

**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 2008–2009**

Institution	Filled Positions	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2009	FY 2008	FY 2009	FY 2008	FY 2009	FY 2008	FY 2009	FY 2009
Alberta †	67	\$84,681	\$90,161	\$93,456	\$96,402	\$48,685	\$96,402	17.4
British Columbia †	89	78,598	80,717	77,831	81,585	51,841	81,585	14.6
Guelph †	47	70,281	78,100	65,980	72,654	43,695	72,654	17.8
Laval	64	67,519	69,203	71,012	70,607	45,320	70,607	15.3
McGill †	64	74,744	73,887	73,291	67,912	46,000	67,912	16.9
McMaster †	32	76,486	79,572	78,325	79,654	43,704	79,654	17.7
Manitoba †	42	87,483	90,172	89,632	94,294	46,799	94,294	21.9
Montreal †	90	68,235	70,042	65,918	67,304	40,926	67,304	15.4
Queen's †	34	81,829	88,997	83,878	90,735	46,079	90,735	19.6
Saskatchewan †	39	84,386	86,263	84,307	86,845	47,101	86,845	18.0
Toronto †	144	86,859	91,747	88,821	92,700	48,700	92,700	17.0
Waterloo †	34	77,455	78,214	79,343	79,102	47,198	79,102	18.4
Western Ontario †	63	66,739	68,857	61,423	64,517	46,000	64,517	13.4
York †	55	92,462	96,722	86,615	89,352	43,275	89,352	16.7

Salaries are expressed in Canadian dollars. Directors are included in figures for average years of experience and filled positions, but not in the average and median salary statistics. Excludes Canadian medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

† See Footnotes.

**TABLE 32: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	\$168,900	8	\$167,221	6	\$168,180	14
Associate Director	120,795	24	122,252	14	121,332	38
Assistant Director	92,968	8	99,866	8	96,417	16
Head, Branch	100,024	45	99,278	14	99,847	59
Functional Specialist	74,623	69	76,899	81	75,852	150
Subject Specialist	71,990	83	78,553	32	73,817	115
Dept. Head:						
Acquisitions	86,020	8	94,563	6	89,681	14
Reference	‡	12	‡	1	89,827	13
Cataloging	93,467	7	.		93,467	7
Serials	‡	3	.		‡	3
Documents/Maps	‡	6	‡	2	102,191	8
Circulation	‡	10	‡	3	80,065	13
Rare Books/Manuscripts	‡	3	‡	3	100,154	6
Computer Systems	‡	2	‡	5	91,961	7
Other	92,848	36	92,046	16	92,601	52
Reference:						
Over 14 years experience	88,118	69	93,157	22	89,336	91
10 to 14 years experience	78,796	15	79,178	8	78,929	23
5 to 9 years experience	69,060	44	67,178	21	68,452	65
Under 5 years experience	61,842	57	64,043	11	62,198	68
Cataloging:						
Over 14 years experience	84,688	22	80,790	13	83,240	35
10 to 14 years experience	‡	8	‡	2	65,952	10
5 to 9 years experience	‡	7	‡	1	72,212	8
Under 5 years experience	‡	6	‡	1	62,633	7
Other:						
Over 14 years experience	82,570	9	88,150	6	84,802	15
10 to 14 years experience	‡	4	‡	2	70,732	6
5 to 9 years experience	‡	11	‡	1	64,257	12
Under 5 years experience	‡	7	‡	2	66,647	9
<b>All Positions</b>	<b>\$82,146</b>	<b>583</b>	<b>\$85,159</b>	<b>281</b>	<b>\$83,126</b>	<b>864</b>

Excludes Canadian medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries. Salaries are expressed in Canadian dollars.

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

**TABLE 33: NUMBER AND AVERAGE YEARS OF EXPERIENCE  
OF CANADIAN ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	32.0	8	25.2	6	29.1	14
Associate Director	24.1	24	21.6	14	23.2	38
Assistant Director	20.3	8	23.5	8	21.9	16
Head, Branch	22.8	45	23.4	14	22.9	59
Functional Specialist	15.4	69	15.2	81	15.3	150
Subject Specialist	15.0	83	16.2	32	15.3	115
Dept. Head:						
Acquisitions	21.4	8	20.3	6	20.9	14
Reference	18.3	12	30.0	1	19.2	13
Cataloging	25.4	7	.		25.4	7
Serials	25.0	3	.		25.0	3
Documents/Maps	31.8	6	15.5	2	27.8	8
Circulation	20.4	10	10.0	3	18.0	13
Rare Books/Manuscripts	29.0	3	27.3	3	28.2	6
Computer Systems	22.5	2	18.8	5	19.9	7
Other	18.4	36	15.1	16	17.4	52
Public Services	6.1	8	10.3	4	7.5	12
Technical Services	12.4	8	18.6	5	14.8	13
Administrations	15.2	15	7.5	2	14.3	17
Reference	12.8	185	13.5	62	13.0	247
Cataloger	18.1	43	24.3	17	19.9	60
<b>All Positions</b>	<b>16.6</b>	<b>583</b>	<b>16.9</b>	<b>281</b>	<b>16.7</b>	<b>864</b>

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

**TABLE 34: NUMBER AND AVERAGE SALARIES  
OF CANADIAN ARL UNIVERSITY LIBRARIANS  
BY YEARS OF EXPERIENCE AND SEX, FY 2008–2009**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$59,248	84	\$67,563	27	\$61,271	111	\$59,248
4 – 7 years	68,159	88	67,002	40	67,798	128	68,159
8 – 11 years	74,104	73	74,217	39	74,143	112	74,104
12 – 15 years	78,778	40	79,811	28	79,203	68	78,778
16 – 19 years	83,838	62	91,693	34	86,620	96	83,838
20 – 23 years	93,625	66	96,898	35	94,759	101	93,625
24 – 27 years	95,048	38	96,391	20	95,511	58	95,048
28 – 31 years	96,910	57	97,577	26	97,119	83	96,910
32 – 35 years	98,994	38	101,879	18	99,922	56	98,994
over 35 years	110,295	37	106,330	14	109,207	51	110,295
<b>All Positions</b>	<b>\$82,146</b>	<b>583</b>	<b>\$85,159</b>	<b>281</b>	<b>\$83,126</b>	<b>864</b>	<b>\$82,146</b>

Excludes Canadian medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.  
Salaries are expressed in Canadian dollars

