

ARL ANNUAL SALARY SURVEY 2010–2011

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ASSOCIATION OF RESEARCH LIBRARIES
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ARL Annual Salary Survey 2010–2011

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 Measurement Program online at <http://www.arl.org/stats/>.

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SALARY SURVEY TRENDS 2010–2011

The *ARL Annual Salary Survey 2010–2011* reports salary data for all professional staff working in Association of Research Libraries (ARL) member 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.

Data for 10,037 professional staff members were reported this year for the 115 ARL university libraries, including their law and medical libraries (974 staff members reported by 73 medical libraries and 734 staff members reported by 77 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,709 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 25 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 26 through 30, reports data on US ARL university library members excluding law and medical data. The fifth section (Tables 31–34) reports data on Canadian ARL university libraries excluding law and medical data. The sixth section (Tables 35–41) and the seventh section (Tables 42–48) 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 1.0556 Canadian dollars per US dollar.¹ Tables 4 and 31 through 34, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

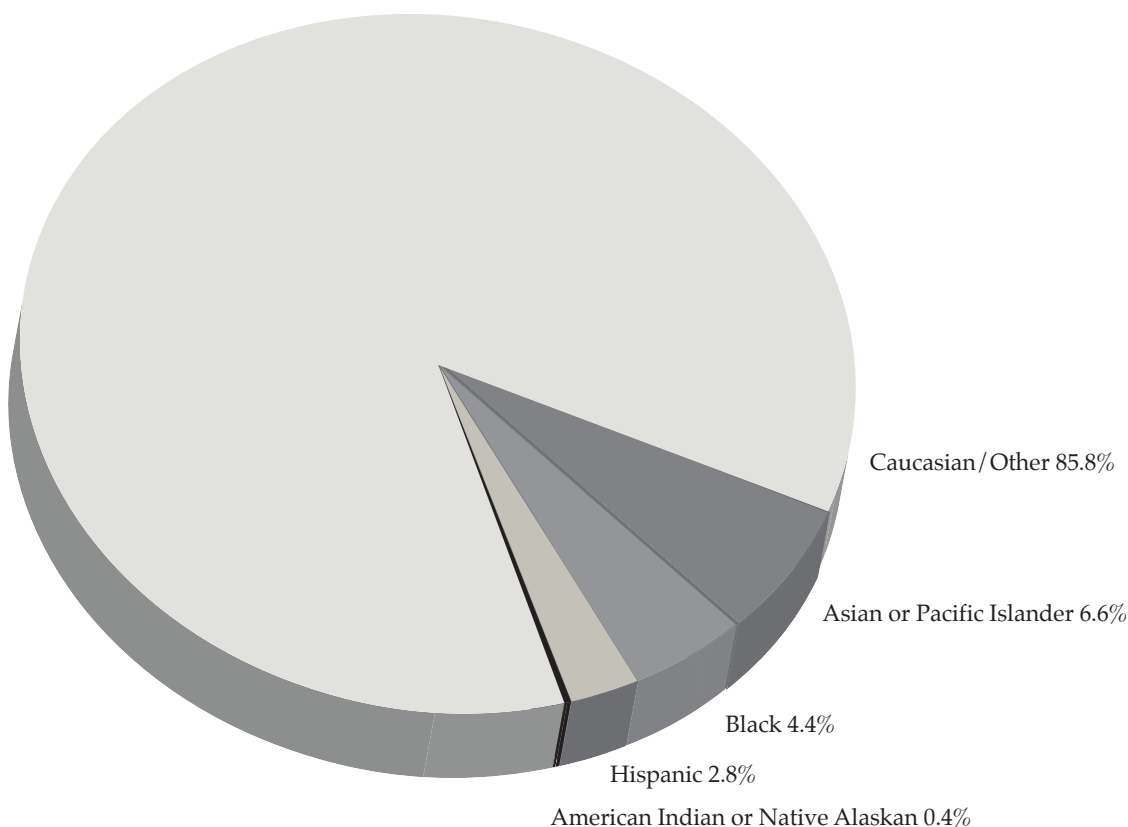
¹ This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2009–June 2010 and is used in converting figures that are shown effective as of 1 July 2010. This information can be accessed at: <http://www.bankofcanada.ca/en/rates/exchange.html>.

RACE AND ETHNICITY

There were 1,266 minority professional staff reported in 99 US ARL university libraries, including law and medical libraries.² 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, 14.2% 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 the largest US academic libraries is far lower: 6.4% are directors (7 out of 110), 6.5% are associate directors (21 out of 325), 7.7% are assistant directors (13 out of 168), and 9.1% (41 out of 452) are the head of a branch library (see Table 27). Figure 1, below, depicts the overall racial/ethnic distribution of professional staff in US ARL university libraries: Caucasian/Other 85.8%, Asian/Pacific Islander 6.6%, Black 4.4%, Hispanic 2.8%, and American Indian/Alaskan Native 0.4%.

Figure 1: Ethnicity/Race of Professional Staff in US ARL University Libraries, FY 2010–2011



² 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.

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 over 34% in the East South Central region and by more than 28% in the West North Central region (see Table 25 for a definition of the regions). Proportionately to other regions, there are more minorities in the Pacific, South Atlantic, West South Central, and Middle Atlantic regions.

Figure 2: Minority Professionals by Region in US ARL University Libraries, FY 2010–2011

	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific	TOTAL	%
Race/Ethnicity Category											
Black	31	72	74	24	109	22	28	7	28	395	31%
Hispanic	21	44	27	10	39	6	40	20	43	250	20%
Asian	79	105	69	25	84	9	40	21	155	587	46%
AI/AN*	3	3	15	4	1	0	1	7	0	34	3%
Minority Total	134	224	185	63	233	37	109	55	226	1,266	100%
Minority Percent	10.60%	17.70%	14.60%	5.00%	18.40%	2.90%	8.60%	4.30%	17.90%		
Nonminority Total	1,100	1,267	1,390	531	1,216	342	591	430	778	7,645	100%
Nonminority Percent	14.40%	16.60%	18.20%	6.90%	15.90%	4.50%	7.70%	5.60%	10.20%		
Regional Percent Total staff	13.80%	16.70%	17.70%	6.70%	16.30%	4.30%	7.90%	5.40%	11.30%		
Proportional Minority Representation	-26.44%	6.76%	-19.63%	-28.35%	15.71%	-34.67%	11.37%	-22.76%	75.42%		

* American Indian/Alaskan Native

According to Figure 3 below, 68.6% of female professional staff in US ARL university libraries are members of the four racial/ethnic groups in Figure 2, whereas 62.4% 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 35.9% male and 64.1% female. See Figure 2, above, and Figure 3, below, for more detail on race/ethnic and gender distribution.

Figure 3: Race/Ethnicity and Sex Distribution of Professional Staff in ARL University Libraries, FY 2010–2011

UNITED STATES					
	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,785	37.8%	4,587	62.2%	7,372
Medical	257	29.7%	608	70.3%	865
Law	231	33.6%	457	66.4%	688
Minority*	397	31.4%	869	68.6%	1,266
Non-minority	2,871	37.6%	4,774	62.4%	7,645
All	3,268	36.7%	5,643	63.3%	8,911
CANADA					
	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	306	32.0%	651	68.0%	957
Medical	10	9.2%	99	90.8%	109
Law	15	32.6%	31	67.4%	46
All	331	29.8%	781	70.2%	1,112
UNITED STATES AND CANADA (COMBINED)					
	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	3,091	37.1%	5,238	62.9%	8,329
Medical	267	27.4%	707	72.6%	974
Law	246	33.5%	488	66.5%	734
All	3,604	35.9%	6,433	64.1%	10,037

* Includes staff in medical and law libraries.

Note: There are two 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.

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. The ARL Diversity Programs, through its Leadership and Career Development Program and the Initiative to Recruit a Diverse Workforce, emphasize 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 Programs focus 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 Programs can be found at <http://www.arl.org/diversity/>.

ClimateQUAL® is an assessment initiative that focuses on some of the same issues. It is the Statistics and Measurement 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 ClimateQUAL® 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 ClimateQUAL® 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 also are frequently requested. Since 2008–2009, the average salary for female directors was slightly higher than that of their male counterparts. However, this year the trend was reversed, with male directors earning more than female directors (see Table 17); furthermore, the number of women in the top administrative library position decreased to 66 out of 110 total director positions reported in 2010–2011 (see Table 17).

In keeping with previous years, the 2010–2011 data show that salaries for women in US ARL university libraries have not yet met parity with that of men (see Table 17). In 2010–2011 the overall salary for women was only 96.05% of that of men for the 110 ARL university libraries (compared to 96.3% in 2009–2010). This suggests a slight regression in the slow, long-term trend towards closure of the gender gap in ARL libraries — in 1980–1981, women in ARL libraries made roughly 87% that of men.

Table 17 displays 27 job categories; females earn more than their male counterparts in just 12 of the 27 categories listed. Table 18 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 17, revealing that experience differentials may explain some differences within specific job categories. Women have more experience in all but two of the twelve job categories in which they average higher pay. However, there are four other categories in which women, on average, have more experience and less pay: Director, Assistant Director, Department Head-Documents and Maps, and Department Head-Other. Table 19 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 average salary for minority men is higher than that for minority women in eight of the ten experience cohorts (see Table 30).

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.³ 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.

3 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.

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 1980–1981; since then men have consistently represented about 35% of the professional staff in ARL libraries.

THE FUNCTIONAL SPECIALIST BREAKDOWN

In 2004, the ARL Statistics and Measurement Committee accepted a proposal from the ACRL Personnel Administrators and Staff Development Officers Discussion Group to break down the Functional Specialist category (FSPEC). The group’s major concern was that so many different types of positions, with their varying job descriptions and salaries, were being labeled with the code FSPEC that data reported for the category were beginning to lose meaning. For each position that would have been labeled FSPEC in past years, the proposal offered ARL institutions two options: either use one of eight new codes to describe that position; or, if none of the eight new codes could adequately describe that position, use FSPEC. As seen in Figure 4, 17.3% of Functional Specialists in all libraries did not use an alternative code, an increase over the 2009–2010 figures. As in 2009–2010, Archivists and Information Technology specialists comprised the largest percentage of Functional Specialists who used an alternative code (61.5%).

Figure 4: Distribution of Functional Specialist Job Sub-Codes by Type of Library

Position	Main		Medical		Law		All	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Archivists	476	22.3%	20	10.9%	6	11.1%	502	21.1%
Business Manager	148	6.9%	17	9.2%	2	3.7%	167	7.0%
Human Resources	83	3.9%	1	0.5%	0	0.0%	84	3.5%
IT, Systems	397	18.6%	44	23.9%	13	24.1%	454	19.1%
IT, Web Developer	153	7.2%	18	9.8%	9	16.7%	180	7.6%
IT, Programmer	294	13.8%	32	17.4%	0	0.0%	326	13.7%
Media Specialist	108	5.1%	7	3.8%	4	7.4%	116	4.9%
Preservation	129	6.0%	3	1.6%	1	1.9%	133	5.6%
Other Functional Specialists	350	16.4%	42	22.8%	19	35.2%	411	17.3%
Total	2,138		184		54		2,376	

Figure 5, below, displays the average salaries of the subcategories by position and sex (law and medical libraries not included) in the same fashion as Table 17. The salaries in each of the sub-categories deviate widely from the combined Functional Specialist average salary of \$65,562. Human resource specialists have the highest average of all subcategories, with an average salary of \$74,293; media/multimedia specialists have the lowest average salary of \$56,656.

Figure 5: Distribution of Functional Specialist Job Sub-Codes' Average Salaries by Sex

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Archivists	58,579	304	62,798	172	60,103	476
Business Manager	71,545	94	69,483	54	70,793	148
Human Resources	73,821	70	76,836	13	74,293	83
IT, Systems	67,504	134	67,104	263	67,239	397
IT, Web Developer	63,210	65	65,032	88	64,258	153
IT, Programmer	66,506	91	69,418	203	68,516	294
Media Specialist	56,837	51	56,495	57	56,656	108
Preservation	63,646	89	66,466	40	64,521	129
Other Functional Specialists	63,264	233	64,515	117	63,682	350
All Functional Specialists	64,990	1,131	66,461	1,007	65,562	2,138

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 six out of the nine categories in Figure 5.

INSTITUTIONAL CHARACTERISTICS AND SALARIES

A. PUBLIC AND PRIVATE INSTITUTIONS

The gap between salaries paid in private US ARL university libraries and those paid in publicly supported US university libraries increased in 2010–2011 to 7.1%, with librarians at private institutions earning an average of \$4,921 more than their peers at public institutions. Out of 18 job categories, only in two (Head of Serials and Head of Computer Systems) did librarians in public institutions earn more than their peers employed in private institutions (see Table 21).

B. 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 2010–2011, the libraries with between 75 and 110 staff reported the highest average salary, \$74,158, followed by the largest libraries, i.e., those with more than 110 staff, which reported the next highest average salary, \$73,863 (see Table 23). The gap between the highest paying cohort and the lowest paying cohort decreased in 2010–2011 to \$3,994. The cutoff staffing levels used to determine the largest cohort of libraries, after declining in every year since 1995–1996, continued to hold steady at 110 in 2010–2011.⁴

C. GEOGRAPHIC AREA

In 2010–2011, the highest average salaries were found in Canada (\$83,424) followed by New England (\$77,452) with salaries in the Pacific region (\$75,823) coming in third (see Table 25). The Canadian average salary has

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

not been this high since 2008–2009 when it was \$82,295. This sharp increase in Canadian salaries is due to fluctuations in the currency exchange rate. For the 2010–2011 survey period the Canadian currency exchange rate is 1.0556. The East South Central region had the lowest average salary: \$62,842.

D. 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. 5,722 of the 8,329 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,183) occupy a position in a four-step rank structure.

Figure 6: Average Salaries and Average Years of Experience of Library Professionals in Libraries with Three, Four, and Five Step Rank Structures, FY 2010–2011

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	59,888	9.2	53,813	7.9	53,176	7.7
Librarian 2	69,935	17.6	60,214	13.1	59,922	13.0
Librarian 3	87,641	25.4	72,896	20.4	68,968	17.5
Librarian 4			88,116	26.3	87,744	23.6
Librarian 5					103,069	29.1
No. of Staff	1,475		3,183		1,064	

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. In contrast to 2009–2010, these tables indicate that the purchasing power of professionals (in both the United States and Canada) employed in ARL libraries kept pace with inflation.

The median salary for US ARL university libraries in 2010 increased to \$65,000 (see Table 3). This modest salary increase barely kept pace with the rebounding economy, which saw the US CPI increase by 1.2% (see Table 3).⁵ Likewise, Canadian salaries (reported in Canadian dollars) also barely surpassed inflation: the Canadian CPI

⁵ 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 - CUUR0000SA0)* available online at <http://www.bls.gov/data/>.

increased 1.8%, while median salaries in Canadian university libraries increased to \$82,251(Canadian dollars, see Table 4).⁶ The sharp difference in the exchange rates between 2009–2010 (1.1667 Canadian per US dollar) and 2010–2011 (1.0556 Canadian per US dollar) contributed to these changes.

The median beginning salary (BPS) for university ARL librarians rebounded back to 2008–2009 levels to \$44,004 in 2010–2011 (see Table 2). Table 6 shows that nonuniversity librarians also experienced increases in their median and beginning salaries in 2010–2011, which increased to \$95,020 and \$51,135, respectively.

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.

Martha Kyrillidou
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Association of Research Libraries
September 30, 2011

⁶ 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/2009010/t040-eng.htm>.

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

TABLES 1-4

TABLE 1: DISTRIBUTION BY SALARY LEVEL

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.
	2009–2010	%	2010–2011	%	2009–2010	%	2010–2011	%
300,000 and above	6	0.1%	6	0.1%	0	0.0%	0	0.0%
250,000–299,999	12	0.2%	11	0.2%	1	0.0%	0	0.0%
200,000–250,000	37	0.5%	42	0.6%	3	0.1%	3	0.1%
175,000–199,999	58	1.1%	56	1.1%	6	0.3%	7	0.3%
150,000–174,999	80	1.9%	87	2.0%	284	7.7%	315	8.8%
140,000–149,999	52	2.4%	70	2.7%	105	10.5%	116	11.9%
130,000–139,999	80	3.2%	99	3.7%	237	16.7%	218	17.8%
120,000–129,999	127	4.4%	141	5.1%	170	21.1%	252	24.6%
110,000–119,999	193	6.3%	253	7.6%	370	30.9%	331	33.5%
100,000–109,999	328	9.5%	402	11.6%	383	40.9%	422	44.9%
95,000–99,999	287	12.3%	304	14.7%	301	48.8%	205	50.4%
90,000–94,999	337	15.6%	312	17.8%	144	52.6%	210	56.1%
85,000–89,999	418	19.7%	452	22.3%	276	59.8%	206	61.6%
80,000–84,999	546	25.1%	575	28.0%	201	65.1%	241	68.1%
79,000–79,999	121	26.3%	122	29.2%	48	66.4%	63	69.8%
78,000–78,999	143	27.7%	118	30.4%	48	67.6%	5	69.9%
76,000–77,999	261	30.2%	258	33.0%	49	68.9%	66	71.7%
74,000–75,999	321	33.4%	320	36.1%	89	71.2%	115	74.8%
72,000–73,999	285	36.2%	338	39.5%	123	74.5%	56	76.3%
70,000–71,999	323	39.3%	351	43.0%	29	75.2%	83	78.6%
68,000–69,999	400	43.3%	387	46.9%	97	77.8%	94	81.1%
66,000–67,999	370	46.9%	374	50.6%	89	80.1%	79	83.2%
64,000–65,999	451	51.3%	480	55.4%	89	82.4%	49	84.6%
62,000–63,999	400	55.2%	377	59.1%	114	85.4%	178	89.4%
60,000–61,999	530	60.4%	495	64.1%	93	87.9%	47	90.6%
58,000–59,999	430	64.6%	408	68.1%	46	89.1%	54	92.1%
56,000–57,999	487	69.4%	457	72.7%	120	92.2%	61	93.7%
54,000–55,999	459	73.9%	422	76.9%	44	93.4%	48	95.0%
52,000–53,999	496	78.7%	476	81.6%	84	95.6%	45	96.2%
50,000–51,999	439	83.1%	397	85.6%	87	97.9%	75	98.2%
48,000–49,999	446	87.4%	353	89.1%	13	98.2%	10	98.5%
46,000–47,999	368	91.0%	330	92.4%	16	98.6%	7	98.7%
44,000–45,999	326	94.2%	263	95.0%	11	98.9%	8	98.9%
42,000–43,999	217	96.3%	200	97.0%	14	99.3%	33	99.8%
40,000–41,999	175	98.1%	134	98.3%	17	99.7%	0	99.8%
38,000–39,999	85	98.9%	67	99.0%	0	99.7%	1	99.8%
36,000–37,999	52	99.4%	39	99.4%	2	99.8%	2	99.9%
34,000–35,999	38	99.8%	25	99.6%	3	99.9%	2	99.9%
less than 34,000	23	100.0%	36	100.0%	5	100.0%	2	100.0%
Total Positions	10,207		10,037		3,748		3,709	
Median Salary	\$64,560		\$66,260		\$80,320		\$95,020	

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/data/>.

Note: Canadian salaries are expressed in US dollars.

Fiscal Year	Number of Libraries	Total Staff	Median Salary[†]	BPS[‡] Median	Median Salary Index	BPS[‡] Index	Actual CPI*	Adjusted CPI
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/data/>.

Fiscal Year	Number of Libraries	Total Staff	Median Salary [†]	Median Salary Change	Median Salary Index	Actual CPI*	Adjusted CPI	CPI Change
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/2011004/t040-eng.htm>.

Fiscal Year	Number of Libraries	Total Staff	Median Salary in US \$ [†]	Median Salary Change [†]	Exchange Rate	Median Salary in Can. \$	Median Salary Change	Can. CPI**	Can. CPI Change*
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
Average				3.8%			3.3%		

† 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.

** Actual Canadian CPI figures have been added to this table (not available in previous editions).

ARL NONUNIVERSITY LIBRARIES

TABLES 5-6

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

	No. of Staff	Median Salaries		Beginning Salaries	
		FY 2009–2010	FY 2010–2011	FY 2009–2010	FY 2010–2011
Boston Public Library	167	\$67,184	\$67,267	\$40,975	\$40,975
Canada Institute for Scientific and Technical Information * †	82	67,639	73,649	44,446	53,155
Center for Research Libraries	33	50,799	52,179	33,878	33,878
Library & Archives Canada *	99	56,601	63,497	45,141	50,640
Library of Congress	2,678	101,416	103,872	50,408	51,630
National Agricultural Library†	87	82,845	84,855	50,408	51,630
National Library of Medicine	208	90,154	92,341	50,408	42,209
New York Public Library	244	63,696	61,438	42,638	42,638
New York State Library	54	64,305	68,637	49,968	53,366
Smithsonian Library	57	85,281	87,350	52,089	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/data/>.

Note: Canadian salaries are expressed in US dollars.

Fiscal Year	Number of Libraries	Total Staff	Median Salary	BPS[†] Median	Median Salary Index	BPS[†] Index	Actual CPI	Adjusted CPI
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 7-25

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2010–2011

Institution	FILLED POSITIONS	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2011
Alabama †	62	\$58,272	\$58,760	\$52,204	\$55,188	\$42,000	\$42,000	15.0
Alberta ††	72	84,172	96,215	89,319	96,759	43,398	52,833	15.7
Arizona †	55	65,897	65,351	59,915	59,118	48,605	50,857	18.0
Arizona State †	56	66,091	64,744	65,071	65,039	43,000	43,000	19.9
Auburn †	44	58,382	57,728	53,705	52,330	44,720	44,720	15.1
Boston University †	56	57,615	59,680	56,600	57,200	43,700	33,000	17.5
Boston College †	55	69,739	70,871	67,280	69,560	42,300	43,350	19.7
Brigham Young	109	66,005	67,295	63,950	66,000	51,000	52,020	18.9
British Columbia ††	72	73,023	85,029	70,005	83,131	47,429	52,420	17.7
Brown †	62	65,880	66,368	61,549	62,972	39,500	40,500	18.8
Calgary ††	53	81,275	91,776	76,749	88,732	49,713	54,945	18.7
California, Berkeley †	101	83,853	85,329	82,524	82,524	47,087	46,164	18.0
California, Davis †	39	81,135	84,334	88,488	88,488	46,164	46,164	21.8
California, Irvine	51	76,645	77,825	75,708	75,708	46,164	46,144	16.8
California, Los Angeles †	136	78,189	79,113	75,708	75,708	46,164	46,164	16.3
California, Riverside †	43	77,661	79,762	75,708	79,116	47,087	47,087	21.5
California, San Diego †	84	77,158	77,064	75,708	75,708	46,164	46,164	17.4
California, Santa Barbara †	55	71,378	74,431	68,892	74,104	46,164	46,164	17.8
Case Western Reserve †	43	58,788	58,886	55,227	55,434	35,000	35,000	15.9
Chicago †	71	76,254	76,692	72,329	73,130	48,204	50,151	20.8
Cincinnati †	58	65,445	68,451	61,879	66,260	40,000	42,000	19.5
Colorado †	45	67,523	64,595	64,573	61,262	44,000	44,000	14.2
Colorado State	37	68,311	67,844	65,300	64,700	45,000	55,000	18.0
Columbia †	204	72,939	74,360	64,385	65,280	51,500	52,000	15.8
Connecticut †	60	82,083	81,341	78,079	79,309	48,000	50,000	17.8
Cornell †	102	71,548	74,377	64,239	66,873	47,000	48,000	17.1
Dartmouth †	47	72,208	70,594	67,933	67,159	45,500	45,500	17.6
Delaware	59	75,703	76,673	73,353	72,868	43,600	43,600	18.2
Duke †	117	64,870	65,526	60,000	60,000	45,000	45,000	15.0
Emory †	67	68,747	69,761	63,068	63,198	42,000	47,750	15.0
Florida †	68	60,450	62,229	56,388	58,073	42,000	42,000	16.3
Florida State †	41	54,858	56,313	49,805	52,265	42,000	42,000	12.5
George Washington †	41	74,353	76,999	67,143	72,277	47,000	47,000	15.9
Georgetown †	53	69,227	70,338	63,538	63,965	45,000	45,000	21.6
Georgia †	69	56,544	56,057	50,000	49,795	38,000	38,000	16.5
Georgia Tech †	44	63,526	63,534	58,016	58,016	44,000	44,000	14.8
Guelph ††	50	69,113	80,588	66,902	76,872	51,169	58,392	18.1
Harvard †	408	77,319	79,111	70,720	72,134	48,800	53,093	15.4
Hawaii †	67	66,721	63,037	66,225	64,692	42,660	35,000	18.2
Houston †	41	61,669	62,188	56,563	54,628	43,000	44,000	15.0
Howard †	13	43,547	56,590	43,010	50,223	38,000	34,627	22.5
Illinois, Chicago †	43	62,208	63,420	56,555	57,730	47,000	47,000	17.0

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2010–2011

Institution	FILLED POSITIONS	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2011
Illinois, Urbana †	127	66,755	69,964	61,645	65,129	46,000	50,000	16.2
Indiana †	78	63,870	63,918	59,331	59,331	40,400	40,400	19.5
Iowa †	65	62,529	64,501	55,573	57,840	41,000	41,000	18.8
Iowa State †	49	63,217	65,451	61,664	63,105	43,000	44,000	20.5
Johns Hopkins †	83	68,926	69,299	65,690	65,353	50,026	51,027	16.7
Kansas †	85	60,877	62,232	54,806	57,417	51,000	43,000	16.1
Kent State †	63	63,997	66,624	60,301	64,520	55,367	57,078	16.8
Kentucky †	64	60,966	60,762	59,839	59,984	41,000	41,000	21.7
Laval ††	65	61,963	67,439	62,474	69,944	42,468	46,937	13.1
Louisiana State	49	50,821	51,100	46,462	46,901	38,000	38,000	15.1
Louisville †	31	59,483	59,638	55,884	53,031	37,000	37,000	17.3
McGill ††	64	63,797	71,450	57,834	64,865	42,856	47,366	15.7
McMaster ††	45	61,608	69,041	62,508	62,118	40,128	45,945	17.6
Manitoba ††	40	81,855	91,679	85,771	95,343	41,845	46,249	22.9
Maryland	72	68,874	69,981	66,603	69,035	40,000	40,000	21.6
Massachusetts †	57	69,882	72,957	72,263	73,553	42,155	42,155	17.4
MIT †	93	74,430	77,065	70,959	73,326	51,750	52,000	16.6
Miami †	52	68,278	69,503	61,728	65,000	45,000	45,000	15.6
Michigan †	169	67,767	71,354	63,717	65,884	42,000	42,000	17.4
Michigan State †	65	68,894	70,979	65,850	67,373	47,000	47,500	17.6
Minnesota	107	66,794	68,210	63,557	65,785	42,000	43,000	16.9
Missouri †	36	59,914	59,710	55,964	57,127	40,000	40,000	21.0
Montreal ††	89	62,740	70,501	59,349	65,596	36,968	43,497	15.3
Nebraska †	46	65,057	64,928	57,472	57,453	50,000	50,000	20.0
New Mexico †	44	72,938	71,159	68,853	67,913	40,000	40,000	19.5
New York University †	84	79,018	78,859	69,989	71,616	52,000	55,000	15.8
North Carolina	96	67,637	65,091	63,712	62,300	44,000	44,000	17.3
North Carolina State †	91	73,019	72,411	65,000	65,000	50,000	52,000	11.1
Northwestern †	89	67,873	68,146	63,429	62,995	43,000	44,000	16.3
Notre Dame †	58	69,492	71,751	66,508	67,915	41,200	44,000	19.5
Ohio University †	45	55,522	55,590	48,787	49,275	41,000	41,500	13.6
Ohio State †	124	59,476	57,846	54,450	53,292	46,000	46,000	14.2
Oklahoma	42	55,853	55,299	53,742	53,477	42,000	42,000	14.6
Oklahoma State †	64	56,580	56,678	52,657	51,865	38,000	38,000	17.5
Oregon †	54	59,782	61,130	55,973	57,839	40,000	40,000	17.3
Ottawa††	34	N/A	87,360	N/A	85,122	N/A	47,538	18.9
Pennsylvania †	104	65,997	66,632	61,850	63,148	43,500	41,000	15.6
Pennsylvania State †	143	67,897	69,465	64,224	66,258	42,436	43,709	19.1
Pittsburgh †	65	66,551	69,211	60,711	62,897	34,000	34,000	19.8
Princeton †	112	79,015	82,454	73,799	76,100	63,200	63,200	20.9
Purdue †	63	65,573	65,562	60,513	61,006	47,000	47,000	19.3
Queen's †	32	80,504	96,157	83,438	99,005	44,227	50,446	21.3

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2010–2011

Institution	FILLED POSITIONS	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2011
Rice	59	62,215	65,202	55,833	60,300	37,200	38,700	15.4
Rochester †	67	55,837	59,814	53,000	56,059	38,168	38,983	16.4
Rutgers †	86	89,058	91,176	91,751	91,751	49,286	50,765	22.5
Saskatchewan † ‡	46	76,307	85,160	78,850	81,582	45,197	52,202	16.0
South Carolina †	48	53,658	52,032	49,838	48,627	34,000	38,000	16.9
Southern California †	105	74,479	76,057	67,650	69,761	48,500	48,500	19.6
Southern Illinois	36	58,264	59,157	52,536	56,912	44,000	44,000	14.9
SUNY Albany †	62	60,964	64,024	58,822	62,729	39,000	39,350	17.3
SUNY Buffalo †	72	72,916	75,265	69,048	70,554	45,000	47,000	19.9
SUNY Stony Brook †	24	79,837	87,447	75,457	79,599	42,000	43,000	22.3
Syracuse †	54	65,847	67,893	60,648	61,390	None	38,000	19.3
Temple †	39	66,849	69,082	58,140	60,048	44,044	44,004	19.7
Tennessee †	40	69,380	68,677	66,307	67,268	44,000	44,000	18.9
Texas †	121	66,882	66,964	59,260	59,304	46,000	45,000	17.1
Texas A&M †	113	62,441	64,966	55,704	59,055	47,500	48,500	15.0
Texas Tech †	68	60,690	58,352	57,135	54,163	45,000	45,000	12.6
Toronto †	141	78,211	85,574	75,194	82,254	44,484	49,451	15.6
Tulane	35	60,534	62,835	56,325	59,492	40,000	40,000	17.9
Utah	58	61,470	61,061	56,312	55,375	44,000	45,000	19.2
Vanderbilt †	62	58,991	59,927	54,655	55,945	40,500	41,000	18.0
Virginia ‡	72	67,988	70,351	60,000	64,600	44,000	44,000	17.7
Virginia Tech †	38	63,148	63,308	58,540	58,540	40,000	40,000	16.8
Washington †	115	66,476	65,466	59,934	58,752	42,600	42,600	19.2
Washington State †	42	62,755	63,512	58,172	58,172	38,500	38,500	19.6
Washington U.-St. Louis †	62	59,037	60,832	53,740	55,489	40,000	40,000	17.2
Waterloo † ‡	36	70,230	76,645	70,260	75,974	44,402	49,110	17.4
Wayne State †	73	61,261	60,697	54,705	55,396	40,500	41,000	13.4
Western Ontario † ‡	65	59,073	68,581	55,725	66,961	40,610	47,836	13.4
Wisconsin †	155	61,856	61,068	58,654	57,692	40,526	40,526	18.1
Yale †	191	81,088	80,642	76,300	76,365	50,500	50,500	19.0
York † ‡	53	82,297	99,770	77,321	96,446	41,999	46,419	17.6

Excludes medical and law libraries. See Tables 35 and 42 for comparable figures for medical and law libraries.

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

† Canadian salaries are expressed in US dollars.

‡ See Footnotes.

* Ottawa became a member in 2010 and was included for the first time in the *ARL Annual Salary Survey 2010–2011*.

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TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FY 2009–2010

Rank	Institution	Salary	Rank	Institution	Salary
1	Princeton	63,200	58	Delaware	43,600
2	Kent State	55,367	59	Pennsylvania	43,500
3	New York	52,000	60	Alberta	43,398
4	MIT	51,750	61	Arizona State	43,000
5	Columbia	51,500	61	Houston	43,000
6	Guelph	51,169	61	Iowa State	43,000
7	Brigham Young	51,000	61	Northwestern	43,000
7	Kansas	51,000	65	McGill	42,856
9	Yale	50,500	66	Hawaii	42,660
10	Johns Hopkins	50,026	67	Washington	42,600
11	Nebraska	50,000	68	Laval	42,468
11	North Carolina State	50,000	69	Pennsylvania State	42,436
13	Calgary	49,713	70	Boston College	42,300
14	Rutgers	49,286	71	Massachusetts	42,155
15	Harvard	48,800	72	Alabama	42,000
16	Arizona	48,605	72	Emory	42,000
17	Southern California	48,500	72	Florida	42,000
18	Chicago	48,204	72	Florida State	42,000
19	Connecticut	48,000	72	Michigan	42,000
20	Texas A&M	47,500	72	Minnesota	42,000
21	British Columbia	47,429	72	Oklahoma	42,000
22	Calif. Berkeley	47,087	72	SUNY Stony Brook	42,000
22	Calif. Riverside	47,087	80	York	41,999
24	Cornell	47,000	81	Manitoba	41,845
24	George Washington	47,000	82	Notre Dame	41,200
24	Illinois, Chicago	47,000	83	Iowa	41,000
24	Michigan State	47,000	83	Kentucky	41,000
24	Purdue	47,000	83	Ohio	41,000
29	Calif. Davis	46,164	86	Western Ontario	40,610
29	Calif. Irvine	46,164	87	Wisconsin	40,526
29	Calif. Los Angeles	46,164	88	Vanderbilt	40,500
29	Calif. San Diego	46,164	88	Wayne State	40,500
29	Calif. Santa Barbara	46,164	90	Indiana	40,400
34	Illinois, Urbana	46,000	91	McMaster	40,128
34	Ohio State	46,000	92	Cincinnati	40,000
34	Texas	46,000	92	Maryland	40,000
37	Dartmouth	45,500	92	Missouri	40,000
38	Saskatchewan	45,197	92	New Mexico	40,000
39	Colorado State	45,000	92	Oregon	40,000
39	Duke	45,000	92	Tulane	40,000
39	Georgetown	45,000	92	Virginia Tech	40,000
39	Miami	45,000	92	Washington-St. Louis	40,000
39	SUNY Buffalo	45,000	100	Brown	39,500
39	Texas Tech	45,000	101	SUNY Albany	39,000
45	Auburn	44,720	102	Washington State	38,500
46	Toronto	44,484	103	Rochester	38,168
47	Waterloo	44,402	104	Georgia	38,000
48	Queen's	44,227	104	Howard	38,000
49	Temple	44,044	104	Louisiana State	38,000
50	Colorado	44,000	104	Oklahoma State	38,000
50	Georgia Tech	44,000	108	Rice	37,200
50	North Carolina	44,000	109	Louisville	37,000
50	Southern Illinois	44,000	110	Montreal	36,968
50	Tennessee	44,000	111	Case Western Reserve	35,000
50	Utah	44,000	112	Pittsburgh	34,000
50	Virginia	44,000	112	South Carolina	34,000
57	Boston University	43,700	N/A	Syracuse	None

Reprinted from *ARL Annual Salary Survey 2009–2010*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

Excludes medical and law libraries. See Tables 36 and 43 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 2010–2011

Rank	Institution	Salary	Rank	Institution	Salary
1	Princeton	63,200	59	Colorado	44,000
2	Guelph	58,392	59	Georgia Tech	44,000
3	Kent State	57,078	59	Houston	44,000
4	Colorado State	55,000	59	Iowa State	44,000
4	New York University	55,000	59	North Carolina	44,000
6	Calgary	54,945	59	Northwestern	44,000
7	Harvard	53,093	59	Notre Dame	44,000
8	Alberta	52,833	59	Southern Illinois	44,000
9	British Columbia	52,420	59	Tennessee	44,000
10	Saskatchewan	52,202	59	Virginia	44,000
11	Brigham Young	52,020	69	Pennsylvania State	43,709
12	Columbia	52,000	70	Delaware	43,600
12	MIT	52,000	71	Montreal	43,497
12	North Carolina State	52,000	72	Boston College	43,350
15	Johns Hopkins	51,027	73	Arizona State	43,000
16	Arizona	50,857	73	Kansas	43,000
17	Rutgers	50,765	73	Minnesota	43,000
18	Yale	50,500	73	SUNY Stony Brook	43,000
19	Queen's	50,446	77	Washington	42,600
20	Chicago	50,151	78	Massachusetts	42,155
21	Connecticut	50,000	79	Alabama	42,000
21	Illinois, Urbana	50,000	79	Cincinnati	42,000
21	Nebraska	50,000	79	Florida	42,000
24	Toronto	49,451	79	Florida State	42,000
25	Waterloo	49,110	79	Michigan	42,000
26	Southern California	48,500	79	Oklahoma	42,000
26	Texas A&M	48,500	85	Ohio University	41,500
28	Cornell	48,000	86	Iowa	41,000
29	Western Ontario	47,836	86	Kentucky	41,000
30	Emory	47,750	86	Pennsylvania	41,000
31	Ottawa	47,538	86	Vanderbilt	41,000
32	Michigan State	47,500	86	Wayne State	41,000
33	McGill	47,366	91	Wisconsin	40,526
34	California, Riverside	47,087	92	Brown	40,500
35	George Washington	47,000	93	Indiana	40,400
35	Illinois, Chicago	47,000	94	Maryland	40,000
35	Purdue	47,000	94	Missouri	40,000
35	SUNY Buffalo	47,000	94	New Mexico	40,000
39	Laval	46,937	94	Oregon	40,000
40	York	46,419	94	Tulane	40,000
41	Manitoba	46,249	94	Virginia Tech	40,000
42	California, Berkeley	46,164	94	Washington U.-St. Louis	40,000
42	California, Davis	46,164	101	SUNY Albany	39,350
42	California, Los Angeles	46,164	102	Rochester	38,983
42	California, San Diego	46,164	103	Rice	38,700
42	California, Santa Barbara	46,164	104	Washington State	38,500
47	California, Irvine	46,144	105	Georgia	38,000
48	Ohio State	46,000	105	Louisiana State	38,000
49	McMaster	45,945	105	Oklahoma State	38,000
50	Dartmouth	45,500	105	South Carolina	38,000
51	Duke	45,000	105	Syracuse	38,000
51	Georgetown	45,000	110	Louisville	37,000
51	Miami	45,000	111	Case Western Reserve	35,000
51	Texas	45,000	111	Hawaii	35,000
51	Texas Tech	45,000	113	Howard	34,627
51	Utah	45,000	114	Pittsburgh	34,000
57	Auburn	44,720	115	Boston University	33,000
58	Temple	44,004			

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

Excludes medical and law libraries. See Tables 36 and 43 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 2009–2010

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	91,751	58	Pennsylvania	61,850
2	Alberta	89,319	59	Miami	61,728
3	California, Davis	88,488	60	Iowa State	61,664
4	Manitoba	85,771	61	Illinois, Urbana	61,645
5	Queen's	83,438	62	Brown	61,549
6	California, Berkeley	82,524	63	Pittsburgh	60,711
7	Saskatchewan	78,850	64	Syracuse	60,648
8	Connecticut	78,079	65	Purdue	60,513
9	York	77,321	66	Kent State	60,301
10	Calgary	76,749	67	Duke	60,000
11	Yale	76,300	67	Virginia	60,000
12	California, Irvine	75,708	69	Washington	59,934
12	California, Los Angeles	75,708	70	Arizona	59,915
12	California, Riverside	75,708	71	Kentucky	59,839
12	California, San Diego	75,708	72	Montreal	59,349
16	SUNY Stony Brook	75,457	73	Indiana	59,331
17	Toronto	75,194	74	Texas	59,260
18	Princeton	73,799	75	SUNY Albany	58,822
19	Delaware	73,353	76	Wisconsin	58,654
20	Chicago	72,329	77	Virginia Tech	58,540
21	Massachusetts	72,263	78	Washington State	58,172
22	MIT	70,959	79	Temple	58,140
23	Harvard	70,720	80	Georgia Tech	58,016
24	Waterloo	70,260	81	McGill	57,834
25	British Columbia	70,005	82	Nebraska	57,472
26	New York University	69,989	83	Texas Tech	57,135
27	SUNY Buffalo	69,048	84	Boston University	56,600
28	California, Santa Barbara	68,892	85	Houston	56,563
29	New Mexico	68,853	86	Illinois, Chicago	56,555
30	Dartmouth	67,933	87	Florida	56,388
31	Southern California	67,650	88	Tulane	56,325
32	Boston College	67,280	89	Utah	56,312
33	George Washington	67,143	90	Oregon	55,973
34	Guelph	66,902	91	Missouri	55,964
35	Maryland	66,603	92	Louisville	55,884
36	Notre Dame	66,508	93	Rice	55,833
37	Tennessee	66,307	94	Western Ontario	55,725
38	Hawaii	66,225	95	Texas A&M	55,704
39	Michigan State	65,850	96	Iowa	55,573
40	Johns Hopkins	65,690	97	Case Western Reserve	55,227
41	Colorado State	65,300	98	Kansas	54,806
42	Arizona State	65,071	99	Wayne State	54,705
43	North Carolina State	65,000	100	Vanderbilt	54,655
44	Colorado	64,573	101	Ohio State	54,450
45	Columbia	64,385	102	Oklahoma	53,742
46	Cornell	64,239	103	Washington U.-St. Louis	53,740
47	Pennsylvania State	64,224	104	Auburn	53,705
48	Brigham Young	63,950	105	Rochester	53,000
49	Michigan	63,717	106	Oklahoma State	52,657
50	North Carolina	63,712	107	Southern Illinois	52,536
51	Minnesota	63,557	108	Alabama	52,204
52	Georgetown	63,538	109	Georgia	50,000
53	Northwestern	63,429	110	South Carolina	49,838
54	Emory	63,068	111	Florida State	49,805
55	McMaster	62,508	112	Ohio University	48,787
56	Laval	62,474	113	Louisiana State	46,462
57	Cincinnati	61,879	114	Howard	43,010

Reprinted from *ARL Annual Salary Survey 2009–2010*. Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 37 and 44 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 2010–2011

Rank	Institution	Salary	Rank	Institution	Salary
1	Queen's	99,005	59	Kent State	64,520
2	Alberta	96,759	60	Georgetown	63,965
3	York	96,446	61	Emory	63,198
4	Manitoba	95,343	62	Pennsylvania	63,148
5	Rutgers	91,751	63	Iowa State	63,105
6	Calgary	88,732	64	Northwestern	62,995
7	California, Davis	88,488	65	Brown	62,972
8	Ottawa	85,122	66	Pittsburgh	62,897
9	British Columbia	83,131	67	SUNY Albany	62,729
10	California, Berkeley	82,524	68	North Carolina	62,300
11	Toronto	82,254	69	McMaster	62,118
12	Saskatchewan	81,582	70	Syracuse	61,390
13	SUNY Stony Brook	79,599	71	Colorado	61,262
14	Connecticut	79,309	72	Purdue	61,006
15	California, Riverside	79,116	73	Rice	60,300
16	Guelph	76,872	74	Temple	60,048
17	Yale	76,365	75	Duke	60,000
18	Princeton	76,100	76	Kentucky	59,984
19	Waterloo	75,974	77	Tulane	59,492
20	California, Irvine	75,708	78	Indiana	59,331
20	California, Los Angeles	75,708	79	Texas	59,304
20	California, San Diego	75,708	80	Arizona	59,118
23	California, Santa Barbara	74,104	81	Texas A&M	59,055
24	Massachusetts	73,553	82	Washington	58,752
25	MIT	73,326	83	Virginia Tech	58,540
26	Chicago	73,130	84	Washington State	58,172
27	Delaware	72,868	85	Florida	58,073
28	George Washington	72,277	86	Georgia Tech	58,016
29	Harvard	72,134	87	Iowa	57,840
30	New York University	71,616	88	Oregon	57,839
31	SUNY Buffalo	70,554	89	Illinois, Chicago	57,730
32	Laval	69,944	90	Wisconsin	57,692
33	Southern California	69,761	91	Nebraska	57,453
34	Boston College	69,560	92	Kansas	57,417
35	Maryland	69,035	93	Boston University	57,200
36	Notre Dame	67,915	94	Missouri	57,127
37	New Mexico	67,913	95	Southern Illinois	56,912
38	Michigan State	67,373	96	Rochester	56,059
39	Tennessee	67,268	97	Vanderbilt	55,945
40	Dartmouth	67,159	98	Washington U.-St. Louis	55,489
41	Western Ontario	66,961	99	Case Western Reserve	55,434
42	Cornell	66,873	100	Wayne State	55,396
43	Cincinnati	66,260	101	Utah	55,375
44	Pennsylvania State	66,258	102	Alabama	55,188
45	Brigham Young	66,000	103	Houston	54,628
46	Michigan	65,884	104	Texas Tech	54,163
47	Minnesota	65,785	105	Oklahoma	53,477
48	Montreal	65,596	106	Ohio State	53,292
49	Johns Hopkins	65,353	107	Louisville	53,031
50	Columbia	65,280	108	Auburn	52,330
51	Illinois, Urbana	65,129	109	Florida State	52,265
52	Arizona State	65,039	110	Oklahoma State	51,865
53	Miami	65,000	111	Howard	50,223
53	North Carolina State	65,000	112	Georgia	49,795
55	McGill	64,865	113	Ohio University	49,275
56	Colorado State	64,700	114	South Carolina	48,627
57	Hawaii	64,692	115	Louisiana State	46,901
58	Virginia	64,600			

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

Excludes medical and law libraries. See Tables 37 and 44 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 2009–2010

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	89,058	58	Pittsburgh	66,551
2	Alberta	84,172	59	Washington	66,476
3	California, Berkeley	83,853	60	Arizona State	66,091
4	York	82,297	61	Brigham Young	66,005
5	Connecticut	82,083	62	Pennsylvania	65,997
6	Manitoba	81,855	63	Arizona	65,897
7	Calgary	81,275	64	Brown	65,880
8	California, Davis	81,135	65	Syracuse	65,847
9	Yale	81,088	66	Purdue	65,573
10	Queen's	80,504	67	Cincinnati	65,445
11	SUNY Stony Brook	79,837	68	Nebraska	65,057
12	New York University	79,018	69	Duke	64,870
13	Princeton	79,015	70	Kent State	63,997
14	Toronto	78,211	71	Indiana	63,870
15	California, Los Angeles	78,189	72	McGill	63,797
16	California, Riverside	77,661	73	Georgia Tech	63,526
17	Harvard	77,319	74	Iowa State	63,217
18	California, San Diego	77,158	75	Virginia Tech	63,148
19	California, Irvine	76,645	76	Washington State	62,755
20	Saskatchewan	76,307	77	Montreal	62,740
21	Chicago	76,254	78	Iowa	62,529
22	Delaware	75,703	79	Texas A&M	62,441
23	Southern California	74,479	80	Rice	62,215
24	MIT	74,430	81	Illinois, Chicago	62,208
25	George Washington	74,353	82	Laval	61,963
26	British Columbia	73,023	83	Wisconsin	61,856
27	North Carolina State	73,019	84	Houston	61,669
28	Columbia	72,939	85	McMaster	61,608
29	New Mexico	72,938	86	Utah	61,470
30	SUNY Buffalo	72,916	87	Wayne State	61,261
31	Dartmouth	72,208	88	Kentucky	60,966
32	Cornell	71,548	89	SUNY Albany	60,964
33	California, Santa Barbara	71,378	90	Kansas	60,877
34	Waterloo	70,230	91	Texas Tech	60,690
35	Massachusetts	69,882	92	Tulane	60,534
36	Boston College	69,739	93	Florida	60,450
37	Notre Dame	69,492	94	Missouri	59,914
38	Tennessee	69,380	95	Oregon	59,782
39	Georgetown	69,227	96	Louisville	59,483
40	Guelph	69,113	97	Ohio State	59,476
41	Johns Hopkins	68,926	98	Western Ontario	59,073
42	Michigan State	68,894	99	Washington U.-St. Louis	59,037
43	Maryland	68,874	100	Vanderbilt	58,991
44	Emory	68,747	101	Case Western Reserve	58,788
45	Colorado State	68,311	102	Auburn	58,382
46	Miami	68,278	103	Alabama	58,272
47	Virginia	67,988	104	Southern Illinois	58,264
48	Pennsylvania State	67,897	105	Boston University	57,615
49	Northwestern	67,873	106	Oklahoma State	56,580
50	Michigan	67,767	107	Georgia	56,544
51	North Carolina	67,637	108	Oklahoma	55,853
52	Colorado	67,523	109	Rochester	55,837
53	Texas	66,882	110	Ohio University	55,522
54	Temple	66,849	111	Florida State	54,858
55	Minnesota	66,794	112	South Carolina	53,658
56	Illinois, Urbana	66,755	113	Louisiana State	50,821
57	Hawaii	66,721	114	Howard	43,547

Reprinted from *ARL Annual Salary Survey 2009–2010*. Salaries of directors are not included in the calculation of averages. Excludes medical and law libraries. See Tables 38 and 45 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 2010–2011

Rank	Institution	Salary	Rank	Institution	Salary
1	York	99,770	59	Northwestern	68,146
2	Alberta	96,215	60	Syracuse	67,893
3	Queen's	96,157	61	Colorado State	67,844
4	Calgary	91,776	62	Laval	67,439
5	Manitoba	91,679	63	Brigham Young	67,295
6	Rutgers	91,176	64	Texas	66,964
7	SUNY Stony Brook	87,447	65	Pennsylvania	66,632
8	Ottawa	87,360	66	Kent State	66,624
9	Toronto	85,574	67	Brown	66,368
10	California, Berkeley	85,329	68	Purdue	65,562
11	Saskatchewan	85,160	69	Duke	65,526
12	British Columbia	85,029	70	Washington	65,466
13	California, Davis	84,334	71	Iowa State	65,451
14	Princeton	82,454	72	Arizona	65,351
15	Connecticut	81,341	73	Rice	65,202
16	Yale	80,642	74	North Carolina	65,091
17	Guelph	80,588	75	Texas A&M	64,966
18	California, Riverside	79,762	76	Nebraska	64,928
19	California, Los Angeles	79,113	77	Arizona State	64,744
20	Harvard	79,111	78	Colorado	64,595
21	New York University	78,859	79	Iowa	64,501
22	California, Irvine	77,825	80	SUNY Albany	64,024
23	MIT	77,065	81	Indiana	63,918
24	California, San Diego	77,064	82	Georgia Tech	63,534
25	George Washington	76,999	83	Washington State	63,512
26	Chicago	76,692	84	Illinois, Chicago	63,420
27	Delaware	76,673	85	Virginia Tech	63,308
28	Waterloo	76,645	86	Hawaii	63,037
29	Southern California	76,057	87	Tulane	62,835
30	SUNY Buffalo	75,265	88	Kansas	62,232
31	California, Santa Barbara	74,431	89	Florida	62,229
32	Cornell	74,377	90	Houston	62,188
33	Columbia	74,360	91	Oregon	61,130
34	Massachusetts	72,957	92	Wisconsin	61,068
35	North Carolina State	72,411	93	Utah	61,061
36	Notre Dame	71,751	94	Washington U.-St. Louis	60,832
37	McGill	71,450	95	Kentucky	60,762
38	Michigan	71,354	96	Wayne State	60,697
39	New Mexico	71,159	97	Vanderbilt	59,927
40	Michigan State	70,979	98	Rochester	59,814
41	Boston College	70,871	99	Missouri	59,710
42	Dartmouth	70,594	100	Boston University	59,680
43	Montreal	70,501	101	Louisville	59,638
44	Virginia	70,351	102	Southern Illinois	59,157
45	Georgetown	70,338	103	Case Western Reserve	58,886
46	Maryland	69,981	104	Alabama	58,760
47	Illinois, Urbana	69,964	105	Texas Tech	58,352
48	Emory	69,761	106	Ohio State	57,846
49	Miami	69,503	107	Auburn	57,728
50	Pennsylvania State	69,465	108	Oklahoma State	56,678
51	Johns Hopkins	69,299	109	Howard	56,590
52	Pittsburgh	69,211	110	Florida State	56,313
53	Temple	69,082	111	Georgia	56,057
54	McMaster	69,041	112	Ohio University	55,590
55	Tennessee	68,677	113	Oklahoma	55,299
56	Western Ontario	68,581	114	South Carolina	52,032
57	Cincinnati	68,451	115	Louisiana State	51,100
58	Minnesota	68,210			

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

Excludes medical and law libraries. See Tables 38 and 45 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 2007–2008 TO 2010–2011**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2008	2009	2010	2011	2008	2009	2010	2011	2008	2009	2010	2011
Alabama		92	97	103	104	96	105	108	102	74	73	72	79
Alberta		11	4	2	2	2	1	2	2	38	8	60	8
Arizona		56	65	63	72	56	62	70	80	7	26	16	16
Arizona State		59	77	60	77	41	66	42	52	34	60	61	73
Auburn		75	90	102	107	63	90	104	108	25	50	45	57
Boston University		106	40	105	100	100	91	84	93	62	70	57	115
Boston College		35	95	36	41	31	35	32	34	57	70	70	72
Brigham Young		70	72	61	63	55	60	48	45	14	22	7	11
British Columbia		26	10	26	12	22	9	25	9	15	2	21	9
Brown		47	53	64	67	42	51	62	65	94	99	100	92
Calgary		N/A	N/A	7	4	N/A	N/A	10	6	N/A	N/A	13	6
California, Berkeley		3	8	3	10	5	10	6	10	69	35	22	42
California, Davis		15	12	8	13	3	8	3	7	69	35	29	42
California, Irvine		20	20	19	22	13	16	12	20	69	35	29	47
California, Los Angeles		10	23	15	19	12	19	12	20	69	35	29	42
California, Riverside		28	26	16	18	24	18	12	15	41	27	22	34
California, San Diego		14	21	18	24	13	16	12	20	69	35	29	42
California, Santa Barbara		23	32	33	31	27	31	28	23	43	35	29	42
Case Western Reserve		96	98	101	103	90	96	97	99	108	110	111	111
Chicago		18	25	21	26	23	28	20	26	12	21	18	20
Cincinnati		49	60	67	57	47	64	57	43	94	100	92	79
Colorado		46	61	52	78	49	48	44	71	58	51	50	59
Colorado State		68	48	45	61	53	45	41	56	29	42	39	4
Columbia		21	31	28	33	46	49	45	50	1	4	5	12
Connecticut		7	11	5	15	9	12	8	14	5	22	19	21
Cornell		33	41	32	32	40	55	46	42	16	28	24	28
Dartmouth		19	30	31	42	16	30	30	40	74	67	37	50
Delaware		29	29	22	27	34	24	19	27	28	58	58	70
Duke		76	78	69	69	81	78	67	75	34	51	39	51
Emory		57	46	44	48	51	54	54	61	94	83	72	30
Florida		100	96	93	89	98	92	87	85	44	73	72	79
Florida State		113	113	111	110	111	113	111	109	44	73	72	79
George Washington		54	33	25	25	62	44	33	28	44	28	24	35
Georgetown		40	39	39	45	48	56	52	60	16	43	39	51
Georgia		97	99	107	111	106	106	109	112	108	105	104	105
Georgia Tech		90	86	73	82	86	86	80	86	44	73	50	59
Guelph		69	19	40	17	66	23	34	16	90	1	6	2
Harvard		16	16	17	20	26	25	23	29	8	18	15	7
Hawaii		74	54	57	86	54	33	38	57	42	65	66	111

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2007–2008 TO 2010–2011**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2008	2009	2010	2011	2008	2009	2010	2011	2008	2009	2010	2011
Houston		99	75	84	90	108	59	85	103	74	73	61	59
Howard		108	110	114	109	93	101	114	111	107	108	104	113
Illinois, Chicago		89	83	81	84	84	85	86	89	9	28	24	35
Illinois, Urbana		62	57	56	47	68	61	61	51	26	41	34	21
Indiana		60	74	71	81	60	70	73	78	74	90	90	93
Iowa		65	76	78	79	79	83	96	87	74	85	83	86
Iowa State		82	80	74	71	75	74	60	63	39	60	61	59
Johns Hopkins		44	55	41	51	57	53	40	49	4	9	10	15
Kansas		86	85	90	88	82	87	98	92	74	16	7	73
Kent State		101	101	70	66	92	99	66	59	31	59	2	3
Kentucky		85	87	88	95	71	76	71	76	91	85	83	86
Laval		84	47	82	62	39	29	56	32	68	24	68	39
Louisiana State		112	112	113	115	113	112	113	115	94	105	104	105
Louisville		51	81	96	101	43	82	92	107	100	107	109	110
McGill		43	28	72	37	32	34	81	55	65	13	65	33
McMaster		37	14	85	54	20	11	55	69	89	49	91	49
Manitoba		5	3	6	5	4	2	4	4	55	33	81	41
Maryland		55	52	43	46	44	39	35	35	44	73	92	94
Massachusetts		27	35	35	34	19	21	21	24	63	72	71	78
MIT		25	24	24	23	29	25	22	25	5	6	4	12
Miami		52	45	46	49	58	46	59	53	16	43	39	51
Michigan		41	37	50	38	36	41	49	46	58	73	72	79
Michigan State		71	73	42	40	76	71	39	38	9	28	24	32
Minnesota		42	51	55	58	35	43	51	47	74	91	72	73
Missouri		95	106	94	99	104	110	91	94	91	91	92	94
Montreal		78	43	77	43	69	38	72	48	104	82	110	71
Nebraska		73	69	68	76	87	80	82	91	16	10	11	21
New Mexico		9	15	29	39	8	15	29	37	74	91	92	94
New York		4	13	12	21	21	27	26	30	2	3	3	4
North Carolina		34	58	51	74	37	52	50	68	44	51	50	59
North Carolina State		30	34	27	35	45	47	43	53	9	16	11	12
Northwestern		50	66	49	59	50	57	53	64	86	73	61	59
Notre Dame		38	49	37	36	28	40	36	36	74	91	82	59
Ohio University		111	100	110	112	112	111	112	113	105	83	83	85
Ohio State		98	109	97	106	95	103	101	106	54	60	34	48
Oklahoma		107	108	108	113	103	104	102	105	74	73	72	79
Oklahoma State		104	104	106	108	105	100	106	110	105	108	104	105
Oregon		103	103	95	91	102	98	90	88	108	91	92	94
Ottawa*		N/A	N/A	N/A	8	N/A	N/A	N/A	8	N/A	N/A	N/A	31

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYs 2007–2008 TO 2010–2011**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2008	2009	2010	2011	2008	2009	2010	2011	2008	2009	2010	2011
Pennsylvania		66	68	62	65	64	65	58	62	39	67	59	86
Pennsylvania State		39	42	48	50	38	42	47	44	56	69	69	69
Pittsburgh		61	63	58	52	65	73	63	66	111	111	112	114
Princeton		13	17	13	14	18	22	18	18	16	10	1	1
Purdue		48	59	66	68	72	66	65	72	29	43	24	35
Queen's		17	6	10	3	11	5	5	1	64	13	48	19
Rice		72	82	80	73	83	89	93	73	85	103	108	103
Rochester		102	105	109	98	101	102	105	96	103	104	103	102
Rutgers		1	5	1	6	1	3	1	5	13	25	14	17
Saskatchewan		12	7	20	11	10	7	7	12	53	12	38	10
South Carolina		110	111	112	114	109	108	110	114	111	111	112	105
Southern California		22	27	23	29	33	36	31	33	16	20	17	26
Southern Illinois		105	102	104	102	107	109	107	95	58	60	50	59
SUNY Albany		77	56	89	80	77	75	75	67	94	101	101	101
SUNY Buffalo		58	38	30	30	52	37	27	31	16	43	39	35
SUNY Stony Brook		24	22	11	7	25	20	16	13	34	51	72	73
Syracuse		53	71	65	60	67	63	64	70	N/A	113	N/A	105
Temple		45	67	54	53	78	88	79	74	86	64	49	58
Tennessee		32	36	38	55	30	32	37	39	44	51	50	59
Texas		64	62	53	64	73	77	74	79	16	43	34	51
Texas A&M		79	94	79	75	85	97	95	81	27	28	20	26
Texas Tech		81	88	91	105	94	93	83	104	16	43	39	51
Toronto		8	2	14	9	6	4	17	11	33	5	46	24
Tulane		87	79	92	87	80	71	88	77	100	91	92	94
Utah		80	84	86	93	88	81	89	101	44	51	50	51
Vanderbilt		94	92	100	97	97	94	100	97	86	91	88	86
Virginia		36	44	47	44	58	68	67	58	34	51	50	59
Virginia Tech		67	70	75	85	61	58	77	83	91	85	92	94
Washington		63	64	59	70	70	69	69	82	58	66	67	77
Washington State		91	91	76	83	89	84	78	84	94	101	102	104
Washington U.-St. Louis		93	93	99	94	99	95	103	98	100	91	92	94
Waterloo		31	18	34	28	17	13	24	19	52	15	47	25
Wayne State		109	107	87	96	110	107	99	100	67	89	88	86
Western Ontario		88	50	98	56	91	50	94	41	65	34	86	29
Wisconsin		83	89	83	92	74	79	76	90	84	88	87	91
Yale		6	9	9	16	15	14	11	17	3	7	9	18
York		2	1	4	1	7	6	9	3	32	19	80	40

Excludes medical and law libraries.

* Ottawa became a member in 2010.

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TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES

BY SALARY AND POSITION, FY 2010–2011

Salary Intervals	NUMBER OF STAFF										PERCENT AT EACH LEVEL†									
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.				
More than 300,000	6								5%											
250,000–299,999	9								8%											
200,000–250,000	32	3	1	1					29%	1%	1%	0%								
175,000–199,999	28	8	3				2		25%	2%	2%				0%					
150,000–174,999	27	16	9	1	2		2		25%	5%	5%	0%	0%		0%	0%				
140,000–149,999	6	27	2	8	1		8		5%	8%	1%	2%	0%		1%	0%				
130,000–139,999		41	10	4	6	1	8	5		13%	6%	1%	0%	0%	1%	0%				
120,000–129,999	1	50	20	12	8	2	21	9	1%	15%	12%	3%	0%	0%	2%	0%				
110,000–119,999		59	21	16	23	22	46	18		18%	13%	4%	1%	2%	3%	1%				
100,000–109,999		62	34	33	40	29	81	52		19%	20%	7%	2%	3%	6%	2%				
95,000–99,999	1	10	20	27	41	35	78	55	1%	3%	12%	6%	2%	3%	6%	2%				
90,000–94,999		15	9	29	56	29	84	36		5%	5%	6%	3%	3%	6%	1%				
85,000–89,999		11	12	34	89	39	130	64		3%	7%	8%	4%	3%	10%	2%				
80,000–84,999		12	8	43	114	69	149	94		4%	5%	10%	5%	6%	11%	4%				
79,000–79,999		2		11	31	12	26	24		1%		2%	1%	1%	2%	1%				
78,000–78,999		2	2	11	27	15	26	17		1%	1%	2%	1%	1%	2%	1%				
76,000–77,999		1	2	18	55	31	57	54		0%	1%	4%	3%	3%	4%	2%				
74,000–75,999		2	1	23	63	45	59	70		1%	1%	5%	3%	4%	4%	3%				
72,000–73,999			2	29	74	44	50	82			1%	6%	3%	4%	4%	3%				
70,000–71,999			1	18	67	50	51	86			1%	4%	3%	4%	4%	3%				
68,000–69,999		1		22	90	58	54	105		0%		5%	4%	5%	4%	4%				
66,000–67,999			3	18	84	49	48	98			2%	4%	4%	4%	4%	4%				
64,000–65,999		1	1	16	118	62	50	138		0%	1%	4%	6%	5%	4%	5%				
62,000–63,999		1	2	19	85	57	49	103		0%	1%	4%	4%	5%	4%	4%				
60,000–61,999				6	125	62	44	162				1%	6%	5%	3%	6%				
58,000–59,999		1	1	9	97	55	38	144		0%	1%	2%	5%	5%	3%	5%				
56,000–57,999			2	10	96	54	36	170			1%	2%	4%	5%	3%	6%				
54,000–55,999				6	102	62	18	171				1%	5%	5%	1%	6%				
52,000–53,999			1	8	119	58	33	173			1%	2%	6%	5%	2%	7%				
50,000–51,999				5	104	45	22	157				1%	5%	4%	2%	6%				
48,000–49,999				7	101	53	13	132				2%	5%	5%	1%	5%				
46,000–47,999				2	101	56	12	119				0%	5%	5%	1%	4%				
44,000–45,999				4	64	18	12	117				1%	3%	2%	1%	4%				
42,000–43,999		1		1	58	24	14	69			1%	0%	3%	2%	1%	3%				
40,000–41,999				1	39	8	10	56					2%	1%	1%	2%				
38,000–39,999				1	23	1	2	25				0%	1%	0%	0%	1%				
36,000–37,999					15	1	1	19					1%	0%	0%	1%				
34,000–35,999					11		2	12					1%		0%	0%				
less than 34,000					9	3	2	10					0%	0%	0%	0%				
Total	110	325	168	452	2138	1149	1338	2649	100%	100%	100%	100%	100%	100%	100%	100%				

Excludes medical and law libraries.

† A "0%" percentage indicates less than one-half of one percent.

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES

BY SALARY, SEX, AND POSITION, FY 2010–2011

Salary Intervals	WOMEN										MEN									
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.				
More than 300,000	1								5											
250,000–299,999	7							2												
200,000–250,000	20	3						12		1	1									
175,000–199,999	16	4	1			1		12	4	2					1					
150,000–174,999	16	9	3		1			11	7	6	1		1		1	2				
140,000–149,999	4	17	1	3	1		4	2	10	1	5			4						
130,000–139,999		27	4	2	5	1	4		14	6	2		1	4						
120,000–129,999	1	30	13	7	3	1	14	6	20	7	5		5	7	3					
110,000–119,999		35	8	10	13	11	29	10	24	13	6		10	11	17	8				
100,000–109,999		36	19	25	20	11	54	38	26	15	8		20	18	27	14				
95,000–99,999	1	7	10	15	19	18	47	40	3	10	12		22	17	31	15				
90,000–94,999		9	6	17	23	18	51	22	6	3	12		33	11	33	14				
85,000–89,999		6	8	25	37	25	80	45	5	4	9		52	14	50	19				
80,000–84,999		5	5	30	44	40	90	69	7	3	13		70	29	59	25				
79,000–79,999		1		8	17	6	19	14	1		3		14	6	7	10				
78,000–78,999		1	1	5	15	10	16	16	1	1	6		12	5	10	1				
76,000–77,999			1	11	31	19	36	31	1	1	7		24	12	21	23				
74,000–75,999		2	1	17	35	27	35	57			6		28	18	24	13				
72,000–73,999			2	21	37	24	37	52			8		37	20	13	30				
70,000–71,999			1	15	35	30	36	56			3		32	20	15	30				
68,000–69,999				14	54	33	35	73	1		8		36	25	19	32				
66,000–67,999			3	12	47	30	30	72			6		37	19	18	26				
64,000–65,999		1	1	12	65	37	35	101			4		53	25	15	37				
62,000–63,999		1		12	45	35	32	74		2	7		40	22	17	29				
60,000–61,999				3	53	35	31	119			3		72	27	13	43				
58,000–59,999		1	1	4	54	27	19	109			5		43	28	19	35				
56,000–57,999			2	8	50	35	26	113			2		46	19	10	57				
54,000–55,999				4	60	47	9	120			2		42	15	9	51				
52,000–53,999				6	64	42	27	134		1	2		55	16	6	39				
50,000–51,999				4	65	29	17	110			1		39	16	5	47				
48,000–49,999				4	49	39	8	94			3		52	14	5	38				
46,000–47,999				1	61	43	9	80			1		40	13	3	39				
44,000–45,999				4	38	12	9	83					26	6	3	34				
42,000–43,999		1			33	15	9	49			1		25	9	5	20				
40,000–41,999					23	8	5	44					16		5	12				
38,000–39,999					13	1	1	22			1		10		1	3				
36,000–37,999					11			12					4	1	1	7				
34,000–35,999					7		1	9					4		1	3				
less than 34,000					3	1	8						6	2	2	2				
Total	66	195	92	299	1131	710	857	1888	44	130	76	153	1007	439	481	761				

Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2010–2011**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	\$196,635	66	\$207,959	44	\$201,165	110
Associate Director	120,303	195	118,004	130	119,383	325
Assistant Director	101,983	92	113,257	76	107,083	168
Head, Branch	80,695	299	84,752	153	82,068	452
Functional Specialist	63,847	1,131	65,981	1,007	64,852	2,138
Subject Specialist	65,576	710	69,439	439	67,052	1,149
Dept. Head:						
Acquisitions	76,056	82	75,563	30	75,924	112
Reference	80,467	83	84,979	28	81,605	111
Cataloging	76,903	113	75,455	41	76,517	154
Serials	78,196	20	68,943	5	76,346	25
Documents/Maps	71,437	34	72,960	23	72,052	57
Circulation	74,686	56	65,272	28	71,548	84
Rare Books/Manuscripts	83,595	44	83,382	46	83,486	90
Computer Systems	95,783	26	90,132	44	92,231	70
Other	78,011	399	80,295	236	78,860	635
Reference:						
Over 14 years experience	70,864	404	69,599	169	70,491	573
10 to 14 years experience	61,275	145	62,508	63	61,649	208
5 to 9 years experience	56,109	206	57,283	74	56,420	280
Under 5 years experience	52,470	152	51,494	55	52,211	207
Cataloging:						
Over 14 years experience	66,713	263	68,155	125	67,178	388
10 to 14 years experience	58,373	73	62,105	31	59,485	104
5 to 9 years experience	55,073	99	57,803	38	55,830	137
Under 5 years experience	50,793	66	50,748	31	50,778	97
Other:						
Over 14 years experience	70,402	203	70,642	70	70,464	273
10 to 14 years experience	61,901	86	60,214	29	61,476	115
5 to 9 years experience	53,449	94	59,749	38	55,263	132
Under 5 years experience	51,654	97	51,210	38	51,529	135
All Positions	\$71,230	5,238	\$74,159	3,091	\$72,317	8,329

Excludes medical and law libraries. See Tables 39 and 46 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars. See Table 32 for salaries of Canadian librarians expressed in Canadian dollars.

**TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2010–2011**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.9	66	33.2	44	33.6	110
Associate Director	26.5	195	24.3	130	25.6	325
Assistant Director	25.2	92	22.9	76	24.2	168
Head, Branch	21.8	299	23.7	153	22.4	452
Functional Specialist	13.9	1,131	13.9	1,007	13.9	2,138
Subject Specialist	16.0	710	17.5	439	16.6	1,149
Dept. Head:						
Acquisitions	22.0	82	18.8	30	21.2	112
Reference	20.3	83	22.3	28	20.8	111
Cataloging	21.5	113	22.3	41	21.7	154
Serials	21.2	20	18.0	5	20.6	25
Documents/Maps	21.7	34	21.2	23	21.5	57
Circulation	19.7	56	18.1	28	19.2	84
Rare Books/Manuscripts	21.0	44	23.8	46	22.4	90
Computer Systems	21.8	26	17.4	44	19.0	70
Other	20.4	399	19.1	236	19.9	635
Public services	13.5	230	12.0	77	13.1	307
Technical services	15.7	121	14.2	47	15.3	168
Administration	15.7	129	14.7	51	15.5	180
Reference	15.3	907	15.2	361	15.3	1,268
Cataloger	17.4	501	18.1	225	17.6	726
All Positions	17.3	5,238	17.2	3,091	17.3	8,329

Excludes medical and law libraries. See Tables 40 and 47 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars. See Table 33 for salaries of Canadian librarians expressed in Canadian dollars.

**TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2010–2011**

Position	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	\$52,119	510	\$53,359	281	\$52,559	791	9%
4–7 years	55,553	754	57,412	408	56,206	1,162	14%
8–11 years	62,306	725	65,184	467	63,433	1,192	14%
12–15 years	67,850	632	70,634	405	68,937	1,037	12%
16–19 years	71,752	473	75,951	302	73,388	775	9%
20–23 years	76,649	560	77,362	319	76,908	879	11%
24–27 years	80,829	442	85,297	257	82,472	699	8%
28–31 years	86,385	416	87,248	245	86,705	661	8%
32–35 years	90,264	347	100,108	222	94,105	569	7%
over 35 years	96,923	379	100,671	185	98,153	564	7%
All Positions	\$71,230	5,238	\$74,159	3,091	\$72,317	8,329	100%

Excludes medical and law libraries. See Tables 41 and 48 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars. See Table 34 for salaries of Canadian librarians expressed in Canadian dollars.

TABLE 20: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

BY POSITION AND YEARS OF EXPERIENCE, FY 2010–2011

Position	YEARS OF EXPERIENCE									
	0–3 years	4–7 years	8–11 years	12–15 years	16–19 years	20–23 years	24–27 years	28–31 years	32–35 years	over 35 years
Director	#			#	#	\$166,747	\$198,652	\$193,532	\$203,773	\$204,661
Associate Director	#	\$100,582	\$98,867	\$107,348	\$106,436	121,927	124,455	122,930	120,326	131,460
Assistant Director	#	96,620	94,353	93,925	113,748	109,721	107,734	109,251	111,271	114,338
Head, Branch	\$63,335	60,671	70,119	73,900	77,900	81,293	85,350	82,722	95,823	101,021
Functional Specialist	52,385	56,401	62,155	67,075	68,416	71,498	76,008	78,275	80,307	80,946
Subject Specialist	51,079	54,917	62,735	65,667	69,457	73,268	74,817	79,574	83,053	83,111
Dept. Head:										
Acquisitions	59,851	60,364	66,739	73,267	78,200	76,587	86,098	75,367	81,867	91,270
Reference	#	66,540	75,544	79,146	80,933	83,827	83,622	81,178	91,291	94,216
Cataloging	#	58,459	64,890	69,560	72,421	76,899	82,383	80,695	96,823	80,084
Serials	#		#	#	86,643	74,901	#	#	#	#
Documents /Maps	#	53,589	58,251	73,308	71,972	64,824	76,468	#	#	83,906
Circulation	55,182	59,401	61,050	65,506	79,869	74,960	72,163	93,490	78,506	80,079
Rare Books /Manuscripts	#	81,387	74,231	71,094	86,724	80,020	92,164	82,690	84,123	101,984
Computer Systems	#	85,954	98,118	87,986	93,507	81,216	89,596	101,668	105,911	
Other	54,750	63,064	68,761	76,798	79,492	78,122	86,131	86,469	91,855	94,374
Public services	49,702	50,993	56,488	61,836	64,491	62,872	60,707	66,554	66,293	71,530
Technical services	46,958	53,944	60,996	60,300	72,079	60,161	68,408	68,407	75,198	70,692
Administration	58,367	59,635	62,162	67,372	73,035	77,651	90,884	80,974	84,005	97,644
Reference	51,706	54,199	60,725	62,056	64,012	70,115	70,972	75,176	70,833	79,751
Cataloger	50,079	53,891	57,990	59,819	63,019	65,954	67,208	67,623	70,342	73,108
All Positions:										
Average Salary	\$52,559	\$56,206	\$63,433	\$68,937	\$73,388	\$76,908	\$82,472	\$86,705	\$93,658	\$98,153
Number of Positions	791	1,162	1,192	1,037	775	879	699	661	569	564

Years of experience reflect total professional experience.

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars.

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

. No positions reported in this category.

**TABLE 21: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2010–2011**

Position	CANADIAN (16)		PRIVATE (31)		PUBLIC (68)		TOTAL (115)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$167,242	16	\$236,090	29	\$193,933	65	\$201,165	110
Associate Director	121,022	46	130,596	92	113,464	187	119,383	325
Assistant Director	102,515	17	108,861	79	106,211	72	107,083	168
Head, Branch	97,517	62	84,910	112	77,478	278	82,068	452
Functional Specialist	75,411	167	68,188	831	60,873	1,140	64,852	2,138
Subject Specialist	71,887	130	67,890	398	65,502	621	67,052	1,149
Dept. Head:								
Acquisitions	91,481	16	74,494	34	72,694	62	75,924	112
Reference	90,489	12	82,901	42	78,779	57	81,605	111
Cataloging	92,377	12	78,882	59	72,543	83	76,517	154
Serials	92,313	4	73,269	11	73,342	10	76,346	25
Documents/Maps	96,019	9	69,386	16	66,644	32	72,052	57
Circulation	78,883	14	72,519	22	68,964	48	71,548	84
Rare Books/Manuscripts	91,750	7	82,873	32	82,736	51	83,486	90
Computer Systems	94,836	9	91,124	18	92,149	43	92,231	70
Other	91,453	68	80,968	177	75,707	390	78,860	635
Reference:								
Over 14 years experience	93,383	93	66,581	138	65,843	342	70,491	573
10 to 14 years experience	75,721	38	61,144	59	57,099	111	61,649	208
5 to 9 years experience	69,092	63	56,169	60	51,430	157	56,420	280
Under 5 years experience	62,739	59	50,562	43	46,970	105	52,211	207
Cataloging:								
Over 14 years experience	82,259	34	67,321	155	64,490	199	67,178	388
10 to 14 years experience	71,448	7	61,653	50	55,397	47	59,485	104
5 to 9 years experience	70,778	12	58,227	63	50,502	62	55,830	137
Under 5 years experience	66,359	9	51,810	45	46,437	43	50,778	97
Other:								
Over 14 years experience	82,045	20	71,863	81	68,458	172	70,464	273
10 to 14 years experience	69,831	12	68,269	28	57,603	75	61,476	115
5 to 9 years experience	68,077	7	61,578	42	50,986	83	55,263	132
Under 5 years experience	59,992	14	55,542	42	47,896	79	51,529	135
All Positions	\$83,424	957	\$73,955	2,758	\$69,034	4,614	\$72,317	8,329

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See Tables 31–34 for salaries of Canadian librarians expressed in Canadian dollars.

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

**TABLE 22: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2010–2011**

Position	CANADIAN (16)		PRIVATE (31)		PUBLIC (68)		TOTAL (115)	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	32.6	16	33.5	29	34.0	65	33.6	110
Associate Director	23.7	46	26.3	92	25.7	187	25.6	325
Assistant Director	23.7	17	23.7	79	24.8	72	24.2	168
Head, Branch	20.8	62	22.9	112	22.6	278	22.4	452
Functional Specialist	14.5	167	14.0	831	13.8	1,140	13.9	2,138
Subject Specialist	13.9	130	17.3	398	16.7	621	16.6	1,149
Dept. Head:								
Acquisitions	19.1	16	20.3	34	22.2	62	21.2	112
Reference	18.1	12	20.9	42	21.3	57	20.8	111
Cataloging	25.4	12	21.4	59	21.4	83	21.7	154
Serials	22.8	4	21.2	11	19.0	10	20.6	25
Documents/Maps	24.6	9	21.3	16	20.8	32	21.5	57
Circulation	19.1	14	18.4	22	19.5	48	19.2	84
Rare Books/Manuscripts	23.3	7	20.6	32	23.5	51	22.4	90
Computer Systems	19.2	9	16.8	18	19.9	43	19.0	70
Other	19.7	68	20.7	177	19.6	390	19.9	635
Reference:								
Over 14 years experience	25.7	93	26.1	138	24.9	342	25.3	573
10 to 14 years experience	11.4	38	11.9	59	11.5	111	11.6	208
5 to 9 years experience	7.0	63	7.0	60	6.9	157	6.9	280
Under 5 years experience	2.3	59	2.7	43	2.6	105	2.5	207
Cataloging:								
Over 14 years experience	29.8	34	26.1	155	26.4	199	26.6	388
10 to 14 years experience	12.9	7	11.6	50	12.1	47	11.9	104
5 to 9 years experience	7.3	12	7.0	63	7.1	62	7.1	137
Under 5 years experience	2.1	9	2.6	45	3.0	43	2.7	97
Other:								
Over 14 years experience	24.0	20	25.3	81	24.7	172	24.8	273
10 to 14 years experience	10.9	12	11.9	28	11.8	75	11.8	115
5 to 9 years experience	7.1	7	6.7	42	6.8	83	6.8	132
Under 5 years experience	2.8	14	2.5	42	2.8	79	2.7	135
All Positions	16.6	957	17.2	2,758	17.4	4,614	17.3	8,329

Excludes medical and law libraries.

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

**TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2010–2011**

Position	STAFF OVER 110 (15) [†]		STAFF 75–110 (17)		STAFF 50–74 (48)		STAFF 13–49 (35) [‡]	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$244,844	14	\$222,538	17	\$195,873	46	\$178,999	33
Associate Director	136,680	65	121,478	72	113,583	119	110,906	69
Assistant Director	119,265	38	102,412	40	105,584	71	98,156	19
Head, Branch	85,564	135	83,668	78	80,370	169	77,643	70
Functional Specialist	67,381	749	67,980	416	61,896	710	60,680	263
Subject Specialist	68,842	349	70,983	231	65,264	469	60,107	100
Dept. Head:								
Acquisitions	74,776	20	86,294	16	73,829	48	74,410	28
Reference	91,147	21	83,027	23	77,032	35	79,322	32
Cataloging	83,135	46	80,891	23	70,335	54	74,221	31
Serials	80,443	7	71,642	2	78,756	9	70,493	7
Documents/Maps	81,922	10	67,847	9	74,261	20	66,215	18
Circulation	81,209	18	74,503	13	68,097	36	66,368	17
Rare Books/Manuscripts	95,439	11	90,010	18	77,934	33	81,139	28
Computer Systems	109,147	10	106,409	9	85,048	33	88,912	18
Other	83,885	162	80,971	116	76,401	252	74,674	105
Reference:	70,791	109	69,528	85	71,070	209	70,068	170
Over 14 years experience								
10 to 14 years experience	65,016	49	61,557	33	60,073	66	60,683	60
5 to 9 years experience	60,357	51	56,494	55	57,949	91	52,274	83
Under 5 years experience	56,246	38	49,955	31	53,646	88	48,016	50
Cataloging:	71,998	126	64,461	82	63,710	130	68,504	50
Over 14 years experience								
10 to 14 years experience	63,613	44	58,514	20	56,612	26	53,236	14
5 to 9 years experience	60,065	51	55,542	27	52,290	40	52,328	19
Under 5 years experience	55,209	32	47,245	25	51,637	27	44,883	13
Other:	72,589	81	71,473	62	69,367	88	67,173	42
Over 14 years experience								
10 to 14 years experience	65,835	42	59,654	33	61,601	24	53,603	16
5 to 9 years experience	55,556	46	58,054	25	55,761	36	51,215	25
Under 5 years experience	53,512	52	54,252	25	50,153	40	45,079	18
All Positions	\$73,863	2,376	\$74,158	1,586	\$71,110	2,969	\$70,164	1,398

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See Tables 31–34 for salaries of Canadian librarians expressed in Canadian 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 13 professional staff members.

**TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2010–2011**

Position	STAFF OVER 110 (15) [†]		STAFF 75–110 (17)		STAFF 50–74 (48)		STAFF 13–49 (35) [‡]	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	35.6	14	34.8	17	31.7	46	34.9	33
Associate Director	25.8	65	26.4	72	24.9	119	25.8	69
Assistant Director	25.4	38	22.2	40	24.7	71	24.1	19
Head, Branch	23.0	135	22.8	78	21.6	169	22.8	70
Functional Specialist	13.5	749	13.8	416	14.3	710	14.2	263
Subject Specialist	15.9	349	17.0	231	17.4	469	14.2	100
Dept. Head:								
Acquisitions	20.7	20	23.2	16	20.6	48	21.4	28
Reference	22.2	21	22.0	23	19.4	35	20.5	32
Cataloging	22.9	46	22.9	23	21.6	54	19.3	31
Serials	25.9	7	25.0	2	18.3	9	16.9	7
Documents/Maps	22.4	10	18.8	9	25.8	20	17.6	18
Circulation	21.7	18	18.8	13	18.4	36	18.3	17
Rare Books/Manuscripts	20.5	11	23.9	18	21.1	33	23.8	28
Computer Systems	21.9	10	16.9	9	17.8	33	20.6	18
Other	21.8	162	19.1	116	19.1	252	19.8	105
Reference:								
Over 14 years experience	26.6	109	25.3	85	24.9	209	25.0	170
10 to 14 years experience	11.8	49	11.7	33	11.5	66	11.6	60
5 to 9 years experience	7.3	51	7.0	55	6.9	91	6.7	83
Under 5 years experience	2.4	38	2.4	31	2.5	88	2.6	50
Cataloging:								
Over 14 years experience	27.0	126	24.4	82	27.5	130	26.6	50
10 to 14 years experience	11.6	44	11.7	20	12.3	26	12.2	14
5 to 9 years experience	7.0	51	7.0	27	6.9	40	7.8	19
Under 5 years experience	3.0	32	2.3	25	2.7	27	2.8	13
Other:								
Over 14 years experience	24.9	81	25.2	62	24.4	88	24.9	42
10 to 14 years experience	11.7	42	11.7	33	11.9	24	11.8	16
5 to 9 years experience	6.6	46	6.6	25	6.8	36	7.2	25
Under 5 years experience	2.7	52	2.6	25	2.9	40	2.4	18
All Positions	16.8	2,376	17.1	1,586	17.6	2,969	17.6	1,398

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 13 professional staff members.

**TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND GEOGRAPHIC REGION, FY 2010–2011**

Position	Northeast			North Central			South			West			Canada	Total
	New England (9)	Middle Atlantic (14)	East North Central (17)	West North Central (7)	South Atlantic (18)	East South Central (6)	West South Central (9)	Mountain (7)	Pacific (12)	(16)	(115)			
Director	\$214,633	\$245,168	\$206,502	\$190,608	\$214,713	\$170,565	\$197,325	\$174,662	\$202,292	\$167,242	\$201,165			
Associate Director	135,355	131,676	109,698	111,519	122,802	97,039	106,691	106,891	124,759	121,022	119,383			
Assistant Director	105,082	117,902	95,168	103,179	108,084	97,579	98,232	110,953	104,564	102,515	107,083			
Head, Branch	90,288	89,024	76,547	75,100	71,716	73,229	75,779	80,720	83,697	97,517	82,068			
Functional Specialist	73,727	66,318	59,094	64,176	61,900	52,483	57,074	61,224	66,964	75,411	64,852			
Subject Specialist	74,203	69,001	63,507	61,418	59,137	58,525	55,882	63,192	74,880	71,887	67,052			
Dept. Head:														
Acquisitions	81,666	76,650	70,510	67,440	71,576	63,430	64,850	76,186	85,849	91,481	75,924			
Reference	93,148	82,191	79,088	73,650	76,424	#	72,408	80,113	83,435	90,489	81,605			
Cataloging	89,501	76,987	71,405	70,564	66,648	59,583	74,852	77,150	83,968	92,377	76,517			
Serials	#	#	#	.	71,031	#	#	#	#	92,313	76,346			
Documents/Maps	#	73,146	64,187	67,339	61,210	#	64,388	#	#	96,019	72,052			
Circulation	79,232	71,997	72,105	54,814	70,326	#	60,292	#	81,958	78,883	71,548			
Rare Books/Manuscripts	91,587	89,386	82,999	79,302	85,589	75,958	67,044	76,333	83,817	91,750	83,486			
Computer Systems	105,389	93,020	83,528	#	91,537	#	92,218	86,999	93,083	94,836	92,231			
Other	85,704	82,400	79,863	64,489	73,429	70,390	65,819	71,887	84,864	91,453	78,860			
Reference:														
Over 14 years experience	72,418	68,689	66,723	58,084	63,681	61,694	53,069	61,883	72,588	93,383	70,491			
10 to 14 years experience	64,907	59,516	59,648	54,599	56,570	57,415	49,771	54,713	58,094	75,721	61,649			
5 to 9 years experience	67,631	54,083	52,573	52,974	51,792	49,317	46,583	50,337	51,933	69,092	56,420			
Under 5 years experience	57,312	50,001	48,749	46,942	47,471	44,928	39,390	45,924	48,087	62,739	52,211			
Cataloging:														
Over 14 years experience	75,265	64,833	61,217	59,293	61,398	58,141	56,668	63,115	73,482	82,259	67,178			
10 to 14 years experience	66,397	56,467	54,990	#	53,997	#	51,555	55,954	58,138	71,448	59,485			
5 to 9 years experience	61,790	56,968	50,381	47,633	51,610	45,317	54,225	49,319	53,220	70,778	55,830			
Under 5 years experience	56,813	45,313	47,350	#	43,417	44,778	46,392	46,186	50,227	66,359	50,778			
Other:														
Over 14 years experience	75,756	80,128	69,924	57,528	64,160	67,478	59,914	63,229	77,191	82,045	70,464			
10 to 14 years experience	73,745	58,117	58,503	55,454	63,404	#	54,971	53,635	67,435	69,831	61,476			
5 to 9 years experience	62,806	61,203	49,613	55,572	54,219	53,101	49,016	50,553	57,183	68,077	55,263			
Under 5 years experience	61,491	54,526	46,520	52,039	49,847	#	45,973	49,086	#	59,992	51,529			
All Positions:														
Average Salary	\$77,452	\$75,466	\$67,455	\$66,187	\$69,020	\$62,842	\$63,672	\$67,835	\$75,823	\$83,424	\$72,317			
No. of Staff	1,029	1,218	1,360	450	1,124	303	592	404	892	957	8,329			

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.

ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION

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

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

US ARL UNIVERSITY LIBRARIES

TABLES 26-30

**TABLE 26: AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2010–2011**

Position	YEARS OF EXPERIENCE									
	0–3 years	4–7 years	8–11 years	12–15 years	16–19 years	20–23 years	24–27 years	28–31 years	32–35 years	over 35 years
Director	#	.	.	#	#	#	\$206,556	\$203,640	\$211,876	\$207,742
Associate Director	#	#	\$96,883	\$106,210	\$107,388	\$121,503	122,256	122,957	120,199	131,115
Assistant Director	#	\$96,620	94,726	94,481	115,114	112,744	108,936	109,249	111,803	112,107
Head, Branch	\$49,375	56,338	66,623	71,214	76,862	79,743	82,826	78,928	94,157	96,660
Functional Specialist	51,339	55,695	61,368	66,315	67,010	70,818	74,990	77,669	78,976	80,171
Subject Specialist	49,972	54,129	61,823	64,897	69,023	72,162	74,060	77,544	81,970	81,402
Dept. Head:										
Acquisitions	59,183	60,364	63,698	67,893	76,866	72,796	81,159	74,183	81,867	86,842
Reference	#	63,150	74,251	78,754	81,586	82,146	82,259	81,178	82,925	94,216
Cataloging	#	58,459	64,890	69,082	71,425	75,719	81,559	78,881	95,766	80,084
Serials	#	.	#	#	86,643	71,012	.	#	#	#
Documents/Maps	#	53,589	58,251	71,000	59,224	64,824	72,286	#	#	76,984
Circulation	52,621	59,401	60,280	63,214	79,869	68,270	72,520	89,817	78,590	80,778
Rare Books/Manuscripts	#	#	74,231	71,094	86,724	78,073	92,164	81,112	84,123	103,218
Computer Systems	#	72,140	98,118	89,357	94,268	81,896	91,958	100,075	106,113	.
Other	49,994	60,471	67,516	76,062	78,403	77,402	83,857	84,414	90,848	92,704
Public services	48,668	50,128	55,856	60,756	64,491	61,809	61,795	66,554	66,293	71,530
Technical services	46,600	53,944	59,698	59,181	64,982	59,738	67,554	63,974	75,198	70,692
Administration	57,742	57,855	62,349	65,659	73,035	73,766	96,785	80,974	82,114	97,647
Reference	48,015	50,312	57,188	58,418	60,810	65,105	66,019	71,874	68,853	71,867
Cataloger	48,255	52,694	56,907	58,748	62,533	64,929	65,781	66,701	68,292	70,326
All Positions:										
Average Salary	\$50,879	\$54,611	\$62,003	\$67,651	\$71,924	\$75,122	\$80,563	\$84,783	\$93,536	\$96,114
Number of Staff	653	1,031	1,056	947	695	781	616	588	508	497

Excludes Canadian libraries.

Excludes medical and law libraries.

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

. No positions reported in this category.

**TABLE 27: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2010–2011**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	‡	5	‡	2	\$167,134	7
Associate Director	121,755	17	\$123,541	4	122,096	21
Assistant Director	110,529	6	115,346	7	113,123	13
Head, Branch	70,759	29	86,009	12	75,222	41
Functional Specialist	60,905	145	64,933	122	62,745	267
Subject Specialist	64,099	139	68,141	62	65,346	201
Dept. Head:						
Acquisitions	‡	8	‡	1	71,058	9
Reference	79,622	8	.		79,622	8
Cataloging	‡	19	‡	2	72,608	21
Serials	‡	1	.		‡	1
Documents/Maps	‡	3	‡	1	66,780	4
Circulation	‡	2	‡	4	72,212	6
Rare Books/Manuscripts	‡	5	‡	1	77,423	6
Computer Systems	85,930	4	81,717	8	83,121	12
Other	76,895	41	76,174	19	76,667	60
Reference:						
Over 14 years experience	69,520	44	67,587	16	69,005	60
10 to 14 years experience	56,684	9	58,217	7	57,355	16
5 to 9 years experience	53,539	30	57,871	8	54,451	38
Under 5 years experience	47,094	25	49,822	6	47,622	31
Cataloging:						
Over 14 years experience	62,452	39	71,139	13	64,624	52
10 to 14 years experience	56,659	12	63,950	7	59,345	19
5 to 9 years experience	52,814	26	54,487	4	53,037	30
Under 5 years experience	‡	15	‡	3	50,548	18
Other:						
Over 14 years experience	66,684	18	63,594	6	65,911	24
10 to 14 years experience	‡	8	‡	2	53,988	10
5 to 9 years experience	‡	16	‡	2	59,301	18
Under 5 years experience	‡	20	‡	1	48,938	21
All Positions	\$65,372	694	\$69,565	320	\$66,695	1,014

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 28: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2010–2011

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	30.4	5	43.0	2	34.0	7
Associate Director	28.9	17	21.5	4	27.5	21
Assistant Director	24.7	6	16.0	7	20.0	13
Head, Branch	21.0	29	21.1	12	21.0	41
Functional Specialist	12.9	145	12.8	122	12.8	267
Subject Specialist	14.1	139	14.1	62	14.1	201
Dept. Head:						
Acquisitions	14.4	8	4.0	1	13.2	9
Reference	23.8	8	.		23.8	8
Cataloging	20.4	19	24.5	2	20.8	21
Serials	19.0	1	.		19.0	1
Documents/Maps	12.3	3	13.0	1	12.5	4
Circulation	8.5	2	22.8	4	18.0	6
Rare Books/Manuscripts	16.6	5	18.0	1	16.8	6
Computer Systems	18.8	4	14.1	8	15.7	12
Other	17.6	41	17.6	19	17.6	60
Public services	10.7	32	13.2	5	11.0	37
Technical services	12.1	17	.		12.1	17
Administration	13.1	13	13.8	6	13.3	19
Reference	13.6	108	14.5	37	13.8	145
Cataloger	14.7	92	17.1	27	15.2	119
All Positions	15.0	694	14.8	320	14.9	1,014

Excludes Canadian libraries. See Table 33 for comparable figures for Canadian libraries.

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

. No positions reported in this category.

**TABLE 29: NUMBER AND AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2010–2011**

Position	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	\$50,437	416	\$51,655	237	\$50,879	653	9%
4–7 years	53,716	659	56,196	372	54,611	1,031	14%
8–11 years	60,601	634	64,110	422	62,003	1,056	14%
12–15 years	66,239	571	69,796	376	67,651	947	13%
16–19 years	70,173	421	74,615	274	71,924	695	9%
20–23 years	74,557	493	76,089	288	75,122	781	11%
24–27 years	78,798	394	83,694	222	80,563	616	8%
28–31 years	84,307	364	85,557	224	84,783	588	8%
32–35 years	89,270	304	99,893	204	93,536	508	7%
over 35 years	94,710	331	98,914	166	96,114	497	7%
All Positions	\$69,576	4,587	\$73,015	2,785	\$70,875	7,372	100%

Excludes Canadian libraries.
Excludes medical and law libraries.

TABLE 30: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2010–2011

Position	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	\$51,399	91	\$55,956	25	\$52,381	116	11%
4–7 years	54,481	131	56,676	58	55,155	189	19%
8–11 years	59,618	96	67,962	71	63,165	167	16%
12–15 years	66,708	81	68,946	52	67,583	133	13%
16–19 years	67,519	77	76,328	27	69,806	104	10%
20–23 years	76,128	76	74,583	23	75,769	99	10%
24–27 years	74,361	41	77,830	15	75,290	56	6%
28–31 years	73,047	34	77,017	21	74,563	55	5%
32–35 years	84,712	28	83,823	12	84,445	40	4%
over 35 years	90,728	39	99,819	16	93,373	55	5%
All Positions	\$65,372	694	\$69,565	320	\$66,695	1,014	100%

Excludes Canadian libraries.

Excludes medical and law libraries.

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 2010–2011

Institution	FILLED POSITIONS	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2011
Alberta †	72	\$98,203	\$101,564	\$104,209	\$102,139	\$50,632	\$55,770	15.7
British Columbia †	72	85,196	89,757	81,675	87,753	55,335	55,335	17.7
Calgary †	53	94,823	96,879	89,543	93,666	58,000	58,000	18.7
Guelph †	50	80,634	85,069	78,054	81,146	59,699	61,639	18.1
Laval	65	72,293	71,189	72,888	73,833	49,547	49,547	13.1
McGill	64	74,432	75,422	67,475	68,471	50,000	50,000	15.7
McMaster †	45	71,878	72,880	72,928	65,572	46,817	48,500	17.6
Manitoba †	40	95,500	96,777	100,070	100,644	48,820	48,820	22.9
Montreal †	89	73,199	74,421	69,243	69,243	43,130	45,915	15.3
Ottawa *†	34	N/A	92,217	N/A	89,855	N/A	50,181	18.9
Queen's	32	93,924	101,504	97,348	104,510	51,600	53,251	21.3
Saskatchewan †	46	89,027	89,895	91,994	86,118	52,731	55,104	16.0
Toronto †	141	91,249	90,332	87,729	86,827	51,900	52,200	15.6
Waterloo †	36	81,938	80,906	81,972	80,198	51,804	51,840	17.4
Western Ontario †	65	68,921	72,394	65,014	70,684	47,380	50,496	13.4
York †	53	96,016	105,317	90,210	101,808	49,000	49,000	17.6

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 35 and 42 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.

† See Footnotes.

* Ottawa became a member in 2010.

TABLE 32: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2010–2011

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	\$175,367	9	\$178,049	7	\$176,540	16
Associate Director	129,756	31	123,607	15	127,751	46
Assistant Director	106,501	11	111,356	6	108,215	17
Head, Branch	103,962	50	98,678	12	102,939	62
Functional Specialist	77,459	82	81,673	85	79,604	167
Subject Specialist	73,220	87	81,272	43	75,883	130
Dept. Head:						
Acquisitions	93,517	12	105,718	4	96,568	16
Reference	‡	11	‡	1	95,521	12
Cataloging	‡	10	‡	2	97,513	12
Serials	97,445	4	.		97,445	4
Documents/Maps	105,266	5	96,472	4	101,357	9
Circulation	‡	12	‡	2	83,269	14
Rare Books/Manuscripts	‡	4	‡	3	96,851	7
Computer Systems	104,481	4	96,611	5	100,109	9
Other	96,866	47	95,805	21	96,538	68
Reference:						
Over 14 years experience	97,734	70	101,137	23	98,575	93
10 to 14 years experience	80,562	24	78,851	14	79,932	38
5 to 9 years experience	72,445	49	74,644	14	72,934	63
Under 5 years experience	65,610	48	68,923	11	66,227	59
Cataloging:						
Over 14 years experience	87,762	22	85,128	12	86,832	34
10 to 14 years experience	‡	6	‡	1	75,420	7
5 to 9 years experience	77,599	8	68,943	4	74,714	12
Under 5 years experience	‡	6	‡	3	70,048	9
Other:						
Over 14 years experience	86,571	14	86,691	6	86,607	20
10 to 14 years experience	‡	10	‡	2	73,714	12
5 to 9 years experience	‡	5	‡	2	71,862	7
Under 5 years experience	63,916	10	61,856	4	63,327	14
All Positions	\$87,490	651	\$89,278	306	\$88,062	957

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 39 and 46 for comparable figures for 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 2010–2011

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.6	9	31.3	7	32.6	16
Associate Director	24.3	31	22.3	15	23.7	46
Assistant Director	23.5	11	24.2	6	23.7	17
Head, Branch	21.1	50	19.7	12	20.8	62
Functional Specialist	13.4	82	15.5	85	14.5	167
Subject Specialist	13.4	87	14.8	43	13.9	130
Dept. Head:						
Acquisitions	18.1	12	22.0	4	19.1	16
Reference	16.8	11	32.0	1	18.1	12
Cataloging	25.4	10	25.5	2	25.4	12
Serials	22.8	4	.		22.8	4
Documents/Maps	30.4	5	17.3	4	24.6	9
Circulation	21.3	12	6.5	2	19.1	14
Rare Books/Manuscripts	18.3	4	30.0	3	23.3	7
Computer Systems	23.3	4	16.0	5	19.2	9
Other	21.0	47	17.0	21	19.7	68
Public services	10.3	12	7.4	7	9.2	19
Technical services	14.9	8	18.0	5	16.1	13
Administration	15.1	19	14.5	2	15.0	21
Reference	13.3	191	13.7	62	13.4	253
Cataloger	19.0	42	20.5	20	19.5	62
All Positions	16.6	651	16.7	306	16.6	957

Excludes Canadian medical and law libraries. See Tables 40 and 47 for comparable figures for 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 2010–2011

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	\$62,872	94	\$66,013	44	\$63,874	138	14%
4–7 years	72,092	95	73,865	36	72,579	131	14%
8–11 years	78,313	91	79,432	45	78,683	136	14%
12–15 years	87,546	61	86,036	29	87,060	90	9%
16–19 years	89,235	52	93,976	28	90,894	80	8%
20–23 years	97,164	67	94,142	31	96,208	98	10%
24–27 years	102,916	48	100,768	35	102,011	83	9%
28–31 years	106,541	52	111,132	21	107,862	73	8%
32–35 years	102,699	43	108,245	18	104,335	61	6%
over 35 years	118,424	48	122,471	19	119,572	67	7%
All Positions	\$87,490	651	\$89,278	306	\$88,062	957	100%

Salaries are expressed in Canadian dollars

Excludes Canadian medical and law libraries. See Tables 41 and 48 for comparable figures for medical and law libraries.

ARL UNIVERSITY MEDICAL LIBRARIES

TABLES 35-41

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2010-2011

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	2	‡	‡	\$42,000	17.0
Alberta	6	\$87,808	\$105,587	52,833	16.7
Arizona	16	63,668	58,651	50,857	20.9
Boston University	12	55,599	50,142	43,000	8.0
British Columbia	12	79,772	82,574	52,420	18.9
Calgary	12	73,414	67,294	54,945	11.0
California, Davis	7	72,319	64,560	46,164	22.9
California, Los Angeles	11	82,699	81,876	46,164	22.5
California, San Diego	9	69,359	72,345	46,164	13.7
Case Western Reserve	7	67,306	71,055	35,000	27.9
Cincinnati	14	61,133	50,688	42,000	22.3
Columbia	10	70,545	73,803	52,000	15.7
Connecticut	15	77,815	75,152	55,347	17.5
Cornell	12	76,332	75,542	55,000	18.6
Dartmouth	8	63,723	64,415	45,500	20.8
Duke	20	58,074	55,164	40,000	16.2
Emory	12	62,851	56,959	47,750	20.4
Florida	14	54,305	48,746	42,000	13.4
Florida State	5	51,041	52,299	42,000	14.0
George Washington	14	66,900	67,542	42,000	15.6
Georgetown	12	60,976	62,500	44,000	13.1
Harvard	59	78,066	75,531	53,093	5.4
Hawaii	3	‡	‡	45,000	17.7
Howard	7	67,369	60,776	50,000	21.3
Illinois, Chicago	22	59,275	55,697	47,000	14.2
Iowa	9	58,790	52,470	41,000	16.2
Johns Hopkins	22	69,218	66,656	47,700	16.5
Kansas	11	50,383	47,370	43,000	13.3
Kentucky	14	56,480	54,282	41,000	24.1
Louisiana State	1	‡	‡	36,000	5.0
Louisville	9	58,207	56,293	37,000	24.6
McGill	10	72,707	70,071	47,366	17.8
McMaster	8	68,521	76,034	45,945	13.1
Manitoba	18	72,939	71,754	46,249	15.4
Miami	19	53,211	51,461	47,000	7.3
Michigan	19	60,267	57,296	42,000	13.5
Minnesota	15	63,946	62,846	43,000	17.1
Missouri	9	53,831	50,017	40,000	21.8
Montreal	10	69,345	65,596	50,297	16.1
Nebraska	15	62,725	57,200	45,000	19.9
New Mexico	14	65,631	62,620	39,372	21.4
New York University	35	67,132	62,700	50,000	11.9

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2010-2011

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
North Carolina	30	68,618	65,049	45,000	19.8
Northwestern	17	65,507	66,073	41,000	16.9
Ohio State	11	62,170	59,919	43,243	15.9
Oklahoma	9	59,817	60,019	40,000	19.9
Oklahoma State	4	‡	‡	38,000	23.0
Ottawa	6	78,426	73,277	47,538	17.8
Pennsylvania	10	65,949	61,727	49,000	21.6
Pennsylvania State	5	63,993	62,982	43,709	17.4
Pittsburgh	25	62,379	60,227	45,000	16.2
Queen's	8	86,981	85,492	50,446	17.8
Rochester	25	56,577	53,001	38,983	20.2
Saskatchewan	6	72,571	69,604	52,202	10.3
South Carolina	9	49,291	46,692	35,000	14.3
Southern California	14	72,947	71,300	50,000	17.9
Southern Illinois	5	63,036	66,247	41,000	24.4
SUNY Buffalo	14	68,258	65,833	47,000	21.4
SUNY Stony Brook	19	70,087	71,317	45,000	15.1
Temple	9	57,880	57,680	44,004	17.8
Tennessee, Knoxville	4	‡	‡	40,000	14.0
Tennessee, Memphis	11	53,636	51,091	45,000	26.1
Texas Tech	23	49,315	45,634	38,110	19.5
Toronto	13	88,333	89,289	49,451	17.4
Tulane	14	40,606	38,684	40,000	13.0
Utah	13	66,845	60,173	40,000	22.8
Vanderbilt	13	63,781	67,060	41,000	17.3
Virginia	14	65,115	65,700	45,000	22.3
Washington	20	63,846	59,040	42,600	19.9
Washington U.-St. Louis	24	61,693	51,750	40,000	18.2
Wayne State	4	‡	‡	45,000	19.3
Wisconsin	16	58,988	56,669	40,526	13.8
Yale	20	76,505	75,556	50,500	17.6

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 36: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2010–2011**

Rank	Institution	Salary	Rank	Institution	Salary
1	Connecticut	55,347	31	Wayne State	45,000
2	Cornell	55,000	39	Temple	44,004
3	Calgary	54,945	40	Georgetown	44,000
4	Harvard	53,093	41	Pennsylvania State	43,709
5	Alberta	52,833	42	Ohio State	43,243
6	British Columbia	52,420	43	Boston University	43,000
7	Saskatchewan	52,202	43	Kansas	43,000
8	Columbia	52,000	43	Minnesota	43,000
9	Arizona	50,857	46	Washington	42,600
10	Yale	50,500	47	Alabama	42,000
11	Queen's	50,446	47	Cincinnati	42,000
12	Montreal	50,297	47	Florida	42,000
13	Howard	50,000	47	Florida State	42,000
13	New York University	50,000	47	George Washington	42,000
13	Southern California	50,000	47	Michigan	42,000
16	Toronto	49,451	53	Iowa	41,000
17	Pennsylvania	49,000	53	Kentucky	41,000
18	Emory	47,750	53	Northwestern	41,000
19	Johns Hopkins	47,700	53	Southern Illinois	41,000
20	Ottawa	47,538	53	Vanderbilt	41,000
21	McGill	47,366	58	Wisconsin	40,526
22	Illinois, Chicago	47,000	59	Duke	40,000
22	Miami	47,000	59	Missouri	40,000
22	SUNY Buffalo	47,000	59	Oklahoma	40,000
25	Manitoba	46,249	59	Tennessee, Knoxville	40,000
26	California, Davis	46,164	59	Tulane	40,000
26	California, Los Angeles	46,164	59	Utah	40,000
26	California, San Diego	46,164	59	Washington U.-St. Louis	40,000
29	McMaster	45,945	66	New Mexico	39,372
30	Dartmouth	45,500	67	Rochester	38,983
31	Hawaii	45,000	68	Texas Tech	38,110
31	Nebraska	45,000	69	Oklahoma State	38,000
31	North Carolina	45,000	70	Louisville	37,000
31	Pittsburgh	45,000	71	Louisiana State	36,000
31	SUNY Stony Brook	45,000	72	Case Western Reserve	35,000
31	Tennessee, Memphis	45,000	72	South Carolina	35,000
31	Virginia	45,000			

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

TABLE 37: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FY 2010–2011

Rank	Institution	Salary	Rank	Institution	Salary
1	Alberta	105,587	38	Howard	60,776
2	Toronto	89,289	39	Pittsburgh	60,227
3	Queen’s	85,492	40	Utah	60,173
4	British Columbia	82,574	41	Oklahoma	60,019
5	California, Los Angeles	81,876	42	Ohio State	59,919
6	McMaster	76,034	43	Washington	59,040
7	Yale	75,556	44	Arizona	58,651
8	Cornell	75,542	45	Temple	57,680
9	Harvard	75,531	46	Michigan	57,296
10	Connecticut	75,152	47	Nebraska	57,200
11	Columbia	73,803	48	Emory	56,959
12	Ottawa	73,277	49	Wisconsin	56,669
13	California, San Diego	72,345	50	Louisville	56,293
14	Manitoba	71,754	51	Illinois, Chicago	55,697
15	SUNY Stony Brook	71,317	52	Duke	55,164
16	Southern California	71,300	53	Kentucky	54,282
17	Case Western Reserve	71,055	54	Rochester	53,001
18	McGill	70,071	55	Iowa	52,470
19	Saskatchewan	69,604	56	Florida State	52,299
20	George Washington	67,542	57	Washington U.-St. Louis	51,750
21	Calgary	67,294	58	Miami	51,461
22	Vanderbilt	67,060	59	Tennessee, Memphis	51,091
23	Johns Hopkins	66,656	60	Cincinnati	50,688
24	Southern Illinois	66,247	61	Boston University	50,142
25	Northwestern	66,073	62	Missouri	50,017
26	SUNY Buffalo	65,833	63	Florida	48,746
27	Virginia	65,700	64	Kansas	47,370
28	Montreal	65,596	65	South Carolina	46,692
29	North Carolina	65,049	66	Texas Tech	45,634
30	California, Davis	64,560	67	Tulane	38,684
31	Dartmouth	64,415		Alabama	*
32	Pennsylvania State	62,982		Hawaii	*
33	Minnesota	62,846		Louisiana State	*
34	New York University	62,700		Oklahoma State	*
35	New Mexico	62,620		Tennessee, Knoxville	*
36	Georgetown	62,500		Wayne State	*
37	Pennsylvania	61,727			

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

Alabama, Hawaii, Louisiana State, Oklahoma State, Tennessee-Knoxville, and Wayne State, are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

TABLE 38: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES**RANK ORDER TABLE, FY 2010–2011**

Rank	Institution	Salary	Rank	Institution	Salary
1	Toronto	88,333	38	Dartmouth	63,723
2	Alberta	87,808	39	Arizona	63,668
3	Queen's	86,981	40	Southern Illinois	63,036
4	California, Los Angeles	82,699	41	Emory	62,851
5	British Columbia	79,772	42	Nebraska	62,725
6	Ottawa	78,426	43	Pittsburgh	62,379
7	Harvard	78,066	44	Ohio State	62,170
8	Connecticut	77,815	45	Washington U.-St. Louis	61,693
9	Yale	76,505	46	Cincinnati	61,133
10	Cornell	76,332	47	Georgetown	60,976
11	Calgary	73,414	48	Michigan	60,267
12	Southern California	72,947	49	Oklahoma	59,817
13	Manitoba	72,939	50	Illinois, Chicago	59,275
14	McGill	72,707	51	Wisconsin	58,988
15	Saskatchewan	72,571	52	Iowa	58,790
16	California, Davis	72,319	53	Louisville	58,207
17	Columbia	70,545	54	Duke	58,074
18	SUNY Stony Brook	70,087	55	Temple	57,880
19	California, San Diego	69,359	56	Rochester	56,577
20	Montreal	69,345	57	Kentucky	56,480
21	Johns Hopkins	69,218	58	Boston University	55,599
22	North Carolina	68,618	59	Florida	54,305
23	McMaster	68,521	60	Missouri	53,831
24	SUNY Buffalo	68,258	61	Tennessee, Memphis	53,636
25	Howard	67,369	62	Miami	53,211
26	Case Western Reserve	67,306	63	Florida State	51,041
27	New York University	67,132	64	Kansas	50,383
28	George Washington	66,900	65	Texas Tech	49,315
29	Utah	66,845	66	South Carolina	49,291
30	Pennsylvania	65,949	67	Tulane	40,606
31	New Mexico	65,631		Alabama	*
32	Northwestern	65,507		Hawaii	*
33	Virginia	65,115		Louisiana State	*
34	Pennsylvania State	63,993		Oklahoma State	*
35	Minnesota	63,946		Tennessee, Knoxville	*
36	Washington	63,846		Wayne State	*
37	Vanderbilt	63,781			

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

Alabama, Hawaii, Louisiana State, Oklahoma State, Tennessee-Knoxville, and Wayne State are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

**TABLE 39: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2010–2011**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	\$126,693	52	\$131,879	16	\$127,913	68
Associate Director	84,544	37	96,530	15	88,002	52
Assistant Director	68,005	35	75,635	7	69,276	42
Head, Branch	‡	21	‡	1	68,371	22
Functional Specialist	62,861	90	64,613	94	63,756	184
Subject Specialist	63,429	62	59,891	11	62,896	73
Dept. Head:						
Acquisitions	65,136	16	63,049	6	64,567	22
Reference	68,649	21	79,757	6	71,117	27
Cataloging	‡	12	‡	2	69,295	14
Serials	‡	6	‡	2	58,744	8
Documents/Maps	‡	2	.		‡	2
Circulation	61,362	11	63,694	8	62,344	19
Rare Books/Manuscripts	‡	2	‡	3	62,500	5
Computer Systems	82,733	4	81,916	8	82,189	12
Other	67,568	47	67,863	13	67,632	60
Reference:						
Over 14 years experience	69,080	93	70,633	24	69,398	117
10 to 14 years experience	63,374	29	69,088	8	64,609	37
5 to 9 years experience	60,213	38	53,954	8	59,125	46
Under 5 years experience	50,747	35	49,087	7	50,470	42
Cataloging:						
Over 14 years experience	‡	4	‡	2	67,224	6
10 to 14 years experience	‡	3	.		‡	3
5 to 9 years experience	48,427	4	.		48,427	4
Under 5 years experience	51,050	5	.		51,050	5
Other:						
Over 14 years experience	64,245	30	64,291	10	64,256	40
10 to 14 years experience	‡	12	‡	2	56,317	14
5 to 9 years experience	55,550	18	57,587	6	56,059	24
Under 5 years experience	46,035	18	54,009	8	48,489	26
All Positions	\$69,092	707	\$70,912	267	\$69,591	974

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 40: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, FY 2010–2011

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	30.3	52	29.5	16	30.1	68
Associate Director	22.6	37	26.1	15	23.6	52
Assistant Director	20.8	35	16.4	7	20.1	42
Head, Branch	19.6	21	8.0	1	19.1	22
Functional Specialist	12.7	90	10.1	94	11.3	184
Subject Specialist	16.6	62	12.5	11	16.0	73
Dept. Head:						
Acquisitions	18.6	16	15.2	6	17.6	22
Reference	20.8	21	23.2	6	21.3	27
Cataloging	20.3	12	22.0	2	20.6	14
Serials	17.0	6	15.5	2	16.6	8
Documents/Maps	10.5	2	.		10.5	2
Circulation	20.1	11	9.6	8	15.7	19
Rare Books/Manuscripts	21.0	2	25.3	3	23.6	5
Computer Systems	18.8	4	18.8	8	18.8	12
Other	17.1	47	14.9	13	16.7	60
Public services	13.6	53	9.3	15	12.6	68
Technical services	13.2	13	18.8	6	15.0	19
Administration	14.3	12	15.2	5	14.6	17
Reference	15.7	195	15.4	47	15.6	242
Cataloger	9.8	16	27.0	2	11.7	18
All Positions	17.3	707	14.9	267	16.7	974

. No positions were reported in this category.

TABLE 41: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2010–2011

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	\$55,288	85	\$57,331	53	\$56,073	138	14%
4–7 years	55,633	102	56,790	34	55,922	136	14%
8–11 years	61,589	94	69,070	41	63,861	135	14%
12–15 years	68,313	68	69,408	24	68,599	92	9%
16–19 years	68,195	68	73,987	28	69,884	96	10%
20–23 years	70,567	51	80,979	17	73,170	68	7%
24–27 years	74,598	63	90,468	17	77,970	80	8%
28–31 years	79,810	71	78,316	22	79,457	93	10%
32–35 years	86,855	56	79,489	21	84,846	77	8%
over 35 years	93,326	49	108,785	10	95,946	59	6%
All Positions	\$69,092	707	\$70,912	267	\$69,591	974	100%

Canadian salaries are expressed in US dollars.

ARL UNIVERSITY LAW LIBRARIES

TABLES 42-48

TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2010–2011

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alberta	4	‡	‡	\$52,833	29.5
Arizona	8	\$64,267	\$65,341	50,000	18.3
Arizona State	6	68,202	73,168	46,500	25.7
Boston University	11	74,520	69,700	55,000	17.8
Boston College	16	68,694	67,000	43,350	18.2
British Columbia	3	‡	‡	52,420	23.7
Calgary	3	‡	‡	54,945	19.0
California, Davis	8	74,131	68,892	46,164	18.9
California, Irvine	6	85,995	82,524	46,144	11.5
California, Los Angeles	16	77,676	82,524	46,164	14.6
Case Western Reserve	12	69,200	67,467	35,000	20.3
Cincinnati	8	64,512	54,384	50,000	19.5
Colorado	8	72,314	59,901	45,000	19.0
Columbia	17	78,515	72,891	52,000	14.0
Connecticut	9	72,135	72,097	50,000	21.8
Cornell	8	78,587	72,828	59,200	14.6
Duke	11	69,175	63,750	60,000	16.9
Emory	9	59,559	56,842	42,000	12.6
Florida	8	58,379	53,162	50,000	11.1
Florida State	9	54,208	54,815	50,000	19.6
George Washington	21	89,173	82,890	58,000	15.3
Georgetown	25	77,644	71,710	54,000	12.4
Georgia	8	56,405	55,752	50,000	14.0
Harvard	37	81,584	77,988	53,093	14.5
Hawaii	5	84,551	81,193	45,000	15.6
Houston	12	57,094	52,788	51,000	16.3
Howard	6	48,423	49,914	51,000	21.5
Illinois, Urbana	9	64,664	67,246	53,500	16.8
Indiana	10	69,325	64,923	40,400	22.0
Iowa	17	73,788	73,250	41,000	19.4
Kansas	7	47,022	44,926	42,000	9.3
Kentucky	5	57,520	52,000	50,000	13.8
Louisiana State	9	57,380	55,846	50,000	18.2
Louisville	6	60,053	59,931	37,000	20.3
McGill	5	83,096	76,437	47,366	19.6
Manitoba	3	‡	‡	46,249	29.3
Miami	13	60,319	57,688	45,000	15.7
Michigan	11	83,231	81,014	49,000	15.4
Minnesota	14	75,686	68,200	46,000	20.4
Missouri	8	55,073	57,327	40,000	14.6
Montreal	4	‡	‡	50,297	8.0
Nebraska	5	63,975	63,772	45,000	18.4

TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2010–2011

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
New Mexico	8	64,782	59,760	50,000	12.8
New York University	19	80,014	76,203	60,000	22.6
North Carolina	12	74,737	68,000	55,000	16.1
Northwestern	10	65,860	61,503	44,000	22.3
Notre Dame	14	70,802	66,500	44,000	18.1
Ohio State	6	68,061	61,510	46,000	12.5
Oklahoma	7	57,410	51,269	45,000	15.7
Oregon	6	53,544	57,846	42,000	17.5
Ottawa	4	‡	‡	47,538	18.8
Pennsylvania	12	67,497	65,462	49,000	13.3
Pennsylvania State	9	79,637	73,992	57,000	23.0
Queen's	3	‡	‡	50,446	10.7
Rutgers, Camden	8	75,469	87,500	62,000	22.8
Rutgers, Newark	10	73,957	65,760	62,000	17.5
Saskatchewan	3	‡	‡	52,202	23.0
South Carolina	11	65,437	68,375	50,000	12.7
Southern Illinois	4	‡	‡	50,000	7.0
SUNY Buffalo	11	74,077	74,004	55,000	14.0
Syracuse	10	57,621	54,630	46,700	14.5
Temple	10	63,848	53,203	44,004	24.1
Tennessee	7	65,954	62,718	48,000	15.7
Texas	15	59,425	53,429	40,000	16.1
Texas Tech	8	60,612	56,990	47,000	12.8
Toronto	6	83,988	81,765	49,451	14.8
Tulane	6	61,297	59,455	40,000	19.3
Utah	8	57,095	52,530	41,500	17.5
Vanderbilt	5	70,083	61,524	41,000	21.0
Virginia	14	68,562	63,500	63,500	16.1
Washington	16	72,458	65,735	60,000	22.8
Washington U.-St. Louis	10	63,709	58,560	48,000	19.9
Wayne State	4	‡	‡	45,000	24.0
Western Ontario	3	‡	‡	47,836	15.3
Wisconsin	12	64,416	58,954	40,526	24.1
Yale	18	85,403	85,911	50,500	20.1
York	5	87,978	90,448	49,000	16.2

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 2010–2011**

Rank	Institution	Salary	Rank	Institution	Salary
1	Virginia	63,500	38	York	49,000
2	Rutgers, Camden	62,000	41	Tennessee	48,000
2	Rutgers, Newark	62,000	41	Washington U.-St. Louis	48,000
4	Duke	60,000	43	Western Ontario	47,836
4	New York University	60,000	44	Ottawa	47,538
4	Washington	60,000	45	McGill	47,366
7	Cornell	59,200	46	Texas Tech	47,000
8	George Washington	58,000	47	Syracuse	46,700
9	Pennsylvania State	57,000	48	Arizona State	46,500
10	Boston University	55,000	49	Manitoba	46,249
10	North Carolina	55,000	50	California, Davis	46,164
10	SUNY Buffalo	55,000	50	California, Los Angeles	46,164
13	Calgary	54,945	52	California, Irvine	46,144
14	Georgetown	54,000	53	Minnesota	46,000
15	Illinois, Urbana	53,500	53	Ohio State	46,000
16	Harvard	53,093	55	Colorado	45,000
17	Alberta	52,833	55	Hawaii	45,000
18	British Columbia	52,420	55	Miami	45,000
19	Saskatchewan	52,202	55	Nebraska	45,000
20	Columbia	52,000	55	Oklahoma	45,000
21	Houston	51,000	55	Wayne State	45,000
21	Howard	51,000	61	Temple	44,004
23	Yale	50,500	62	Northwestern	44,000
24	Queen's	50,446	62	Notre Dame	44,000
25	Montreal	50,297	64	Boston College	43,350
26	Arizona	50,000	65	Emory	42,000
26	Cincinnati	50,000	65	Kansas	42,000
26	Connecticut	50,000	65	Oregon	42,000
26	Florida	50,000	68	Utah	41,500
26	Florida State	50,000	69	Iowa	41,000
26	Georgia	50,000	69	Vanderbilt	41,000
26	Kentucky	50,000	71	Wisconsin	40,526
26	Louisiana State	50,000	72	Indiana	40,400
26	New Mexico	50,000	73	Missouri	40,000
26	South Carolina	50,000	73	Texas	40,000
26	Southern Illinois	50,000	73	Tulane	40,000
37	Toronto	49,451	76	Louisville	37,000
38	Michigan	49,000	77	Case Western Reserve	35,000
38	Pennsylvania	49,000			

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 2010–2011

Rank	Institution	Salary	Rank	Institution	Salary
1	York	90,448	40	Ohio State	61,510
2	Rutgers, Camden	87,500	41	Northwestern	61,503
3	Yale	85,911	42	Louisville	59,931
4	George Washington	82,890	43	Colorado	59,901
5	California, Irvine	82,524	44	New Mexico	59,760
5	California, Los Angeles	82,524	45	Tulane	59,455
7	Toronto	81,765	46	Wisconsin	58,954
8	Hawaii	81,193	47	Washington U.-St. Louis	58,560
9	Michigan	81,014	48	Oregon	57,846
10	Harvard	77,988	49	Miami	57,688
11	McGill	76,437	50	Missouri	57,327
12	New York University	76,203	51	Texas Tech	56,990
13	SUNY Buffalo	74,004	52	Emory	56,842
14	Pennsylvania State	73,992	53	Louisiana State	55,846
15	Iowa	73,250	54	Georgia	55,752
16	Arizona State	73,168	55	Florida State	54,815
17	Columbia	72,891	56	Syracuse	54,630
18	Cornell	72,828	57	Cincinnati	54,384
19	Connecticut	72,097	58	Texas	53,429
20	Georgetown	71,710	59	Temple	53,203
21	Boston University	69,700	60	Florida	53,162
22	California, Davis	68,892	61	Houston	52,788
23	South Carolina	68,375	62	Utah	52,530
24	Minnesota	68,200	63	Kentucky	52,000
25	North Carolina	68,000	64	Oklahoma	51,269
26	Case Western Reserve	67,467	65	Howard	49,914
27	Illinois, Urbana	67,246	66	Kansas	44,926
28	Boston College	67,000		Alberta	*
29	Notre Dame	66,500		British Columbia	*
30	Rutgers, Newark	65,760		Calgary	*
31	Washington	65,735		Manitoba	*
32	Pennsylvania	65,462		Montreal	*
33	Arizona	65,341		Ottawa	*
34	Indiana	64,923		Queen's	*
35	Nebraska	63,772		Saskatchewan	*
36	Duke	63,750		Southern Illinois	*
37	Virginia	63,500		Wayne State	*
38	Tennessee	62,718		Western Ontario	*
39	Vanderbilt	61,524			

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

Alberta, British Columbia, Calgary, Manitoba, Montreal, Ottawa, Queen's, Saskatchewan, Southern Illinois, Wayne State, and Western Ontario are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

TABLE 45: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FY 2010–2011

Rank	Institution	Salary	Rank	Institution	Salary
1	George Washington	89,173	40	New Mexico	64,782
2	York	87,978	41	Illinois, Urbana	64,664
3	California, Irvine	85,995	42	Cincinnati	64,512
4	Yale	85,403	43	Wisconsin	64,416
5	Hawaii	84,551	44	Arizona	64,267
6	Toronto	83,988	45	Nebraska	63,975
7	Michigan	83,231	46	Temple	63,848
8	McGill	83,096	47	Washington U.-St. Louis	63,709
9	Harvard	81,584	48	Tulane	61,297
10	New York University	80,014	49	Texas Tech	60,612
11	Pennsylvania State	79,637	50	Miami	60,319
12	Cornell	78,587	51	Louisville	60,053
13	Columbia	78,515	52	Emory	59,559
14	California, Los Angeles	77,676	53	Texas	59,425
15	Georgetown	77,644	54	Florida	58,379
16	Minnesota	75,686	55	Syracuse	57,621
17	Rutgers, Camden	75,469	56	Kentucky	57,520
18	North Carolina	74,737	57	Oklahoma	57,410
19	Boston University	74,520	58	Louisiana State	57,380
20	California, Davis	74,131	59	Utah	57,095
21	SUNY Buffalo	74,077	60	Houston	57,094
22	Rutgers, Newark	73,957	61	Georgia	56,405
23	Iowa	73,788	62	Missouri	55,073
24	Washington	72,458	63	Florida State	54,208
25	Colorado	72,314	64	Oregon	53,544
26	Connecticut	72,135	65	Howard	48,423
27	Notre Dame	70,802	66	Kansas	47,022
28	Vanderbilt	70,083		Alberta	*
29	Indiana	69,325		British Columbia	*
30	Case Western Reserve	69,200		Calgary	*
31	Duke	69,175		Manitoba	*
32	Boston College	68,694		Montreal	*
33	Virginia	68,562		Ottawa	*
34	Arizona State	68,202		Queen's	*
35	Ohio State	68,061		Saskatchewan	*
36	Pennsylvania	67,497		Southern Illinois	*
37	Tennessee	65,954		Wayne State	*
38	Northwestern	65,860		Western Ontario	*
39	South Carolina	65,437			

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

Alberta, British Columbia, Calgary, Manitoba, Montreal, Ottawa, Queen's, Saskatchewan, Southern Illinois, Wayne State, and Western Ontario are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

**TABLE 46: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 2010–2011**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	\$156,041	37	\$150,636	35	\$153,414	72
Associate Director	96,343	35	98,129	21	97,013	56
Assistant Director	88,203	29	88,835	12	88,388	41
Functional Specialist	61,267	26	66,671	28	64,069	54
Subject Specialist	73,005	30	81,425	10	75,110	40
Dept. Head:						
Acquisitions	66,681	27	59,784	8	65,105	35
Reference	77,529	18	78,105	6	77,673	24
Cataloging	70,736	26	65,520	4	70,040	30
Serials	‡	5	‡	1	69,298	6
Documents/Maps	‡	7	‡	1	67,239	8
Circulation	64,483	17	57,528	6	62,668	23
Rare Books/Manuscripts	‡	3	.		‡	3
Computer Systems	‡	2	‡	6	83,753	8
Other	75,660	23	73,210	9	74,971	32
Reference:						
Over 14 years experience	74,618	47	74,788	21	74,671	68
10 to 14 years experience	57,743	11	61,892	10	59,719	21
5 to 9 years experience	63,694	37	64,895	21	64,129	58
Under 5 years experience	59,321	43	56,980	26	58,439	69
Cataloging						
Over 14 years experience	63,562	20	72,179	5	65,285	25
10 to 14 years experience	‡	4	‡	1	57,455	5
5 to 9 years experience	56,873	7	.		56,873	7
Under 5 years experience	‡	2	‡	3	60,498	5
Other:						
Over 14 years experience	70,234	12	65,599	5	68,871	17
10 to 14 years experience	‡	3	‡	1	‡	4
5 to 9 years experience	49,333	4	72,482	4	60,907	8
Under 5 years experience	‡	13	‡	2	54,461	15
All Positions	\$77,036	488	\$82,751	246	\$78,951	734

Canadian salaries are expressed in US dollars.

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

. No positions were reported in this category.

TABLE 47: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, FY 2010–2011

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	29.5	37	23.1	35	26.3	72
Associate Director	24.8	35	19.5	21	22.8	56
Assistant Director	20.4	29	24.5	12	21.6	41
Functional Specialist	12.7	26	10.5	28	11.5	54
Subject Specialist	17.8	30	21.8	10	18.8	40
Dept. Head:						
Acquisitions	23.0	27	13.5	8	20.8	35
Reference	16.9	18	21.5	6	18.0	24
Cataloging	26.2	26	22.5	4	25.7	30
Serials	18.8	5	8.0	1	17.0	6
Documents/Maps	28.4	7	13.0	1	26.5	8
Circulation	17.2	17	12.2	6	15.9	23
Rare Books/Manuscripts	17.0	3	.		17.0	3
Computer Systems	22.5	2	19.8	6	20.5	8
Other	18.0	23	15.8	9	17.4	32
Public services	12.1	11	13.1	7	12.5	18
Technical services	11.5	13	14.3	4	12.2	17
Administration	15.6	8	25.0	1	16.7	9
Reference	12.1	138	10.6	78	11.6	216
Cataloger	19.8	33	17.7	9	19.3	42
All Positions	18.1	488	15.7	246	17.3	734

. No positions were reported in this category.

**TABLE 48: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2010–2011**

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	\$57,382	62	\$59,278	34	\$58,054	96	13%
4–7 years	62,747	70	64,114	41	63,252	111	15%
8–11 years	69,850	39	69,083	28	69,530	67	9%
12–15 years	70,354	58	85,318	28	75,226	86	12%
16–19 years	71,967	49	87,101	23	76,801	72	10%
20–23 years	89,316	38	91,057	25	90,007	63	9%
24–27 years	85,832	35	89,627	23	87,337	58	8%
28–31 years	87,335	49	117,575	21	96,407	70	10%
32–35 years	95,806	43	113,406	21	101,581	64	9%
over 35 years	‡	45	‡	2	100,273	47	6%
All Positions	\$77,036	488	\$82,751	246	\$78,951	734	100%

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



ASSOCIATION OF RESEARCH LIBRARIES

ARL ANNUAL SALARY SURVEY 2010-11 *University Library Questionnaire* GENERAL AND DATA INPUT (EXCEL) INSTRUCTIONS

<http://www.arl.org/stats/annualsurveys/salary/>

GENERAL OVERVIEW

- **Use the newly available Web form for your data submission:**
- University Libraries: <http://www.formstack.com/forms/?987723-c6BynijupA>
Fill in Part I on the Web and upload your file for Part II through the same interface.
NOTE: You must complete the entire submission in a single session. The Web interface does NOT allow you to return and edit your information once it is submitted.
- **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 the separate template using Microsoft Excel (see <http://www.arl.org/stats/annualsurveys/salary/salform10.shtml>).** A generic template is available. Add your institution’s ARL Library Institution Code [LibID]. (See http://www.arl.org/stats/annualsurveys/surveycoord/instno_inam.shtml if you do not know your code.)
- **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.

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- **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.
- **After all data have been entered, 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.**
- **Please return the questionnaire the ARL Statistics and Assessment Program by October 1, 2010.** Be sure to keep a complete copy of your return, including the electronic version of the data for your files.

INSTRUCTIONS

Part I: Summary Data (Microsoft Word Form)

1. Part I of this survey deals with general information for the current fiscal year, 2010-11.
2. Include the Beginning Professional Salary for Law and Medical libraries if included in the survey.
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 **2010-11** Beginning Professional Salary **to the best of your knowledge** as it exists on July 1, 2010. Do not delay returning your survey with the expectation that more information will be available later.
5. The 2010-11 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

6. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Part II: Individual Data (Microsoft Excel Form)

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 2010-11. 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 Excel files.

3. **Obtain the Excel file.** These instructions assume that you have Microsoft Excel available for use. If not, or if you have trouble opening the files in Excel, please call the ARL Statistics and Assessment Program at (202) 296-2296 or email stats@arl.org.

4. The template Excel file is available at:

<http://www.arl.org/stats/annualsurveys/salary/salform10.shtml>. This is a generic, blank file that can hold data for Main, Law, or Medical libraries. The file's name is "sal10xxxx.xls"; open the file and save it to your own computer by choosing "Save As" under the File menu. When saving the file, utilize ARL as the prefix for main library reports, use 10 to designate the year (2010-11), and change the "xxxx" in its name to your ARL institution code number, e.g., "ARL101150.xls." Note: use MED for medical libraries, e.g. "MED101150" and LAW to denote law libraries, e.g., "LAW101150."

The file contains columns labeled as follows:

Required: Name/ID# LibID Page Line Salary Job Sex OEOcat Yrsexp Rank Percent

Optional: YrBirth JobAdd LibDeg OthDeg YrsLib

Optional: Hisp NatAm Asian Black HawPI White

In the LibID column, enter your ARL Library Institution Code. (See

http://www.arl.org/stats/annualsurveys/surveycoord/instno_inam.shtml if you do not know your code.) If you leave this column blank we will fill it in for you when we receive the data.

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.

Entering Data for Part II: Individual Data (Microsoft Excel 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, 2010. 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	Director of Libraries (includes Dean of Libraries and equivalent titles)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
ARCH	Archivists/Curators
BUSI	Budget/Fiscal/Business Manager/Facilities
HUMRES	Human Resources/Training/Staff Development
ITS	Information Technology Systems
ITW	Information Technology Web Development
ITP	Information Technology Programming/Application Development
MEDIA	Media/Multimedia Specialists (including graphics)
PRES	Preservation/Conservation
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDCAT	Head, Catalog Department/Unit
HDCIRC	Head, Circulation
HDCOMP	Head, Library and Computer Systems
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDRBM	Head, Rare Book/Manuscripts Department
HDREF	Head, Reference Department
HDSER	Head, Serials Department
HDOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMIN	Administrative and other units, non-supervisory position

The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. 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.

Associate or Assistant Director, and Head, Other Branch. Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of

a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists primarily build collections, but may also offer specialized reference and bibliographic services; Functional Specialists are media specialists or experts in management fields such as personnel, fiscal matters, systems, preservation, etc. 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, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

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 eight sub-codes (ARCH, BUSI, HUMRES, ITS, ITW, ITP, MEDIA, PRES) to describe that position. If you cannot determine which sub-code to use, please use the FSPEC code.

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 automation 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 analysis, programming, etc., should be listed as functional specialists (FSPEC).

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.

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 subcodes 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 head should be reported as non-supervisory or specialist positions as appropriate.]

Administrative. Please note that ADMIN is not only for Administrative Services and related positions, but also can be applied to Public Relations/Communications,

Development/Fundraising, and all other administrative and/or professional positions which do not have a logical home elsewhere.

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.

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 should 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.

Optional Questions: (Shown on printed forms as the last 11 columns)

1. **Year of Birth (YrBirth).** For each individual, record the four-digit year of birth.

2. **Position Code Addenda (JobAdd).** Use this column to provide additional information only for the following position categories:

a. **Associate and Assistant Directors (ASCDIR and ASTDIR).** For each category, indicate if the person has a defined area of responsibility using the codes below. Use the code that most closely reflects the general duties of the person in the position.

Administrative Services	ADM
Collection Development	CDV
Other (or unspecified)	OTH
Public Services	PBS
Systems/Automation	SYS
Technical Services	TS

b. **Head, Other Branch Library (HDBR).** Use the codes below to indicate the subject area of the branch:

Humanities/Fine Arts	HFA
Other	OTH
Science & Tech.	SCI
Social/Behavioral Sci.	SBS
Undergraduate Library	UGL

c. **Functional Specialists (FSPEC).** Indicate any non-supervisory staff who are primarily responsible for the following activities using the codes below:

Acquisitions	ACQ
Development Officer	DVP
Interlibrary Loan	ILL
Marketing/Communications	COM
Serials	SER

d. **Subject Specialists, Reference Librarians, Catalogers, and Public Services (SSPEC, REF, CAT, PUBS).** Use these codes to indicate non-supervisory main and/or branch library staff who specialize in one of the following subject areas (either a sub-field, or the entire area). 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.

Humanities/Fine Arts	HFA
Science & Tech.	SCI

Social/Behavioral Sci. SBS
Undergraduate Library UGL

e. **Head, Cataloging Department/Unit (HDCAT).** Use the codes below to indicate whether the person is the head of the entire cataloging department for the library, or the head of a specialized unit. If the person is head of the whole department, repeat the same HDCAT code as in the earlier column.

Head, all cataloging HDCAT
Head, copy cataloging HDC
Head, foreign languages HDF
Head, non-book formats HDN
Head, serials cat. HDS
Head, other special cat. HDO

f. **Head, Other Department/Service/Agency (HDOTH).** For heads of departments not given a separate category in the major list, please add one of the following codes:

Audio Visual/Media AVM
Archivist ARC
Business/Personnel Office BPO
Other OTH
Interlibrary Loan ILL
Preservation PRS

3. **Library degrees earned (LibDeg).** Use the following codes to indicate the highest academic degree earned in the field of librarianship:

0 None
1 Bachelor
2 Master
3 CAGS (6th yr. certificate)
4 Doctorate (Other than Ph.D.)
5 Ph.D.

4. **Other degrees earned (OtherDeg).** Use the following codes to indicate the highest degree earned in fields other than librarianship, including basic undergraduate education:

0 None
1 Bachelor
2 Master
3 Second Master (i.e., 2 subject fields)
4 CAGS (6th-year certificate)
5 LLB/JD
6 Doctorate (Other than Ph.D.)
7 Ph.D.

5. **Years of professional experience at reporting institution (YrsLib).** Use this line to report the number of years of professional experience each librarian has had at your institution. This figure should not exceed the number reported as Total Years of Professional Experience on the main part of the form.

6. 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.¹ 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.

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

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

Submitting the Data for Part I and Part II on the Web

ARL is using the online services of FormStack to collect the data. As part of its privacy policy, FormStack pledges not to sell any collected information to third parties. For the complete FormStack privacy policy, visit <http://www.formstack.com/privacy.html>. ARL also accepts Part I and Part II of the salary survey by e-mail from those users who may be uncomfortable submitting the files in FormStack:

- University Libraries: <http://www.formstack.com/forms/?987723-c6BynijupA>

Be sure to have the electronic copy of your completed salary survey Excel file handy as you will be submitting this file via the FormStack Web form. In addition to the completed Excel file, be prepared to provide the following information as well:

- The name, title, email and phone number of the person who prepared the Excel file. The name, title, email and phone number of your institution's contact person for the salary survey (if different from the person who prepared the Excel file)
- Indicate whether you are submitting salary information for one or more of the following: Main, Law, or Medical library, and the beginning professional salary and rank structure for each.
- **For professional salary** list the salary that would be paid to a newly hired professional without experience (even if local practice discourages hiring entry-level professionals without experience). Please report the 2010-11 beginning professional salary to the best of your knowledge as it existed on July 1, 2010.
- **For rank structure**, list the number of unique levels in your institution's rank structure. If you have no levels in your rank structure, use 1. The number reported here should be equal to the highest number in the "Rank" column of your Excel file (i.e., the number of levels reported in your Excel file should equal the number of levels reported here).
- The names of the libraries that are included and excluded in your figures for the 'general libraries' (these can be main campus libraries or branch campus libraries), as well as any other explanatory information, should be indicated in a footnote. In your footnotes, report any information that would clarify the figures submitted: the inclusion and exclusion of branch campus libraries, a reporting date that is sooner/ later than July 1, 2010, etc. Please make an effort to word your footnotes in a manner consistent with notes appearing in the published report, so that ARL can interpret your footnotes correctly.

Please return the completed questionnaire to the
ARL Statistics and Assessment Program by **October 1, 2010**.

For assistance, contact Martha Kyrillidou (martha@arl.org), Shaneka Morris (shaneka@arl.org), Gary Roebuck (gary@arl.org) or David Green (david@arl.org).

Tel: 202-296-2296 or Fax: 202-872-0884.

<http://www.arl.org/stats/annualsurveys/salary/>

ARL ANNUAL SALARY SURVEY 2010-11

UNIVERSITY LIBRARY QUESTIONNAIRE

Note: This is a copy of the form that you will submit electronically at:
<http://www.formstack.com/forms/?987723-c6BynijupA>

Part I: Summary Data

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 2010-11 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 2010-11	_____	_____	_____

(Note: The Information shown below must be completed for all three branches (i.e. Main, Law and Health Science Libraries) in Part I 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: _____)

3. FOOTNOTES

3a. Please list which libraries are included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

3b. Please list which libraries are NOT included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

Please indicate any other explanatory information in footnotes. These additional footnotes, if necessary, should be placed in the space below or on attached pages.

Please submit the completed questionnaire to the web form at:

<http://www.formstack.com/forms/?987723-c6BynijupA>

by **October 1, 2010**.

For assistance, contact Martha Kyrillidou (martha@arl.org), Shaneka Morris (shaneka@arl.org), Gary Roebuck (gary@arl.org) or David Green (david@arl.org).

Tel: 202-296-2296 or Fax: 202-872-0884

ARL ANNUAL SALARY SURVEY 2010-11
 UNIVERSITY LIBRARY QUESTIONNAIRE

Part II: Individual Data

*Note: This is a copy of the Excel form that you will submit electronically at:
<http://www.formstack.com/forms/?987723-c6BynjupA>*

Confidential <i>Detach or delete before mailing to the ARL Office</i>	Year	LibID	Page	Line	Salary	Job	Sex	OEOCat	YrsExp	Rank	Percent	YrBirth	Job Add	Lib Deg	Oth Deg	Yrs Lib	Hisp	Nat Am	Asian	Black	Haw PI	White		
	2010		1	1							1													
	2010		1	2							1													
	2010		1	3							1													
	2010		1	4							1													
	2010		1	5							1													
	2010		1	6							1													
	2010		1	7							1													
	2010		1	8							1													
	2010		1	9							1													
	2010		1	10							1													
	2010		1	11							1													
	2010		1	12							1													
	2010		1	13							1													
	2010		1	14							1													
	2010		1	15							1													
	2010		1	16							1													
	2010		1	17							1													
	2010		1	18							1													
	2010		1	19							1													
	2010		1	20							1													

Duplicate this sheet if you need additional lines. Please return to the ARL Statistics and Measurement Program by
October 1, 2010.

For assistance, contact Martha Kyrillidou (martha@arl.org), Shaneka Morris (shaneka@arl.org), Gary Roebuck (gary@arl.org) or David Green (david@arl.org).
 Tel: 202-296-2296 or Fax: 202-872-0884

NONUNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS



ASSOCIATION OF RESEARCH LIBRARIES

ARL ANNUAL SALARY SURVEY 2010-11 NONUNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. 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.
2. **Obtain the Word file.** These instructions assume that you have Microsoft Word available for use. If not, or if you have trouble opening the files in Word, please call the ARL Statistics and Assessment Program at (202) 296-2296 or email stats@arl.org.
3. The template Word file is available at: <http://www.arl.org/stats/annualsurveys/salary/salform10.shtml>. This is a generic, blank form that can hold your data. The file’s name is “sal10_nuform.doc”; open the file and save it to your own computer by choosing “Save As” under the File menu. When saving the file, utilize ARL as the prefix, use 10 to designate the year (2010-11), and change the “xxxx” in its name to your ARL institution code number, e.g., “ARL109975.doc.”
4. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.
5. Report 2010-11 salaries *as they exist on July 1, 2010*. 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 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.



ASSOCIATION OF RESEARCH LIBRARIES

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.
13. Provide the name of the reporting library and the name of the person who prepares the report.
14. On the second page of the questionnaire (Part II) indicate the number of filled professional positions in each salary range for fiscal years 2009-10 and 2010-11.
15. **Use the newly available Web form for your data submission:**
(<http://www.formstack.com/forms/?987727-c6BynijupA>). Fill in Part I on the Web and upload your file for Part II through the same interface. **NOTE: You must complete the entire submission in a single session. The Web interface does NOT allow you to return and edit your information once it is submitted.**

Note: ARL is using the online services of FormStack to collect the data. As part of its privacy policy, FormStack pledges not to sell any collected information to third parties. For the complete FormStack privacy policy, visit <http://www.formstack.com/privacy.html>. ARL also accepts Part I and Part II of the salary survey by e-mail attachment from those users who may be uncomfortable submitting the files in FormStack.

Please Submit the Web form by October 1, 2010.

For assistance, contact Martha Kyrillidou (martha@arl.org), Shaneka Morris (shaneka@arl.org), Gary Roebuck (gary@arl.org) or David Green (david@arl.org).

Tel: 202-296-2296 or Fax: 202-872-0884

ARL ANNUAL SALARY SURVEY 2010-11

NONUNIVERSITY LIBRARY QUESTIONNAIRE

Note: This is a copy of the form that you will submit electronically at:
<http://www.formstack.com/forms/?987727-c6BynijupA>

Part I: Summary Data

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 2009-10 and 2010-11.

2. Median professional salary for fiscal year 2010-11: _____

3. Beginning professional salary for 2010-11: _____

4. Footnotes (please compare with footnotes from surveys of previous years)

a. Law Library salaries are included.

_____ Yes _____ No _____ We do not have a Law Library.

b. Medical Library salaries are included.

_____ Yes _____ No _____ We do not have a Medical Library.

c. Branch libraries not included (please attach an additional sheet if necessary):

5. Other comments (please attach an additional sheet if necessary):

Part II Salaries:

Indicate the number of filled professional positions in each salary range for fiscal years 2009-10 and 2010-11.

Salary Range	Number of Positions	
	2009-10	2010-11
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		
79,000 - 79,999		
78,000 - 78,999		
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 the completed questionnaire to the web form at:
<http://www.formstack.com/forms/?987727-c6BynijupA>
 by **October 1, 2010.**

For assistance, contact Martha Kyrillidou (martha@arl.org), Shaneka Morris (shaneka@arl.org), Gary Roebuck (gary@arl.org) or David Green (david@arl.org).
 Tel: 202-296-2296 or Fax: 202-872-0884

FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2010–2011

All data is as of 1 July 2010 unless otherwise noted.

ALABAMA

Libraries included: Amelia Gayle Gorgas Library, Angelo Bruno Business Library, Eric and Sarah Rodgers Library for Science and Engineering, McLure Education Library, W.S. Hoole Special Collections Library.

ALBERTA

Libraries 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 & Training, Cameron Library (including Financial Systems & Analysis, Science & Technology Library, Information Technology Services and Research and Special Collections Services), Access Services (including Document Delivery and Interlibrary Loans).

ARIZONA

Libraries included: Main Library, Science-Engineering Library, Fine Arts Library, Special Collections, Center for Creative Photography.

Data for the Medical library includes the Arizona Health Sciences Library (AHSL) in Tucson and AHSL on the Phoenix Biomedical Campus.

ARIZONA STATE

Libraries included: Tempe Campus Library, Music Library, Architecture Library, Science Library, Downtown Campus, East Campus, West Campus.

AUBURN

Libraries included: Main Library, Architecture Library & Vet Med Library.

BOSTON

Libraries included: Mugar Memorial Library (Main), Library Theology, and the Gotlieb Archival Research Center.

There are eight levels in the Main and Law library's rank structures.

BOSTON COLLEGE

Libraries included: O'Neill Library (main library), Educational Resource Center, Social Work Library, Theology and Ministry Library, Bapst Art Library, Burns Library.

BRITISH COLUMBIA

Libraries included: Art+Architecture+Planning; Asian Library; David Lam Management Library; Education Library; Irving K. Barber Learning Centre (IKBLC); Koerner Library (Humanities & Social Sciences; Borrower Services); Music Library; Okanagan Library; Rare Books and Special Collections; Robson Square (UBC Library at Robson Square); Science and Engineering; University Archives; Xwi7xwa Library (First Nations House of Learning). Note: Technical Services and Systems are included in IKBLC and Woodward.

Libraries not included: Reading Rooms and Affiliated Libraries.

The University of British Columbia is still negotiating the 2010-2011 contract for faculty/librarians.

BROWN

Libraries included: John D. Rockefeller Library, John Hay Library, Orwig Music Library, Sciences Library, List Art Center, John Carter Brown Library.

CALGARY

Libraries included: MacKimmie Library, Gallagher Library of Geology & Geophysics; Business Library; Health Information Network Knowledge Centres; Military Museum Library & Archives; Doucette Library of Teaching Resources (Education Library).

CALIFORNIA, BERKELEY

Libraries included: Doe, Moffitt, Bancroft, Anthropology, Art History/Classics, Astronomy-Mathematics-Statistics, Bioscience & 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 & Occupational & Environmental Health), Social Welfare, & the Northern Regional Library Facility.

Libraries not included: Architecture Visual Resources/CED Visual Resource Center, Continuing Education of the Bar, Earthquake Engineering Research Center, Environmental Design Archives, Ethnic Studies, Giannini Foundation of Agricultural Economics, Institute of Government Studies, Institute for Research on Labor & Employment, Institute of Transportation Studies, Water Resources Center Archives. Also various departmental libraries: e.g. French, History, Philosophy, Rhetoric, Slavic Languages & Literature.

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

There are six levels in the University of California, Berkeley's rank structure.

CALIFORNIA, DAVIS

Libraries included: Peter J. Shields Library (Davis Campus); Physical Sciences & Engineering Library (Davis Campus); Agricultural & Resource Economics Library (Davis Campus).

Librarians who are department heads have received administrative stipends since July 1, 1999, but the stipends were not included in the salaries reported to ARL until the 2009-10 Salary Survey. We are including those stipends in the department head's salaries (as reported), and we plan to do so in the future.

CALIFORNIA, LOS ANGELES

Libraries included: The Arts Library, College Library (Undergraduate Library), Eugene and Maxine Rosenfeld Management Library, Music Library, Richard C. Rudolph East Asian Library, Science & Engineering Library, Social Sciences and Humanities Library (Charles E. Young Research Library), and the 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.

Librarians who are department heads have received administrative stipends since January 1998; however, these stipends were not included in the salaries reported to ARL prior to 2003. Beginning with the 2003 survey, UCLA now includes those stipends in salaries reported for department heads. Interim department heads also receive stipends and these are reported in the survey.

The General Library Survey includes one Council of Library & Information Resources (CLIR) Fellow.

Data for Louise M. Darling Biomedical Library includes information for the Pacific Southwest Regional Medical Library, an NLM-funded program that is part of the National Network/Libraries of Medicine based in the Biomedical Library.

CALIFORNIA, RIVERSIDE

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

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

CALIFORNIA, SAN DIEGO

Libraries included: Arts, Social Sciences & Humanities, Science & Engineering, International Relations & Pacific Studies, Scripps Institution of Oceanography, Center for Library & Instructional Services.

CALIFORNIA, SANTA BARBARA

Libraries included: The Main and Arts Libraries.

There are eight levels in the University of California, Santa Barbara's rank structure.

CANADA INSTITUTE OF SCIENTIFIC AND TECHNICAL INFORMATION

Figures for 2009 have not been included. The organization underwent a major restructuring and staff fluctuated considerably during this period.

CASE WESTERN RESERVE

Libraries included: Kelvin Smith Library, Kulas Music Library, Mandel School of Applied Social Sciences Library and the Harris Library.

CHICAGO

Libraries included: All libraries including law and medicine, are represented in "Main," we do not differentiate branches, and all librarians are included in the same salary scale and rank structure.

CINCINNATI

Libraries included: All University of Cincinnati Libraries including the main library, 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 (Clermont College and Raymond Walters College).

COLORADO

Libraries included: Norlin Library (main), Music, Business, Math/Physics, Engineering, Earth Sciences.

The Beginning Professional Salary (BPS) reported for the Law Library is for librarians with an MLS alone. The beginning salary for librarians with an MLS and JD is \$54,000.

COLUMBIA

Libraries included: All libraries.

CONNECTICUT

Libraries included: Homer Babbidge Library, Archives and Special Collections; Music and Dramatic Arts, Pharmacy, Avery Point Campus, Greater Hartford Campus, Stamford Campus, Torrington Campus, Waterbury Campus.

CORNELL

Libraries included: Africana, Engineering/Physical Sciences, Entomology, Fine Arts, Geneva Experiment Station, Hotel Administration, Management, Mann Library, Math, Music, ILR, Olin/Kroch/Uris, Veterinary Medicine.

DARTMOUTH

Libraries included: Baker-Berry Library, Sherman Art Library, Feldberg Business & Engineering Library, Paddock Music Library, Kresge Physical Sciences Library, Rauner Special Collections Library.

DUKE

Libraries included: Perkins/Bostock, Lilly, Rare Book, Manuscript and Special Collections, Music, Divinity.

Duke University did not provide a merit pool for Fiscal Year 2011 (1 July 2010 - 30 June 2011). In general, any salary increases are the result in Fiscal Year 2011 of promotion, market adjustment, internal equity adjustment or compression adjustment.

EMORY

Libraries included: Main, Theology, Business and Oxford College Library.

FLORIDA

Libraries included: Humanities and Social Sciences, Science, Music, Journalism, Education, Architecture/Fine Arts, Special/Area Studies Collections.

There are six levels in the Main library's rank structure.

FLORIDA STATE

Libraries included: Main Branch, Engineering and Science.

Libraries not included: Music, Career Center, Art (Ringling), School of Library and Information Studies, Panama City, FL Branch, Panama City, Panama Branch.

We have a six-level rank system: 0- Dean; 1- Assistant Instructor; 2- Associate Instructor; 3- Instruction librarian; 4- Assistant Librarian; 5- Associate Librarian; 6- University Librarian.

GEORGE WASHINGTON

Libraries included: Gelman.

GEORGETOWN

Libraries included: Bio-ethics.

There are nine levels in the health science library's rank structure.

GEORGIA

Libraries included: Main Library, Science Library, Map Library, Student Learning Center Library, Curriculum Learning Center Library, several reading rooms and experimental station libraries located throughout the State of Georgia.

The University of Georgia Law Library has nine levels in its rank structure.

GEORGIA TECH

Libraries included: Main library, Architecture library.

GUELPH

Libraries included: Main Campus Libraries: McLaughlin Library; Branch Campus Libraries: Ridgetown Campus Library.
All salary values were reported in Canadian Dollars (\$CAD).

Individual rank data have been included only for professional librarians. Rank structure as follows: 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 now co-funded by the Library budget (0.52 FTE).

HARVARD

Libraries included: All libraries.

Salary rank structure includes ten levels.

HAWAII

There are four levels in the Main library's rank structure: rank II to rank V. Rank I only applies to Instructional Faculty not Bibliographic Faculty.

There are four levels in the Law and Health Science library's rank structure: rank II–rank V.

HOUSTON

The following are included: M.D. Anderson Library, Architecture and Art Library, Music Library, Weston A. Pettey Optometry Library.

The University of Houston Pharmacy Library was closed last year. The collection was incorporated into the MD Anderson Library collection.

HOWARD

Libraries included: Founders Library, Undergraduate Library; the Architecture, Business, Divinity, and Social Work (branch) Libraries.

Libraries not included: The Moorland Spingarn Research Center.

The library director is an interim director. Professional positions include Associate Librarian, Librarian, Assistant/Associate Director, and Director. In addition, there are several special function positions held by persons with advanced degrees other than the MLS or MLIS.

ILLINOIS, CHICAGO

Libraries included: Main campus library and Science Library.

Not included are the libraries of the Health Sciences in Chicago, Peoria, Rockford, Urbana.

There are eight levels in the University of Illinois, Chicago's rank system for professional librarians: 8 – Professor, 7 - Associate Professor, 6 - Assistant Professor, 5 - Clinical Professor, 4 - Clinical Associate Professor, 3 - Clinical Assistant Professor, 2 – Instructor, 1 - Academic Professional, 0 - University Librarian (not included in levels according to ARL instructions).

ILLINOIS, URBANA

Libraries included: All main campus libraries.

INDIANA

Libraries included: Main campus libraries.

Libraries not included: Dentistry Library; 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

Libraries included: Main and six branches - one campus.

IOWA STATE

Libraries included: Parks Library (main library) and the Veterinary Medical Library (branch library).

JOHNS HOPKINS

Libraries included: Sheridan Libraries, Friedheim Library, SAIS Library.

KANSAS

Libraries included: The main campus Library and all branch libraries.

KENT STATE

Libraries included: Kent campus: main, architecture, chem/phys, fashion, map, performing arts; Kent State: Ashtabula, East Liverpool, Geauga, Salem, Stark, Trumbull, Tuscarawus.

KENTUCKY

Libraries included: William T Young Library (Main Campus Library); Agricultural Information Center; Design Library; Education Library; Engineering Library; Equine Library; Fine Arts Library; Science Library; Kentucky Transportation Center.

The Beginning Professional Salary (BPS) reported for the Law Library is for librarians with an MLS alone. The beginning salary for librarians with an MLS and JD is \$52,000.

LAVAL

There is one library at Laval University (all included).

LOUISVILLE

Libraries included: Main, Art, Music, University Archives.

MCGILL

Libraries included: Humanities & Social Sciences, Islamic Studies, Education, Marvin Duchow Music, Schulich Library of Science and Engineering, Walter HITSCHFELD Geographic Information Centre, Macdonald Campus, Howard Ross Library of Management.

McGill librarians ranks are: Tenure or non-tenured as Assistant Librarian, Associate Librarian, and Full Librarian.

MCMASTER

Libraries included: Mills Memorial Library, H.G. Thode Library, Innis Library.

MANITOBA

Libraries included: William R Newman Agriculture Library, Architecture and Fine Arts Library, Archives and Special Collections, Elizabeth Dafoe Library, Fr. Harold Drake Library, St. John's College Library, Donald W. Craik Engineering Library, Albert D. Cohen Management Library, Eckhardt-Gramattee Music Library, Sciences and Technology Library, Bill Larson Library, Carolyn Siftono-Helene Fuld Library, Concordia Hospital Library, J.W. Crane Memorial Library, Misericordia Health Centre Library, Riverview Health Centre Virtual Library, Seven Oaks General Hospital Library, Victoria General Hospital Library.

MASSACHUSETTS

Libraries included: DuBois Library, Science and Engineering Library, Image Collection Library.

MIAMI

Libraries included: Main, Music, Architecture, Marine, Business.

MICHIGAN

Libraries included: Area Programs; Art, Architecture, and Engineering; Asia; Askwith Media; Biological Station; Buhr Remote Shelving; Fine Arts; Foster; Government Documents; Hatcher Graduate; Map; Museums; Music; Papyrology; Shapiro Science; Shapiro Undergraduate; Special Collections.

Libraries not included: Bentley Historical; Clements; Gerald R. Ford Presidential; Kresge Business Administration; Law; Mardigian (Dearborn); Michigan Union; Thompson (Flint); University of Michigan Transportation; Research Institute; Weill Hall.

Figures are as of September 1, 2010. (Law Library)

Beginning salary with MLS only is \$49,000. With MLS and JD it is \$62,000. (Law Library)

MICHIGAN STATE

Libraries included: Main and 5 branch libraries: Veterinary Medicine, Math, Engineering, Business & Gull Lake/Kellogg Biological Station.

MISSOURI

Libraries included: Main, Engineering Library, Vet Medicine Library and University Archives.

MIT

Libraries included: Barker Engineering Library, Science Library, Dewey Library for Management and Social Science, Rotch Library for Architecture and Planning, Humanities Library, Lewis Music Library, Institute Archives and Special Collections, library departments and administration.

There are eight levels in MIT's rank structure.

MONTREAL

Libraries included: Environmental Development (www.bib.umontreal.ca/AM), Botany (www.bib.umontreal.ca/BV), Chemistry (www.bib.umontreal.ca/CH), Educational Resources (www.bib.umontreal.ca/DI), Education-Communication-Psychology-Psychoeducation-Biology (www.bib.umontreal.ca/ED), Geography (www.bib.umontreal.ca/GP), Kinesiology (www.bib.umontreal.ca/SA), Humanities and Social Sciences (www.bib.umontreal.ca/SS), Rare books and Special Collections (www.bib.umontreal.ca/GP), Mathematics and Computer Sciences (www.bib.umontreal.ca/MI), Veterinary (www.bib.umontreal.ca/SA), Music (www.bib.umontreal.ca/MU), Optometry (www.bib.umontreal.ca/SA), Physics (www.bib.umontreal.ca/PY), École polytechnique Library (www.polymtl.ca), HEC Montreal Library (www.hec.ca).

NATIONAL LIBRARY OF MEDICINE

Data reported by the Federal fiscal year, which runs October 1 to September 30 of each calendar year.

NEBRASKA

Libraries included: Geology Library, Math Library, Architecture Library, Music Library, Engineering Library.

NEW MEXICO

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

Libraries not included: Gallup Branch Campus Library, Los Alamos Branch Campus Library, Taos Branch Campus, Library, Valencia Branch Campus Library.

Lecturers (Rank 1) salaries are higher than Assistant Professors (Rank 2) due to years of experience. (Law Library)

NEW YORK

Libraries included: Elmer Holmes Bobst Library, Institute of Fine Arts, Courant Institute of Mathematical Sciences Library, Institute for the Study of the Ancient World, Jack Brause Midtown Library.

Libraries not included: Bern Dibner Library at the Polytechnic Institute of NYU.

The three ranks are indicated as follows: 1. Library Associate, 2. Assistant Curator, 3. Associate Curator.

NORTH CAROLINA STATE

Libraries included: (Main) D.H. Hill Library, Design Library, Natural Resources Library, Textiles Library, Veterinary Medicine Library.

NORTHWESTERN

Libraries included: Main Library, Science & Engineering Library.

NOTRE DAME

Libraries included: The Hesburgh Libraries include - Hesburgh Library (Main), Architecture Library, Art Image Library, Business Information Center, Chemistry/Physics Library, Engineering Library, Kellogg/Kroc Information Center, and Mathematics Library.

OHIO

Libraries included: Main, Music, Depository, Learning Resource Center, Regional campuses (Eastern, Southern, Lancaster, Zanesville, Chillicothe).

The beginning salary applies to main campus hires only. The reference librarian salary that is below the listed beginning professional salary is employed on a branch campus.

OHIO STATE

Libraries included: Main and branch campus.

Main and Law salaries are as of 10/1/10; Health library salaries are as of 7/1/10.

OKLAHOMA STATE

Libraries included: OSU-Stillwater (Main, Vet Med, Architecture, Curriculum Materials); OSU-Oklahoma City; OSU-Okmulgee; OSU-Tulsa.

OREGON

Libraries included: Main (general) libraries include: Knight Library, Science Library, Architecture and Allied Arts Library, Portland Library and Learning Commons.

OTTAWA

Libraries included: Main campus Library (Morisset).

PENNSYLVANIA

Libraries included: University library, Lippincott (business), math/physics (physical sciences), fine arts, veterinary, museum, Center for Advanced Judaic Studies, rare book and manuscript, music.

Libraries not included: Annenberg (communications).

PENNSYLVANIA STATE

Libraries included: University Park (main campus), Abington, Altoona, Beaver, Berks, Brandywine, DuBois, Erie, Fayette, Great Valley, Greater Allegheny, Harrisburg, Hazleton, Lehigh Valley, Mont Alto, New Kensington, Shenango, Schuylkill, Wilkes-Barre, Worthington-Scranton, and York..

PITTSBURGH

Libraries included: University Library System and library directors at regional libraries - Titusville, Johnstown, Bradford, and Greensburg.

Libraries not included: All other staff at regional libraries - Titusville, Johnstown, Bradford, and Greensburg.

PRINCETON

Libraries included: Firestone Library, East Asian Library, Marquand Library of Art and Archaeology, Lewis Library (Science and Technology Libraries), Engineering Library, Psychology, Mudd Manuscript Library, Cotsen Children's Library, Mendel Music Library, School of Architecture Library and Stokes Library.

PURDUE

Libraries included: The library system on the West Lafayette campus, consisting of 11 subject-oriented libraries, an undergraduate library, and a special collections research center.

Libraries not included: Libraries at the regional campuses; Purdue North Central (Westville), Purdue Calumet (Hammond) and Indiana University-Purdue University, Fort Wayne.

The four-level rank structure for Purdue Libraries data uses ranks 2 through 4 for Libraries faculty positions: Rank 2 for Assistant Professors, Rank 3 for Associate Professors, and Rank 4 for (Full) Professors. Rank 1 is used for other professional positions; this is a broad category of non-faculty professional positions. These positions include positions that require an MLIS or other advanced degree but are not faculty positions, IT professionals, director of advancement, and other professional staff. Due to market differentials in salaries among various professions and differences in longevity of incumbents, some salaries in Rank 1 are higher than some salaries of Ranks 2 through 4.

QUEEN'S

Libraries included: Stauffer (Humanities & Social Science), Douglas (Engineering/Science), Jordan (Special Collections/Music), Education.

ROCHESTER

Libraries included: River Campus Libraries & Sibley Music Library.

RUTGERS

Libraries included: Research and Instructional Services, John Cotton Dana Library and Branches, Paul Robeson Library, Technical and Automated Services.

Libraries not included: Alexander Library, Mabel Smith Douglass Library, Kilmer Library, Library of Science and Medicine and Branches, School of Management and Labor Relations, Center for Alcohol Studies.

SASKATCHEWAN

Libraries included: Murray Library, Education & Music Library, Natural Sciences Library, Veterinary Medicine Library, and Engineering Library.

SOUTH CAROLINA

Libraries included: Thomas Cooper (main) Library, Business Library, Math Library, Music Library, South Caroliniana Library, Moving Image Research Collections.

SOUTHERN CALIFORNIA

Libraries included: Main campus libraries.

SUNY-ALBANY

Libraries included: Main campus and branch libraries.

SUNY-BUFFALO

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

Salary information for classified staff, employees at the SL-2 salary level and temporary hires was not included.

SUNY-STONY BROOK

Libraries included: Main campus.

SYRACUSE

Libraries included: Main campus library, Science & Technology library, Geology & Math libraries.

Libraries not included: College reading rooms.

TEMPLE

Libraries included: Paley Library; Science & Engineering Library; Ambler Campus Library.

Salary for Director for Library Advancement & External Relations is reported in full, but is split between Libraries and University Advancement (Development) Office.

Minimum beginning professional salary of \$44,004.00 is based on an 11-month contract. Minimum beginning salary for a 10-month contract is \$40,150.

TENNESSEE

Libraries included: Main (University of Tennessee) Library.

Health includes the Memphis Health Sciences Library and Knoxville Hospital Medical Library.

TEXAS

Figures are as of August 31, 2010.

Libraries included: Dolph Briscoe Center for American History, Harry Ransom Humanities Research Center, and the University of Texas Libraries.

TEXAS A&M

Libraries included: Sterling C. Evans Library, Library Annex, Cushing Memorial Library, Medical Sciences Library, Policy Sciences & Economics Library, West Campus Library.

Libraries not included: Texas A&M University Library at Qatar, Jack K. Williams Library (Galveston, TX), Technical Resource Center (Architecture Library).

TEXAS TECH

Figures are as of September 1, 2010.

Libraries included: University Library, Southwest Collections/Special Collections Library, Vietnam Archives.

VANDERBILT

Libraries included: The Central Library, Divinity Library, Peabody Library, Management Library, Music Library, Science and Engineering Library, Special Collections and University Archives, centralized Technical Services, Library Administration and Television News Archive.

VIRGINIA

Libraries included: University of Virginia Library, Darden Graduate Business Library, Excludes the John Cook Wyllie Library at the University of Virginia College at Wise.

Libraries not included: University of Virginia College at Wise.

VIRGINIA TECH

Libraries included: Vet Med Library, Art and Architecture Library.

WASHINGTON

Libraries included: Libraries on the Seattle, Bothell and Tacoma campuses of the University of Washington.

WASHINGTON STATE

Libraries included: WSU Pullman, main campus, WSU Spokane, WSU Tri-Cities, WSU Vancouver, WSU Energy Library.

WASHINGTON UNIVERSITY IN ST. LOUIS

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

WATERLOO

Libraries included: The Dana Porter; Davis Centre; University Map Library and Musagetes Architecture Libraries.

We have a 6-level rank structure.

WAYNE STATE

Libraries included: The Purdy/Kresge Library, Science and Engineering Library, and Undergraduate Library.

Libraries not included: The Reuther Archives of Labor and Urban Affairs.

WESTERN ONTARIO

Libraries included: The D.B. Weldon Library, Business Library, Education Library, Music Library, Allyn & Betty Taylor Library.

Libraries not included: Affiliated College Libraries - King's University College Library, Huron University College Library and Brescia University College Library.

WISCONSIN

Libraries included: Memorial, Archives, College, Steenbock Agricultural and Life Science, Art, Biology, Business, Chemistry, Geography, Geology, Math, Music, Physics, Social Work, Special collections, Social Science Reading Room, Wendt Engineering.

Libraries not included: Wisconsin Historical Society, Center for Instructional Media, SLIS, Robinson Map Library, Primate Center.

YALE

Libraries included: Arts Library (Robert B. Haas Family Arts Library), Bass Library (Anne T. & Robert M. Bass Library), Beinecke Rare Book and Manuscript Library, Chemistry Library (Sterling Chemistry Library), Classics Library, Divinity School Library, East Asia Library, Engineering and Applied Science Library, Forestry and Environmental Studies Library, Geology Library, Government Documents and Information Center, Lewis Walpole Library, Mathematics Library, Mudd Library, Music Library (Irving S. Gilmore Music Library), Science Library (Kline Science Library), Social Science Library, Sterling Memorial Library.

YORK

Libraries included: York University Libraries.

ARL MEMBER LIBRARIES AS OF JANUARY 1, 2011

The Association of Research Libraries (ARL) represents the interests of 126 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 Measurement 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

Institution	Category	Full Name of Institution	Location
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

Institution	Category	Full Name of Institution	Location
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
Canada Inst. SciTech Info.	X	Canada Inst. for Scientific & Technical Information	Ottawa, Ontario

Institution	Category	Full Name of Institution	Location
Center for Research Libs.	N	Center for Research Libraries	Chicago, Illinois
Lib. & Archives Canada	X	Library and Archives Canada	Ottawa, Ontario
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
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