

**CANADIAN ARL UNIVERSITY LIBRARIES**

**TABLES 31–34**

**TABLE 31: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES;  
AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE  
IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 2009–2010**

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

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

Excludes Canadian medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

† See Footnotes.

\* Calgary became a member in FY 2010.

**TABLE 32: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2009–2010**

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

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries.

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

. No positions reported in this category.

**TABLE 33: NUMBER AND AVERAGE YEARS OF EXPERIENCE  
OF CANADIAN ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2009–2010**

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

Excludes Canadian medical and law libraries. See Tables 40 and 47 for figures in medical and law libraries.

. No positions reported in this category.

**TABLE 34: NUMBER AND AVERAGE SALARIES  
OF CANADIAN ARL UNIVERSITY LIBRARIANS  
BY YEARS OF EXPERIENCE AND SEX, FY 2009–2010**

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

Salaries are expressed in Canadian dollars

Excludes Canadian medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.

Note: the “% of Total” Column in the *ARL Annual Salary Survey 2008-2009* listed women’s salaries instead of the total percentages. This error has been corrected in this edition.

