

**ARL UNIVERSITY LAW LIBRARIES**

**TABLES 42-48**

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES;  
AND AVERAGE YEARS OF EXPERIENCE  
IN ARL UNIVERSITY LAW LIBRARIES, FY 2009–2010**

<b>Institution</b>	<b>Filled Positions</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Beginning Salary</b>	<b>Average Yrs. Exp.</b>
Alabama	10	\$59,066	\$57,320	\$52,000	19.3
Alberta	4	‡	‡	45,594	28.5
Arizona	10	63,849	65,000	50,000	14.8
Arizona State	7	65,701	66,584	45,000	21.6
Boston University	11	70,830	64,300	55,000	16.8
Boston College	14	74,773	77,625	50,000	19.1
British Columbia	3	‡	‡	47,429	23.3
Calgary	3	‡	‡	49,713	18.0
California, Davis	8	73,380	68,892	46,164	17.9
California, Irvine	1	‡	‡	46,164	9.0
California, Los Angeles	15	78,860	84,455	46,164	14.1
Case Western Reserve	12	67,090	66,149	35,000	19.3
Cincinnati	6	64,155	53,580	44,000	22.2
Colorado	8	72,313	59,901	45,000	17.9
Columbia	18	71,168	61,116	51,500	11.7
Connecticut	11	75,922	74,684	41,857	18.6
Cornell	7	79,220	73,015	58,000	15.6
Duke	11	74,075	68,575	55,000	17.8
Emory	9	58,084	52,941	44,000	12.9
Florida	9	61,129	57,699	50,000	17.2
Florida State	10	55,938	53,494	52,000	20.0
George Washington	22	85,686	80,007	58,000	13.9
Georgetown	25	74,865	70,000	50,000	11.5
Georgia	8	60,001	56,901	40,000	17.0
Harvard	39	73,096	68,525	48,800	14.6
Hawaii	5	84,551	81,193	55,000	15.6
Houston	12	54,915	51,500	51,000	16.0
Howard	6	48,423	49,914	45,000	20.7
Illinois, Urbana	10	61,284	59,129	54,000	15.5
Indiana	10	69,325	64,923	40,400	21.0
Iowa	17	76,488	70,750	41,000	21.3
Kansas	8	49,563	45,297	38,000	9.6
Kentucky	7	52,015	47,838	41,000	11.6
Louisiana State	9	57,380	55,846	40,000	17.2
Louisville	6	59,853	59,931	37,000	19.3
McGill	4	‡	‡	42,856	16.5
Manitoba	3	‡	‡	41,851	28.3
Miami	14	56,251	53,000	45,000	15.7
Michigan	12	78,454	70,553	48,000	15.8
Minnesota	14	75,686	68,200	46,000	20.0

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES;  
AND AVERAGE YEARS OF EXPERIENCE  
IN ARL UNIVERSITY LAW LIBRARIES, FY 2009–2010**

<b>Institution</b>	<b>Filled Positions</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Beginning Salary</b>	<b>Average Yrs. Exp.</b>
Missouri	8	54,645	57,327	40,000	13.6
Montreal	5	60,353	55,200	45,332	10.8
Nebraska	5	63,975	63,772	45,000	17.4
New Mexico	7	63,420	56,928	50,000	9.3
New York University	19	79,659	79,673	60,000	21.6
North Carolina	12	74,947	68,000	45,000	15.8
Northwestern	11	63,154	59,572	44,000	19.5
Notre Dame	13	71,539	66,248	41,200	18.4
Ohio State	7	68,558	63,173	42,000	13.6
Oklahoma	7	57,410	51,269	42,000	14.7
Oregon	6	56,465	57,846	42,000	20.8
Pennsylvania	15	70,502	63,865	43,500	17.3
Pennsylvania State	10	75,080	69,360	55,000	20.3
Queen's	3	‡	‡	44,227	9.7
Rutgers, Camden	8	84,946	87,500	60,000	22.0
Rutgers, Newark	10	72,346	64,000	52,000	16.5
Saskatchewan	3	‡	‡	45,197	22.0
South Carolina	8	63,808	67,619	50,000	9.3
Southern Illinois	4	‡	‡	50,000	8.5
SUNY Buffalo	10	69,905	77,137	45,000	17.9
Syracuse	9	57,805	54,353	47,000	15.0
Temple	10	61,988	51,654	42,448	23.1
Tennessee	8	70,669	59,440	50,000	18.0
Texas	15	58,876	53,857	38,000	16.3
Texas Tech	8	63,439	65,549	47,000	13.3
Toronto	6	74,123	73,979	44,484	17.8
Tulane	7	58,420	56,970	40,000	17.6
Utah	8	57,095	52,530	41,500	16.5
Vanderbilt	5	68,154	59,830	40,500	20.0
Virginia	14	68,146	63,500	63,500	15.5
Washington	16	72,614	70,020	59,000	22.1
Washington U.-St. Louis	10	62,335	57,500	50,000	18.5
Wayne State	3	‡	‡	45,000	19.3
Western Ontario	3	‡	‡	40,610	14.3
Wisconsin	12	62,919	58,954	40,526	23.1
Yale	19	81,322	81,500	50,500	18.7
York	5	71,436	72,376	41,999	15.2

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 43: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2009–2010**

Rank	Institution	Salary	Rank	Institution	Salary
1	Virginia	63,500	40	Arizona State	45,000
2	New York	60,000	40	Colorado	45,000
2	Rutgers, Camden Law	60,000	40	Howard	45,000
4	Washington	59,000	40	Miami	45,000
5	Cornell	58,000	40	Nebraska	45,000
5	George Washington	58,000	40	North Carolina	45,000
7	Boston University	55,000	40	SUNY Buffalo	45,000
7	Duke	55,000	40	Wayne State	45,000
7	Hawaii	55,000	48	Toronto	44,484
7	Pennsylvania State	55,000	49	Queen's	44,227
11	Illinois, Urbana	54,000	50	Cincinnati	44,000
12	Alabama	52,000	50	Emory	44,000
12	Florida State	52,000	50	Northwestern	44,000
12	Rutgers, Newark Law	52,000	53	Pennsylvania	43,500
15	Columbia	51,500	54	McGill	42,856
16	Houston	51,000	55	Temple	42,448
17	Yale	50,500	56	Ohio State	42,000
18	Arizona	50,000	56	Oklahoma	42,000
18	Boston College	50,000	56	Oregon	42,000
18	Florida	50,000	59	York	41,999
18	Georgetown	50,000	60	Connecticut	41,857
18	New Mexico	50,000	61	Manitoba	41,851
18	South Carolina	50,000	62	Utah	41,500
18	Southern Illinois	50,000	63	Notre Dame	41,200
18	Tennessee	50,000	64	Iowa	41,000
18	Washington-St. Louis	50,000	64	Kentucky	41,000
27	Calgary	49,713	66	Western Ontario	40,610
28	Harvard	48,800	67	Wisconsin	40,526
29	Michigan	48,000	68	Vanderbilt	40,500
30	British Columbia	47,429	69	Indiana	40,400
31	Syracuse	47,000	70	Georgia	40,000
31	Texas Tech	47,000	70	Louisiana State	40,000
33	Calif. Davis	46,164	70	Missouri	40,000
33	Calif. Irvine	46,164	70	Tulane	40,000
33	Calif. Los Angeles	46,164	74	Kansas	38,000
36	Minnesota	46,000	74	Texas	38,000
37	Alberta	45,594	76	Louisville	37,000
38	Montreal	45,332	77	Case Western Reserve	35,000
39	Saskatchewan	45,197			

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

**TABLE 44: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2009–2010**

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers, Camden	87,500	39	Vanderbilt	59,830
2	California, Los Angeles	84,455	40	Northwestern	59,572
3	Yale	81,500	41	Tennessee	59,440
4	Hawaii	81,193	42	Illinois, Urbana	59,129
5	George Washington	80,007	43	Wisconsin	58,954
6	New York University	79,673	44	Oregon	57,846
7	Boston College	77,625	45	Florida	57,699
8	SUNY Buffalo	77,137	46	Washington U.-St. Louis	57,500
9	Connecticut	74,684	47	Missouri	57,327
10	Toronto	73,979	48	Alabama	57,320
11	Cornell	73,015	49	Tulane	56,970
12	York	72,376	50	New Mexico	56,928
13	Iowa	70,750	51	Georgia	56,901
14	Michigan	70,553	52	Louisiana State	55,846
15	Washington	70,020	53	Montreal	55,200
16	Georgetown	70,000	54	Syracuse	54,353
17	Pennsylvania State	69,360	55	Texas	53,857
18	California, Davis	68,892	56	Cincinnati	53,580
19	Duke	68,575	57	Florida State	53,494
20	Harvard	68,525	58	Miami	53,000
21	Minnesota	68,200	59	Emory	52,941
22	North Carolina	68,000	60	Utah	52,530
23	South Carolina	67,619	61	Temple	51,654
24	Arizona State	66,584	62	Houston	51,500
25	Notre Dame	66,248	63	Oklahoma	51,269
26	Case Western Reserve	66,149	64	Howard	49,914
27	Texas Tech	65,549	65	Kentucky	47,838
28	Arizona	65,000	66	Kansas	45,297
29	Indiana	64,923		Alberta	*
30	Boston University	64,300		British Columbia	*
31	Rutgers, Newark	64,000		Calgary	*
32	Pennsylvania	63,865		McGill	*
33	Nebraska	63,772		Manitoba	*
34	Virginia	63,500		Queen's	*
35	Ohio State	63,173		Saskatchewan	*
36	Columbia	61,116		Southern Illinois	*
37	Louisville	59,931		Wayne State	*
38	Colorado	59,901		Western Ontario	*

Salaries of directors are not included in the calculation of medians. Alberta, British Columbia, Calgary, McGill, Manitoba, Queen's, Saskatchewan, Southern Illinois, Wayne State, and Western Ontario are not ranked because they reported fewer than four individuals. Canadian salaries are expressed in US dollars.

**TABLE 45: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2009–2010**

Rank	Institution	Salary	Rank	Institution	Salary
1	George Washington	85,686	39	South Carolina	63,808
2	Rutgers, Camden	84,946	40	Texas Tech	63,439
3	Hawaii	84,551	41	New Mexico	63,420
4	Yale	81,322	42	Northwestern	63,154
5	New York University	79,659	43	Wisconsin	62,919
6	Cornell	79,220	44	Washington U.-St. Louis	62,335
7	California, Los Angeles	78,860	45	Temple	61,988
8	Michigan	78,454	46	Illinois, Urbana	61,284
9	Iowa	76,488	47	Florida	61,129
10	Connecticut	75,922	48	Montreal	60,353
11	Minnesota	75,686	49	Georgia	60,001
12	Pennsylvania State	75,080	50	Louisville	59,853
13	North Carolina	74,947	51	Alabama	59,066
14	Georgetown	74,865	52	Texas	58,876
15	Boston College	74,773	53	Tulane	58,420
16	Toronto	74,123	54	Emory	58,084
17	Duke	74,075	55	Syracuse	57,805
18	California, Davis	73,380	56	Oklahoma	57,410
19	Harvard	73,096	57	Louisiana State	57,380
20	Washington	72,614	58	Utah	57,095
21	Rutgers, Newark	72,346	59	Oregon	56,465
22	Colorado	72,313	60	Miami	56,251
23	Notre Dame	71,539	61	Florida State	55,938
24	York	71,436	62	Houston	54,915
25	Columbia	71,168	63	Missouri	54,645
26	Boston University	70,830	64	Kentucky	52,015
27	Tennessee	70,669	65	Kansas	49,563
28	Pennsylvania	70,502	66	Howard	48,423
29	SUNY Buffalo	69,905		Alberta	*
30	Indiana	69,325		British Columbia	*
31	Ohio State	68,558		Calgary	*
32	Vanderbilt	68,154		McGill	*
33	Virginia	68,146		Manitoba	*
34	Case Western Reserve	67,090		Queen's	*
35	Arizona State	65,701		Saskatchewan	*
36	Cincinnati	64,155		Southern Illinois	*
37	Nebraska	63,975		Wayne State	*
38	Arizona	63,849		Western Ontario	*

Salaries of directors are not included in the calculation of medians. Alberta, British Columbia, Calgary, McGill, Manitoba, Queen's, Saskatchewan, Southern Illinois, Wayne State, and Western Ontario are not ranked because they reported fewer than four individuals. Canadian salaries are expressed in US dollars.

**TABLE 46: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS  
BY POSITION AND SEX, FY 2009–2010**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	\$151,028	39	\$155,267	38	\$153,120	77
Associate Director	93,011	34	93,519	24	93,221	58
Assistant Director	90,055	24	89,016	10	89,749	34
Functional Specialist	59,123	28	64,963	26	61,935	54
Subject Specialist	75,055	22	70,698	12	73,518	34
Dept. Head:						
Acquisitions	63,699	26	57,183	8	62,166	34
Reference	77,914	18	77,104	10	77,625	28
Cataloging	73,337	24	64,112	4	72,020	28
Serials	‡	5	‡	2	70,492	7
Documents/Maps	‡	7	‡	2	71,695	9
Circulation	61,620	24	58,514	5	61,084	29
Rare Books/Manuscripts	‡	3	‡	1	75,779	4
Computer Systems	‡	3	‡	5	77,600	8
Other	73,100	23	72,652	12	72,946	35
Reference:						
Over 14 years experience	73,879	48	73,085	21	73,637	69
10 to 14 years experience	62,097	13	58,388	8	60,684	21
5 to 9 years experience	60,304	31	62,430	19	61,112	50
Under 5 years experience	59,009	51	55,372	25	57,813	76
Cataloging:						
Over 14 years experience	62,094	20	69,828	5	63,641	25
10 to 14 years experience	‡	8	‡	1	55,997	9
5 to 9 years experience	57,120	10	.		57,120	10
Under 5 years experience	‡	4	‡	2	56,707	6
Other:						
Over 14 years experience	61,965	11	63,175	6	62,392	17
10 to 14 years experience	‡	6	‡	1	65,941	7
5 to 9 years experience	‡	3	‡	3	55,251	6
Under 5 years experience	‡	9	‡	3	48,479	12
<b>All Positions</b>	<b>\$75,424</b>	<b>494</b>	<b>\$82,097</b>	<b>253</b>	<b>\$77,684</b>	<b>747</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 47: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS  
BY POSITION AND SEX, FY 2009–2010**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Associate Director	25.6	34	19.4	24	23.0	58
Assistant Director	21.5	24	23.3	10	22.0	34
Head, Law	28.2	39	24.0	38	26.1	77
Functional Specialist	11.4	28	9.8	26	10.6	54
Subject Specialist	19.0	22	16.9	12	18.3	34
Dept. Head:						
Acquisitions	20.9	26	14.8	8	19.5	34
Reference	14.9	18	19.8	10	16.6	28
Cataloging	26.9	24	21.5	4	26.1	28
Serials	23.0	5	7.0	2	18.4	7
Documents/Maps	27.4	7	20.0	2	25.8	9
Circulation	15.9	24	13.2	5	15.4	29
Rare Books/Manuscripts	16.0	3	9.0	1	14.3	4
Computer Systems	21.7	3	19.0	5	20.0	8
Other	17.9	23	15.6	12	17.1	35
Public Services	15.4	9	15.0	8	15.2	17
Technical Services	10.8	14	14.0	2	11.2	16
Administrative Services	19.5	6	14.3	3	17.8	9
Reference	11.6	143	10.7	73	11.3	216
Cataloger	17.4	42	18.8	8	17.6	50
<b>All Positions</b>	<b>17.6</b>	<b>494</b>	<b>15.8</b>	<b>253</b>	<b>17.0</b>	<b>747</b>



**TABLE 48: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW 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	\$56,458	70	\$54,409	35	\$55,775	105	14%
4 – 7 years	60,703	66	60,500	36	60,631	102	14%
8 – 11 years	68,700	44	70,355	37	69,456	81	11%
12 – 15 years	69,566	64	87,351	26	74,704	90	12%
16 – 19 years	72,751	42	80,604	22	75,451	64	9%
20 – 23 years	84,884	41	83,140	27	84,192	68	9%
24 – 27 years	81,625	38	104,873	21	89,900	59	8%
28 – 31 years	85,595	49	110,547	25	94,024	74	10%
32 – 35 years	99,619	44	108,617	21	102,526	65	9%
over 35 years	‡	36	‡	3	106,669	39	5%
<b>All Positions</b>	<b>\$75,424</b>	<b>494</b>	<b>\$82,097</b>	<b>253</b>	<b>\$77,684</b>	<b>747</b>	<b>100%</b>

Canadian salaries are expressed in US dollars.

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



## UNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS