *Chronicle of Higher Education* 13 January 2010 <http://chronicle.com/article/Still-Earning-Less/63482/>; Katherine Mangan, "Women in Academic Medicine: Equal to Men, Except in Pay," *Chronicle of Higher Education* 31 March 2010 <http://chronicle.com/article/Women-in-Academic-Medicine-/64892/>; Paula Wasley, "Gender Gap in Pay Widens Over Time," *Chronicle of Higher Education* 4 May 2007 <http://chronicle.com/article/Gender-Gap-in-Pay-Widens-Over/9208/>; Denise K. Manger's articles in the *Chronicle of Higher Education*, "Faculty Salaries Increased 3.7% in 1999–2000" (14 April 2000: A20) and "Faculty Salaries are Up 3.6%, Double the Rate of Inflation" (23 April 1999: A16); D. W. Miller, "Salary Gap Between Male and Female Professors Grows Over the Years, Study Suggests," *Chronicle of Higher Education*, Today's News, 27 April 2000; and Yolanda Moses, "Salaries in Academe: The Gender Gap Persists," *Chronicle of Higher Education* 12 December 1997: A60.

**Figure 4: Distribution of Job Codes and Sub-Codes by Position and Type of Library, FY 2013–2014**

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Director	113	1.3%					113	1.1%
Associate Director	324	3.8%	55	6.1%	51	6.7%	430	4.2%
Assistant Director	153	1.8%	37	4.1%	53	7.0%	243	2.4%
Head, Medical			64	7.1%			64	.6%
Head, Law					73	9.6%	73	.7%
Head, Branch	379	4.5%	21	2.3%			400	3.9%
Dept. Head								
Acquisitions	116	1.4%	23	2.5%	32	4.2%	171	1.7%
Cataloging	160	1.9%	11	1.2%	31	4.1%	202	2.0%
Circulation	121	1.4%	16	1.8%	26	3.4%	163	1.6%
Library Technology	113	1.3%	12	1.3%	5	.7%	130	1.3%
Rare Book / Manuscripts / Special Collections	104	1.2%	8	.9%	3	.4%	115	1.1%
Research / Reference / Information or Learning Commons	126	1.5%	21	2.3%	25	3.3%	172	1.7%
Other Department Heads	606	7.1%	58	6.4%	28	3.7%	692	6.8%
Administrative Specialist (no subgroup); Administrative support, Marketing / Communication / IP Permissions, Other Administrative	180	2.1%	12	1.3%	9	1.2%	201	2.0%
Business Manager	170	2.0%	11	1.2%	4	.5%	185	1.8%
Human Resources	89	1.0%	3	.3%			92	.9%
Development / Advancement	44	.5%	2	.2%			46	.5%
Digital Specialist (no subgroup), Institutional Repository Curator; Digital Specialist with Subject Expertise	94	1.1%	4	.4%	8	1.1%	106	1.0%
IT, Systems	372	4.4%	26	2.9%	17	2.2%	415	4.1%
IT, Web Developer	169	2.0%	17	1.9%	10	1.3%	196	1.9%
IT, Programmer	294	3.5%	17	1.9%			311	3.1%
Scholarly Communications	60	.7%	3	.3%			63	.6%
Digital Acquisitions	89	1.0%	6	.7%	4	.5%	99	1.0%
Digital Collections Curation	114	1.3%	2	.2%	4	.5%	120	1.2%

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	181	2.1%	18	2.0%	9	1.2%	208	2.0%
Archivists	558	6.6%	24	2.6%	4	.5%	586	5.8%
Assessment, Management Information Systems, Planning	60	.7%	1	.1%	2	.3%	63	.6%
Media Specialists	98	1.2%	4	.4%	3	.4%	105	1.0%
Preservation, including digital collections	150	1.8%	1	.1%			151	1.5%
Subject Specialist (no subgroup)	839	9.9%	132	14.6%	72	9.5%	1043	10.3%
Subject Specialist in Humanities/Fine Arts	193	2.3%			1	.1%	194	1.9%
Subject Specialist in Sciences & Technology	202	2.4%	33	3.6%	1	.1%	236	2.3%
Subject Specialist in Social/Behavior Science	187	2.2%	6	.7%	10	1.3%	203	2.0%
Subject Specialist in Area Studies	172	2.0%			1	.1%	173	1.7%
Catalogers/Metadata analysts	662	7.8%	16	1.8%	37	4.9%	715	7.0%
Research/Reference/Instruction	872	10.3%	191	21.1%	193	25.4%	1256	12.4%
Public Services	207	2.4%	43	4.7%	28	3.7%	278	2.7%
Technical Services	129	1.5%	9	1.0%	17	2.2%	155	1.5%
<b>All Positions:</b>	<b>8,500</b>		<b>907</b>		<b>761</b>		<b>10,168</b>	

Figure 5 below has been revised to include law and medical libraries and this table now displays the average salaries for all positions in the salary survey, including the subcategories by position and sex. The salaries in each of the sub-categories deviates widely from the average salaries for the new specialist categories, which are \$69,808 for the category containing the *Administrative Specialist (no subgroup)* category (ADMSPEC), \$66,065 for the category containing the *Digital Specialist (no subgroup)* category (DIGITALSPEC), and \$64,967 the category containing the *Functional Specialist (no subgroup)* category (FSPEC).

Development/Advancement specialists have the highest average of all subcategories of the *Administrative Specialist* category: \$78,209; Media/Multimedia specialists have the lowest average salary overall: \$59,441. IT Programmers have the highest average salary of the *Digital Specialist* category: \$73,631, and professionals with Assessment, Management Information Systems, Planning responsibilities (a new subcategory) have the highest salaries of the *Functional Specialist* category: \$70,758.

**Figure 5: Number and Average Salaries of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014**

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Director	220,407	67	219,034	46	219,848	113
Associate Director	120,052	260	123,650	170	121,474	430
Assistant Director	97,598	155	108,098	88	101,400	243
Head, Medical	134,961	53	150,770	11	137,678	64
Head, Law	166,052	38	172,362	35	169,077	73
Head, Branch	86,653	278	91,636	122	88,173	400
Dept. Head						
Acquisitions	76,327	120	75,272	51	76,012	171
Cataloging	80,962	147	78,252	55	80,224	202
Circulation	75,100	108	70,896	55	73,681	163
Library Technology	92,624	41	95,959	89	94,907	130
Rare Book/Manuscripts/Special Collections	94,712	56	92,677	59	93,668	115
Research/Reference/Information or Learning Commons	82,363	120	84,487	52	83,005	172
Other Department Heads	83,586	452	86,112	240	84,462	692
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions, Other Administrative	68,718	151	73,099	50	69,808	201
Business Manager	75,293	115	76,239	70	75,651	185
Human Resources	74,307	80	72,478	12	74,069	92
Development/ Advancement	80,374	29	74,515	17	78,209	46
Digital Specialist (no subgroup), Institutional Repository Curator; Digital Specialist with Subject Expertise	64,041	64	69,148	42	66,065	106
IT, Systems	72,470	132	69,742	283	70,610	415
IT, Web Developer	64,334	80	69,005	116	67,099	196
IT, Programmer	71,753	71	74,186	240	73,631	311
Scholarly Communications	72,223	42	74,928	21	73,125	63
Digital Acquisitions	67,336	74	69,214	25	67,810	99
Digital Collections Curation	64,106	68	67,870	52	65,737	120



POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Functional Specialist (no subgroup); Coordinator, Team Leader (non- supervisory responsibility)	63,621	136	67,510	72	64,967	208
Archivists	62,803	366	66,906	220	64,344	586
Assessment, Management Information Systems, Planning	71,836	43	68,441	20	70,758	63
Media Specialists	60,580	43	58,652	62	59,441	105
Preservation, including digital collections	63,477	108	69,022	43	65,056	151
Subject Specialist	69,073	707	73,259	336	70,422	1,043
Subject Specialist in Humanities / Fine Arts	69,503	121	74,792	73	71,493	194
Subject Specialist in Sciences & Technology	66,326	168	69,242	68	67,166	236
Subject Specialist in Social / Behavior Science	66,690	139	72,690	64	68,582	203
Subject Specialist in Area Studies	71,573	107	72,476	66	71,917	173
Catalogers / Metadata analysts	65,466	504	67,487	211	66,062	715
Research / Reference / Instruction	67,848	927	66,795	329	67,572	1,256
Public Services	64,936	189	65,613	89	65,153	278
Technical Services	60,446	114	57,279	41	59,608	155
<b>All Positions:</b>	<b>76,123</b>	<b>6,473</b>	<b>79,344</b>	<b>3,695</b>	<b>77,294</b>	<b>10,168</b>

In regards to the gender gap in ARL libraries discussed in the previous section, it is worth noting that the average salaries of men are higher than those of women in 26 out of the 38 categories in Figure 5.

## INSTITUTIONAL CHARACTERISTICS AND SALARIES

### PUBLIC AND PRIVATE INSTITUTIONS

The gap between salaries paid in private ARL university libraries and those paid in publicly supported ARL university libraries decreased in 2013–2014 to 8.7%, with librarians at private institutions earning an average of \$6,298 more than their peers at public institutions. Librarians in public institutions systematically earned less than their peers employed in private institutions across all 19 job categories in Table 23.

### LIBRARY SIZE

Library size, as measured by the number of professional staff, is another significant determinant of salary. As a rule, the largest libraries tend to pay the highest average salaries, not only overall, but for specific positions as well. However, in 2013–2014 libraries with 75 to 100 staff reported the highest average salary, \$78,283, followed by the largest libraries, i.e., those with more than 110 staff, which reported the next highest average salary \$77,888 (see Table 25). The gap between the highest paying cohort and the lowest paying cohort was

cut in half in 2013–2014, decreasing to \$3,208. The cutoff staffing levels used to determine the largest cohort of libraries, after declining in every year since 1995–96, continued to hold steady at over 110 in 2013–2014.<sup>4</sup>

#### GEOGRAPHIC AREA

In 2013–2014, the highest average salaries were found in Canada (\$93,154) followed by New England (\$82,030) with salaries in the Middle Atlantic region (\$80,261) coming in third (see Table 27). The Canadian average salary peaked again this year, reflecting another all-time high. For the 2013–2014 survey period, the Canadian currency exchange rate is 1.0046. The West South Central region had the lowest average salary: \$ 65,314.

#### RANK STRUCTURE

Rank structure provides a useful framework for examining professional salaries in ARL university libraries. Figure 6, below, displays average salary and years of experience in the most commonly used rank structures. Readers should be aware that not all individuals have a rank that fits into the rank structure the library utilizes. Most commonly, directors may have no rank (or a rank outside the structure) and it is common for non-librarians included in the survey (business officers, personnel staff, computer specialists, liaisons, etc.) to be unranked, as well.

The pattern of relationships between rank and salary seen in past years continues: with higher rank associated with higher average years of experience and a correspondingly higher salary. Of the 10,168 librarians in ARL university member libraries, 6,077 occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,072) occupy a position in a four-step rank structure.

**Figure 6a: Average Salaries and Average Years of Experience of Library Professionals in Libraries with Three, Four, and Five Step Rank Structures, FY 2013–2014**

	THREE-STEP			FOUR-STEP			FIVE-STEP		
	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff
Librarian 1	63,981	8.0	467	58,020	8.4	450	56,948	11.7	235
Librarian 2	76,072	18.1	637	66,597	12.8	867	61,535	12.9	290
Librarian 3	91,890	24.6	404	78,728	20.0	1,166	73,616	17.3	525
Librarian 4	.	.	.	94,297	27.0	589	88,246	23.1	320
Librarian 5	.	.	.	.	.	.	107,274	28.1	127
<b>No. of Staff</b>	<b>1,508</b>			<b>3,072</b>			<b>1,497</b>		

The direct relationship between rank and salary is highlighted even more in the three tables below, which show average salary by percentile in each of the three rank structures presented in Figure 6.

**Figure 6b: Average Salary by Percentile in Libraries with Three Step Rank Structures, FY 2013–2014**

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Librarian 1	467	36,720	51,796	60,160	74,229	125,081
Librarian 2	637	45,000	60,000	70,211	84,991	168,549
Librarian 3	404	35,877	75,972	91,140	105,612	168,303

<sup>4</sup> In 1995–96, the largest cohort of libraries was determined based on staff over 124; in 1996–98, over 120; in 1998–99, over 115; and since 1999–2000, over 110. See Table 23.

**Figure 6c: Average Salary by Percentile in Libraries with Four Step Rank Structures, FY 2013–2014**

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Librarian 1	450	36,503	50,000	56,150	64,132	138,382
Librarian 2	867	36,750	54,645	62,734	74,300	169,226
Librarian 3	1166	41,091	63,558	73,393	89,901	251,500
Librarian 4	589	47,985	75,360	87,600	107,450	240,000

**Figure 6d: Average Salary by Percentile in Libraries with Five Step Rank Structures, FY 2013–2014**

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Librarian 1	235	24,570	48,058	55,738	64,360	106,850
Librarian 2	290	25,584	52,871	60,770	70,143	108,791
Librarian 3	525	40,428	61,106	73,089	83,437	140,555
Librarian 4	320	50,228	73,208	86,819	100,307	190,000
Librarian 5	127	52,093	92,048	103,083	125,124	172,872

### INFLATION EFFECT

Tables 2 and 6 reveal changes in beginning professional and median salaries as reported by both university and nonuniversity research libraries as well as the US Bureau of Labor’s Cost of Living Index (CPI-All Urban Consumers). Table 3 is similar to Table 2, but reports data only on US libraries. Table 4 shows trend data for Canadian libraries and compares them to the changes in the Canadian Consumer Price Index (Consumer Price Index for Canada, all-items, not seasonally adjusted). Tables 2, 3, and 4 include law and medical library staff in ARL university libraries. Bucking the two-year trend from 2011–2012 and 2012–2013, Tables 3 and 4 indicate that the purchasing power of professionals in the United States and Canada kept pace with inflation.

For the first time since 2011–2012, US salaries surpassed inflation. US CPI increased by 2%<sup>5</sup> (see Table 3), and the median salary for US ARL university libraries in 2013 increased by 2.3% to \$68,773 (see Table 3). Canadian salaries (reported in Canadian dollars) surpassed inflation by 1 percentage point: the Canadian CPI increased 1.3%, while median salaries in Canadian university libraries increased by 2.3% to \$89,163 (Canadian dollars, see Table 4).<sup>6</sup> The median beginning salary (BPS) for university ARL librarians increased to \$48,000 in 2013–2014 (see Table 2). Table 6 shows that median salaries for nonuniversity librarians increased to \$95,173, while beginning salaries rebounded in 2013–2014, increasing to \$51,630.

Readers are reminded that these data reflect only salaries, and that there are other compensation issues which may have influenced the pattern of salaries in various institutions. In addition, a highly standardized structure for capturing data has been used, which may portray results in a way that cannot be fully representative of a local situation.

<sup>5</sup> CPI data retrieved from the US Department of Labor, Bureau of Labor Statistics’ *Consumer Price Index-All Urban Consumers (US All items, 1982–84=100–CUIUR0000SA0)* available online at <http://www.bls.gov/data/>.

<sup>6</sup> The source for Canadian CPI data is *Table 5: The Consumer Price Index for Canada (All-Items, Not Seasonally Adjusted, Historical Data)* published in *The Daily*, a Statistics Canada publication, available online at <http://www.statcan.gc.ca/pub/62-001-x/2014003/t040-eng.htm>

## THE REVISED 2013–2014 ARL SALARY SURVEY

The *ARL Annual Salary Survey 2013–2014* reports salary data for all professional staff working in ARL member libraries. The Association of Research Libraries (ARL) represents the interests of libraries that serve major North American research institutions. The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Assessment program, which produces the salary survey, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The ARL Annual Salary Survey is the most comprehensive and thorough guide to current salaries in large US and Canadian academic and research libraries and is a valuable management and research tool.

The job categories and job codes for the university libraries in the *ARL Annual Salary Survey 2012–2013* were revised and modernized after an extensive review process led by the Task Force on Reviewing the ARL Statistics, the ARL Annual Salary Survey, and the ARL Supplementary Statistics. Members of the ARL Statistics and Assessment Committee and the task force interviewed ARL directors during the Spring of 2011 and collected feedback that helped them articulate the key issues, questions, and revisions for annual data collection purposes. This feedback was shared with ARL library directors and salary survey contacts, and the final list of job categories was approved by the ARL Board in April of 2011.

The *ARL Annual Salary Survey 2013–2014* reflects the continuation of this work. For the second consecutive year, the salary survey collected working job titles for the university libraries to evaluate the new job codes and their use in response to feedback from survey coordinators. Also, five new job categories were added to the *ARL Annual Salary Survey 2013–2014*: SS for Digital Specialists with Subject expertise; and HFA, SCI, SBS, and AREA for subject specialists in the Humanities/Fine Arts, Sciences and Technology, Social/Behavioral Sciences, and Area Studies, respectively.

These new codes highlight the subject-based and subject-specific work of professional librarians in ARL libraries, thereby providing a more nuanced description of the scope, work responsibilities, and emerging roles of librarians in research libraries. Please see the instructions for the *ARL Annual Salary Survey 2013–2014* on p. 131 for a more complete list of the new and revised job codes.

Initial diagnostics showed that some of the new job categories had too few cases. These categories have been aggregated into larger groups. For the second consecutive year, the broader *Administrative Specialist* category and the *Administrative Support* category, ADMSPEC (no subgroup) (n=4) and ADMIN (n=176), respectively, were combined to create one category for those who provide general administrative support that may also encompass marketing, communications, and IP permissions work. The broader *Digital Specialist* category (DIGITALSPEC (no subgroup), n=13) was combined with two subcategories with the lowest number of cases: *Digital Specialist with Subject Expertise*, a new category this year (SS, n=53) and *Institutional Repository Curator* (IR, n=28). *Scholarly Communications* (SCHOLAR, n=60) is reported separately this year. Finally, for the second consecutive year, the broader *Functional Specialist* category (FSPEC (no subgroup), n=153) and the *Coordinator, Team Leader (non-supervisory responsibility)* category (CTL, n=28) were combined to create one broad category for individuals whose specialized work is not subject based and who do not have significant supervisory responsibilities.

This revision of the ARL Annual Salary Survey job categories was conducted with the understanding that the salary survey attempts to provide a standardized schema to fit more than 100 different and complex research library structures. So, any such standardization is viewed as a reasonable and practical schema that meets management and planning needs to a certain extent, yet it is likely that it will leave important evidence outside any adopted framework. The ARL Statistics and Assessment Committee and the ARL Board Task Force on revising the annual surveys recognizes that the revision of the salary survey job categories is an iterative

process. Such revisions help us keep pace with the rapidly changing workforce in research libraries, while simultaneously codifying and reflecting the evolution of the 21st century research library workforce in the salary survey data.

## DOWNLOADABLE DATA TABLES

The online version of the *ARL Annual Salary Survey 2013–2014* includes access to a spreadsheet of the data tables that are presented in the publication. Online readers can click on the Resources icon (the downward pointing arrow) in the sidebar menu to download the data tables in Excel format.

Martha Kyrillidou  
Shaneka Morris  
Association of Research Libraries

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**SALARY LEVELS FOR STAFF IN ARL LIBRARIES**

**TABLES 1-4**

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**TABLE 1: DISTRIBUTION BY SALARY LEVEL**

This table shows the number of university and nonuniversity staff in each salary range. Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by Cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range.

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

Salary Range	UNIVERSITY LIBRARIES				NONUNIVERSITY LIBRARIES			
	FY	Cum.	FY	Cum.	FY	Cum.	FY	Cum.
	2012–2013	%	2013–2014	%	2012–2013	%	2013–2014	%
More than 300,000	10	0.1%	9	0.1%	0	0.0%	0	0.0%
250,000 - 299,999	18	0.3%	20	0.3%	0	0.0%	0	0.0%
200,000 - 250,000	67	0.9%	80	1.1%	5	0.1%	6	0.2%
175,000 - 199,999	62	1.6%	56	1.6%	6	0.3%	4	0.3%
150,000 - 174,999	104	2.6%	112	2.7%	303	8.2%	305	8.3%
140,000 - 149,999	82	3.4%	96	3.7%	147	12.1%	140	12.0%
130,000 - 139,999	148	4.9%	167	5.3%	228	18.0%	244	18.4%
120,000 - 129,999	202	6.9%	203	7.3%	266	25.0%	237	24.7%
110,000 - 119,999	308	9.9%	329	10.5%	392	35.2%	396	35.1%
100,000 - 109,999	421	14.1%	466	15.1%	431	46.5%	453	47.1%
95,000 - 99,999	350	17.6%	347	18.5%	254	53.2%	242	53.5%
90,000 - 94,999	366	21.2%	432	22.8%	203	58.5%	220	59.3%
85,000 - 89,999	497	26.2%	499	27.7%	235	64.6%	205	64.7%
80,000 - 84,999	609	32.2%	615	33.7%	259	71.4%	260	71.5%
78,000 - 79,999	254	34.7%	312	36.8%	76	73.4%	77	73.6%
76,000 - 77,999	308	37.8%	312	39.9%	108	76.2%	118	76.7%
74,000 - 75,999	322	41.0%	368	43.5%	132	79.6%	140	80.4%
72,000 - 73,999	345	44.4%	348	46.9%	65	81.3%	49	81.7%
70,000 - 71,999	454	48.9%	456	51.4%	45	82.5%	61	83.3%
68,000 - 69,999	345	52.3%	336	54.7%	112	85.5%	110	86.2%
66,000 - 67,999	378	56.1%	405	58.7%	70	87.3%	65	87.9%
64,000 - 65,999	386	59.9%	388	62.5%	52	88.6%	35	88.8%
62,000 - 63,999	418	64.1%	438	66.8%	108	91.5%	97	91.4%
60,000 - 61,999	436	68.4%	470	71.4%	38	92.5%	40	92.4%
58,000 - 59,999	443	72.8%	421	75.6%	50	93.8%	45	93.6%
56,000 - 57,999	394	76.7%	390	79.4%	64	95.4%	68	95.4%
54,000 - 55,999	434	81.0%	377	83.1%	31	96.3%	26	96.1%
52,000 - 53,999	383	84.8%	372	86.8%	31	97.1%	36	97.0%
50,000 - 51,999	410	88.9%	367	90.4%	54	98.5%	50	98.4%
48,000 - 49,999	290	91.8%	271	93.1%	15	98.9%	6	98.5%
46,000 - 47,999	260	94.4%	239	95.4%	14	99.2%	11	98.8%
44,000 - 45,999	184	96.2%	156	96.9%	3	99.3%	8	99.0%
42,000 - 43,999	150	97.7%	109	98.0%	12	99.6%	17	99.5%
40,000 - 41,999	102	98.7%	77	98.8%	6	99.8%	10	99.7%
38,000 - 39,999	62	99.3%	58	99.3%	2	99.8%	4	99.8%
36,000 - 37,999	28	99.6%	20	99.5%	3	99.9%	1	99.9%
34,000 - 35,999	19	99.8%	15	99.7%	0	99.9%	0	99.9%
less than 34,000	23	100.0%	32	100.0%	3	100.0%	5	100.0%
<b>Total Positions</b>	<b>10,072</b>		<b>10,168</b>		<b>3,823</b>		<b>3,791</b>	
<b>Median Salary</b>	<b>69,259</b>		<b>70,585</b>		<b>95,158</b>		<b>95,173</b>	

**TABLE 2: SALARY TRENDS IN ARL UNIVERSITY LIBRARIES**

Salary figures for the current year are displayed in the context of previous years and compared to the changes in the US Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the US Department of Labor, Bureau of Labor Statistics' *Consumer Price Index-All Urban Consumers (US All items, 1982-1984=100 - CUUR0000SA0)* available online at <http://www.bls.gov/cpi/data.htm>. Note: Canadian salaries are expressed in US dollars.

<b>Fiscal Year</b>	<b>Number of Libraries</b>	<b>Total Staff</b>	<b>Median Salary<sup>†</sup></b>	<b>BPS<sup>‡</sup> Median</b>	<b>Median Salary Index</b>	<b>BPS<sup>‡</sup> Index</b>	<b>Actual CPI*</b>	<b>Adjusted CPI</b>
2013-2014	115	10,168	\$70,585	\$48,000	270.4	290.9	233.6	224.8
2012-2013	115	10,072	69,259	47,000	265.4	284.8	229.1	220.5
2011-2012	115	9,910	68,407	46,000	262.1	278.8	225.9	217.4
2010-2011	115	10,037	66,260	44,004	253.9	266.7	218.0	209.8
2009-2010	114	10,207	64,560	43,700	247.4	264.8	215.4	207.3
2008-2009	113	10,148	64,823	44,000	248.4	266.7	219.9	211.6
2007-2008	113	9,983	61,833	41,125	236.9	249.7	208.3	200.5
2006-2007	113	9,824	59,648	40,000	228.5	242.4	203.5	195.9
2005-2006	113	9,655	57,074	37,920	218.7	229.8	195.4	188.1
2004-2005	113	9,487	55,250	36,984	211.7	224.1	189.4	182.3
2003-2004	114	9,492	53,000	36,000	203.1	218.2	183.9	177.0
2002-2003	114	9,469	51,636	35,000	197.8	212.1	180.1	173.3
2001-2002	113	9,198	50,724	34,000	194.3	206.1	177.5	170.8
2000-2001	112	8,882	49,068	32,879	188.0	199.3	172.8	166.3
1999-2000	111	8,595	47,377	31,100	181.5	188.5	166.7	160.4
1998-1999	110	8,400	45,775	30,000	175.2	181.7	163.2	157.1
1997-1998	110	8,414	44,534	28,500	170.5	172.6	160.5	154.5
1996-1997	109	8,325	43,170	27,687	165.3	167.7	157.0	151.1
1995-1996	108	8,231	41,901	27,000	160.5	163.6	152.5	146.8
1994-1995	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-1994	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-1993	108	8,212	39,265	25,000	150.4	151.5	140.5	134.9
1991-1992	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-1991	107	8,382	36,701	23,800	140.6	144.2	130.4	125.8
1989-1990	107	8,253	34,629	22,000	132.7	133.3	124.4	119.3
1988-1989	107	8,087	32,461	20,400	124.4	123.6	118.5	113.9
1987-1988	106	7,962	30,534	19,460	117.0	117.9	113.8	109.3
1986-1987	105	7,718	28,941	18,250	110.9	110.6	109.5	105.5
1985-1986	105	7,543	27,485	17,500	105.3	106.1	107.8	103.6
1984-1985	104	7,161	26,100	16,500	100.0	100.0	104.1	100.0

\*Actual CPI figures have been revised from previous editions based upon changes published by the Bureau of Labor Statistics. These changes are minute, less than 0.3 in all cases.

† Includes medical and law libraries. ‡ Beginning professional salary.

**TABLE 3: SALARY TRENDS IN US ARL UNIVERSITY LIBRARIES**

Salary figures for the current year are displayed in the context of previous years and compared to the changes in the US Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the US Department of Labor, Bureau of Labor Statistics' *Consumer Price Index-All Urban Consumers (US All items, 1982-1984=100 - CUUR0000SA0)* available online at <http://www.bls.gov/cpi/data.htm>.

Fiscal Year	Number of Libraries	Total Staff	Median Salary <sup>†</sup>	Median Salary Change	Median Salary Index	Actual CPI*	Adjusted CPI	CPI Change
2013-2014	99	9,026	\$68,773	2.3%	265.1	233.6	224.8	2.0%
2012-2013	99	8,921	67,257	1.2	259.2	229.1	220.5	1.4
2011-2012	99	8,782	66,467	2.3	256.2	225.9	217.4	3.6
2010-2011	99	8,925	65,000	1.5	250.5	218.0	209.8	1.2
2009-2010	99	9,116	64,069	0.6	246.9	215.4	207.3	-2.0
2008-2009	99	9,158	63,673	3.8	245.4	219.9	211.6	5.6
2007-2008	99	9,026	61,329	3.5	236.4	208.3	200.5	2.4
2006-2007	99	8,866	59,280	3.7	228.5	203.5	195.9	4.1
2005-2006	99	8,700	57,173	2.8	220.4	195.4	188.1	3.2
2004-2005	99	8,581	55,600	3.2	214.3	189.4	182.3	3.0
2003-2004	100	8,581	53,859	2.0	207.6	183.9	177.0	2.1
2002-2003	100	8,544	52,789	1.9	203.5	180.1	173.3	1.5
2001-2002	99	8,337	51,806	4.1	199.7	177.5	170.8	2.7
2000-2001	99	8,127	49,753	3.7	191.8	172.8	166.3	3.7
1999-2000	98	7,858	48,000	4.1	185.0	166.7	160.4	2.1
1998-1999	97	7,671	46,130	3.6	177.8	163.2	157.1	1.7
1997-1998	97	7,682	44,544	3.4	171.7	160.5	154.5	2.2
1996-1997	96	7,562	43,084	3.4	166.1	157.0	151.1	3.0
1995-1996	95	7,435	41,651	2.7	160.5	152.5	146.8	2.8
1994-1995	95	7,401	40,573	3.4	156.4	148.4	142.8	2.8
1993-1994	95	7,390	39,257	3.0	151.3	144.4	139.0	2.8
1992-1993	95	7,375	38,124	3.0	146.9	140.5	134.9	3.2
1991-1992	94	7,408	37,009	3.5	142.6	136.2	131.1	4.4
1990-1991	94	7,543	35,761	5.2	137.8	130.4	125.8	4.8
1989-1990	94	7,344	34,000	5.8	131.0	124.4	119.3	5.0
1988-1989	94	7,252	32,149	5.4	123.9	118.5	113.9	4.1
1987-1988	93	7,145	30,492	5.1	117.5	113.8	109.3	3.9
1986-1987	92	6,886	29,021	6.5	111.9	109.5	105.5	1.6
1985-1986	91	6,707	27,249	5.0	105.0	107.8	103.6	3.6
1984-1985	91	6,456	25,946	6.9	100.0	104.1	100.0	-

\*Actual CPI figures have been revised from previous editions based upon changes published by the Bureau of Labor Statistics. These changes are minute, less than 0.3 in all cases.

† Includes medical and law libraries.

**TABLE 4: SALARY TRENDS IN CANADIAN ARL UNIVERSITY LIBRARIES**

Salary figures for the current year are displayed in the context of previous years. Canadian salaries are presented in both US \$ and Canadian \$ denominations and the annual exchange rate used in the salary surveys is also listed. Canadian salaries are also compared to the changes in the Canadian Consumer Price Index (CPI) to show trends in the purchasing power of median Canadian salaries. CPI number changes are based on July CPI figures. The source for Canadian CPI data is “Table 5: The Consumer Price Index for Canada” published in *The Daily*, a Statistics Canada publication, available online at <http://www.statcan.gc.ca/pub/62-001-x/2014003/t040-eng.htm>.

Fiscal Year	Number of Libraries	Total Staff	Median Salary in US \$ <sup>†</sup>	Median Salary Change <sup>†</sup>	Exchange Rate	Median Salary in Can. \$	Median Salary Change	Can. CPI	Can. CPI Change*
2013–2014	16	1,142	\$88,755	2.3%	1.0046	\$89,163	2.3%	123.1	1.3%
2012–2013	16	1,151	86,798	1.6	1.0037	87,120	1.8	121.5	1.3
2011–2012	16	1,128	85,431	9.6	1.0014	85,551	4.0	120.0	2.7
2010–2011	16	1,112	77,919	12.7	1.0556	82,251	2.0	116.8	1.8
2009–2010	15	1,091	69,130	-11.3	1.1667	80,654	2.4	114.7	-0.9
2008–2009	14	990	77,954	15.8	1.0101	78,742	3.3	115.8	3.4
2007–2008	14	957	67,331	6.7	1.1323	76,239	3.9	112.0	2.2
2006–2007	14	958	63,112	11.8	1.16289	73,392	4.0	109.6	2.3
2005–2006	14	955	56,474	7.1	1.24971	70,576	-0.3	107.1	2.0
2004–2005	14	906	52,707	16.3	1.34328	70,800	3.5	105.0	2.3
2003–2004	14	911	45,310	6.2	1.51023	68,429	2.3	102.6	2.1
2002–2003	14	925	42,657	-0.6	1.56878	66,919	2.6	100.5	2.1
2001–2002	14	861	42,928	-1.1	1.51919	65,215	2.1	98.4	2.7
2000–2001	13	755	43,394	5.0	1.47192	63,873	2.4	95.8	2.9
1999–2000	13	737	41,316	-3.8	1.5103	62,400	2.4	93.1	1.9
1998–1999	13	729	42,963	-2.7	1.4177	60,909	0.9	91.4	1.0
1997–1998	13	732	44,167	1.4	1.3663	60,346	1.7	90.5	1.7
1996–1997	13	764	43,569	0.9	1.3613	59,310	-0.4	89.0	1.3
1995–1996	13	796	43,173	-1.7	1.3794	59,554	1.3	87.9	2.6
1994–1995	13	815	43,919	-6.0	1.3381	58,768	0.7	85.7	0.1
1993–1994	13	816	46,744	-4.3	1.2488	58,374	2.9	85.6	1.7
1992–1993	13	837	48,820	2.7	1.1623	56,744	3.4	84.2	1.2
1991–1992	13	847	47,519	5.5	1.1547	54,870	3.6	83.2	6.0
1990–1991	13	839	45,023	15.1	1.1759	52,942	12.5	78.5	4.1
1989–1990	13	853	39,117	12.3	1.2026	47,042	5.3	75.4	5.3
1988–1989	13	837	34,826	11.7	1.2826	44,668	5.3	71.6	3.9
1987–1988	13	817	31,178	10.9	1.3602	42,408	9.1	68.9	4.6
1986–1987	13	831	28,123	-1.9	1.3817	38,858	1.2	65.9	4.1
1985–1986	13	829	28,666	1.1	1.3388	38,378	7.9	63.3	4.1
1984–1985	12	705	28,346	-0.8	1.2548	35,569	0.8	60.8	4.1

<sup>†</sup> Includes medical and law libraries. \* Canadian CPI change figures have been revised from previous editions based upon changes published by *The Daily* (Statistics Canada). These changes were caused by rounding; they are minute and are less than 0.3 in all cases.

**ARL NONUNIVERSITY LIBRARIES**

**TABLES 5-6**

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**TABLE 5: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NONUNIVERSITY LIBRARIES**

This table lists the number of staff, and median and beginning salaries for ARL nonuniversity libraries for FY2013 and FY2014.

INSTITUTION	No. of Staff	MEDIAN SALARIES		BEGINNING SALARIES	
		FY 2012–2013	FY 2013–2014	FY 2012–2013	FY 2013–2014
Boston Public Library †	177	62,419	62,419	42,000	42,000
Center for Research Libraries	30	56,295	59,130	36,057	37,168
Library of Congress †	2,425	106,839	106,839	51,630	51,630
National Agricultural Library †	105	125,231	84,855	51,630	51,630
National Archives †	461	87,350	89,372	34,075	40,084
National Library of Medicine	200	94,837	94,837	42,209	51,630
National Research Council Canada *	71	77,744	77,675	59,004	58,951
New York Public Library †	207	59,900	61,633	42,638	42,638
New York State Library †	43	68,637	68,637	51,268	54,045
Smithsonian Libraries	72	74,958	75,237	51,630	51,630

\* Canadian salaries are expressed in US dollars.

† See footnotes.

**TABLE 6: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES**

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the US Department of Labor, Bureau of Labor Statistics' *Consumer Price Index-All Urban Consumers (US All items, 1982-1984=100 - CUUR0000SA0)* available online at <http://www.bls.gov/cpi/data.htm>. Note: Canadian salaries are expressed in US dollars.

<b>Fiscal Year</b>	<b>Number of Libraries</b>	<b>Total Staff</b>	<b>Median Salary</b>	<b>BPS<sup>†</sup> Median</b>	<b>Median Salary Index</b>	<b>BPS<sup>†</sup> Index</b>	<b>Actual CPI</b>	<b>Adjusted CPI</b>
2013-2014	10	3,791	\$95,173	\$51,630	280.9	312.8	233.6	224.8
2012-2013	10	3,823	95,158	46,953	280.9	284.4	229.1	220.5
2011-2012	11	4,046	95,046	51,630	280.5	312.8	225.9	217.4
2010-2011	10	3,709	95,020	51,135	280.5	309.8	218.0	209.8
2009-2010	10	3,811	85,229	47,554	251.6	288.1	215.4	207.3
2008-2009	10	3,748	85,320	48,108	251.8	291.4	219.9	211.6
2007-2008	10	3,797	80,261	44,359	236.9	268.7	208.3	200.5
2006-2007	10	3,832	80,124	42,765	236.5	259.1	203.5	195.9
2005-2006	10	3,921	76,083	38,673	224.6	234.3	195.4	188.1
2004-2005	10	3,946	74,022	34,764	218.5	210.6	189.4	182.3
2003-2004	10	3,877	70,020	34,739	206.8	210.4	183.9	177.0
2002-2003	10	3,804	65,289	34,739	192.7	210.4	180.1	173.3
2001-2002	10	3,717	65,025	34,389	191.9	208.3	177.5	170.8
2000-2001	10	3,731	62,521	31,774	184.5	192.5	172.8	166.3
1999-2000	10	3,737	59,916	30,849	176.8	186.9	166.7	160.4
1998-1999	11	3,819	56,000	29,877	165.3	181.0	163.2	157.1
1997-1998	11	3,779	55,055	28,724	162.5	174.0	160.5	154.5
1996-1997	11	3,799	51,150	28,380	151.0	172.0	157.0	151.1
1995-1996	11	3,915	49,149	28,162	145.1	170.7	152.5	146.8
1994-1995	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1993-1994	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1992-1993	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
1991-1992	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1990-1991	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1989-1990	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1988-1989	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1987-1988	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1986-1987	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1985-1986	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
1984-1985	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

† Beginning professional salary.



**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 <sup>‡</sup>	63	63,744	64,362	59,188	58,910	42,000	45,000	15.0
Alberta <sup>‡</sup>	72	98,274	102,408	97,228	101,059	57,668	58,567	13.5
Arizona <sup>‡</sup>	44	67,583	74,043	60,796	70,368	53,364	56,365	18.8
Arizona State <sup>‡</sup>	50	66,081	68,795	66,367	69,327	43,000	43,000	21.5
Auburn <sup>‡</sup>	44	58,837	61,619	54,813	58,295	46,062	54,025	17.1
Boston University <sup>‡</sup>	63	62,291	63,760	61,050	62,600	47,300	48,500	18.4
Boston College <sup>‡</sup>	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 <sup>‡</sup>	73	90,914	93,912	87,902	89,684	55,131	55,082	18.4
Brown <sup>‡</sup>	78	71,401	72,917	66,486	66,080	55,000	55,000	18.7
Calgary <sup>‡</sup>	48	102,565	102,124	100,752	98,682	57,786	64,702	19.6
California, Berkeley <sup>‡</sup>	86	86,004	88,195	82,783	84,996	47,544	47,544	19.5
California, Davis <sup>‡</sup>	35	89,748	95,431	92,912	97,456	47,544	47,544	24.0
California, Irvine <sup>‡</sup>	46	81,434	82,406	81,304	84,996	47,544	47,544	17.0
California, Los Angeles <sup>‡</sup>	144	80,293	80,655	77,976	77,976	47,544	47,544	15.9
California, Riverside <sup>‡</sup>	35	83,336	84,795	77,976	84,996	49,464	49,464	19.9
California, San Diego <sup>‡</sup>	82	83,007	84,597	80,480	83,235	47,544	47,544	19.7
California, Santa Barbara <sup>‡</sup>	59	75,707	80,459	70,956	78,174	47,544	47,544	16.5
Case Western Reserve <sup>‡</sup>	37	61,266	60,513	57,595	60,776	35,700	36,414	14.9
Chicago <sup>‡</sup>	72	81,455	82,708	74,916	76,414	58,500	56,100	18.1
Cincinnati <sup>‡</sup>	57	70,962	72,845	68,384	69,979	42,000	42,000	21.6
Colorado <sup>‡</sup>	43	67,987	70,536	63,593	65,442	48,888	48,800	15.0
Colorado State <sup>‡</sup>	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 <sup>‡</sup>	63	78,895	78,784	77,539	78,467	50,000	50,000	18.0
Cornell <sup>‡</sup>	98	77,461	77,129	70,000	70,931	50,470	51,500	16.9
Dartmouth <sup>‡</sup>	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 <sup>‡</sup>	139	68,561	70,233	64,225	64,700	47,000	47,000	14.6
Emory <sup>‡</sup>	77	70,585	71,081	62,930	64,471	48,000	48,000	15.1
Florida <sup>‡</sup>	70	64,620	66,182	60,621	63,355	43,483	44,483	17.4
Florida State <sup>‡</sup>	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 <sup>‡</sup>	43	74,325	74,059	66,439	64,700	45,000	52,000	17.8
Georgia <sup>‡</sup>	75	58,395	56,815	51,507	51,590	38,000	38,000	16.2
Georgia Tech <sup>‡</sup>	48	65,754	68,472	62,109	65,880	46,000	50,000	15.7
Guelph <sup>‡</sup>	53	88,753	93,066	86,239	91,371	63,424	64,635	18.1
Harvard <sup>‡</sup>	436	83,744	83,434	75,971	75,480	51,500	53,000	16.6
Hawaii <sup>‡</sup>	77	63,966	65,478	60,606	61,992	50,004	50,004	15.0
Houston <sup>‡</sup>	53	63,674	66,346	55,790	59,278	45,000	50,000	12.2
Howard <sup>‡</sup>	23	71,712	69,128	70,066	63,990	49,000	50,500	22.7
Illinois, Chicago <sup>‡</sup>	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 <sup>†</sup>	142	72,662	74,695	66,519	67,512	55,000	55,000	15.2
Indiana <sup>†</sup>	72	65,312	67,351	60,174	61,631	40,400	40,400	17.6
Iowa <sup>†</sup>	69	64,511	62,578	60,064	60,642	43,000	43,000	15.2
Iowa State <sup>†</sup>	44	66,929	65,994	63,122	59,215	46,000	49,000	19.0
Johns Hopkins <sup>†</sup>	99	73,593	73,604	67,796	67,143	53,089	53,885	16.9
Kansas <sup>†</sup>	52	70,232	73,366	67,150	71,033	40,000	49,000	18.7
Kent State <sup>†</sup>	50	64,037	65,711	60,603	64,091	45,833	48,889	16.4
Kentucky <sup>†</sup>	74	62,330	64,774	61,677	63,000	43,000	35,600	23.0
Laval <sup>†</sup>	64	72,753	74,454	75,623	77,973	52,975	53,789	14.6
Louisiana State <sup>†</sup>	46	51,271	50,061	46,901	47,567	40,000	43,000	14.1
Louisville <sup>†</sup>	41	61,103	61,327	56,043	55,866	38,000	40,000	17.1
McGill <sup>†</sup>	77	75,608	77,953	68,134	69,752	49,816	49,771	14.7
McMaster <sup>†</sup>	41	72,564	73,495	66,000	66,209	48,277	48,234	18.6
Manitoba <sup>†</sup>	39	98,012	101,950	95,657	93,920	51,069	54,686	21.1
Maryland <sup>†</sup>	75	71,736	70,913	67,619	67,941	42,000	44,000	19.0
Massachusetts <sup>†</sup>	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 <sup>†</sup>	63	70,030	69,765	64,369	62,499	48,000	49,000	14.2
Michigan <sup>†</sup>	145	72,852	72,513	66,225	67,269	47,000	48,000	16.9
Michigan State <sup>†</sup>	73	71,508	75,327	68,600	70,795	50,000	50,000	18.5
Minnesota <sup>†</sup>	107	69,895	73,713	68,363	71,245	46,000	47,000	16.9
Missouri <sup>†</sup>	38	59,838	60,519	57,083	58,269	40,000	40,000	20.7
Montreal <sup>†</sup>	99	76,481	78,883	71,081	74,527	44,515	48,463	15.8
Nebraska <sup>†</sup>	41	69,206	68,406	64,027	63,624	51,000	51,000	21.0
New Mexico <sup>†</sup>	46	70,371	74,545	62,748	67,024	40,000	40,000	18.8
New York University <sup>†</sup>	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 <sup>†</sup>	95	75,950	75,413	70,385	69,914	54,000	54,000	12.0
Northwestern <sup>†</sup>	99	72,609	74,306	69,651	71,748	47,000	50,000	14.8
Notre Dame <sup>†</sup>	65	74,554	74,943	73,392	72,383	47,000	48,000	18.0
Ohio University <sup>†</sup>	41	59,300	61,267	52,067	53,702	43,500	47,500	15.3
Ohio State <sup>†</sup>	123	61,296	60,676	55,992	54,840	47,000	48,000	12.5
Oklahoma <sup>†</sup>	45	56,048	58,580	54,870	55,115	42,000	44,000	14.6
Oklahoma State <sup>†</sup>	57	59,620	61,684	54,785	57,147	40,500	40,500	20.6
Oregon <sup>†</sup>	71	58,957	60,943	54,727	54,702	40,000	43,000	14.9
Ottawa <sup>†</sup>	36	86,334	89,211	84,177	87,018	49,996	60,204	16.1
Pennsylvania <sup>†</sup>	108	71,885	72,725	67,773	68,190	45,000	45,000	14.2
Pennsylvania State <sup>†</sup>	145	73,684	74,913	69,204	70,570	42,000	48,000	19.3
Pittsburgh <sup>†</sup>	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 <sup>†</sup>	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 <sup>†</sup>	61	61,591	61,417	59,175	59,528	40,000	47,500	17.4
Rutgers <sup>‡</sup>	85	94,340	95,004	92,311	92,443	50,765	50,765	22.1
Saskatchewan <sup>‡</sup>	48	98,958	100,853	95,637	101,771	60,314	60,862	17.0
South Carolina <sup>‡</sup>	52	57,334	58,990	53,643	55,777	38,000	38,000	15.1
Southern California <sup>‡</sup>	110	82,956	83,333	74,280	75,990	49,000	49,000	21.2
Southern Illinois <sup>‡</sup>	31	60,101	62,261	57,864	59,076	44,000	50,000	17.6
SUNY Albany <sup>‡</sup>	69	63,059	63,596	62,073	62,073	39,350	39,350	18.3
SUNY Buffalo <sup>‡</sup>	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 <sup>‡</sup>	58	70,710	70,758	63,957	64,825	38,000	38,000	17.6
Temple <sup>‡</sup>	49	71,261	74,792	62,000	70,039	44,044	44,044	17.3
Tennessee <sup>‡</sup>	45	72,366	72,847	69,975	68,639	48,000	48,000	16.3
Texas <sup>‡</sup>	135	61,037	61,884	55,690	57,047	48,000	46,000	14.8
Texas A&M <sup>‡</sup>	107	62,004	67,078	55,696	59,018	49,500	50,500	16.4
Texas Tech <sup>‡</sup>	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 <sup>‡</sup>	62	66,294	67,177	60,020	60,863	42,500	42,500	20.7
Virginia <sup>‡</sup>	102	72,647	67,853	68,100	64,600	47,500	52,000	18.2
Virginia Tech <sup>‡</sup>	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 <sup>‡</sup>	38	63,493	63,851	60,000	60,000	39,500	40,000	21.0
Washington U.-St. Louis <sup>‡</sup>	65	60,765	65,690	55,825	60,067	40,000	42,000	17.9
Waterloo <sup>‡</sup>	35	85,790	85,162	84,910	87,405	53,198	54,745	16.1
Wayne State <sup>‡</sup>	52	61,243	65,274	58,200	63,407	45,000	45,000	14.8
Western <sup>‡</sup>	68	77,742	78,973	76,208	77,259	54,608	55,377	14.5
Wisconsin <sup>‡</sup>	129	62,156	66,058	58,409	61,785	41,336	45,000	18.1
Yale <sup>‡</sup>	194	83,157	84,722	78,238	80,611	51,500	55,000	19.5
York <sup>‡</sup>	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.

<sup>†</sup> Canadian salaries are expressed in US dollars. See Table 40 for salaries of Canadian librarians expressed in Canadian dollars.

<sup>‡</sup> 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
<b>Total</b>	<b>113</b>	<b>324</b>	<b>153</b>	<b>379</b>	<b>483</b>	<b>1192</b>	<b>1047</b>	<b>1593</b>	<b>1346</b>	<b>1870</b>

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
<b>Total</b>	<b>67</b>	<b>190</b>	<b>89</b>	<b>260</b>	<b>340</b>	<b>480</b>	<b>654</b>	<b>1043</b>	<b>828</b>	<b>1338</b>

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
<b>Total</b>	<b>46</b>	<b>134</b>	<b>64</b>	<b>119</b>	<b>143</b>	<b>712</b>	<b>393</b>	<b>550</b>	<b>518</b>	<b>532</b>

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
<b>All Positions:</b>	<b>57,025</b>	<b>805</b>	<b>61,207</b>	<b>1,187</b>	<b>67,310</b>	<b>1,151</b>	<b>73,672</b>	<b>1,178</b>	<b>78,580</b>	<b>894</b>

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
<b>All Positions:</b>	<b>83,084</b>	<b>761</b>	<b>85,212</b>	<b>752</b>	<b>92,475</b>	<b>603</b>	<b>96,416</b>	<b>535</b>	<b>105,956</b>	<b>634</b>

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
<b>All Positions:</b>	<b>75,930</b>	<b>5,289</b>	<b>78,886</b>	<b>3,211</b>	<b>77,046</b>	<b>8,500</b>

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
<b>All Positions:</b>	<b>75,930</b>	<b>5,289</b>	<b>78,886</b>	<b>3,211</b>	<b>77,046</b>	<b>8,500</b>

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
<b>All Positions:</b>	<b>17.3</b>	<b>5,289</b>	<b>17.1</b>	<b>3,211</b>	<b>17.2</b>	<b>8,500</b>

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
<b>All Positions:</b>	<b>17.3</b>	<b>5,289</b>	<b>17.1</b>	<b>3,211</b>	<b>17.2</b>	<b>8,500</b>

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%
<b>All Positions:</b>	<b>75,930</b>	<b>5,289</b>	<b>78,886</b>	<b>3,211</b>	<b>77,046</b>	<b>8,500</b>	<b>100%</b>

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
<b>All Positions:</b>	<b>93,154</b>	<b>981</b>	<b>78,823</b>	<b>2,889</b>	<b>72,525</b>	<b>4,630</b>	<b>77,046</b>	<b>8,500</b>

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
<b>All Positions:</b>	<b>16.2</b>	<b>981</b>	<b>17.5</b>	<b>2,889</b>	<b>17.3</b>	<b>4,630</b>	<b>17.2</b>	<b>8,500</b>

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) <sup>†</sup>		STAFF 75–110 (18)		STAFF 50–74 (44)		STAFF 13–49 (35) <sup>‡</sup>	
	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
<b>All Positions:</b>	<b>77,888</b>	<b>2,302</b>	<b>78,283</b>	<b>2,093</b>	<b>75,076</b>	<b>2,748</b>	<b>77,702</b>	<b>1,357</b>

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) <sup>†</sup>		STAFF 75–110 (18)		STAFF 50–74 (44)		STAFF 13–49 (35) <sup>‡</sup>	
	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
<b>All Positions:</b>	<b>16.6</b>	<b>2,302</b>	<b>17.3</b>	<b>2,093</b>	<b>17.3</b>	<b>2,748</b>	<b>17.9</b>	<b>1,357</b>

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
<b>All Positions:</b>	<b>82,030</b>	<b>1,098</b>	<b>80,261</b>	<b>1,199</b>	<b>72,011</b>	<b>1,297</b>	<b>70,285</b>	<b>416</b>	<b>71,722</b>	<b>1,246</b>

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
<b>All Positions:</b>	<b>67,820</b>	<b>329</b>	<b>65,314</b>	<b>613</b>	<b>74,268</b>	<b>425</b>	<b>79,568</b>	<b>896</b>	<b>93,154</b>	<b>981</b>

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
<b>Northeast</b>			
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.
<b>North Central</b>			
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.
<b>South</b>			
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.
<b>West</b>			
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.
<b>Canada</b>			
	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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**US ARL UNIVERSITY LIBRARIES**

**TABLES 28-39**

**TABLE 28: AVERAGE SALARIES OF US 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	‡	1	‡	3
Associate Director	‡	4	‡	2	96,132	11	109,326	23	123,597	42
Assistant Director	‡	6	‡	3	92,664	14	92,148	16	110,357	11
Head, Branch	68,488	9	59,254	15	73,370	29	79,393	45	82,858	39
Administrative Specialist	66,353	41	60,379	55	68,677	60	68,925	51	75,464	48
Digital Specialist	55,933	146	60,484	192	66,883	172	72,090	194	74,545	136
Functional Specialist	51,569	143	56,158	196	58,074	164	64,216	132	67,580	85
Subject Specialist	52,954	125	57,487	193	61,081	213	67,682	176	71,723	147
Dept. Head, Acquisitions		.	71,805	9	70,196	9	72,227	17	72,679	12
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	61,156	6	72,079	12	85,491	23	79,525	19
Dept. Head, Cataloging	‡	3	‡	9	72,071	14	72,215	20	76,903	16
Dept. Head, Circulation	59,118	10	62,931	9	67,937	15	74,762	20	‡	5
Dept. Head, Rare Books/ Manuscripts/Special Collections		.	70,173	7	78,176	4	80,330	13	80,006	13
Dept. Head, Library Technology	‡	3	84,158	8	88,808	17	89,442	16	83,716	13
Dept. Head, Other	66,624	18	70,890	46	71,246	62	75,119	86	80,471	65
Public Services	47,686	23	52,646	39	57,833	29	61,358	20	70,821	14
Technical Services	40,007	14	51,256	34	56,315	10	64,817	12	65,717	11
Research/Reference/ Instruction	51,350	114	55,761	125	58,678	92	65,774	86	64,788	72
Cataloger/Metadata Analysts	48,795	40	55,889	78	61,273	85	63,188	84	66,427	63
<b>All Positions:</b>	<b>55,414</b>	<b>700</b>	<b>58,859</b>	<b>1,026</b>	<b>64,766</b>	<b>1,014</b>	<b>71,207</b>	<b>1,035</b>	<b>76,611</b>	<b>814</b>

Years of experience reflect total professional experience.

Excludes Canadian libraries. See Table 41 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

\* 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 28: AVERAGE SALARIES OF US 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	213,368	8	205,028	4	226,796	11	224,246	21	227,090	47
Associate Director	123,959	32	131,437	37	133,847	33	127,843	40	140,336	60
Assistant Director	110,281	14	125,197	11	117,042	22	117,485	27	127,179	13
Head, Branch	84,833	35	86,397	41	96,321	43	86,701	33	100,553	36
Administrative Specialist	79,719	49	75,211	49	83,875	32	85,032	24	92,101	20
Digital Specialist	74,447	76	77,252	78	84,577	38	80,191	26	83,985	19
Functional Specialist	72,091	70	70,777	65	77,610	43	81,004	35	83,893	41
Subject Specialist	70,928	134	75,343	117	76,175	90	79,922	88	83,652	110
Dept. Head, Acquisitions	77,923	10	78,366	15	84,622	12	78,029	15	92,422	4
Dept. Head, Research/ Reference/Information or Learning Commons	88,717	12	80,765	16	91,271	14	‡	5	100,598	6
Dept. Head, Cataloging	83,729	20	83,970	19	81,020	17	88,832	14	94,578	12
Dept. Head, Circulation	83,499	8	76,195	12	78,079	12	‡	3	85,148	13
Dept. Head, Rare Books/ Manuscripts/Special Collections	92,338	10	94,971	15	106,539	13	98,409	7	113,042	11
Dept. Head, Library Technology	108,536	19	107,362	8	94,202	10	117,566	9	‡	1
Dept. Head, Other	87,060	58	88,852	50	95,066	39	92,261	36	99,466	61
Public Services	74,143	11	69,112	10	52,418	6	73,559	10	78,776	6
Technical Services	61,407	7	67,955	9	65,173	8	67,253	8	79,576	6
Research/Reference/ Instruction	67,634	53	73,477	47	72,827	43	76,421	30	77,349	58
Cataloger/Metadata Analysts	67,116	54	70,806	58	71,389	46	72,950	47	75,057	55
<b>All Positions:</b>	<b>80,849</b>	<b>680</b>	<b>82,142</b>	<b>661</b>	<b>89,498</b>	<b>532</b>	<b>94,228</b>	<b>478</b>	<b>104,784</b>	<b>579</b>

Years of experience reflect total professional experience.

Excludes Canadian libraries. See Table 41 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

\* 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 29: AVERAGE SALARIES OF MINORITY US 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	‡	1
Associate Director		.		.		.	121,233	6	129,406	5
Assistant Director		.		.		.	‡	2	‡	1
Head, Branch		.		.	‡	1	71,166	8	72,284	12
Administrative Specialist	69,833	8	62,521	10	63,482	7	63,259	11	67,663	8
Digital Specialist	51,280	18	62,497	32	64,939	29	70,466	31	74,469	18
Functional Specialist	54,010	25	59,565	19	55,414	22	67,940	14	68,069	9
Subject Specialist	53,849	25	56,499	42	61,555	52	68,080	33	74,715	32
Dept. Head, Acquisitions		.	66,536	4		.	‡	3	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons		.		.	‡	3	‡	2	‡	1
Dept. Head, Cataloging		.	‡	2	‡	3	73,213	6	74,428	5
Dept. Head, Circulation			57,075	4	‡	3	‡	1		
Dept. Head, Rare Books/ Manuscripts/Special Collections		.		.		.	‡	1	‡	1
Dept. Head, Library Technology	‡	1	‡	2	‡	3	‡	3		
Dept. Head, Other	‡	1	74,982	6	‡	3	76,611	5	78,469	11
Public Services	‡	3	47,729	8	‡	3	‡	3	‡	2
Technical Services	‡	3	55,000	12	‡	2	‡	1	‡	2
Research/Reference/ Instruction	49,171	15	57,395	20	61,464	16	63,860	12	73,200	10
Cataloger/Metadata Analysts	50,425	7	56,122	20	61,589	22	62,933	14	65,819	8
<b>All Positions:</b>	<b>53,898</b>	<b>106</b>	<b>58,932</b>	<b>181</b>	<b>62,825</b>	<b>170</b>	<b>72,788</b>	<b>157</b>	<b>77,143</b>	<b>127</b>

Years of experience reflect total professional experience.

Excludes Canadian libraries.

Excludes medical and law libraries.

\* 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 29: AVERAGE SALARIES OF MINORITY US 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	‡	1	‡	1	‡	1			‡	3
Associate Director	‡	1	‡	2			‡	3	137,530	8
Assistant Director	‡	1	‡	3	‡	2	‡	2		
Head, Branch	‡	3	‡	2	81,815	4	‡	2	99,184	4
Administrative Specialist	81,729	10	67,119	7	79,011	5	‡	4	‡	3
Digital Specialist	70,124	9	76,941	13	85,588	4	‡	1	‡	2
Functional Specialist	76,240	10	70,287	6			‡	4	‡	2
Subject Specialist	72,642	26	74,745	15	71,469	10	81,642	13	88,585	10
Dept. Head, Acquisitions		.		.		.	‡	2		.
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	‡	2	‡	1	‡	2		.
Dept. Head, Cataloging	‡	3	‡	2	‡	3		.	‡	2
Dept. Head, Circulation		.		.	‡	1		.	‡	2
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	2		.	‡	1	‡	1	‡	1
Dept. Head, Library Technology	‡	3		.	‡	1	‡	1		.
Dept. Head, Other	87,294	13	106,112	10	‡	3	‡	3	101,662	9
Public Services	‡	1	‡	1	‡	1		.	‡	1
Technical Services	‡	1						.	‡	2
Research/Reference/ Instruction	75,484	11	‡	3	‡	3	‡	1	76,888	7
Cataloger/Metadata Analysts	66,655	7	68,261	8	66,788	5	75,618	6	75,931	6
<b>All Positions:</b>	<b>80,697</b>	<b>103</b>	<b>85,085</b>	<b>75</b>	<b>84,040</b>	<b>45</b>	<b>82,666</b>	<b>45</b>	<b>98,712</b>	<b>62</b>

Years of experience reflect total professional experience.

Excludes Canadian libraries.

Excludes medical and law libraries.

\* 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 30: NUMBER AND AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	225,935	57	222,466	40	224,504	97
Associate Director	127,754	168	129,396	116	128,425	284
Assistant Director	109,563	80	119,658	57	113,763	137
Head, Branch	81,920	213	90,379	112	84,835	325
Administrative Specialist	73,163	301	73,715	128	73,328	429
Digital Specialist	67,107	433	69,763	644	68,695	1,077
Functional Specialist	62,277	607	64,260	367	63,024	974
Subject Specialist	66,086	894	71,160	499	67,904	1,393
Dept. Head, Acquisitions	76,838	68	76,095	35	76,586	103
Dept. Head, Research/Reference/ Information or Learning Commons	83,681	77	82,938	37	83,440	114
Dept. Head, Cataloging	80,002	102	79,269	42	79,788	144
Dept. Head, Circulation	75,719	67	71,612	40	74,184	107
Dept. Head, Rare Books/ Manuscripts/Special Collections	90,688	46	93,233	47	91,974	93
Dept. Head, Library Technology	94,147	31	97,716	73	96,653	104
Dept. Head, Other	81,288	325	85,400	196	82,835	521
Public Services	59,723	109	60,431	59	59,972	168
Technical Services	59,096	86	56,445	33	58,361	119
Research/Reference/Instruction	63,566	526	62,148	194	63,184	720
Cataloger/Metadata Analysts	64,484	425	65,827	185	64,891	610
<b>All Positions:</b>	<b>73,534</b>	<b>4,615</b>	<b>77,186</b>	<b>2,904</b>	<b>74,945</b>	<b>7,519</b>

Excludes Canadian libraries. See Table 42 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes 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 31: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	228,100	5	210,406	4	220,236	9
Associate Director	124,602	15	140,291	10	130,878	25
Assistant Director	112,098	6	137,635	5	123,706	11
Head, Branch	75,183	25	82,315	11	77,362	36
Administrative Specialist	70,217	59	68,519	14	69,892	73
Digital Specialist	63,948	69	69,613	88	67,123	157
Functional Specialist	61,144	78	63,917	33	61,968	111
Subject Specialist	66,153	186	68,401	72	66,780	258
Dept. Head, Acquisitions	‡	8	‡	2	72,804	10
Dept. Head, Research/Reference/ Information or Learning Commons	‡	10	‡	2	83,797	12
Dept. Head, Cataloging	78,194	21	79,809	5	78,504	26
Dept. Head, Circulation	68,137	4	66,420	7	67,044	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	84,300	7	.	.	84,300	7
Dept. Head, Library Technology	91,584	6	109,493	8	101,818	14
Dept. Head, Other	83,496	40	93,139	24	87,112	64
Public Services	‡	20	‡	3	55,455	23
Technical Services	56,112	17	58,521	6	56,740	23
Research/Reference/Instruction	63,304	75	66,384	23	64,027	98
Cataloger/Metadata Analysts	61,911	82	67,485	21	63,047	103
<b>All Positions:</b>	<b>69,438</b>	<b>733</b>	<b>76,042</b>	<b>338</b>	<b>71,522</b>	<b>1,071</b>

Excludes Canadian libraries.

Excludes 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 32: NUMBER AND AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	225,935	57	222,466	40	224,504	97
Associate Director	127,754	168	129,396	116	128,425	284
Assistant Director	109,563	80	119,658	57	113,763	137
Head, Branch	81,920	213	90,379	112	84,835	325
Dept. Head, Acquisitions	76,838	68	76,095	35	76,586	103
Dept. Head, Cataloging	80,002	102	79,269	42	79,788	144
Dept. Head, Circulation	75,719	67	71,612	40	74,184	107
Dept. Head, Library Technology	94,147	31	97,716	73	96,653	104
Dept. Head, Rare Book/Manuscripts/Special Collections	90,688	46	93,233	47	91,974	93
Dept. Head, Research/Reference/Info or Learning Commons	83,681	77	82,938	37	83,440	114
Dept. Head, Other	81,288	325	85,400	196	82,835	521
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	68,964	119	73,275	46	70,166	165
Business Manager	75,290	87	74,274	57	74,888	144
Human Resources	74,455	69	71,108	10	74,032	79
Development/Advancement	81,837	26	74,675	15	79,217	41
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	61,743	51	67,439	34	64,021	85
IT, Systems	71,106	103	69,504	232	69,997	335
IT, Web Developer	63,245	66	67,448	89	65,658	155
IT, Programmer	71,914	57	73,010	212	72,778	269
Scholarly Communications	71,556	33	73,618	20	72,334	53
Digital Acquisitions	65,441	64	57,991	17	63,877	81
Digital Collections Curation	63,761	59	64,257	40	63,961	99
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	62,877	101	63,144	54	62,970	155
Archivists	61,476	327	65,865	202	63,152	529
Assessment, Management Info Systems, Planning	68,409	36	67,745	17	68,196	53
Media Specialists	58,754	37	56,819	55	57,597	92
Preservation, including digital collections	63,322	106	66,466	39	64,167	145
Subject Specialist (no subgroup)	66,960	460	71,890	253	68,709	713
Subject Specialist in Humanities/Fine Arts	63,154	102	71,375	67	66,413	169
Subject Specialist in Sciences & Technology	64,585	124	67,059	58	65,374	182
Subject Specialist in Social/Behavior Science	63,701	110	70,286	55	65,896	165
Subject Specialist in Area Studies	69,613	98	72,476	66	70,765	164

**TABLE 32: NUMBER AND AVERAGE SALARIES OF US 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	64,484	425	65,827	185	64,891	610
Research/Reference/Instruction	63,566	526	62,148	194	63,184	720
Public Services	59,723	109	60,431	59	59,972	168
Technical Services	59,096	86	56,445	33	58,361	119
<b>All Positions:</b>	<b>73,534</b>	<b>4,615</b>	<b>77,186</b>	<b>2,904</b>	<b>74,945</b>	<b>7,519</b>

Excludes Canadian libraries. See Table 43 for salaries of Canadian librarians expressed in Canadian dollars.  
Excludes medical and law libraries.

**TABLE 33: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	228,100	5	210,406	4	220,236	9
Associate Director	124,602	15	140,291	10	130,878	25
Assistant Director	112,098	6	137,635	5	123,706	11
Head, Branch	75,183	25	82,315	11	77,362	36
Dept. Head, Acquisitions	‡	8	‡	2	72,804	10
Dept. Head, Cataloging	78,194	21	79,809	5	78,504	26
Dept. Head, Circulation	68,137	4	66,420	7	67,044	11
Dept. Head, Library Technology	91,584	6	109,493	8	101,818	14
Dept. Head, Rare Book/Manuscripts/Special Collections	84,300	7	.	.	84,300	7
Dept. Head, Research/Reference/Info or Learning Commons	‡	10	‡	2	83,797	12
Dept. Head, Other	83,496	40	93,139	24	87,112	64
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	72,414	14	65,097	4	70,788	18
Business Manager	68,634	24	63,322	8	67,306	32
Human Resources	71,272	20	.	.	71,272	20
Development/Advancement	‡	1	‡	2	‡	3
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	‡	12	‡	3	54,785	15
IT, Systems	68,682	19	69,797	44	69,460	63
IT, Web Developer	64,797	10	68,609	10	66,703	20
IT, Programmer	64,736	13	70,917	27	68,908	40
Scholarly Communications	‡	2	‡	1	‡	3
Digital Acquisitions	62,182	9	.	.	62,182	9
Digital Collections Curation	‡	4	‡	3	70,684	7
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	59,790	19	62,037	4	60,180	23
Archivists	64,352	38	64,293	21	64,331	59
Assessment, Management Info Systems, Planning	‡	7	‡	1	56,636	8
Media Specialists	56,162	8	59,034	5	57,267	13
Preservation, including digital collections	‡	6	‡	2	62,650	8
Subject Specialist (no subgroup)	66,834	75	67,519	31	67,035	106
Subject Specialist in Humanities/Fine Arts	61,733	12	74,289	4	64,872	16
Subject Specialist in Sciences & Technology	64,099	23	60,217	9	63,007	32
Subject Specialist in Social/Behavior Science	63,212	22	73,531	9	66,208	31
Subject Specialist in Area Studies	68,263	54	70,046	19	68,727	73

**TABLE 33: NUMBER AND AVERAGE SALARIES OF MINORITY US 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	61,911	82	67,485	21	63,047	103
Research/Reference/Instruction	63,304	75	66,384	23	64,027	98
Public Services	‡	20	‡	3	55,455	23
Technical Services	56,112	17	58,521	6	56,740	23
<b>All Positions:</b>	<b>69,438</b>	<b>733</b>	<b>76,042</b>	<b>338</b>	<b>71,522</b>	<b>1,071</b>

Excludes Canadian libraries. Excludes medical and law libraries.

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

**TABLE 34: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.6	57	34.5	40	33.9	97
Associate Director	26.8	168	25.4	116	26.2	284
Assistant Director	23.4	80	23.7	57	23.5	137
Head, Branch	22.1	213	23.0	112	22.4	325
Administrative Specialist	17.7	301	15.5	128	17.0	429
Digital Specialist	14.1	433	12.6	644	13.2	1,077
Functional Specialist	12.8	607	15.2	367	13.7	974
Subject Specialist	16.5	894	18.4	499	17.2	1,393
Dept. Head, Acquisitions	22.2	68	19.2	35	21.2	103
Dept. Head, Research/Reference/ Information or Learning Commons	20.2	77	19.6	37	20.0	114
Dept. Head, Cataloging	22.2	102	20.1	42	21.6	144
Dept. Head, Circulation	19.6	67	17.9	40	18.9	107
Dept. Head, Rare Books/ Manuscripts/Special Collections	22.9	46	22.3	47	22.6	93
Dept. Head, Library Technology	19.2	31	17.8	73	18.2	104
Dept. Head, Other	20.4	325	19.7	196	20.1	521
Public Services	14.4	109	12.2	59	13.7	168
Technical Services	15.0	86	14.5	33	14.8	119
Research/Reference/Instruction	15.5	526	14.9	194	15.4	720
Cataloger/Metadata Analysts	18.5	425	18.7	185	18.6	610
<b>All Positions:</b>	<b>17.5</b>	<b>4,615</b>	<b>17.2</b>	<b>2,904</b>	<b>17.4</b>	<b>7,519</b>

Excludes Canadian libraries. See Table 44 for salaries of Canadian librarians expressed in Canadian dollars.

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

**TABLE 35: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	22.2	5	34.0	4	27.4	9
Associate Director	28.8	15	23.3	10	26.6	25
Assistant Director	26.5	6	22.6	5	24.7	11
Head, Branch	20.4	25	25.7	11	22.1	36
Administrative Specialist	16.8	59	16.0	14	16.7	73
Digital Specialist	12.3	69	12.4	88	12.4	157
Functional Specialist	10.4	78	14.6	33	11.6	111
Subject Specialist	15.3	186	13.8	72	14.9	258
Dept. Head, Acquisitions	16.8	8	5.5	2	14.5	10
Dept. Head, Research/Reference/ Information or Learning Commons	20.3	10	18.0	2	19.9	12
Dept. Head, Cataloging	20.1	21	13.2	5	18.8	26
Dept. Head, Circulation	16.8	4	15.4	7	15.9	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	24.0	7	.	.	24.0	7
Dept. Head, Library Technology	15.3	6	15.0	8	15.1	14
Dept. Head, Other	22.1	40	22.5	24	22.2	64
Public Services	11.4	20	12.0	3	11.4	23
Technical Services	12.5	17	5.0	6	10.6	23
Research/Reference/Instruction	13.1	75	14.9	23	13.5	98
Cataloger/Metadata Analysts	15.8	82	15.5	21	15.7	103
<b>All Positions:</b>	<b>15.6</b>	<b>733</b>	<b>15.3</b>	<b>338</b>	<b>15.5</b>	<b>1,071</b>

Excludes Canadian libraries.

Excludes medical and law libraries.

**TABLE 36: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.6	57	34.5	40	33.9	97
Associate Director	26.8	168	25.4	116	26.2	284
Assistant Director	23.4	80	23.7	57	23.5	137
Head, Branch	22.1	213	23.0	112	22.4	325
Dept. Head, Acquisitions	22.2	68	19.2	35	21.2	103
Dept. Head, Cataloging	22.2	102	20.1	42	21.6	144
Dept. Head, Circulation	19.6	67	17.9	40	18.9	107
Dept. Head, Library Technology	19.2	31	17.8	73	18.2	104
Dept. Head, Rare Book/Manuscripts/Special Collections	22.9	46	22.3	47	22.6	93
Dept. Head, Research/Reference/Info or Learning Commons	20.2	77	19.6	37	20.0	114
Dept. Head, Other	20.4	325	19.7	196	20.1	521
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	17.0	119	17.6	46	17.2	165
Business Manager	18.6	87	15.7	57	17.5	144
Human Resources	19.6	69	12.5	10	18.7	79
Development/Advancement	12.8	26	10.3	15	11.9	41
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	9.5	51	11.0	34	10.1	85
IT, Systems	17.9	103	14.0	232	15.2	335
IT, Web Developer	12.5	66	10.2	89	11.2	155
IT, Programmer	17.3	57	13.3	212	14.1	269
Scholarly Communications	16.5	33	9.7	20	13.9	53
Digital Acquisitions	13.2	64	9.2	17	12.3	81
Digital Collections Curation	9.9	59	10.8	40	10.3	99
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	12.3	101	12.9	54	12.5	155
Archivists	12.4	327	16.1	202	13.9	529
Assessment, Management Info Systems, Planning	13.7	36	15.2	17	14.2	53
Media Specialists	13.6	37	14.8	55	14.3	92
Preservation, including digital collections	13.9	106	14.0	39	13.9	145
Subject Specialist (no subgroup)	16.9	460	18.5	253	17.5	713
Subject Specialist in Humanities/Fine Arts	15.2	102	19.0	67	16.7	169
Subject Specialist in Sciences & Technology	16.0	124	16.8	58	16.3	182
Subject Specialist in Social/Behavior Science	16.5	110	21.0	55	18.0	165
Subject Specialist in Area Studies	16.7	98	16.7	66	16.7	164



**TABLE 36: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF US 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	18.5	425	18.7	185	18.6	610
Research/Reference/Instruction	15.5	526	14.9	194	15.4	720
Public Services	14.4	109	12.2	59	13.7	168
Technical Services	15.0	86	14.5	33	14.8	119
<b>All Positions:</b>	<b>17.5</b>	<b>4,615</b>	<b>17.2</b>	<b>2,904</b>	<b>17.4</b>	<b>7,519</b>

Excludes Canadian libraries. See Table 45 for salaries of Canadian librarians expressed in Canadian dollars.  
 Excludes medical and law libraries.

**TABLE 37: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	22.2	5	34.0	4	27.4	9
Associate Director	28.8	15	23.3	10	26.6	25
Assistant Director	26.5	6	22.6	5	24.7	11
Head, Branch	20.4	25	25.7	11	22.1	36
Dept. Head, Acquisitions	16.8	8	5.5	2	14.5	10
Dept. Head, Cataloging	20.1	21	13.2	5	18.8	26
Dept. Head, Circulation	16.8	4	15.4	7	15.9	11
Dept. Head, Library Technology	15.3	6	15.0	8	15.1	14
Dept. Head, Rare Book/Manuscripts/Special Collections	24.0	7			24.0	7
Dept. Head, Research/Reference/Info or Learning Commons	20.3	10	18.0	2	19.9	12
Dept. Head, Other	22.1	40	22.5	24	22.2	64
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	18.6	14	14.3	4	17.6	18
Business Manager	15.3	24	17.5	8	15.8	32
Human Resources	18.3	20			18.3	20
Development/Advancement	2.0	1	13.5	2	9.7	3
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	6.2	12	1.0	3	5.1	15
IT, Systems	18.3	19	14.7	44	15.8	63
IT, Web Developer	8.2	10	9.0	10	8.6	20
IT, Programmer	12.9	13	11.7	27	12.1	40
Scholarly Communications	9.0	2	0.0	1	6.0	3
Digital Acquisitions	12.9	9			12.9	9
Digital Collections Curation	11.3	4	13.0	3	12.0	7
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	9.4	19	11.8	4	9.8	23
Archivists	10.6	38	13.6	21	11.7	59
Assessment, Management Info Systems, Planning	9.7	7	18.0	1	10.8	8
Media Specialists	12.4	8	20.4	5	15.5	13
Preservation, including digital collections	9.8	6	15.5	2	11.3	8
Subject Specialist (no subgroup)	15.4	75	14.3	31	15.0	106
Subject Specialist in Humanities/Fine Arts	13.4	12	17.0	4	14.3	16
Subject Specialist in Sciences & Technology	13.1	23	10.2	9	12.3	32
Subject Specialist in Social/Behavior Science	16.6	22	17.0	9	16.7	31
Subject Specialist in Area Studies	16.1	54	12.7	19	15.2	73

**TABLE 37: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY US 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	15.8	82	15.5	21	15.7	103
Research/Reference/Instruction	13.1	75	14.9	23	13.5	98
Public Services	11.4	20	12.0	3	11.4	23
Technical Services	12.5	17	5.0	6	10.6	23
<b>All Positions:</b>	<b>15.6</b>	<b>733</b>	<b>15.3</b>	<b>338</b>	<b>15.5</b>	<b>1,071</b>

Excludes Canadian libraries.

Excludes medical and law libraries.

**TABLE 38: NUMBER AND AVERAGE SALARIES OF US 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	53,922	444	58,002	256	55,414	700	8%
4–7 years	57,763	640	60,676	386	58,859	1,026	15%
8–11 years	63,370	598	66,773	416	64,766	1,014	13%
12–15 years	69,891	616	73,141	419	71,207	1,035	14%
16–19 years	75,023	482	78,918	332	76,611	814	10%
20–23 years	79,257	413	83,313	267	80,849	680	9%
24–27 years	80,621	412	84,658	249	82,142	661	9%
28–31 years	87,668	340	92,738	192	89,498	532	8%
32–35 years	93,079	301	96,182	177	94,228	478	6%
over 35 years	101,814	369	110,003	210	104,784	579	7%
<b>All Positions:</b>	<b>73,534</b>	<b>4,615</b>	<b>77,186</b>	<b>2,904</b>	<b>74,945</b>	<b>7,519</b>	<b>100%</b>

Excludes Canadian libraries. See Table 46 for salaries of Canadian librarians expressed in Canadian dollars.  
Excludes medical and law libraries.

**TABLE 39: NUMBER AND AVERAGE SALARIES OF MINORITY US 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	53,339	76	55,315	30	53,898	106	10%
4–7 years	57,951	124	61,066	57	58,932	181	17%
8–11 years	61,552	116	65,559	54	62,825	170	16%
12–15 years	69,848	102	78,240	55	72,788	157	15%
16–19 years	76,118	84	79,147	43	77,143	127	12%
20–23 years	76,645	72	90,109	31	80,697	103	10%
24–27 years	84,595	53	86,267	22	85,085	75	7%
28–31 years	77,565	33	101,849	12	84,040	45	4%
32–35 years	79,914	25	86,107	20	82,666	45	4%
over 35 years	92,512	48	119,969	14	98,712	62	6%
<b>All Positions:</b>	<b>69,438</b>	<b>733</b>	<b>76,042</b>	<b>338</b>	<b>71,522</b>	<b>1,071</b>	<b>100%</b>

Excludes Canadian libraries.

Excludes medical and law libraries.

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**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 <sup>‡</sup>	72	98,638	102,879	97,588	101,524	57,881	58,836	13.5
British Columbia <sup>‡</sup>	73	91,250	94,344	88,228	90,097	55,335	55,335	18.4
Calgary <sup>‡</sup>	48	102,944	102,594	101,125	99,136	58,000	65,000	19.6
Guelph <sup>‡</sup>	53	89,082	93,494	86,559	91,792	63,659	64,932	18.1
Laval <sup>‡</sup>	64	73,022	74,797	75,903	78,332	53,171	54,036	14.6
McGill <sup>‡</sup>	77	75,888	78,311	68,386	70,073	50,000	50,000	14.7
McMaster <sup>‡</sup>	41	72,832	73,833	66,245	66,514	48,456	48,456	18.6
Manitoba <sup>‡</sup>	39	98,374	102,419	96,011	94,352	51,258	54,938	21.1
Montreal <sup>‡</sup>	99	76,764	79,246	71,344	74,870	44,680	48,686	15.8
Ottawa <sup>‡</sup>	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 <sup>‡</sup>	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 <sup>‡</sup>	35	86,108	85,554	85,225	87,807	53,395	54,997	16.1
Western Ontario <sup>‡</sup>	68	78,030	79,336	76,490	77,614	54,810	55,632	14.5
York <sup>‡</sup>	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		.		.	‡	3	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
<b>All Positions:</b>	<b>68,075</b>	<b>105</b>	<b>76,517</b>	<b>161</b>	<b>86,534</b>	<b>137</b>	<b>91,931</b>	<b>143</b>	<b>99,061</b>	<b>80</b>

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
<b>All Positions:</b>	<b>102,315</b>	<b>81</b>	<b>108,006</b>	<b>91</b>	<b>115,315</b>	<b>71</b>	<b>115,292</b>	<b>57</b>	<b>118,834</b>	<b>55</b>

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
<b>All Positions:</b>	<b>92,755</b>	<b>674</b>	<b>95,398</b>	<b>307</b>	<b>93,582</b>	<b>981</b>

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
<b>All Positions:</b>	<b>92,755</b>	<b>674</b>	<b>95,398</b>	<b>307</b>	<b>93,582</b>	<b>981</b>

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
<b>All Positions:</b>	<b>16.0</b>	<b>674</b>	<b>16.5</b>	<b>307</b>	<b>16.2</b>	<b>981</b>

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
<b>All Positions:</b>	<b>16.0</b>	<b>674</b>	<b>16.5</b>	<b>307</b>	<b>16.2</b>	<b>981</b>

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%
<b>All Positions:</b>	<b>92,755</b>	<b>674</b>	<b>95,398</b>	<b>307</b>	<b>93,582</b>	<b>981</b>	<b>100%</b>

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.

**ARL UNIVERSITY MEDICAL LIBRARIES**

**TABLES 47-56**

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**TABLE 47: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2013–2014**

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Alabama	2	‡	‡	42,900	19.5
Alberta	6	97,007	79,025	58,567	16.5
Arizona	17	66,930	63,231	53,000	19.5
Boston University	11	62,692	59,550	50,000	9.4
British Columbia	15	84,438	89,813	55,082	17.6
Calgary	17	81,351	75,449	64,702	11.5
California, Davis	7	73,456	70,956	47,544	22.3
California, Los Angeles	8	83,268	77,976	47,544	24.4
Case Western Reserve	8	62,804	56,845	36,414	24.0
Cincinnati	15	62,281	53,534	42,000	22.7
Columbia	11	73,106	78,321	57,000	18.1
Connecticut	15	80,281	77,974	56,454	19.5
Cornell	17	76,933	72,913	62,000	13.8
Dartmouth	8	72,232	70,554	46,500	22.8
Duke	18	62,356	57,352	50,000	16.1
Emory	13	62,945	62,428	52,000	18.0
Florida	14	59,565	54,825	44,483	15.3
Florida State	6	52,306	56,105	42,000	14.3
George Washington	14	70,407	67,716	52,200	16.7
Georgetown	13	64,916	65,210	47,000	15.9
Harvard	19	76,141	71,632	53,000	12.8
Hawaii	5	53,034	50,361	50,004	19.4
Howard	9	71,240	67,650	60,000	17.7
Illinois, Chicago	22	59,535	57,442	43,000	13.5
Iowa	10	68,009	57,793	43,000	20.8
Johns Hopkins	25	71,550	70,578	50,000	16.6
Kansas	9	54,795	51,237	42,000	16.9
Kentucky	12	60,569	57,609	35,600	26.3
Louisiana State	2	‡	‡	43,000	2.5
Louisville	10	62,397	61,059	40,000	25.1
McGill	9	70,639	64,247	49,771	12.2
McMaster	7	78,326	79,031	48,234	13.6
Manitoba	20	82,839	86,675	54,686	14.6
Miami	9	79,600	74,030	50,000	19.4
Michigan	19	69,603	67,410	48,000	17.4
Minnesota	12	68,004	68,352	47,000	15.7
Missouri	11	60,488	60,961	40,000	24.5
Montreal	11	77,264	74,527	53,856	19.4
Nebraska	14	68,842	61,992	45,000	20.4
New York University	27	81,407	75,322	55,000	10.5
North Carolina	24	68,078	67,200	45,000	21.8
Northwestern	13	70,583	70,895	50,000	17.6

**TABLE 47: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2013–2014**

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Ohio State	10	70,977	67,782	48,000	20.1
Oklahoma	7	57,314	60,374	40,000	18.4
Oklahoma State	4	54,788	49,416	38,000	20.5
Ottawa	6	85,929	84,425	60,204	13.3
Pennsylvania	9	72,539	73,358	45,000	22.7
Pennsylvania State	8	61,437	63,600	48,000	12.0
Pittsburgh	27	69,469	64,654	45,000	18.1
Queen`s	5	95,491	95,809	55,292	18.0
Rochester	25	58,057	55,650	45,000	19.1
Rutgers	16	82,246	80,617	50,765	20.6
Saskatchewan	5	98,187	97,317	60,862	14.6
South Carolina	9	52,020	48,093	38,000	17.1
Southern California	15	75,833	66,819	54,636	17.6
Southern Illinois	5	64,729	68,027	41,000	27.4
SUNY Buffalo	11	68,015	63,952	47,000	20.5
SUNY Stony Brook	9	73,007	73,413	45,000	21.2
Temple	10	60,117	60,439	46,000	18.5
Tennessee, Knoxville	4	‡	‡	39,000	16.0
Tennessee, Memphis	11	57,184	60,240	45,000	21.2
Texas Tech	23	51,896	48,502	39,114	19.5
Toronto	16	94,491	90,695	57,834	11.9
Tulane	8	58,969	55,725	44,000	17.6
Utah	15	58,567	56,662	40,000	18.6
Vanderbilt	12	65,104	63,533	45,000	15.9
Virginia	14	66,600	66,800	48,000	23.1
Washington	18	66,947	61,692	45,000	20.2
Washington U.-St. Louis	24	61,998	55,912	42,700	17.2
Wayne State	4	‡	‡	50,000	19.3
Wisconsin	14	65,012	62,959	45,000	16.1
Yale	16	87,412	86,013	55,000	20.3

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

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

**TABLE 48: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES  
RANK ORDER TABLE, FY 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Calgary	64,702	37	Georgetown	47,000
2	Cornell	62,000	37	Minnesota	47,000
3	Saskatchewan	60,862	37	SUNY Buffalo	47,000
4	Ottawa	60,204	40	Dartmouth	46,500
5	Howard	60,000	41	Temple	46,000
6	Alberta	58,567	42	Nebraska	45,000
7	Toronto	57,834	42	North Carolina	45,000
8	Columbia	57,000	42	Pennsylvania	45,000
9	Connecticut	56,454	42	Pittsburgh	45,000
10	Queen`s	55,292	42	Rochester	45,000
11	British Columbia	55,082	42	SUNY Stony Brook	45,000
12	New York University	55,000	42	Tennessee, Memphis	45,000
12	Yale	55,000	42	Vanderbilt	45,000
14	Manitoba	54,686	42	Washington	45,000
15	Southern California	54,636	42	Wisconsin	45,000
16	Montreal	53,856	52	Florida	44,483
17	Arizona	53,000	53	Tulane	44,000
17	Harvard	53,000	54	Illinois, Chicago	43,000
19	George Washington	52,200	54	Iowa	43,000
20	Emory	52,000	54	Louisiana State	43,000
21	Rutgers	50,765	57	Alabama	42,900
22	Hawaii	50,004	58	Washington U.-St. Louis	42,700
23	Boston University	50,000	59	Cincinnati	42,000
23	Duke	50,000	59	Florida State	42,000
23	Johns Hopkins	50,000	59	Kansas	42,000
23	Miami	50,000	62	Southern Illinois	41,000
23	Northwestern	50,000	63	Louisville	40,000
23	Wayne State	50,000	63	Missouri	40,000
29	McGill	49,771	63	Oklahoma	40,000
30	McMaster	48,234	63	Utah	40,000
31	Michigan	48,000	67	Texas Tech	39,114
31	Ohio State	48,000	68	Tennessee, Knoxville	39,000
31	Pennsylvania State	48,000	69	Oklahoma State	38,000
31	Virginia	48,000	69	South Carolina	38,000
35	California, Davis	47,544	71	Case Western Reserve	36,414
35	California, Los Angeles	47,544	72	Kentucky	35,600

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

**TABLE 49: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES  
RANK ORDER TABLE, FY 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Saskatchewan	97,317	37	McGill	64,247
2	Queen`s	95,809	38	SUNY Buffalo	63,952
3	Toronto	90,695	39	Pennsylvania State	63,600
4	British Columbia	89,813	40	Vanderbilt	63,533
5	Manitoba	86,675	41	Arizona	63,231
6	Yale	86,013	42	Wisconsin	62,959
7	Ottawa	84,425	43	Emory	62,428
8	Rutgers	80,617	44	Nebraska	61,992
9	McMaster	79,031	45	Washington	61,692
10	Alberta	79,025	46	Louisville	61,059
11	Columbia	78,321	47	Missouri	60,961
12	California, Los Angeles	77,976	48	Temple	60,439
13	Connecticut	77,974	49	Oklahoma	60,374
14	Calgary	75,449	50	Tennessee, Memphis	60,240
15	New York University	75,322	51	Boston University	59,550
16	Montreal	74,527	52	Iowa	57,793
17	Miami	74,030	53	Kentucky	57,609
18	SUNY Stony Brook	73,413	54	Illinois, Chicago	57,442
19	Pennsylvania	73,358	55	Duke	57,352
20	Cornell	72,913	56	Case Western Reserve	56,845
21	Harvard	71,632	57	Utah	56,662
22	California, Davis	70,956	58	Florida State	56,105
23	Northwestern	70,895	59	Washington U.-St. Louis	55,912
24	Johns Hopkins	70,578	60	Tulane	55,725
25	Dartmouth	70,554	61	Rochester	55,650
26	Minnesota	68,352	62	Florida	54,825
27	Southern Illinois	68,027	63	Cincinnati	53,534
28	Ohio State	67,782	64	Kansas	51,237
29	George Washington	67,716	65	Hawaii	50,361
30	Howard	67,650	66	Oklahoma State	49,416
31	Michigan	67,410	67	Texas Tech	48,502
32	North Carolina	67,200	68	South Carolina	48,093
33	Southern California	66,819		Alabama	*
34	Virginia	66,800		Louisiana State	*
35	Georgetown	65,210		Tennessee, Knoxville	*
36	Pittsburgh	64,654		Wayne State	*

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

\* Alabama, Louisiana State, Tennessee–Knoxville, and Wayne State are not ranked because they reported four or fewer individuals. Canadian salaries are expressed in US dollars.



**TABLE 50: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES  
RANK ORDER TABLE, FY 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Saskatchewan	98,187	37	Minnesota	68,004
2	Alberta	97,007	38	Washington	66,947
3	Queen`s	95,491	39	Arizona	66,930
4	Toronto	94,491	40	Virginia	66,600
5	Yale	87,412	41	Vanderbilt	65,104
6	Ottawa	85,929	42	Wisconsin	65,012
7	British Columbia	84,438	43	Georgetown	64,916
8	California, Los Angeles	83,268	44	Southern Illinois	64,729
9	Manitoba	82,839	45	Emory	62,945
10	Rutgers	82,246	46	Case Western Reserve	62,804
11	New York University	81,407	47	Boston University	62,692
12	Calgary	81,351	48	Louisville	62,397
13	Connecticut	80,281	49	Duke	62,356
14	Miami	79,600	50	Cincinnati	62,281
15	McMaster	78,326	51	Washington U.-St. Louis	61,998
16	Montreal	77,264	52	Pennsylvania State	61,437
17	Cornell	76,933	53	Kentucky	60,569
18	Harvard	76,141	54	Missouri	60,488
19	Southern California	75,833	55	Temple	60,117
20	California, Davis	73,456	56	Florida	59,565
21	Columbia	73,106	57	Illinois, Chicago	59,535
22	SUNY Stony Brook	73,007	58	Tulane	58,969
23	Pennsylvania	72,539	59	Utah	58,567
24	Dartmouth	72,232	60	Rochester	58,057
25	Johns Hopkins	71,550	61	Oklahoma	57,314
26	Howard	71,240	62	Tennessee, Memphis	57,184
27	Ohio State	70,977	63	Kansas	54,795
28	McGill	70,639	64	Oklahoma State	54,788
29	Northwestern	70,583	65	Hawaii	53,034
30	George Washington	70,407	66	Florida State	52,306
31	Michigan	69,603	67	South Carolina	52,020
32	Pittsburgh	69,469	68	Texas Tech	51,896
33	Nebraska	68,842		Alabama	*
34	North Carolina	68,078		Louisiana State	*
35	SUNY Buffalo	68,015		Tennessee, Knoxville	*
36	Iowa	68,009		Wayne State	*

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

\* Alabama, Louisiana State, Tennessee–Knoxville, and Wayne State are not ranked because they reported four or fewer individuals. Canadian salaries are expressed in US dollars.

**TABLE 51: AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL 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.
Head, Medical		.		.	‡	2	‡	3	138,452	5
Associate Director		.		.	‡	2	88,683	7	‡	2
Assistant Director	‡	1	75,468	7	‡	3	71,837	6	‡	3
Head, Branch	‡	2	‡	1	68,390	5	65,891	5	‡	2
Administrative Specialist	‡	2	67,762	6	‡	2	60,386	4	‡	3
Digital Specialist	56,318	8	58,124	11	66,107	10	68,204	22	62,664	8
Functional Specialist	58,706	5	58,272	9	59,864	5	‡	3	66,382	6
Subject Specialist	52,277	20	62,335	35	62,171	35	70,745	21	74,539	13
Dept. Head, Acquisitions	‡	1	‡	3	‡	3	‡	2	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	‡	2	‡	3	72,910	4	‡	3
Dept. Head, Cataloging		.	‡	3	‡	1	‡	1	‡	1
Dept. Head, Circulation		.	‡	2	‡	3	‡	1	62,080	4
Dept. Head, Rare Books/ Manuscripts/Special Collections		.		.	‡	1	‡	1	‡	2
Dept. Head, Library Technology			‡	2	‡	1	‡	1	‡	1
Dept. Head, Other	‡	1	56,590	5	66,575	9	‡	3	78,311	10
Public Services	61,773	5	59,835	13	65,073	6	66,107	6	‡	2
Technical Services			‡	3	‡	1	‡	1		
Research/Reference/ Instruction	56,986	32	56,015	34	63,954	24	75,497	19	73,996	25
Cataloger/Metadata Analysts	‡	2	‡	3	‡	2	‡	3	‡	2
<b>All Positions:</b>	<b>55,692</b>	<b>80</b>	<b>59,880</b>	<b>139</b>	<b>64,842</b>	<b>118</b>	<b>71,811</b>	<b>113</b>	<b>76,166</b>	<b>93</b>

Years of experience reflect total professional experience.

Canadian salaries are 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 51: AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL 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.
Head, Medical	128,585	5	119,499	5	150,208	8	131,286	18	146,774	18
Associate Director	84,342	15	91,034	4	103,603	5	102,604	7	96,129	13
Assistant Director	75,323	4	73,191	4	‡	2	77,459	4	‡	3
Head, Branch	‡	1		.	‡	3	‡	2		.
Administrative Specialist	‡	2	‡	3	‡	1	‡	2	‡	3
Digital Specialist	70,205	6	‡	3	‡	3	‡	2	‡	2
Functional Specialist	63,133	7	‡	2	69,224	4	‡	3	78,522	4
Subject Specialist	70,910	15	77,901	9	‡	3	‡	9	83,150	11
Dept. Head, Acquisitions	‡	1	‡	3	‡	3	83,358	4	‡	2
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	‡	1		.	‡	3	‡	3
Dept. Head, Cataloging	‡	1	‡	1	‡	2			‡	1
Dept. Head, Circulation	‡	2		.	‡	2	‡	1	‡	1
Dept. Head, Rare Books/ Manuscripts/Special Collections		.		.	‡	2	‡	1	‡	1
Dept. Head, Library Technology	‡	2	78,265	4		.		.	‡	1
Dept. Head, Other	84,127	6	‡	2	86,376	9	74,225	6	87,544	7
Public Services	‡	2	‡	2	‡	2	80,310	4	‡	1
Technical Services		.	‡	2	‡	1		.	‡	1
Research/Reference/ Instruction	70,034	12	67,730	12	68,635	10	79,168	13	73,072	10
Cataloger/Metadata Analysts	‡	1		.	‡	2		.	‡	1
<b>All Positions:</b>	<b>78,216</b>	<b>83</b>	<b>79,297</b>	<b>57</b>	<b>88,541</b>	<b>62</b>	<b>90,880</b>	<b>79</b>	<b>95,297</b>	<b>83</b>

Years of experience reflect total professional experience.

Canadian salaries are 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 52: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	134,961	53	150,770	11	137,678	64
Associate Director	88,976	40	100,483	15	92,115	55
Assistant Director	70,573	30	76,263	7	71,650	37
Head, Branch	‡	18	‡	3	73,044	21
Administrative Specialist	66,673	24	66,198	4	66,605	28
Digital Specialist	65,820	33	65,450	42	65,613	75
Functional Specialist	63,467	33	68,566	15	65,060	48
Subject Specialist	66,591	146	66,568	25	66,588	171
Dept. Head, Acquisitions	68,003	16	70,199	7	68,671	23
Dept. Head, Research/Reference/ Information or Learning Commons	69,768	16	76,661	5	71,409	21
Dept. Head, Cataloging	‡	8	‡	3	66,289	11
Dept. Head, Circulation	68,691	11	60,572	5	66,154	16
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	2	‡	6	83,557	8
Dept. Head, Library Technology	83,227	5	71,715	7	76,512	12
Dept. Head, Other	76,531	49	74,756	9	76,256	58
Public Services	69,692	35	60,723	8	68,023	43
Technical Services	‡	8	‡	1	52,600	9
Research/Reference/Instruction	65,695	147	67,945	44	66,213	191
Cataloger/Metadata Analysts	‡	14	‡	2	58,718	16
<b>All Positions:</b>	<b>74,080</b>	<b>688</b>	<b>74,209</b>	<b>219</b>	<b>74,111</b>	<b>907</b>

Canadian salaries are expressed in US dollars.

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

**TABLE 53: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	134,961	53	150,770	11	137,678	64
Associate Director	88,976	40	100,483	15	92,115	55
Assistant Director	70,573	30	76,263	7	71,650	37
Head, Branch	‡	18	‡	3	73,044	21
Dept. Head, Acquisitions	68,003	16	70,199	7	68,671	23
Dept. Head, Cataloging	‡	8	‡	3	66,289	11
Dept. Head, Circulation	68,691	11	60,572	5	66,154	16
Dept. Head, Library Technology	83,227	5	71,715	7	76,512	12
Dept. Head, Rare Book/Manuscripts/Special Collections	‡	2	‡	6	83,557	8
Dept. Head, Research/Reference/Info or Learning Commons	69,768	16	76,661	5	71,409	21
Dept. Head, Other	76,531	49	74,756	9	76,256	58
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	‡	10	‡	2	60,675	12
Business Manager	‡	10	‡	1	74,302	11
Human Resources	‡	3		.	‡	3
Development/Advancement	‡	1	‡	1	‡	2
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	‡	3	‡	1	62,136	4
IT, Systems	66,806	6	60,777	20	62,169	26
IT, Web Developer	65,437	8	59,713	9	62,407	17
IT, Programmer	71,661	7	76,329	10	74,407	17
Scholarly Communications	‡	3		.	‡	3
Digital Acquisitions	‡	4	‡	2	80,335	6
Digital Collections Curation	‡	2			‡	2
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	‡	16	‡	2	64,983	18
Archivists	65,431	17	64,163	7	65,061	24
Assessment, Management Info Systems, Planning		.	‡	1	‡	1
Media Specialists		.	68,200	4	68,200	4
Preservation, including digital collections		.	‡	1	‡	1
Subject Specialist (no subgroup)	66,000	111	62,781	21	65,488	132
Subject Specialist in Humanities/Fine Arts		.		.		.
Subject Specialist in Sciences & Technology	67,259	29	86,454	4	69,586	33
Subject Specialist in Social/Behavior Science	74,300	6		.	74,300	6
Subject Specialist in Area Studies		.		.		.

**TABLE 53: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	‡	14	‡	2	58,718	16
Research/Reference/Instruction	65,695	147	67,945	44	66,213	191
Public Services	69,692	35	60,723	8	68,023	43
Technical Services	‡	8	‡	1	52,600	9
<b>All Positions:</b>	<b>74,080</b>	<b>688</b>	<b>74,209</b>	<b>219</b>	<b>74,111</b>	<b>907</b>

Canadian salaries are 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 54: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.2	53	32.9	11	29.9	64
Associate Director	26.4	40	27.7	15	26.7	55
Assistant Director	21.2	30	9.3	7	18.9	37
Head, Branch	15.9	18	17.7	3	16.2	21
Administrative Specialist	18.6	24	13.3	4	17.9	28
Digital Specialist	12.2	33	15.3	42	13.9	75
Functional Specialist	15.9	33	20.7	15	17.4	48
Subject Specialist	14.5	146	12.6	25	14.2	171
Dept. Head, Acquisitions	21.3	16	19.7	7	20.8	23
Dept. Head, Research/Reference/ Information or Learning Commons	21.1	16	15.6	5	19.8	21
Dept. Head, Cataloging	17.6	8	18.3	3	17.8	11
Dept. Head, Circulation	20.4	11	15.6	5	18.9	16
Dept. Head, Rare Books/ Manuscripts/Special Collections	35.0	2	20.3	6	24.0	8
Dept. Head, Library Technology	23.8	5	16.1	7	19.3	12
Dept. Head, Other	21.6	49	21.8	9	21.6	58
Public Services	13.8	35	11.5	8	13.3	43
Technical Services	18.1	8	12.0	1	17.4	9
Research/Reference/Instruction	14.5	147	16.2	44	14.9	191
Cataloger/Metadata Analysts	13.2	14	21.5	2	14.3	16
<b>All Positions:</b>	<b>17.8</b>	<b>688</b>	<b>17.6</b>	<b>219</b>	<b>17.8</b>	<b>907</b>

**TABLE 55: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.2	53	32.9	11	29.9	64
Associate Director	26.4	40	27.7	15	26.7	55
Assistant Director	21.2	30	9.3	7	18.9	37
Head, Branch	15.9	18	17.7	3	16.2	21
Dept. Head, Acquisitions	21.3	16	19.7	7	20.8	23
Dept. Head, Cataloging	17.6	8	18.3	3	17.8	11
Dept. Head, Circulation	20.4	11	15.6	5	18.9	16
Dept. Head, Library Technology	23.8	5	16.1	7	19.3	12
Dept. Head, Rare Book/Manuscripts/Special Collections	35.0	2	20.3	6	24.0	8
Dept. Head, Research/Reference/Info or Learning Commons	21.1	16	15.6	5	19.8	21
Dept. Head, Other	21.6	49	21.8	9	21.6	58
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	13.0	10	19.0	2	14.0	12
Business Manager	22.2	10	3.0	1	20.5	11
Human Resources	22.3	3			22.3	3
Development/Advancement	28.0	1	12.0	1	20.0	2
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	3.0	3	12.0	1	5.3	4
IT, Systems	10.5	6	17.0	20	15.5	26
IT, Web Developer	12.9	8	11.4	9	12.1	17
IT, Programmer	13.0	7	14.7	10	14.0	17
Scholarly Communications	12.7	3			12.7	3
Digital Acquisitions	21.5	4	20.5	2	21.2	6
Digital Collections Curation	6.0	2			6.0	2
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	16.4	16	14.5	2	16.2	18
Archivists	15.4	17	18.9	7	16.4	24
Assessment, Management Info Systems, Planning		.	30.0	1	30.0	1
Media Specialists		.	25.0	4	25.0	4
Preservation, including digital collections		.	20.0	1	20.0	1
Subject Specialist (no subgroup)	13.7	111	12.4	21	13.5	132
Subject Specialist in Humanities/Fine Arts		.		.		.
Subject Specialist in Sciences & Technology	16.0	29	14.0	4	15.8	33
Subject Specialist in Social/Behavior Science	21.3	6		.	21.3	6



**TABLE 55: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Subject Specialist in Area Studies		.		.		.
Catalogers/Metadata analysts	13.2	14	21.5	2	14.3	16
Research/Reference/Instruction	14.5	147	16.2	44	14.9	191
Public Services	13.8	35	11.5	8	13.3	43
Technical Services	18.1	8	12.0	1	17.4	9
<b>All Positions:</b>	<b>17.8</b>	<b>688</b>	<b>17.6</b>	<b>219</b>	<b>17.8</b>	<b>907</b>

. No positions reported in this category.

**TABLE 56: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL 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	56,016	64	54,396	16	55,692	80	9%
4–7 years	59,331	108	61,793	31	59,880	139	15%
8–11 years	65,621	90	62,337	28	64,842	118	13%
12–15 years	71,494	83	72,689	30	71,811	113	12%
16–19 years	78,414	60	72,080	33	76,166	93	10%
20–23 years	77,415	67	81,568	16	78,216	83	9%
24–27 years	77,686	40	83,086	17	79,297	57	6%
28–31 years	86,631	48	95,091	14	88,541	62	7%
32–35 years	92,372	59	86,477	20	90,880	79	9%
over 35 years	94,594	69	98,762	14	95,297	83	9%
<b>All Positions:</b>	<b>74,080</b>	<b>688</b>	<b>74,209</b>	<b>219</b>	<b>74,111</b>	<b>907</b>	<b>100%</b>

Canadian salaries are expressed in US dollars.

**ARL UNIVERSITY LAW LIBRARIES**

**TABLES 57-66**

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**TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2013–2014**

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Alberta	2	‡	‡	58,567	31.5
Arizona	9	68,774	64,518	60,000	18.7
Arizona State	5	70,745	66,500	50,000	23.0
Boston University	11	77,410	72,050	55,000	15.4
Boston College	16	76,025	76,302	45,800	17.7
British Columbia	4	‡	‡	55,082	20.5
Calgary	2	‡	‡	64,702	16.0
California, Davis	7	83,238	82,266	47,544	21.1
California, Irvine	8	87,437	77,976	47,544	13.0
California, Los Angeles	17	81,876	77,976	47,544	13.9
Case Western Reserve	12	70,336	70,795	36,414	20.2
Cincinnati	8	69,834	63,885	48,000	19.8
Colorado	8	78,249	65,120	50,000	16.1
Columbia	18	84,613	75,660	57,000	15.6
Connecticut	10	76,458	73,321	41,857	19.8
Cornell	9	78,828	79,596	64,000	10.3
Duke	12	72,147	68,550	62,000	16.9
Emory	10	61,401	55,983	50,000	9.7
Florida	11	62,311	57,113	55,000	11.3
Florida State	10	57,634	55,099	50,000	16.7
George Washington	23	99,250	94,317	55,000	18.0
Georgetown	26	79,778	75,000	63,000	11.5
Georgia	8	56,905	57,352	57,500	14.6
Harvard	33	84,873	80,053	53,000	10.9
Hawaii	6	85,410	84,864	50,004	13.0
Houston	11	61,398	56,445	54,000	19.1
Howard	8	56,146	55,393	52,000	20.4
Illinois, Urbana	10	66,635	71,000	56,000	19.3
Indiana	10	71,623	63,038	40,400	20.0
Iowa	17	78,194	75,850	43,000	19.5
Kansas	6	53,163	54,736	40,500	9.7
Kentucky	7	57,502	55,743	52,000	11.0
Louisiana State	11	59,976	58,003	42,000	13.8
Louisville	7	60,687	61,200	40,000	21.9
McGill	4	‡	‡	49,771	18.8
Manitoba	3	‡	‡	54,686	22.0
Miami	14	62,665	61,284	49,000	17.0
Michigan	10	74,714	64,505	49,000	10.6
Minnesota	13	85,497	80,812	55,000	21.8
Missouri	8	60,189	61,590	40,000	17.6
Montreal	6	68,362	74,527	53,856	11.3
Nebraska	6	67,948	69,481	50,000	17.7

**TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2013–2014**

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
New Mexico	6	70,695	71,760	50,000	11.2
New York University	19	84,338	77,328	70,000	23.7
North Carolina	11	78,710	72,779	45,000	13.4
Northwestern	9	74,534	70,298	50,000	22.1
Notre Dame	13	75,822	71,225	48,000	19.7
Ohio State	8	62,784	59,670	48,000	10.1
Oklahoma	7	59,551	52,852	42,000	18.9
Oregon	8	55,566	54,000	45,000	16.5
Ottawa	4	‡	‡	60,204	20.5
Pennsylvania	15	73,161	71,840	45,000	16.9
Pennsylvania State	7	84,940	77,262	65,000	24.3
Queen's	3	‡	‡	55,292	13.7
Rutgers, Camden	7	71,831	71,050	70,000	16.9
Rutgers, Newark	9	89,026	78,863	58,451	19.4
Saskatchewan	3	‡	‡	60,862	34.3
South Carolina	11	67,682	71,870	55,000	12.6
Southern Illinois	5	59,109	55,530	50,000	9.2
SUNY Buffalo	12	70,518	67,036	60,000	16.8
Syracuse	10	61,054	57,781	46,700	17.4
Temple	10	68,084	56,960	46,000	27.2
Tennessee	10	79,344	77,076	55,000	13.8
Texas	16	69,426	59,000	52,000	14.9
Texas Tech	7	67,390	63,825	50,500	13.1
Toronto	6	103,480	108,602	57,834	15.8
Tulane	8	64,016	63,395	45,000	14.6
Utah	8	67,939	67,670	52,520	15.9
Vanderbilt	6	75,448	68,500	60,000	18.7
Virginia	16	69,100	66,700	63,500	15.7
Washington	18	69,540	64,512	62,000	20.8
Washington U.-St. Louis	8	68,360	62,850	50,000	23.6
Wayne State	5	65,810	62,585	50,000	23.8
Western Ontario	2	‡	‡	55,377	23.0
Wisconsin	12	64,140	61,638	45,000	21.1
Yale	21	87,866	80,500	55,000	15.4
York	5	108,521	115,018	48,776	12.6

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

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

**TABLE 58: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	New York University	70,000	40	Hawaii	50,004
1	Rutgers, Camden	70,000	41	Arizona State	50,000
3	Pennsylvania State	65,000	41	Colorado	50,000
4	Calgary	64,702	41	Emory	50,000
5	Cornell	64,000	41	Florida State	50,000
6	Virginia	63,500	41	Nebraska	50,000
7	Georgetown	63,000	41	New Mexico	50,000
8	Duke	62,000	41	Northwestern	50,000
8	Washington	62,000	41	Southern Illinois	50,000
10	Saskatchewan	60,862	41	Washington U.-St. Louis	50,000
11	Ottawa	60,204	41	Wayne State	50,000
12	Arizona	60,000	51	McGill	49,771
12	SUNY Buffalo	60,000	52	Miami	49,000
12	Vanderbilt	60,000	52	Michigan	49,000
15	Alberta	58,567	54	York	48,776
16	Rutgers, Newark	58,451	55	Cincinnati	48,000
17	Toronto	57,834	55	Notre Dame	48,000
18	Georgia	57,500	55	Ohio State	48,000
19	Columbia	57,000	58	California, Davis	47,544
20	Illinois, Urbana	56,000	58	California, Irvine	47,544
21	Western Ontario	55,377	58	California, Los Angeles	47,544
22	Queen`s	55,292	61	Syracuse	46,700
23	British Columbia	55,082	62	Temple	46,000
24	Boston University	55,000	63	Boston College	45,800
24	Florida	55,000	64	North Carolina	45,000
24	George Washington	55,000	64	Oregon	45,000
24	Minnesota	55,000	64	Pennsylvania	45,000
24	South Carolina	55,000	64	Tulane	45,000
24	Tennessee	55,000	64	Wisconsin	45,000
24	Yale	55,000	69	Iowa	43,000
31	Manitoba	54,686	70	Louisiana State	42,000
32	Houston	54,000	70	Oklahoma	42,000
33	Montreal	53,856	72	Connecticut	41,857
34	Harvard	53,000	73	Kansas	40,500
35	Utah	52,520	74	Indiana	40,400
36	Howard	52,000	75	Louisville	40,000
36	Kentucky	52,000	75	Missouri	40,000
36	Texas	52,000	77	Case Western Reserve	36,414
39	Texas Tech	50,500			

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

**TABLE 59: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	115,018	40	Arizona	64,518
2	Toronto	108,602	41	Washington	64,512
3	George Washington	94,317	42	Michigan	64,505
4	Hawaii	84,864	43	Cincinnati	63,885
5	California, Davis	82,266	44	Texas Tech	63,825
6	Minnesota	80,812	45	Tulane	63,395
7	Yale	80,500	46	Indiana	63,038
8	Harvard	80,053	47	Washington U.-St. Louis	62,850
9	Cornell	79,596	48	Wayne State	62,585
10	Rutgers, Newark	78,863	49	Wisconsin	61,638
11	California, Irvine	77,976	50	Missouri	61,590
11	California, Los Angeles	77,976	51	Miami	61,284
13	New York University	77,328	52	Louisville	61,200
14	Pennsylvania State	77,262	53	Ohio State	59,670
15	Tennessee	77,076	54	Texas	59,000
16	Boston College	76,302	55	Louisiana State	58,003
17	Iowa	75,850	56	Syracuse	57,781
18	Columbia	75,660	57	Georgia	57,352
19	Georgetown	75,000	58	Florida	57,113
20	Montreal	74,527	59	Temple	56,960
21	Connecticut	73,321	60	Houston	56,445
22	North Carolina	72,779	61	Emory	55,983
23	Boston University	72,050	62	Kentucky	55,743
24	South Carolina	71,870	63	Southern Illinois	55,530
25	Pennsylvania	71,840	64	Howard	55,393
26	New Mexico	71,760	65	Florida State	55,099
27	Notre Dame	71,225	66	Kansas	54,736
28	Rutgers, Camden	71,050	67	Oregon	54,000
29	Illinois, Urbana	71,000	68	Oklahoma	52,852
30	Case Western Reserve	70,795		Alberta	*
31	Northwestern	70,298		British Columbia	*
32	Nebraska	69,481		Calgary	*
33	Duke	68,550		McGill	*
34	Vanderbilt	68,500		Manitoba	*
35	Utah	67,670		Ottawa	*
36	SUNY Buffalo	67,036		Queen`s	*
37	Virginia	66,700		Saskatchewan	*
38	Arizona State	66,500		Western	*
39	Colorado	65,120			

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

\* Alberta, British Columbia, Calgary, McGill, Manitoba, Ottawa, Queen`s, Saskatchewan, and Western are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.



**TABLE 60: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	108,521	40	Arizona	68,774
2	Toronto	103,480	41	Montreal	68,362
3	George Washington	99,250	42	Washington U.-St. Louis	68,360
4	Rutgers, Newark	89,026	43	Temple	68,084
5	Yale	87,866	44	Nebraska	67,948
6	California, Irvine	87,437	45	Utah	67,939
7	Minnesota	85,497	46	South Carolina	67,682
8	Hawaii	85,410	47	Texas Tech	67,390
9	Pennsylvania State	84,940	48	Illinois, Urbana	66,635
10	Harvard	84,873	49	Wayne State	65,810
11	Columbia	84,613	50	Wisconsin	64,140
12	New York University	84,338	51	Tulane	64,016
13	California, Davis	83,238	52	Ohio State	62,784
14	California, Los Angeles	81,876	53	Miami	62,665
15	Georgetown	79,778	54	Florida	62,311
16	Tennessee	79,344	55	Emory	61,401
17	Cornell	78,828	56	Houston	61,398
18	North Carolina	78,710	57	Syracuse	61,054
19	Colorado	78,249	58	Louisville	60,687
20	Iowa	78,194	59	Missouri	60,189
21	Boston University	77,410	60	Louisiana State	59,976
22	Connecticut	76,458	61	Oklahoma	59,551
23	Boston College	76,025	62	Southern Illinois	59,109
24	Notre Dame	75,822	63	Florida State	57,634
25	Vanderbilt	75,448	64	Kentucky	57,502
26	Michigan	74,714	65	Georgia	56,905
27	Northwestern	74,534	66	Howard	56,146
28	Pennsylvania	73,161	67	Oregon	55,566
29	Duke	72,147	68	Kansas	53,163
30	Rutgers, Camden	71,831		Alberta	*
31	Indiana	71,623		British Columbia	*
32	Arizona State	70,745		Calgary	*
33	New Mexico	70,695		McGill	*
34	SUNY Buffalo	70,518		Manitoba	*
35	Case Western Reserve	70,336		Ottawa	*
36	Cincinnati	69,834		Queen`s	*
37	Washington	69,540		Saskatchewan	*
38	Texas	69,426		Western	*
39	Virginia	69,100			

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

\* Alberta, British Columbia, Calgary, McGill, Manitoba, Ottawa, Queen`s, Saskatchewan, and Western are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

**TABLE 61: AVERAGE SALARIES OF ARL UNIVERSITY LAW 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.
Head, Law		.	‡	3	133,874	4	174,531	7	167,230	8
Associate Director		.	81,621	5	109,684	5	99,618	4	95,029	10
Assistant Director		.	‡	4	85,438	7	82,700	4	91,450	7
Head, Branch		.		.		.		.		.
Administrative Specialist	‡	1	‡	2	‡	1		.	‡	2
Digital Specialist	63,317	14	72,052	10	‡	1	72,240	10	‡	1
Functional Specialist	‡	3	57,385	6	‡	2	‡	3	‡	1
Subject Specialist	62,511	19	63,415	14	72,341	15	73,274	4	76,077	10
Dept. Head, Acquisitions	‡	1	59,511	6	‡	1	‡	3	77,682	7
Dept. Head, Research/ Reference/Information or Learning Commons		.	72,758	5	‡	2	88,585	5	‡	3
Dept. Head, Cataloging		.	‡	1	‡	2	‡	2	‡	3
Dept. Head, Circulation	‡	1	61,594	4	67,839	5	‡	2	69,202	4
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1		.	‡	1		.		.
Dept. Head, Library Technology	‡	1		.		.		.		.
Dept. Head, Other	‡	2	‡	3	62,704	5	‡	2	81,670	4
Public Services	57,191	4	64,706	9	‡	3	‡	1	‡	2
Technical Services	54,533	5	57,154	6	‡	2				
Research/Reference/ Instruction	61,808	53	68,078	38	72,242	31	71,503	18	73,293	14
Cataloger/Metadata Analysts	49,317	6	‡	3	69,008	5	‡	3	53,939	4
<b>All Positions:</b>	<b>60,830</b>	<b>111</b>	<b>68,729</b>	<b>119</b>	<b>76,224</b>	<b>92</b>	<b>84,181</b>	<b>68</b>	<b>87,239</b>	<b>80</b>

Years of experience reflect total professional experience.

Canadian salaries are 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 61: AVERAGE SALARIES OF ARL UNIVERSITY LAW 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.
Head, Law	‡	2	141,683	12	170,758	4	180,632	12	192,730	21
Associate Director	‡	2	118,715	7	108,660	6	‡	3	117,268	9
Assistant Director	81,777	12	94,055	6	92,113	4	99,468	8	‡	1
Head, Branch		.		.		.		.		.
Administrative Specialist	‡	2		.	‡	2	‡	3		.
Digital Specialist	91,013	5	‡	1		.	‡	1		.
Functional Specialist	‡	1	‡	1		.	‡	1		.
Subject Specialist	‡	3	75,588	8	82,495	4	‡	3	110,400	5
Dept. Head, Acquisitions	‡	3	‡	3	‡	1	‡	3	75,402	4
Dept. Head, Research/ Reference/Information or Learning Commons	‡	2		.	‡	3	‡	3	‡	2
Dept. Head, Cataloging	‡	2	79,616	5	79,406	6	75,161	4	77,763	6
Dept. Head, Circulation	70,293	4	‡	1	‡	1	‡	2	‡	2
Dept. Head, Rare Books/ Manuscripts/Special Collections		.	‡	1		.		.		.
Dept. Head, Library Technology	‡	1	‡	2		.		.	‡	1
Dept. Head, Other	92,776	5	‡	2	‡	2	‡	1	‡	2
Public Services	‡	1	‡	1	‡	3	‡	2	‡	2
Technical Services		.		.	‡	2		.	‡	2
Research/Reference/ Instruction	79,964	11	82,565	9	79,980	4	77,210	9	82,314	6
Cataloger/Metadata Analysts	‡	3	71,322	5	‡	2	‡	3	‡	3
<b>All Positions:</b>	<b>83,115</b>	<b>59</b>	<b>96,696</b>	<b>64</b>	<b>91,956</b>	<b>44</b>	<b>104,323</b>	<b>58</b>	<b>120,841</b>	<b>66</b>

Years of experience reflect total professional experience.

Canadian salaries are 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 62: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	166,052	38	172,362	35	169,077	73
Associate Director	107,192	30	103,776	21	105,785	51
Assistant Director	89,086	36	85,392	17	87,901	53
Head, Branch		.		.		.
Administrative Specialist	‡	11	‡	2	64,917	13
Digital Specialist	67,327	18	76,457	25	72,635	43
Functional Specialist	60,203	9	74,072	9	67,137	18
Subject Specialist	72,721	53	73,458	32	72,998	85
Dept. Head, Acquisitions	69,310	25	68,294	7	69,088	32
Dept. Head, Research/Reference/ Information or Learning Commons	81,752	17	82,523	8	81,999	25
Dept. Head, Cataloging	74,323	23	73,333	8	74,068	31
Dept. Head, Circulation	66,857	20	62,466	6	65,844	26
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	3		.	‡	3
Dept. Head, Library Technology	‡	2	‡	3	92,196	5
Dept. Head, Other	77,955	19	77,287	9	77,741	28
Public Services	62,070	17	73,393	11	66,518	28
Technical Services	61,390	13	60,646	4	61,215	17
Research/Reference/Instruction	70,317	136	69,891	57	70,191	193
Cataloger/Metadata Analysts	61,755	26	68,892	11	63,877	37
<b>All Positions:</b>	<b>81,024</b>	<b>496</b>	<b>89,145</b>	<b>265</b>	<b>83,852</b>	<b>761</b>

Canadian salaries are 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 63: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	166,052	38	172,362	35	169,077	73
Associate Director	107,192	30	103,776	21	105,785	51
Assistant Director	89,086	36	85,392	17	87,901	53
Head, Branch		.		.		.
Dept. Head, Acquisitions	69,310	25	68,294	7	69,088	32
Dept. Head, Cataloging	74,323	23	73,333	8	74,068	31
Dept. Head, Circulation	66,857	20	62,466	6	65,844	26
Dept. Head, Library Technology	‡	2	‡	3	92,196	5
Dept. Head, Rare Book/Manuscripts/Special Collections	‡	3		.	‡	3
Dept. Head, Research/Reference/Info or Learning Commons	81,752	17	82,523	8	81,999	25
Dept. Head, Other	77,955	19	77,287	9	77,741	28
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	‡	7	‡	2	67,379	9
Business Manager	59,379	4		.	59,379	4
Human Resources		.		.		.
Development/Advancement		.		.		.
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	‡	5	‡	3	59,033	8
IT, Systems	72,843	8	76,859	9	74,969	17
IT, Web Developer	‡	3	‡	7	77,638	10
IT, Programmer		.		.		.
Scholarly Communications		.		.		.
Digital Acquisitions	‡	2	‡	2	78,430	4
Digital Collections Curation			71,618	4	71,618	4
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	‡	3	‡	6	70,628	9
Archivists	‡	3	‡	1	61,674	4
Assessment, Management Info Systems, Planning	‡	1	‡	1	‡	2
Media Specialists	‡	2	‡	1	‡	3
Preservation, including digital collections		.		.		.
Subject Specialist (no subgroup)	72,153	42	73,621	30	72,764	72
Subject Specialist in Humanities/Fine Arts	‡	1		.	‡	1
Subject Specialist in Sciences & Technology	‡	1		.	‡	1
Subject Specialist in Social/Behavior Science	‡	8	‡	2	70,825	10
Subject Specialist in Area Studies	‡	1		.	‡	1

**TABLE 63: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	61,755	26	68,892	11	63,877	37
Research/Reference/Instruction	70,317	136	69,891	57	70,191	193
Public Services	62,070	17	73,393	11	66,518	28
Technical Services	61,390	13	60,646	4	61,215	17
<b>All Positions:</b>	<b>81,024</b>	<b>496</b>	<b>89,145</b>	<b>265</b>	<b>83,852</b>	<b>761</b>

Canadian salaries are 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 64: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	27.1	38	26.3	35	26.7	73
Associate Director	23.2	30	21.8	21	22.6	51
Assistant Director	21.3	36	20.5	17	21.0	53
Head, Branch		.		.		.
Administrative Specialist	17.4	11	31.5	2	19.5	13
Digital Specialist	7.8	18	10.8	25	9.6	43
Functional Specialist	7.3	9	14.8	9	11.1	18
Subject Specialist	14.0	53	13.3	32	13.7	85
Dept. Head, Acquisitions	21.4	25	18.1	7	20.7	32
Dept. Head, Research/Reference/ Information or Learning Commons	18.2	17	20.6	8	19.0	25
Dept. Head, Cataloging	28.3	23	20.8	8	26.4	31
Dept. Head, Circulation	17.3	20	17.5	6	17.3	26
Dept. Head, Rare Books/ Manuscripts/Special Collections	12.0	3		.	12.0	3
Dept. Head, Library Technology	32.5	2	16.3	3	22.8	5
Dept. Head, Other	21.4	19	10.2	9	17.8	28
Public Services	14.9	17	14.5	11	14.8	28
Technical Services	11.8	13	11.5	4	11.8	17
Research/Reference/Instruction	11.2	136	11.5	57	11.3	193
Cataloger/Metadata Analysts	17.6	26	18.3	11	17.8	37
<b>All Positions:</b>	<b>16.9</b>	<b>496</b>	<b>16.6</b>	<b>265</b>	<b>16.8</b>	<b>761</b>

. No positions reported in this category.

**TABLE 65: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	27.1	38	26.3	35	26.7	73
Associate Director	23.2	30	21.8	21	22.6	51
Assistant Director	21.3	36	20.5	17	21.0	53
Head, Branch		.		.		.
Dept. Head, Acquisitions	21.4	25	18.1	7	20.7	32
Dept. Head, Cataloging	28.3	23	20.8	8	26.4	31
Dept. Head, Circulation	17.3	20	17.5	6	17.3	26
Dept. Head, Library Technology	32.5	2	16.3	3	22.8	5
Dept. Head, Rare Book/Manuscripts/Special Collections	12.0	3			12.0	3
Dept. Head, Research/Reference/Info or Learning Commons	18.2	17	20.6	8	19.0	25
Dept. Head, Other	21.4	19	10.2	9	17.8	28
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	20.3	7	31.5	2	22.8	9
Business Manager	12.3	4		.	12.3	4
Human Resources		.		.		.
Development/Advancement		.		.		.
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	4.0	5	2.7	3	3.5	8
IT, Systems	9.6	8	14.7	9	12.3	17
IT, Web Developer	8.7	3	10.6	7	10.0	10
IT, Programmer		.		.		.
Scholarly Communications		.		.		.
Digital Acquisitions	9.0	2	13.0	2	11.0	4
Digital Collections Curation			7.8	4	7.8	4
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	5.7	3	13.2	6	10.7	9
Archivists	4.3	3	12.0	1	6.3	4
Assessment, Management Info Systems, Planning	17.0	1	33.0	1	25.0	2
Media Specialists	9.5	2	9.0	1	9.3	3
Preservation, including digital collections		.		.		.
Subject Specialist (no subgroup)	13.4	42	13.0	30	13.2	72
Subject Specialist in Humanities/Fine Arts	18.0	1		.	18.0	1
Subject Specialist in Sciences & Technology	32.0	1		.	32.0	1
Subject Specialist in Social/Behavior Science	12.8	8	18.5	2	13.9	10
Subject Specialist in Area Studies	28.0	1		.	28.0	1



**TABLE 65: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	17.6	26	18.3	11	17.8	37
Research/Reference/Instruction	11.2	136	11.5	57	11.3	193
Public Services	14.9	17	14.5	11	14.8	28
Technical Services	11.8	13	11.5	4	11.8	17
<b>All Positions:</b>	<b>16.9</b>	<b>496</b>	<b>16.6</b>	<b>265</b>	<b>16.8</b>	<b>761</b>

. No positions reported in this category.

**TABLE 66: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW 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	60,840	76	60,807	35	60,830	111	15%
4–7 years	67,705	78	70,677	41	68,729	119	16%
8–11 years	77,396	62	73,802	30	76,224	92	12%
12–15 years	83,767	34	84,594	34	84,181	68	9%
16–19 years	84,187	59	95,813	21	87,239	80	11%
20–23 years	80,052	38	88,657	21	83,115	59	8%
24–27 years	94,624	35	99,197	29	96,696	64	8%
28–31 years	88,164	27	97,979	17	91,956	44	6%
32–35 years	96,717	39	119,935	19	104,323	58	8%
over 35 years	107,569	48	156,234	18	120,841	66	9%
<b>All Positions:</b>	<b>81,024</b>	<b>496</b>	<b>89,145</b>	<b>265</b>	<b>83,852</b>	<b>761</b>	<b>100%</b>

Canadian salaries are expressed in US dollars.

## UNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS



**ARL ANNUAL SALARY SURVEY 2013-2014**  
*University Library Questionnaire*  
**GENERAL AND DATA INPUT (CSV) INSTRUCTIONS**

[http://www.arlstatistics.org/About/Mailings/ss\\_2013-14](http://www.arlstatistics.org/About/Mailings/ss_2013-14)

**GENERAL OVERVIEW**

**Important Initial Information**

- This year for the **second** time we are collecting the salary data through the <http://arlstatistics.org> interface, a change from earlier years when we used Formstack. You also have the option of sending the files to us by **email to [stats@arl.org](mailto:stats@arl.org)** if this is your preferred method.
- **This survey is concerned with professional positions only.** Since the criteria for determining professional status vary among libraries, there is no attempt to define the term “professional.” Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.
- **Report individual salaries for the **Main, Law, and Medical library on *separate CSV files*** using the Microsoft CSV Template at [http://www.arlstatistics.org/About/Mailings/ss\\_2013-14](http://www.arlstatistics.org/About/Mailings/ss_2013-14). Add your institution’s ARL Library Institution Code [LibID] to the template. (See <http://www.arlstatistics.org/about/instno> if you do not know your institution code.) For the first time this year we have added **online validation that requires the file format to be CSV.** Your online submission will be successful only if all the required fields are submitted in CSV. If you run into problems, please do not hesitate to email the files to us. We do not want the online validation to be an impediment to your successful submission. If you want more personalized help in submitting the data as a result of this change, do not hesitate to send an email to [stats@arl.org](mailto:stats@arl.org) and set up a phone call consultation.**
- **Use “Percent” to determine if an employee works full-time or part-time.** All full-time employees have Percent = 1.00, i.e., they work 100% of a full-time schedule. If percent is less than 1.00, then the employee works that fraction of a full-time schedule. For example, a 65% time appointment would be entered as 0.65. Calculate the percent appointment by dividing the amount of time an employee works by the amount considered to be the norm for full-time employment at your institution. For example, if a full-time appointment at your institution is 12 months at 40 hours per week:

- A 9-month part-time appointment has Percent = 9/12, or 0.75.
- An appointment at 30 hours per week has Percent = 30/40, also 0.75.
- An appointment at 30 hours and 9 months has Percent = 0.75 x 0.75 = 0.56.
- Enter Percent with two decimal points.

Code full time employees with dual appointments and/or shared responsibilities at 100% if these individuals work a full-time schedule. Such individuals should be listed on the salary survey only once.

- **Report salaries for both full-time and part-time professional positions.** Salaries for part-time positions should **NOT** be converted to their full-time equivalents. Report the actual part-time salary paid and indicate the percent appointment for that employee in the appropriate column.
- **Include salaries for all professional positions, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.** Please include all professionals involved in the provision of library services, including **contract-supported positions**.
- **The salary figures should be straight gross salary figures. Do not include fringe benefits.**
- **Provide explanatory footnotes to the reported figures, when necessary, at the end of Part I.** Footnotes will be included in the published survey, where appropriate.

## INSTRUCTIONS

- **After all data have been entered on the CSV file, make a backup copy of the complete file for your institution's master file.** Your backup should include individual names/ID numbers. NOTE: The data submitted to ARL should NOT include individual names/ID numbers, so ARL will NOT be able to supply a copy of your institution's complete file next year.
- **Go to <http://arlstatistics.org> to fill out Part I and to upload the CSV file for Part II.** NOTE: The Web interface allows you to return and edit your information before it is submitted. If you want to email the documents to ARL, please note that ARL accepts Part I and Part II of the salary survey as e-mail attachments if this is your preferred way of submitting the data.
- **Please return the questionnaire by August 31, 2013. Be sure to keep a complete copy of your submission, including the electronic version of the data for your files.**

### Part I: Institutional Information (Microsoft Word Form)

1. Part I of this survey deals with general information for the current fiscal year, 2013-14.
2. Include the Beginning Professional Salary for Law and Medical libraries if included in the survey and you have edit rights to their form.

3. The Beginning Professional Salary is the salary that **would** be paid to a **newly hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

4. Please report the **2013-14** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2013. Do not delay returning your survey with the expectation that more information will be available later.

5. The 2013-14 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

## Part II: Data Upload - Individual Data (Microsoft CSV Form)

1. Part II of this survey requests information on salary, sex, minority status, rank, years of experience and working title for all filled positions for fiscal year 2013-14. The survey requests information for individuals; aggregate data for each institution will be generated by computer. Vacant positions should be excluded from your report.

2. **Data for the Main, Law, and Medical libraries should be reported on separate CSV files.**

### 3. Obtain the CSV file.

These instructions assume that you can use Microsoft Excel or other program and save your file as CSV (this is common functionality in many spreadsheet and database programs). If you have trouble opening the CSV files, please call the ARL Statistics and Assessment Program at (202) 296-2296 regarding the Salary Survey submission or email [stats@arl.org](mailto:stats@arl.org).

The CSV file is available at: [http://www.arlstatistics.org/About/Mailings/ss\\_2013-14](http://www.arlstatistics.org/About/Mailings/ss_2013-14). This is a generic, blank file that can hold data for Main, Law, or Medical libraries. The file's name is "sal13xxxx.xls"; open the file and save it to your own computer by choosing the "Save As" option in CSV. When saving the file, utilize ARL as the prefix for Main library reports, use 13 to designate the year (2013-14), and change "xxxx" to your ARL institution code number, e.g., "ARL131150.xls." Note: use MED for medical libraries, e.g. "MED131150" and LAW to denote law libraries, e.g., "LAW131150."

The file contains columns labeled as follows:

Required: Name/ID# (deleted before submitting) LibID Page Line Salary Job Sex OEOcat YrsExp Rank Percent Working  
Job Title

Optional: Hisp NatAm Asian Black HawPI White

In the LibID column, enter your ARL Library Institution Code. You can find your ARL institution code at: <http://www.arlstatistics.org/about/instno>

Columns labeled "Page," "Line," and "Percent" are already filled for you. The numbers in the "Page" and "Line" columns will be used to identify these positions in case of data errors; do not change them. Eleven "pages" of 25 lines each have been provided; if this is not sufficient to list all positions at your institution, copy and paste lines 1-25 of the last page as needed.

4. Upload Part II using the Web Data Entry Instructions on the mailing website.

### **Entering Data for Part II: Data Upload - Individual Data (Microsoft CSV Form)**

1. The "Name/ID#" column is for your internal use, to enter and verify information for staff members by name. ARL does not require that you submit the information in this field to ARL. Please delete this column before sending the file to ARL. Upon receiving this file, ARL will delete any data in this column if you have not deleted them already.

2. The "LibID" will hold your institution's ARL number, for identification purposes. If you do not know your ARL number, you can find it on the Web under ARL Library Institution Codes. If you leave this column blank, it will be filled in by ARL staff.

3. "Salary" should be entered as it existed on July 1, 2013. Please do not hold up the reporting process for later salary adjustments. Include all filled positions and exclude all vacant positions. Report the actual salary paid. Do not adjust part-time salaries to their full-time equivalents; ARL will do this during the data analysis and verification stage. Do not include fringe benefits.

4. Each position can have only one "Job" code, to be taken from the following list:

DIRLIB	Dean of Libraries and/or University Librarian (includes Director of Libraries and equivalent titles)
ASCDIR	Associate Dean/Director
ASTDIR	Assistant Dean/Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
HDACQ	Head, Acquisitions Department (may include management of acquisitions and licensing of electronic resources)
HDCAT	Head, Catalog Department/Unit (may include management of acquisitions and licensing of electronic resources)
HDCIRC	Head, Access Services (Circulation, Reserves, Stack Maintenance, Interlibrary Loan)
HDCOMP	Head, Library Technology (includes productivity platforms)

HDRBM	Head, Rare Book/Manuscripts Department/Special Collections
HDREF	Head, Research/Reference Department/Information or Learning Commons
HDOTH	Head, Other Department/Service/Agency
<i>ADMSPEC</i>	<i>Administrative Specialist</i>
BUSI	Budget/Fiscal/Business Manager/Facilities
HUMRES	Human Resources/Training/Staff Development
DEV	Development/Advancement
ADMIN	Administrative support, Marketing/Communication/IP Permissions
<i>DIGITALSPEC</i>	<i>Digital Specialist</i>
ITS	Information Technology Systems
ITW	Information Technology Web Development
ITP	Information Technology Programming/Application Development
SCHOLAR	Scholarly Communications (definition working or promoting Open Access, providing advice on copyright issues and fair use)
IR	Institutional Repository Curator
DIGIACQ	Acquires e-resources and manages licensing of electronic resources
DIGICUR	Creates and curates digital collections in sciences, social sciences, humanities, including data-management issues across multiple disciplines.
SS	Digital specialists with subject expertise in humanities, social sciences, sciences digital humanities, science data specialists, etc.
<i>FSPEC</i>	<i>Functional Specialist</i>
ARCH	Archivists/Curators (Print and/or digital collections)
ASSESS	Assessment, Management Information Systems, Planning
CTL	Coordinator, Team Leader (non-supervisory responsibility)
MEDIA	Media/Multimedia Specialists (including graphics)
PRES	Preservation/Conservation, including digital collections
SSPEC	Subject Specialist (may include Specialized Reference, Collection Dev., Faculty Liaison, Instruction, Embedded roles, etc.) Clinical librarians would be included here.
HFA	Subject specialist in Humanities/Fine Arts
SCI	Subject Specialist in Sciences & Tech.
SBS	Subject Specialist in Social/Behavior Sci.
AREA	Area Studies Subject Specialist (for those with country, geographic area or language specialization)



CAT/METADATA	Catalogers, and metadata analysts, both general and specialized
RES/REF/INSTR	General research, reference and instruction librarians (typically for undergraduate students); include instructional technology here; no collection development responsibilities.
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers

The position categories used in this survey are intended to correspond roughly with the nomenclature activities carried on in libraries, not with any particular pattern of staff organization. Please use these categories in the manner you feel best applies to your library. If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties.

Choose ONE job code for employees with dual appointments or shared responsibilities. Such individuals should be listed on the salary survey only once.

**Associate or Assistant Director, or Head, Other Branch.** Use this code for all persons responsible for the management of a separate facility, regardless of the area of specialty. If an assistant or associate director is also head of a department in such a facility, choose the category that most reflects the general duties of the person currently in the position.

**Department Heads.** Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library technology and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out programming should be listed as digital specialists (DIGITALSPEC).

*Special note concerning Assistant Department Heads.* Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional sub-codes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the Department Head should be reported as non-supervisory or specialist positions as appropriate.

**Head, Acquisitions Department.** Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc.; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ. **If someone is both HDACQ and HDCAT, report such positions under HDCAT.**

**Specialists.** These are of four kinds: *Administrative Specialists* may provide critical organizational support that is institutional in nature (e.g., Finance or Personnel, etc.); *Digital Specialists* provide technical support and expertise needed to provide and maintain services that are digital in nature; *Functional Specialists* are archivists and curators, media specialists or experts in preservation, or may coordinate or lead a team or program (e.g. Coordinator of Information Commons); *Subject Specialists* build collections, but may also provide specialized research and reference assistance, including specialized instruction and faculty liaison, and specialized services like GIS; Specialists may not be, strictly speaking, professional librarians (i.e., have an MLS). The “specialist” category would generally not be used for someone with significant supervisory responsibilities. (See also note under Assistant Department Head, above.)

**Administrative Specialist sub-codes.** BUSI and HUMRES were formerly part of the Functional Specialists category, ADMIN was a general category that has been narrowed in focus, and DEV is a new category.

**Digital Specialist.** These sub-codes include three that were formerly part of the Functional Specialist category and four new sub-codes meant to capture some of the new positions in libraries that are the result of an increased digital presence. **The new SS sub-code captures the work of those Digital Specialists that are also subject specialists; for example digital specialists with subject expertise in humanities, social sciences or sciences; this category includes digital humanities, science data specialists, etc.**

**Functional Specialist sub-codes.** Starting with the 2004-05 Salary Survey, the ARL Statistics and Assessment Committee adopted a proposal from the ACRL Personnel Administrators and Staff Development Officers Discussion Group to break down the Functional Specialist category. For each position which would have been labeled FSPEC prior to 2004-05, instead please use one of the five sub-codes (ARCH, ASSESS, CTL, MEDIA, PRES) to describe that position. If you cannot determine which sub-code to use, please use the FSPEC code.

**Subject Specialist sub-codes.** Starting with the 2013-14 Salary Survey, the ARL Statistics and Assessment Committee adopted the following codes into the Annual Salary Survey data collection: HFA, SCI, SBS, and AREA. For each position which would have been labeled SSPEC prior to 2013-14, instead please use one of the four sub-codes (HFA, SCI,

SBS, or AREA) to describe that position. If you cannot determine which sub-code to use, please use the SSPEC code.

These codes were formerly collected every 5 years. Use these codes to indicate non-supervisory main and/or branch library staff who specialize in one of the subject areas (either a sub-field, or the entire area) indicated in the "job codes" section. Do not add codes for staff in these positions who have broader, other, or mixed subject responsibilities (e.g. more than one field specialty); but do include subject specialists who also have some (i.e. 50% or less) general or other assignments.

NOTE: The AREA sub-code captures the responsibilities of library professionals with country, geographic area or language specialization. Law and Health Sciences librarians are not included under the AREA sub-code unless these individuals have a country, geographic area or language specializations.

5. **Please indicate "Sex" with the letter M or F**, indicating male or female, respectively.

6. **"OEOCat" minority status code**, for U.S. university libraries only, should be indicated with one of the following code numbers. (Leave blank if a Canadian library):

- 1 = Black
- 2 = Hispanic
- 3 = Asian or Pacific Islander
- 4 = American Indian or Native Alaskan
- 5 = Caucasian/Other

7. **"YrsExp," or total years of professional experience**. For most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. The figure should be rounded off to the nearest whole number; for example, a position with 14.5 years of experience would appear as 15.

8. **Indicate "Rank" using the following system of codes:**

- 0 The library director. Some systems also use 0 for assistant and/or associate directors.
- 1 Lowest level in the rank structure, such as an entry-level position.
- 2-8 Successively higher levels; for example, 5 indicates a higher rank than 2.
- 9 Rank cannot be determined, or, the individual is outside the organization's rank structure.

NOTE: These codes are meant to be *guides only*. Do not recode your rank system into an 8 level system if your rank system does not have eight levels. Please code each employee with his or her actual rank at your institution. When coding the library director as "0", do not add or subtract a level to or from your ranking system.

Responses concerning rank should be limited to professional librarians, and other professionals who occupy the same ranks as librarians. **Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable.** For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual, even if you have included salary and other data.

If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

**The maximum number of ranks reported here must not exceed the maximum number of rank-levels reported in Part I for individual data under Rank structure.** When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

9. **"Percent"** is used to determine if an employee works full-time or part-time. All full-time employees have Percent = 1.00, i.e., they work 100% of a full-time schedule. If percent is less than 1.00, then the employee works that fraction of a full-time schedule. For example, a 65% time appointment would be entered as 0.65. Calculate the percent appointment by dividing the amount of time an employee works by the amount considered to be the norm for full-time employment at your institution. For example, if a full-time appointment at your institution is 12 months at 40 hours per week:

- A 9-month part-time appointment has Percent = 9/12, or 0.75.
- An appointment at 30 hours per week has Percent = 30/40, also 0.75.
- An appointment at 30 hours and 9 months has Percent = 0.75 x 0.75 = 0.56.
- Enter Percent with two decimal points.

Code full time employees with dual appointments or shared responsibilities at 100% if these individual work a full-time schedule. Such individuals should be listed on the salary survey only once.

10. **Working Job Title.** Please list the Working Job Title for each employee. The working job title is typically the job title used in the job announcement. It denotes something about the content of the job. For example, if an individual serves as the Liaison for the Geography Department on campus, the working job title may be "Subject Liaison, Geography" or "Subject Librarian, Geography" or "Subject Liaison Librarian", etc. Please list the Working Job Title rather than the rank title of "Librarian I" or "Assistant Librarian".

Enter all pertinent Working Job Titles for employees with dual appointments or shared responsibilities. Such individuals should be listed on the salary survey only once. The field in the CSV file will accommodate long job titles.

**Optional Questions:** (The last six columns of the spreadsheet.)

Please complete as much of this section as possible (US libraries only), but do not hold up the reporting process if some of the data requested are not available. Canadian libraries should leave these columns blank. The major change in the revised standard for the classification of federal data on race and ethnicity is that now respondents are able to report more than one race by choosing multiple responses to the following questions.

**Race and Ethnicity:** The U.S. Office of Management and Budget has revised the Standards for the Classification of Federal Data on Race and Ethnicity and according to the new standard there will be five minimum categories for data on race (American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White) and one category for data on ethnicity (“Hispanic or Latino”). **Respondents will be able to report more than one race by choosing multiple responses to the race question.** The purpose of the revised classification is to reflect the increasing diversity of the U.S. population that has resulted primarily from growth in immigration and in interracial marriages. The new standards were used by the Bureau of the Census in the 2000 decennial census.<sup>1</sup> In light of these developments, we are collecting the new classification on race and ethnicity in the *ARL Annual Salary Survey on an optional basis*.

**Ethnicity** should be indicated by coding 1 to indicate if the person is of Hispanic or Latino ethnicity, and coding 0 otherwise. The definition of Hispanic or Latino ethnicity is: A person of Cuban, Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race.

**Race** should be indicated for U.S. university libraries only, by choosing one or more responses among the five racial categories provided here; 1=yes and 0=no. You can select multiple racial categories for a person. The definitions of the five racial categories, listed with their respective column names, are:

**American Indian or Alaska Native (NatAm):** A person having origins in any of the original peoples of North and South America (including Central America) who maintains tribal affiliation or community attachment.

**Asian (Asian):** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**Black or African American (Black):** A person having origins in any of the black racial groups of Africa.

**Native Hawaiian or Other Pacific Islander (HawPI):** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

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<sup>1</sup> <http://www.census.gov/population/www/soedemo/race/racefactcb.html>

White (White): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

INSTNO \_\_\_\_\_

## ARL Annual Salary Survey 2013-2014

### *University Library Questionnaire*

Note: This is a print version of the web form available at:  
[http://www.arlstatistics.org/About/Mailings/ss\\_2013-14](http://www.arlstatistics.org/About/Mailings/ss_2013-14)

### Part I: Institutional Information

Reporting Institution \_\_\_\_\_ Date Returned to ARL \_\_\_\_\_

Report Prepared by (name) \_\_\_\_\_

Title \_\_\_\_\_

Email address \_\_\_\_\_ Phone number \_\_\_\_\_

Contact person (if different) \_\_\_\_\_

Title \_\_\_\_\_

Email address Phone number \_\_\_\_\_

**Note:** ARL will calculate the 2013-14 median and average professional salaries for your library from the individual data you supply in Part II (Excel form) of this questionnaire.

#### 1. Beginning Professional Salary

Main

Law

Health

Beginning professional salary for 2013-14 \_\_\_\_\_

**Note:** The Information shown below must be completed for all three branches (i.e. Main, Law and Health Science Libraries) in Part 1 of the online form.

2. **Rank Structure:** Indicate the number of levels in your institution's rank structure for professional librarians. **You should report here the maximum number of rank levels, reported in Part II for individual data, under the Rank column.**

\_\_\_\_\_ 1 level (i.e., no differentiated levels)

\_\_\_\_\_ 2 levels

\_\_\_\_\_ 3 levels

\_\_\_\_\_ 4 levels

\_\_\_\_\_ 5 levels

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

**FOOTNOTES:**

1. Specify branch libraries included in the ARL Salary Survey:
  
2. Specify branch libraries **not** included in the ARL Salary Survey:
  
3. Specify additional general footnotes for the ARL Salary Survey:

**Please submit online at <http://arlstatistics.org> by August 31, 2013.**

For assistance, email: [stats@arl.org](mailto:stats@arl.org) Tel: 202-296-2296 Fax: 202-872-0884  
[http://www.arlstatistics.org/About/Mailings/ss\\_2013-14](http://www.arlstatistics.org/About/Mailings/ss_2013-14)



ARL Annual Salary Survey 2013-2014  
University Library Questionnaire

Part II: Data Upload - Individual Data

Note: This is a PDF copy of the CSV file that you will submit electronically at:  
<http://arlistatistics.org>

Name/ID# (For your internal use ONLY. Please DELETE before submitting.)	Year	LibID Please enter your library's ARL Institution Code	Page	Line	Salary	Job	Sex	OEO cat	Yrs Exp	Rank	Percent	Working Job Title	Ethnicity	Race: NatAm	Race: Asian	Race: Black	Race: HawPl	Race: White	
			1	1															
			1	2															
			1	3															
			1	4															
			1	5															
			1	6															
			1	7															
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Please submit online at <http://arlistatistics.org> by August 31, 2013.

For assistance, email: [stats@arl.org](mailto:stats@arl.org) Tel: 202-296-2296 Fax: 202-872-0884

[http://www.arlistatistics.org/About/Mailings/ss\\_2013-14](http://www.arlistatistics.org/About/Mailings/ss_2013-14)

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## NONUNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS



**ARL ANNUAL SALARY SURVEY 2013-2014**  
*Nonuniversity Library Questionnaire*  
**GENERAL AND DATA INPUT (CSV) INSTRUCTIONS**

[http://www.arlstatistics.org/About/Mailings/ss\\_2013-14](http://www.arlstatistics.org/About/Mailings/ss_2013-14)

**Part I: Institutional Information (Microsoft Word Form)**

Please return the questionnaire the ARL Statistics and Assessment Program by August 31, 2013. Be sure to keep a complete copy of your submission, including the electronic version of the data for your files. This year for the **second** time we are collecting the salary data through the <http://arlstatistics.org> interface, a change from earlier years when we used Formstack. You also have the option of sending the files to us by **email to [stats@arl.org](mailto:stats@arl.org)** if this is your preferred method.

1. Part I of this survey deals with general information for the current fiscal year, 2013-14.
2. **This survey is concerned with the salaries of professional positions only.** Since the criteria for determining professional status vary among libraries, there is no attempt to define the term “professional.” Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.
3. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.
5. Report 2013-14 salaries *as they exist on July 1, 2013*. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.
6. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.
7. The Beginning Professional Salary is the salary that **would** be paid to a **newly hired professional without experience**, not necessarily the lowest professional salary paid. In



reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

8. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

9. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

10. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

11. The salary figures should be straight gross salary figures. Do not include fringe benefits.

12. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

## **Part II: Data Upload - Individual Data (Microsoft CSV Form)**

1. Part II of this survey is a CSV file, where you will indicate the number of filled professional positions in each salary range for fiscal years 2012-13 and 2013-14.

For the first time this year we have added **online validation that requires the file format to be CSV**. Your online submission will be successful only if all the required fields are submitted in CSV. If you run into problems, please do not hesitate to email the files to us. We do not want the online validation to be an impediment to your successful submission. If you want more personalized help in submitting the data as a result of this change, do not hesitate to send an email to [stats@arl.org](mailto:stats@arl.org) and set up a phone call consultation.

### **2. Obtain the CSV file.**

These instructions assume that you have Microsoft Excel available for use and you know how to save a file in CSV using Excel. If not, or if you have trouble opening the files in CSV, please call the ARL Statistics and Assessment Program at (202) 296-2296 or email [stats@arl.org](mailto:stats@arl.org).

The template CSV file is available at: [http://www.arlstatistics.org/About/Mailings/ss\\_2013-14](http://www.arlstatistics.org/About/Mailings/ss_2013-14). This is a generic, blank form that can hold your data. The file's name is "sal13nuXXXX.xls"; open the file and save it to your own computer by choosing "Save As" under the File menu. When saving



## ASSOCIATION OF RESEARCH LIBRARIES

the file, utilize ARL as the prefix, use 13 to designate the year (2013-14), and change the “xxxx” in its name to your ARL institution code number, e.g., “ARL139975.doc.” You can find your ARL institution code at: <http://www.arlstatistics.org/about/instno>

3. After all data have been entered on the CSV file, please make a backup copy.
4. Upload Part II using the Web Data Entry Instructions on the mailing website.

# ARL Annual Salary Survey 2013-2014

## Nonuniversity Library Questionnaire

Note: This is a copy of the form that you will submit electronically at:

<http://arlstatistics.org>

### Part I: Institutional Information

Reporting Institution \_\_\_\_\_ Date Returned to ARL \_\_\_\_\_

Report Prepared by (name) \_\_\_\_\_

Title \_\_\_\_\_

Email address \_\_\_\_\_ Phone number \_\_\_\_\_

Contact person (if different) \_\_\_\_\_

Title \_\_\_\_\_

Email address \_\_\_\_\_ Phone number \_\_\_\_\_

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 2012-13 and 2013-14.

2. Median professional salary for fiscal year 2013-14: \_\_\_\_\_

3. Beginning professional salary for 2013-14: \_\_\_\_\_

#### FOOTNOTES:

Please compare with footnotes from surveys of previous years.

1. Law Library salaries are included.

\_\_\_\_\_ Yes      \_\_\_\_\_ No      \_\_\_\_\_ We do not have a Law Library.

2. Medical Library salaries are included.

\_\_\_\_\_ Yes      \_\_\_\_\_ No      \_\_\_\_\_ We do not have a Medical Library.

3. Specify branch libraries included in the ARL Salary Survey:

4. Specify branch libraries **not** included in the ARL Salary Survey:

5. Specify additional general footnotes for the ARL Salary Survey:

## Part II: Data Upload

Note: This is a copy of the [CSV file](http://arlstatistics.org) that you will submit electronically at: <http://arlstatistics.org>

Indicate the number of filled professional positions in each salary range for fiscal years 2012-13 and 2013-14.

Salary Range	Number of Positions	
	2012-13	2013-14
More than 300,000		
250,000 - 299,999		
200,000 - 250,000		
175,000 - 199,999		
150,000 - 174,999		
140,000 - 149,999		
130,000 - 139,999		
120,000 - 129,999		
110,000 - 119,999		
100,000 - 109,999		
95,000 - 99,999		
90,000 - 94,999		
85,000 - 89,999		
80,000 - 84,999		
78,000 - 79,999		
76,000 - 77,999		
74,000 - 75,999		
72,000 - 73,999		
70,000 - 71,999		
68,000 - 69,999		
66,000 - 67,999		
64,000 - 65,999		
62,000 - 63,999		
60,000 - 61,999		
58,000 - 59,999		
56,000 - 57,999		
54,000 - 55,999		
52,000 - 53,999		
50,000 - 51,999		
48,000 - 49,999		
46,000 - 47,999		
44,000 - 45,999		
42,000 - 43,999		
40,000 - 41,999		
38,000 - 39,999		
36,000 - 37,999		
34,000 - 35,999		
less than 34,000		
Total Number of Positions		

Please submit online at <http://arlstatistics.org> by August 31, 2013.

For assistance, email: [stats@arl.org](mailto:stats@arl.org) Tel: 202-296-2296 Fax: 202-872-0884

[http://www.arlstatistics.org/About/Mailings/ss\\_2013-14](http://www.arlstatistics.org/About/Mailings/ss_2013-14)



## FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2013–2014

All data is as of July 1, 2013 unless otherwise noted.

### ALABAMA

Library branches included: Angelo Bruno Business Library, Eric & Sara Rodgers Library for Science & Engineering, W.S. Hoole Special Collections Library, and McLure Education Library.

### ALBERTA

Library branches included: Bibliographic and Information Technology Services, HT Coutts Education Library, Humanities & Social Sciences Library, Faculty Saint-Jean Library, Winspear Business Reference Library, Office of Staff Development and Training, Cameron Library (including Financial Systems and Analysis, Science and Technology Library, Information Technology Services and Research and Special Collections Services), Access Services (including Document Delivery and Interlibrary Loans).

### ARIZONA

Library branches included: Main, Fine Arts, Science, and Special Collections.

The number of staff for 2013–14 has decreased due to organizational restructuring and staff turnover.

### ARIZONA STATE

Library branches included: Music, Science, Architecture, Fletcher, DPC and Polytechnic.

### AUBURN

Library branches included: Main, Library of Architecture and Design, and Veterinary Medicine.

### BOSTON

Library branches included: Mugar, Gotlieb Archival, and Theology.

### BOSTON COLLEGE

Library branches included: O'Neill, Burns Library, Bapst Library, Theology and Ministry Library, Educational Resource Center, and Social Work Library.

### BRITISH COLUMBIA

Library branches included: Asian Library; Borrower Services; Chapman Learning Commons; David Lam Management Research Library; Education Library; Humanities and Social Sciences Division; Irving K. Barber Learning Centre; Music, Art & Architecture Library; Rare Books and Special Collections; UBC Okanagan Library; and University Archives. [Main Library]

Library branches included: Biomedical Branch Library, Woodward Library. [Health Sciences Library]

### BROWN

Library branches included: Rockefeller, Sciences, Orwig, John Hay, and John Carter Brown Libraries.

### CALGARY

Library branches included: Taylor Family Digital Library, Gallagher Library of Geology and Geophysics,

Business Library, The Military Museum Library and Archives, Education Library (Doucette), and Downtown Campus Library.

Library branches NOT included: Knowledge Resource Services, U of C.

All salaries reflect an across the board merit adjustment as individual merit reviews do not take place until October but are retroactive to July 1, 2013.

### **CALIFORNIA, BERKELEY**

Library branches included: General Library: Doe, Moffitt, Bancroft, Anthropology, Art History/Classics, Astronomy- Mathematics- Statistics, Bioscience and Natural Resources, Business & Economics, Chemistry, C.V. Starr East Asian Library (including Center for Chinese Studies), Earth Sciences, Education- Psychology, Engineering, Environmental Design, Music, Optometry, Physics, Public Health (including Health Sciences Information Services, and Occupational & Environmental Health), and Social Welfare libraries and the Northern Regional Library Facility.

Library branches NOT included: Affiliated Libraries: Architecture Visual Resources Library/CED Visual Resources Center, Continuing Education of the Bar, Earthquake Engineering Research Center, Environmental Design Archives, Ethnic Studies Library, Giannini Foundation of Agricultural Economics, Institute of Governmental Studies, Institute for Research on Labor and Employment, and Institute of Transportation Studies. Also excluded are various departmental libraries: e.g., French, History, Philosophy, Rhetoric, and Slavic Languages and Literature.

Beginning 2004-05, UCB salary figures include administrative stipends, where applicable.

Beginning professional salary for 2013–14 is \$47,544 for bargaining-unit represented librarians. New contract not yet ratified. Non-bargaining-unit librarians' beginning professional salary is \$48,492.

### **CALIFORNIA, DAVIS**

Library branches included: Peter J. Shields Library (Davis Campus) and Physical Sciences & Engineering Library (Davis Campus). [Main Library]

Library branches included: Carlson Health Sciences Library (Davis Campus) and Blaisdell Medical Library (Sacramento). [Health Science Library]

### **CALIFORNIA, IRVINE**

Library branches included: Main.

### **CALIFORNIA, LOS ANGELES**

Library branches included: Arts Library, College Library (Undergraduate), Eugene & Maxine Rosenfeld Management Library, Music Library, Richard C. Rudolph East Asian Library, Science & Engineering Library, Social Sciences & Humanities Library, Southern Regional Library Facility. Includes data for 12 affiliated libraries on the UCLA campus including the 1) American Indian Studies Center, 2) Ralph M. Bunche African American Studies Center, 3) Asian American Studies Center, 4) Chicano Studies Research Center, 5) Ethnomusicology Archive, 6) Film & Television Archive, 7) Graduate School of Education & Information Studies, Department of Information Studies, 8) Institute for Social Science Research, 9) Latin American Center/Hispanic American Periodicals Index, 10) Olive View Medical Center, 11) Grace M. Hunt English Reading Room, and 12) William Andrews Clark Memorial Library.

## **CALIFORNIA, RIVERSIDE**

Library branches included: Rivera Library (serving the College of Humanities, Arts and Social Sciences, School of Education, and the School of Business Administration) and Orbach Science Library (serving the College of Natural & Agricultural Sciences, and the College of Engineering and Biomedical Sciences).

Library branches NOT included: Media and Music Libraries (there are no librarian employees in these facilities).

## **CALIFORNIA, SAN DIEGO**

Library branches included: UCSD Library. We no longer have branch libraries. Instead, UCSD Library has been restructured from discipline to functionally-based programs.

## **CALIFORNIA, SANTA BARBARA**

Library branches included: Arts Library.

## **CASE WESTERN RESERVE**

Library branches included: Harris Smith Library at the Mandel School of Applied Social Sciences and Kulas Music Library.

## **CHICAGO**

Library branches included: All libraries are included in Main; we do not break out Law and Science.

2012–13 Beginning Professional Salary corrected to \$55,000.

## **CINCINNATI**

Library branches included: Survey statistics include the main library and eight college and departmental libraries (Archives and Rare Books; Chemistry-Biology; Classics; Design, Architecture, Art and Planning; Education, Criminal Justice and Human Services; Engineering and Applied Science; Geology-Mathematics-Physics; and Music), and two regional campus libraries.

## **COLORADO**

Library branches included: Main (Norlin); Music; Business; Engineering, Math, Physics; and Earth Science & Maps.

## **COLORADO STATE**

Library branches NOT included: Veterinary Branch.

The number of staff for 2013–14 drastically went up due to a change provided by the State of Colorado. Persons in a state-classified staff position who were not counted as professionals in previous years were permitted to opt in to a professional position.

## **CONNECTICUT**

Library branches included: Regional Campus Libraries as follows: Avery Point Campus, Greater Hartford Campus (Harleigh B Trecker Library), Stamford Campus (Jeremy Richard Library), Torrington Campus (Julie Brooker Thompson Library), and Waterbury Campus. Also includes Special Libraries located on the main campus as follows: Archives & Special Collections, Art & Design Library, Map Library, Music & Dramatic Arts Library and Pharmacy Library.

## **CORNELL**

Library branches included: Africana, Engineering/Physical Science, Fine Arts, Geneva Experiment Station, Hotel/Management/ILR, Mann Library, Math, Music, Olin/Kroch/Uris, and Veterinary Medicine. [Ithaca/Geneva]

Library branches included: Weill Cornell Medical College, Archives and Patient Resource Center. [Medical Library]

## **DARTMOUTH**

Library branches included: Baker-Berry Library, Feldberg Business & Engineering Library, Paddock Music Library, Kresge Physical Sciences Library, and Sherman Art Library. [Dartmouth College Library (less BioMedical)]

Library branches included: Dana Biomedical Library and Matthews-Fuller Health Sciences Library. [Biomedical Libraries, Dartmouth College]

## **DUKE**

Library branches included: Duke University Libraries: Perkins/Bostock, Lilly, Music, Rubenstein Rare Book, Special Collections Library, and Divinity School Library.

A new joint Provost/Library position was created that oversees the Center for Instructional Technology.

## **EMORY**

Library branches included: Main, Oxford, and Theology.

8 positions report to a combined Library/IT organization and continue to be considered professional library employees.

## **FLORIDA**

Library branches included: George A. Smathers Libraries.

## **FLORIDA STATE**

Library branches included: University Libraries: Strozier (Main) Library, Dirac Science Library, and the College of Engineering Library.

Library branches NOT included: Allen Music Library; Goldstein College of Information Library; Ringling Museum of Art Library; Panama City, Panama Library; London Study Center; Florence Study Center; and Panama City, Florida Library.

## **GEORGETOWN**

Library branches included: Blommer Science and Woodstock Theological.

Library branches NOT included: Qatar campus.

## **GEORGIA**

Library branches included: Main Library, Science Library, Map Library, Student Learning Center Library, Curriculum Learning Center Library, Special Collections Library, several reading rooms and experiment station libraries located across the State of Georgia.

## **GEORGIA TECH**

Library branches included: Main Library and Architecture Branch Library.

## **GUELPH**

Library branches included: McLaughlin Library.

Library Director assigned rank = 0, Assistant Librarian assigned rank = 1, Associate Librarian assigned rank = 2, Librarian assigned rank = 3, Non-librarian professionals assigned rank = 9. Seven (7) Non-librarian professional positions are co-funded by the Library budget (0.52 FTE). Individual rank data have been included for professional librarians only.

## **HARVARD**

Library branches included: Arboretum, Harvard College Library, Andover-Harvard Theological, Dumbarton Oaks, Fairbank Center, Philosophy, Reischauer Institute, Ukrainian Research Institute, Cabot Science, Chemistry, Houghton, Fine Arts, Harvard-Yenching, Loeb Music, Physics, Maps, Tozzer, Judaica, Widener, Lamont, Middle Eastern, Slavic, Fung, Museum for Comparative Zoology, Loeb Design, Gutman, Baker, Kennedy, Archives, Schlesinger, SEAS, and News & Public Affairs.

Library branches NOT included: House Libraries, Villa i Tatti, and Center for Bio-Informatics.

## **HAWAII**

Library branches included: University of Hawai'i at Manoa Library.

## **HOUSTON**

Library branches included: MD Anderson Library, Architecture and Art Library, Pettey Optometry Library, and Music Library.

## **HOWARD**

Library branches included: Main Library and Moorland Spingarn Research Center (special collection).

The professional staff increased in size from 15 in 2012–13 to 23 for the current reporting period. One employee left the library to work with the university's IT office so this employee's information is not included, and there were also adjustments in the years of professional service for two other employees.

## **ILLINOIS, CHICAGO**

Library branches included: The Richard J. Daley Library ("Main" Library). [Richard J. Daley Library]

Library branches included: Library of the Health Sciences - Chicago; Library of the Health Sciences - Peoria; Library of the Health Sciences - Rockford; Library of the Health Sciences - Urbana. [Library of the Health Sciences]

Rank structure: 0 - director, associate director, assistant director; 1- instructor or lecturer; 2- assistant professor or assistant clinical professor; 3 - associate professor or associate clinical professor; 4 - professor; 5 - outside of rank structure. [Richard J. Daley and Health Sciences libraries]

## **ILLINOIS, URBANA**

Library branches included: All main campus branch libraries.

The number of staff for 2013–14 has increased due to increased hiring.

## **INDIANA**

Library branches included: Main.

Library branches NOT included: Dentistry; IUPUI University Library; Herron School of Art Library; Columbus Library; and Science and Engineering Library; and other campuses libraries at IU-East, IU-Kokomo, IU-Northwest, IU-Southeast, IU-South Bend, and IPFW-Fort Wayne.

## **IOWA**

Library branches included: Main Library, Art, Business, Engineering, Music, and Sciences.

## **IOWA STATE**

Library branches included: 1) Main Library and 2) Branch-Veterinary Medical Library.

Rank Structure 1=Assistant Professor or Librarian I; 2=Associate Professor or Librarian II; 3=Professor; 0=Dean or Associate Dean; 9=Professional & Scientific (non-faculty).

## **JOHNS HOPKINS**

Library branches included: Milton S. Eisenhower Library, Freidheim Music Library, and SAIS (School of Advanced International Studies) Library.

## **KANSAS**

Library branches included: Main campus, Lawrence, KS and Regents Center Library, Overland Park, KS.  
2012–13 Beginning Professional Salary corrected to \$50,000.

## **KENT STATE**

Library branches included: Main library and branch libraries.

## **KENTUCKY**

Library branches included: Young Library (Main), Special Collections, Design, Fine Arts, Science, Engineering, Agricultural Information Center, Morris Library (Equine), Transportation and Lexmark Library.

5 levels: 4 faculty, tenure track, 1 non faculty track. [Law Library]

## **LAVAL**

Library branches included: All included.

## **LOUISIANA STATE**

Library branches included: Main Library including Middleton Library and Hill Memorial Library (Special Collections).

## **LOUISVILLE**

Library branches included: Ekstrom Library (Main Library), Archives & Special Collections, Art Library, and Music Library.

The entry level salary is for librarians without the JD degree. For those with the JD degree, the entry level salary would be \$60,000. [Law Library]

## **MCGILL**

Library branches included: Education, Schulich Science & Engineering, Humanities & Social Sciences, Islamic Studies, Music, Macdonald Agricultural & Environmental Sciences, and Rare Books.

## **MCMASTER**

Library branches included: Mills Library, Thode Library, and Innis Library.

## **MANITOBA**

Library branches included: William R. Newman Library, Architecture/Fine Arts Library, Elizabeth Dafoe Library, Donald W. Craik Engineering Library, D. Cohen Management Library, Eckhardt-Gramatte Music Library, St. John's College Library, Fr. Harold Drake Library, Sciences and Technology Library, Carolyn Sifton-Helene Fund Library, St. Adilon Library, Seven Oaks General Hospital Library, Bill Larson Library, and J.W. Crane Memorial Library.

## **MARYLAND**

Library branches included: Main.

## **MASSACHUSETTS**

Library branches included: Science and Engineering Library, and Image Collection Library.

## **MIAMI**

Library branches included: Central Library (Richter).

## **MICHIGAN**

Library branches included: Research, Publishing, Learning and Teaching, Collections, Collections - Technical Services, Technology, and Operations.

Library branches NOT included: Kresge Business Administration, Clements, and Bentley.

Beginning professional salary is \$49,000 for librarians with an MILS equivalent but not a JD degree. Beginning salary with MILS and JD is \$62,000. [Law Library]

## **MICHIGAN STATE**

Library branches included: Math, Engineering, Business, and Gull Lake.

## **MINNESOTA**

The number of staff for 2013–14 has increased due to staff turnover and hiring.

## **MISSOURI**

Library branches included: Main, Engineering Library and University Archives. [Main Library]

Library branches included: Health Sciences Library and Veterinary Medical Library. [Health Sciences Library]

## **MONTREAL**

Library branches included: Environmental Development ([www.bib.umontreal.ca/AM](http://www.bib.umontreal.ca/AM)), Botany ([www.bib.umontreal.ca/BV](http://www.bib.umontreal.ca/BV)), Chemistry ([www.bib.umontreal.ca/CH](http://www.bib.umontreal.ca/CH)), Educational Resources Library ([www.bib.umontreal.ca/DI](http://www.bib.umontreal.ca/DI)), Education-Communication-Psychology-Psychoeducation-Biology Library ([www.bib.umontreal.ca/ED](http://www.bib.umontreal.ca/ED)),

Geography ([www.bib.umontreal.ca/GP](http://www.bib.umontreal.ca/GP)), Cartography (<http://geographie.umontreal.ca/ressources-services/bibliotheque-et-cartotheque/>), Kinesiology ([www.bib.umontreal.ca/SA](http://www.bib.umontreal.ca/SA)), Humanities and Social Sciences ([www.bib.umontreal.ca/SS](http://www.bib.umontreal.ca/SS)), Rare books and Special Collections ([www.bib.umontreal.ca/GP](http://www.bib.umontreal.ca/GP)), Mathematics and Computer Sciences ([www.bib.umontreal.ca/MI](http://www.bib.umontreal.ca/MI)), Veterinary ([www.bib.umontreal.ca/SA](http://www.bib.umontreal.ca/SA)), Music ([www.bib.umontreal.ca/MU](http://www.bib.umontreal.ca/MU)), Optometry ([www.bib.umontreal.ca/SA](http://www.bib.umontreal.ca/SA)), Physics ([www.bib.umontreal.ca/PY](http://www.bib.umontreal.ca/PY)).

## **NEBRASKA**

Library branches included: Geology Library, Math Library, Engineering Library, CY Thompson Library, Music Library, and Architecture Library. [Main Library]

## **NEW MEXICO**

Library branches included: Centennial Science & Engineering Library, Fine Arts & Design Library, Parish Memorial Library, and Zimmerman Library.

## **NEW YORK UNIVERSITY**

Library branches included: Elmer Holmes Bobst Library, Courant Institute of Mathematical Sciences Library, Jack Brause Library, Institute of Fine Arts Library, and Institute for the Study of the Ancient World Library. [Division of Libraries]

Library branches included: Dental Library, Bellevue Library, and Hospital for Joint Diseases Library, and Environmental Medicine Library. [Medical and Dental Libraries]

Library branches NOT included: Bern Dibner Library at Polytechnic Institute, Abu Dhabi Library, and Shanghai Library. [Division of Libraries]

## **NORTH CAROLINA STATE**

Library branches included: D.H. Hill Library, J.B. Hunt Library, Design Library, Natural Resources Library, and Veterinary Medicine Library.

## **NORTHWESTERN**

Library branches included: Includes all collections and locations of the University Library within the administrative responsibility of the Dean of Libraries. [Main Library]

Library branches NOT included: Excludes library that is part of NU Qatar . [Main Library]

Salary data as of September 1, 2013. [Law Library]

## **NOTRE DAME**

Library branches included: Theodore M. Hesburgh Library (Main) includes the Medieval Institute Library and Rare Books and Special Collections Library; other branches include the Architecture Library, Visual Resources Center, Mahaffey Business Library, Chemistry-Physics Library, Engineering Library, Kellogg Kroc Library, O'Meara Mathematics Library, and Radiation Chemistry Reading Room.

Library branches NOT included: University Archives.

## **OHIO UNIVERSITY**

Library branches included: Ohio University main campus, regional campus libraries (Chillicothe, Lancaster, Eastern, Southern, and Zanesville), and OU Heritage College of Osteopathic Medicine Learning Resource Center.

This is the beginning salary for main campus only.



## **OHIO STATE**

Library branches included: Main.

## **OKLAHOMA**

Library branches included: Schusterman-Tulsa included with main library data.

## **OKLAHOMA STATE**

Library branches included: OSU-Stillwater, OSU-Okmulgee, and OSU-Tulsa, OSU-Oklahoma City.

## **OREGON**

Library branches included: Architecture and Allied Arts Library, Science Libraries, Portland Library and Learning Commons.

## **OTTAWA**

Library branches included: Main.

Data are as of the first email in 2013 as the financial year of the University of Ottawa ends April 30, 2013. Wages are reported according to the collective agreement for Librarians which ended April 30, 2012 and had not been ratified as of 1 May 2013.

## **PENNSYLVANIA**

Library branches included: University Library, Lippincott Business Library, Math/Physics/Physical Sciences, Fine Arts, Veterinary, Chemistry, Engineering, Museum, Judaic Studies, Rarebook and Manuscript, and Music.

Library branches NOT included: Annenberg Communications, Population studies/SAS.

## **PENNSYLVANIA STATE**

Library branches included: Pattee/Paterno Library, Architecture & Landscape Architecture Library, Earth & Mineral Sciences Library, Engineering Library, Physical & Mathematical Sciences Library and the following campus libraries: Abington Library, Altoona Library, Beaver Library, Berks Library, Brandywine Library, DuBois Library, Erie Library, Fayette Library, Great Valley Library, Greater Allegheny Library, Harrisburg Library, Hazleton Library, Lehigh Valley Library, Mont Alto Library, New Kensington Library, Schuylkill Library, Shenango Library, Wilkes-Barre Library, Worthington Scranton Library, and York Library.

## **PITTSBURGH**

Library branches included: University Library System. Regional libraries only include data for Directors (Titusville, Bradford, Greensburg, and Johnstown).

## **PURDUE**

Library branches included: Includes the library system on the West Lafayette campus, consisting of 11 subject libraries, an undergraduate library, and an archives and special collections research center.

Library branches not included: Excludes libraries at the regional campuses: Purdue North Central (Westville), Purdue Calumet (Hammond), Indiana University-Purdue University Fort Wayne, and Indiana University-Purdue University Indianapolis.

## **ROCHESTER**

Library branches included: River Campus Libraries and Sibley Music Library.

## **RUTGERS**

Library branches included: RIS (includes Alexander Library, Mabel Smith Douglass Library, Kilmer Library, and Library of Science and Medicine and branches), John Cotton Dana Library, Paul Robeson Library, and Technical and Automated Services. [Main Library]

Library branches included: Robert Wood Johnson Library of Health Sciences and George Smith Library of the Health Sciences. [Biological and Health Sciences Libraries]

## **SASKATCHEWAN**

Library branches included: Education & Music, Science, Engineering, Veterinary Medicine, and Murray.

## **SOUTH CAROLINA**

Library branches included: Business Library, Music Library, Hollings Special Collections Library, Moving Image Research Collections, and South Caroliniana Library.

## **SOUTHERN CALIFORNIA**

Library branches included: Accounting, Architecture and Fine Arts, Business, Cinema, East Asian, Gerontology, Government Docs, Leavey, Music, ONE National Archives, Philosophy, Science and Engineering, Special Collections, and Public Policy/International Relations (VKC).

## **SOUTHERN ILLINOIS**

We have begun hiring Non-Tenure-Track (NTT) faculty members in addition to our Tenured/Tenure-Track (T/TT) faculty members, so the rank structure this year has been adjusted to 4 levels instead of 3, as follows: 1 = NTT Lecturer; 2 = T/TT Assistant Professor; 3 = T/TT Associate Professor; 4 = T/TT Professor. NTT Lecturers are on annual term contracts and are not expected to perform research or service, only librarianship and teaching.

## **SUNY-ALBANY**

Library branches included: Main campus and branch libraries.

## **SUNY-BUFFALO**

Library branches included: Arts & Sciences Libraries, the Music Library, and Special Collections (University Archives, The Poetry Collection and Rare & Special Books).

## **SYRACUSE**

Library branches included: Main Campus Library, Science & Technology Library, and Geology & Math Libraries.

Library branches NOT included: College Reading Rooms.

## **TEMPLE**

Library branches included: Ambler Library, Charles L. Blockson Afro-American Collection, Science & Engineering Library, and Paley Library. [Main Library]

Library branches NOT included: Harrisburg, Social Science Data Library, Temple Japan (Tokyo) and Temple Rome (Italy). [Main Library]

Library branches included: Krausz Podiatry Library and Ginsburg Health Sciences Library. [Health Sciences Libraries]

The minimum beginning professional salary rate of \$44,044 is for an 11 month contract as a bargaining unit librarian. This would be pro-rated to \$40,150 should the incumbent elect a 10 month contract at time of initial hire. [Main Library]

## **TENNESSEE**

Library branches included: John C. Hodges Main Library, Pendergrass Agriculture and Veterinary Medicine Library, Devine Music Library, Social Work Library, and Nashville.

## **TEXAS**

Library branches included: University of Texas Libraries, Dolph Briscoe Center for American History, and Harry Ransom Center.

Beginning Professional Salary for the Dolph Briscoe Center for American History is \$40,000. Beginning Professional Salary for the Harry Ransom Center is \$40,500.

## **TEXAS A&M**

Library branches included: Sterling C. Evans Library, Library Annex, Cushing Memorial Library, Map and GIS Library, West Campus Library, Policy Sciences & Economics Library, and the Medical Sciences Library (includes the College Station, Bryan, Round Rock, Temple and Kingsville facilities).

Library branches NOT included: Texas A&M University Library at Qatar, Jack Williams Library (Galveston Library), and Technical Resources Center (Architecture Library).

Data for the Texas A&M University Medical Sciences Library is included in the main library data and will not be reported separately.

## **TEXAS TECH**

Library branches included: University Library, Architecture, SWC/SCL, and Vietnam.

## **VANDERBILT**

Library branches included: The data submitted includes the Central Library, Divinity Library, Peabody Library, Management Library, Music Library, Science and Engineering Library, Special Collections and University Archives, centralized Technical Services, Library Digital Services, Television News Archive, and Library Administration. [Main Library]

## **VIRGINIA**

Library branches included: Alderman (Main), Astronomy, Chemistry, Clemons (Undergraduate), Education Services, Fiske Kimball Fine Arts, Math, Music, Physics, Brown Science Engineering, Small Special Collections, and Darden Graduate Business. [University Library]

For the purposes of the 2013–14 salary survey, we have included as “professional” those staff who have advanced degrees (or, in a very few cases, equivalent experience) or manage a staff or budget, and who have a high degree of specialized skill. This results in an increased staff count when compared to last year’s data.

## **VIRGINIA TECH**

Library branches included: Art & Architecture Library, Vet Med Library, WAAC, Northern Virginia, Storage, and Roanoke Clinic Library.

## **WASHINGTON STATE**

Library branches included: WSU Vancouver, WSU Tri-Cities, WSU Energy Library, and WSU Spokane.

## **WASHINGTON U.-ST. LOUIS**

Library branches included: Art & Architecture Library, Business, Chemistry, East Asian, Earth and Planetary Sciences, Music, Physics, Social Work, and West Campus.

## **WATERLOO**

Library branches included: Dana Porter Library, Davis Centre Library, and Musagetes Architecture Library.

## **WAYNE STATE**

Library branches included: The “general libraries” include the Purdy/Kresge Library, Science and Engineering Library, and Undergraduate Library.

Library branches NOT included: The Reuther Archives of Labor and Urban Affairs.

## **WESTERN**

Library branches included: C.B. “Bud” Johnston Library (Business Library), Education Library, Music Library, The D.B. Weldon Library (Arts & Humanities, Social Sciences, Journalism, Library Sciences), Allyn & Betty Taylor Library (Medicine, Nursing, Dental, Health Sciences, Engineering), Map & Data Centre, Archives, Canadian Library of Family Medicine, Graduate Resource Centre, Faculty of Information & Media Studies, Ivey Visual Resources Library, Visual Arts, Computing Services, Faculty of Information & Media Studies.

Library branches NOT included: Affiliated University College Libraries are not included: Brescia University, College Library, Huron University College Library, King’s University College Library, and St. Peter’s Seminary College Library.

## **WISCONSIN**

Library branches included: Main Library.

The number of staff for 2013–14 has decreased due to organizational restructuring.

## **YALE**

Library branches included: Haas Arts Library, Bass Library, Beinecke Rare Book & Manuscript Library, Classics Library, Divinity School Library, Engineering & Applied Science Library, Government Documents & Information Center, Lewis Walpole Library [site], Mudd Library, Music Library, Kline Science Library, Social Science Library, and Sterling Memorial Library.

## **YORK**

Library branches included: Frost Library, Peter F. Bronfman Business Library, Scott Library, and Steacie Science & Engineering Library.

Legend: 0 - Executive Director, Associate Director, or Adjunct Librarian; 1 - Assistant Librarian; 2 - Associate Librarian; 3 - Senior Librarian; 9 - Confidential/Professional/Managerial [Main and Law Library].

## **BOSTON PUBLIC LIBRARY**

Library branches included: All 24 branches plus the Central Library in Copley Square.

## **LIBRARY OF CONGRESS**

Law Library salaries are included.

## **NATIONAL AGRICULTURAL LIBRARY**

Library branches included: DC Reference Center.

Reporting Period: 10/1/2013.

## **NATIONAL ARCHIVES**

Library branches included: Survey includes all 44 NARA locations nationwide. [www.archives.gov/locations/](http://www.archives.gov/locations/).

Professional determined by the Office of Personnel Management definition reference: [www.opm.gov/qualifications/standards/group-stds/gs-prof.asp](http://www.opm.gov/qualifications/standards/group-stds/gs-prof.asp).

## **NEW YORK PUBLIC LIBRARY**

Library branches included: We did not include Branch Libraries.

## **NEW YORK STATE**

Law and Medical Library salaries are included.

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## ARL MEMBER LIBRARIES AS OF JANUARY 1, 2014

The Association of Research Libraries (ARL) represents the interests of 125 libraries that serve major North American research institutions. ARL operates as a forum for the exchange of ideas and as an agent for collective action to influence the forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Assessment program is organized around identifying, collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The program offers publications and special member services, and collaborates with other national and international library statistics programs.

Institution	Category	Full Name of Institution	Location
Alabama	S	University of Alabama	Tuscaloosa, Alabama
Alberta	C	University of Alberta	Edmonton, Alberta
Arizona	S	University of Arizona	Tucson, Arizona
Arizona State	S	Arizona State University	Tempe, Arizona
Auburn	S	Auburn University	Auburn, Alabama
Boston	P	Boston University	Boston, Massachusetts
Boston College	P	Boston College	Boston, Massachusetts
Brigham Young	P	Brigham Young University	Provo, Utah
British Columbia	C	University of British Columbia	Vancouver, British Columbia
Brown	P	Brown University	Providence, Rhode Island
Berkeley, California	S	University of California, Berkeley	California, Berkeley
Calgary	C	University of Calgary	Calgary, Alberta
California, Davis	S	University of California, Davis	Davis, California
California, Irvine	S	University of California, Irvine	Irvine, California
California, Los Angeles	S	University of California, Los Angeles	Los Angeles, California
California, Riverside	S	University of California, Riverside	Riverside, California
California, San Diego	S	University of California, San Diego	La Jolla, California
California, Santa Barbara	S	University of California, Santa Barbara	Santa Barbara, California
Case Western Reserve	P	Case Western Reserve University	Cleveland, Ohio
Chicago	P	University of Chicago	Chicago, Illinois
Cincinnati	S	University of Cincinnati	Cincinnati, Ohio
Colorado	S	University of Colorado	Boulder, Colorado
Colorado State	S	Colorado State University	Fort Collins, Colorado
Columbia	P	Columbia University	New York, New York
Connecticut	S	University of Connecticut	Storrs, Connecticut
Cornell	P	Cornell University	Ithaca, New York
Dartmouth	P	Dartmouth College	Hanover, New Hampshire
Delaware	S	University of Delaware	Newark, Delaware
Duke	P	Duke University	Durham, North Carolina
Emory	P	Emory University	Atlanta, Georgia
Florida	S	University of Florida	Gainesville, Florida
Florida State	S	Florida State University	Tallahassee, Florida
George Washington	P	George Washington University	Washington, DC
Georgetown	P	Georgetown University	Washington, DC

<b>Institution</b>	<b>Category</b>	<b>Full Name of Institution</b>	<b>Location</b>
Georgia	S	University of Georgia	Athens, Georgia
Georgia Tech	S	Georgia Institute of Technology	Atlanta, Georgia
Guelph	C	University of Guelph	Guelph, Ontario
Harvard	P	Harvard University	Cambridge, Massachusetts
Hawaii	S	University of Hawaii	Honolulu, Hawaii
Houston	S	University of Houston	Houston, Texas
Howard	P	Howard University	Washington, DC
Illinois, Chicago	S	University of Illinois at Chicago	Chicago, Illinois
Illinois, Urbana	S	University of Illinois at Urbana	Urbana, Illinois
Indiana	S	Indiana University	Bloomington, Indiana
Iowa	S	University of Iowa	Iowa City, Iowa
Iowa State	S	Iowa State University	Ames, Iowa
Johns Hopkins	P	Johns Hopkins University	Baltimore, Maryland
Kansas	S	University of Kansas	Lawrence, Kansas
Kent State	S	Kent State University	Kent, Ohio
Kentucky	S	University of Kentucky	Lexington, Kentucky
Laval	C	Laval University	Quebec, Quebec
Louisiana State	S	Louisiana State University	Baton Rouge, Louisiana
Louisville	S	University of Louisville	Louisville, Kentucky
McGill	C	McGill University	Montreal, Quebec
McMaster	C	McMaster University	Hamilton, Ontario
Manitoba	C	University of Manitoba	Winnipeg, Manitoba
Maryland	S	University of Maryland	College Park, Maryland
Massachusetts	S	University of Massachusetts	Amherst, Massachusetts
MIT	P	Massachusetts Institute of Technology	Cambridge, Massachusetts
Miami	P	University of Miami	Coral Gables, Florida
Michigan	S	University of Michigan	Ann Arbor, Michigan
Michigan State	S	Michigan State University	East Lansing, Michigan
Minnesota	S	University of Minnesota	Minneapolis, Minnesota
Missouri	S	University of Missouri	Columbia, Missouri
Montreal	C	University of Montreal	Montreal, Quebec
Nebraska	S	University of Nebraska-Lincoln	Lincoln, Nebraska
New Mexico	S	University of New Mexico	Albuquerque, New Mexico
New York	P	New York University	New York, New York
North Carolina	S	University of North Carolina	Chapel Hill, North Carolina
North Carolina State	S	North Carolina State University	Raleigh, North Carolina
Northwestern	P	Northwestern University	Evanston, Illinois
Notre Dame	P	University of Notre Dame	Notre Dame, Indiana
Ohio	S	Ohio University	Athens, Ohio
Ohio State	S	Ohio State University	Columbus, Ohio
Oklahoma	S	University of Oklahoma	Norman, Oklahoma
Oklahoma State	S	Oklahoma State University	Stillwater, Oklahoma



<b>Institution</b>	<b>Category</b>	<b>Full Name of Institution</b>	<b>Location</b>
Oregon	S	University of Oregon	Eugene, Oregon
Ottawa	C	University of Ottawa	Ottawa, Ontario
Pennsylvania	P	University of Pennsylvania	Philadelphia, Pennsylvania
Pennsylvania State	S	Pennsylvania State University	University Park, Pennsylvania
Pittsburgh	S	University of Pittsburgh	Pittsburgh, Pennsylvania
Princeton	P	Princeton University	Princeton, New Jersey
Purdue	S	Purdue University	West Lafayette, Indiana
Queen's	C	Queen's University	Kingston, Ontario
Rice	P	Rice University	Houston, Texas
Rochester	P	University of Rochester	Rochester, New York
Rutgers	S	Rutgers University	New Brunswick, New Jersey
Saskatchewan	C	University of Saskatchewan	Saskatoon, Saskatchewan
South Carolina	S	University of South Carolina	Columbia, South Carolina
Southern California	P	University of Southern California	Los Angeles, California
Southern Illinois	S	Southern Illinois University	Carbondale, Illinois
SUNY-Albany	S	University at Albany, State University of New York	Albany, New York
SUNY-Buffalo	S	University at Buffalo, State University of New York	Buffalo, New York
SUNY-Stony Brook	S	State University of New York at Stony Brook	Stony Brook, New York
Syracuse	P	Syracuse University	Syracuse, New York
Temple	S	Temple University	Philadelphia, Pennsylvania
Tennessee	S	University of Tennessee	Knoxville, Tennessee
Texas	S	University of Texas	Austin, Texas
Texas A&M	S	Texas A&M University	College Station, Texas
Texas Tech	S	Texas Tech University	Lubbock, Texas
Toronto	C	University of Toronto	Toronto, Ontario
Tulane	P	Tulane University	New Orleans, Louisiana
Utah	S	University of Utah	Salt Lake City, Utah
Vanderbilt	P	Vanderbilt University	Nashville, Tennessee
Virginia	S	University of Virginia	Charlottesville, Virginia
Virginia Tech	S	Virginia Polytechnic Institute & State University	Blacksburg, Virginia
Washington	S	University of Washington	Seattle, Washington
Washington State	S	Washington State University	Pullman, Washington
Washington U.-St. Louis	P	Washington University	St. Louis, Missouri
Waterloo	C	University of Waterloo	Waterloo, Ontario
Wayne State	S	Wayne State University	Detroit, Michigan
Western Ontario	C	University of Western Ontario	London, Ontario
Wisconsin	S	University of Wisconsin	Madison, Wisconsin
Yale	P	Yale University	New Haven, Connecticut
York	C	York University	North York, Ontario
Boston Public Library	N	Boston Public Library	Boston, Massachusetts
Center for Research Libs.	N	Center for Research Libraries	Chicago, Illinois

<b>Institution</b>	<b>Category</b>	<b>Full Name of Institution</b>	<b>Location</b>
Library of Congress	N	Library of Congress	Washington, DC
Natl. Agricultural Lib.	N	National Agricultural Library	Beltsville, Maryland
Natl. Archives & Records	N	National Archives and Records Administration	Washington, DC
Natl. Library of Medicine	N	National Library of Medicine	Bethesda, Maryland
National Research Council Canada	X	National Research Council Canada, Knowledge Management	Ottawa, Ontario
New York Public Library	N	New York Public Library	New York, New York
New York State Library	N	New York State Library	Albany, New York
Smithsonian Institution	N	Smithsonian Institution	Washington, DC

S – US public university  
P – US private university  
C – Canadian university  
N – US nonuniversity  
X – Canadian nonuniversity