

**ARL UNIVERSITY LIBRARIES**

**Tables 7-25**

**TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE  
ARL UNIVERSITY LIBRARIES, FY 2005-06\***

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2006	FY 2005	FY 2006	FY 2005	FY 2006	FY 2005	FY 2006	FY 2006
Alabama †	49	\$45,900	\$52,161	\$42,145	\$48,114	\$35,000	\$35,000	14.7
Alberta ††	65	58,593	63,237	61,316	67,656	32,689	36,366	16.9
Arizona	65	58,848	61,122	52,181	54,053	43,118	41,688	16.7
Arizona State †	69	53,217	56,240	51,628	54,866	38,000	38,000	17.5
Auburn †	47	53,850	56,868	50,865	55,175	40,930	42,570	15.8
Boston University	57	50,242	52,555	46,800	48,900	32,000	33,000	17.2
Boston College †	61	60,321	62,260	56,750	58,625	37,550	38,700	18.2
Brigham Young	105	57,637	59,699	55,390	57,500	42,300	43,100	18.2
British Columbia ††	76	55,038	57,426	53,663	55,141	33,277	35,768	16.1
Brown †	65	60,107	61,624	58,069	58,573	34,650	35,500	21.2
California, Berkeley †	99	72,651	74,847	70,500	75,480	37,920	37,920	18.8
California, Davis †	42	68,339	69,263	70,500	70,500	37,920	37,920	19.4
California, Irvine	49	68,236	67,817	69,365	70,500	37,920	37,920	16.7
California, Los Angeles	139	72,036	72,477	71,592	70,500	37,920	37,920	18.1
California, Riverside †	39	64,091	63,730	64,164	61,724	37,920	40,560	17.2
California, San Diego †	75	67,498	68,199	65,000	65,000	37,920	37,920	16.5
California, Santa Barbara †	58	67,563	67,798	67,592	64,164	37,920	37,920	18.1
Case Western Reserve	34	53,387	55,194	50,293	53,500	35,000	35,000	13.6
Chicago	66	66,642	67,795	61,082	63,318	42,650	43,930	17.4
Cincinnati †	58	58,623	61,054	55,128	57,929	33,000	35,000	20.1
Colorado †	45	57,212	59,006	55,362	56,837	38,000	40,000	17.9
Colorado State †	44	59,003	59,725	57,650	56,150	39,000	39,000	16.9
Columbia	111	65,991	66,788	58,500	59,530	45,700	47,500	17.1
Connecticut †	54	68,254	71,115	62,981	66,666	45,000	48,000	16.6
Cornell †	117	61,673	64,443	55,000	57,768	40,000	41,600	17.0
Dartmouth †	48	64,221	66,275	63,521	63,704	28,119	37,000	16.3
Delaware †	57	62,936	65,175	61,007	63,314	39,000	39,000	17.2
Duke †	106	58,328	58,326	54,050	54,400	36,850	36,850	16.6
Emory †	73	58,976	60,657	56,100	57,525	35,000	37,000	14.7
Florida †	71	49,742	55,378	45,971	50,282	40,000	42,000	20.4
Florida State †	51	45,588	48,890	41,128	44,853	36,000	38,000	16.1
George Washington †	34	61,687	61,800	58,650	58,650	38,000	42,000	15.5
Georgetown †	49	61,195	62,118	57,214	58,017	40,000	42,000	19.6
Georgia †	68	50,847	52,547	47,278	48,023	32,000	32,000	17.0
Georgia Tech	35	55,274	57,097	55,080	51,497	40,000	44,000	14.4
Guelph ††	39	50,616	57,165	48,596	55,570	30,662	33,781	18.6
Harvard †	452	64,912	67,247	59,845	61,987	42,100	43,600	16.1
Hawaii	56	57,357	59,748	55,872	58,068	36,727	36,720	17.3
Houston †	69	49,319	47,115	43,490	42,363	36,000	37,000	11.9
Howard	32	48,931	51,033	45,828	48,956	35,049	35,049	25.8
Illinois, Chicago †	56	57,712	57,470	51,693	51,764	36,000	42,000	16.1
Illinois, Urbana	140	58,423	60,878	52,265	54,213	42,000	42,000	13.7
Indiana †	82	60,025	59,557	57,281	56,000	35,869	36,227	18.6
Iowa	66	54,776	58,742	50,939	53,001	35,000	40,000	17.6
Iowa State †	54	54,419	56,262	53,114	54,751	38,000	40,000	18.1
Johns Hopkins	74	59,759	61,259	55,000	57,355	42,476	43,113	14.6
Kansas †	71	56,913	59,314	52,135	55,244	35,000	40,000	18.0
Kent State †	60	54,216	50,491	51,758	49,470	42,778	48,889	15.4
Kentucky †	66	50,800	54,086	47,864	52,785	36,000	37,500	18.5
Laval †	63	48,698	50,058	51,828	54,639	31,775	34,154	17.6
Louisiana State	52	44,141	43,882	41,444	40,188	35,000	35,800	13.1
Louisville †	37	57,383	60,837	55,908	61,114	35,000	36,000	21.4
McGill ††	55	52,073	56,669	54,653	58,588	30,522	32,808	19.6
McMaster ††	25	51,882	55,735	50,764	55,520	29,488	32,646	18.5
Manitoba ††	43	57,169	63,923	59,837	66,036	31,688	35,083	22.9
Maryland †	100	57,943	59,218	55,083	55,848	40,000	40,000	17.7
Massachusetts †	49	65,949	65,120	66,437	65,640	37,274	37,274	17.9

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

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

† Canadian salaries expressed in U.S. dollars.

‡ See Footnotes.

**TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE**  
**ARL UNIVERSITY LIBRARIES, FY 2005-06\***

Institution	Filled	Average		Median		Beginning		Average
	Pos.	Salaries		Salaries		Salaries		Yrs. Exp.
	FY 2006	FY 2005	FY 2006	FY 2005	FY 2006	FY 2005	FY 2006	FY 2006
MIT †	92	\$63,513	\$65,006	\$58,200	\$62,100	\$43,800	\$44,000	15.3
Miami †	37	55,431	59,425	53,233	55,349	36,000	38,000	21.3
Michigan †	108	58,856	63,448	53,349	57,527	35,000	40,000	18.4
Michigan State	64	59,803	60,069	56,750	57,800	41,000	43,000	17.2
Minnesota	109	56,176	62,872	53,603	59,776	36,000	36,000	19.1
Missouri †	37	52,059	51,922	46,431	47,559	32,000	32,500	20.9
Montreal †	90	47,396	50,998	47,060	50,583	29,971	33,241	16.1
Nebraska †	49	54,905	56,297	50,402	49,357	40,000	40,500	16.0
New Mexico †	38	65,770	68,175	66,226	66,598	39,900	40,000	20.9
New York	51	66,510	69,214	59,782	61,765	45,000	47,000	18.7
North Carolina	96	56,872	59,769	52,750	55,650	37,500	40,000	18.9
North Carolina State †	87	57,932	60,293	52,852	54,174	40,000	45,000	10.8
Northwestern †	83	59,657	61,459	57,493	58,397	34,000	36,000	17.6
Notre Dame †	51	61,008	61,908	59,281	59,380	36,000	36,000	18.8
Ohio University †	48	48,881	48,769	43,113	43,864	33,000	33,000	12.8
Ohio State †	103	56,375	57,760	52,277	54,911	39,500	40,000	19.7
Oklahoma	46	45,724	50,372	41,644	47,210	39,000	40,000	13.9
Oklahoma State †	50	43,972	51,414	40,236	47,376	34,000	34,000	16.0
Oregon	45	52,516	54,627	49,607	50,980	34,000	35,000	16.4
Pennsylvania †	82	58,659	60,456	55,575	57,233	40,000	40,000	17.4
Pennsylvania State †	132	61,145	62,619	57,912	59,436	38,500	39,000	17.9
Pittsburgh †	63	55,963	59,357	50,324	55,414	30,000	30,000	16.4
Princeton †	103	68,399	71,845	62,700	67,300	40,000	40,000	21.3
Purdue †	57	57,050	60,839	50,600	55,535	36,500	42,000	18.0
Queen's ††	34	54,936	61,355	54,609	61,342	31,378	34,738	19.3
Rice †	56	55,150	57,524	49,113	51,100	34,527	34,527	15.5
Rochester †	67	47,775	51,184	45,557	48,339	36,000	36,000	15.6
Rutgers †	98	69,319	71,747	70,062	73,488	36,469	44,523	19.0
Saskatchewan †	38	55,404	58,792	53,606	56,183	31,123	33,453	16.8
South Carolina †	54	50,613	50,948	46,079	46,427	34,000	34,000	17.1
Southern California †	101	65,332	73,042	59,625	63,100	45,000	45,000	18.5
Southern Illinois	39	54,850	54,339	47,968	46,735	38,200	39,000	14.9
SUNY Albany †	57	55,143	56,556	53,758	55,285	37,500	37,500	18.3
SUNY Buffalo †	102	54,022	56,563	50,336	52,913	38,000	38,753	13.5
SUNY Stony Brook †	28	67,421	64,731	63,135	62,387	41,000	41,000	20.3
Syracuse †	46	57,948	59,142	52,063	53,675	35,000	36,000	19.2
Temple	40	53,081	58,513	48,194	52,688	34,000	36,500	18.1
Tennessee †	48	59,006	60,843	55,466	56,564	36,500	40,000	15.5
Texas †	128	58,726	59,768	53,729	54,736	38,000	40,000	16.5
Texas A&M †	86	54,218	55,163	48,543	49,950	40,000	40,000	14.6
Texas Tech †	57	51,482	51,426	46,139	46,973	38,000	38,000	11.5
Toronto ††	144	58,020	63,296	61,362	65,454	33,500	36,649	16.8
Tulane †	37	53,398	55,000	51,572	53,120	34,000	34,000	16.9
Utah	50	51,561	53,434	48,000	49,117	37,000	38,000	18.0
Vanderbilt †	57	49,818	54,619	46,534	50,131	34,000	36,000	17.8
Virginia †	67	58,239	61,920	55,600	60,050	39,000	40,000	16.7
Virginia Tech	32	55,211	57,304	52,828	55,968	35,000	38,000	18.0
Washington †	97	58,113	59,273	53,724	54,798	38,000	38,800	19.9
Washington State †	45	52,412	59,010	50,917	57,647	33,000	37,000	19.7
Washington U.-St.Louis †	49	57,064	58,839	49,259	50,863	37,000	37,000	18.7
Waterloo ††	33	52,229	58,147	53,013	59,827	30,163	33,491	20.0
Wayne State †	93	59,880	50,166	52,481	44,598	39,000	36,000	10.2
Western Ontario ††	64	44,131	48,647	42,281	46,456	33,753	37,185	14.2
Wisconsin †	144	56,918	57,610	54,544	55,391	36,968	37,719	17.5
Yale	207	69,748	68,596	63,532	61,096	44,400	40,400	17.7
York ††	55	62,777	69,150	61,594	64,312	31,435	33,788	16.4

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

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

† Canadian salaries expressed in U.S. dollars.

‡ See Footnotes.

**TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES  
RANK ORDER TABLE, FY 2004-05\***

Rank	Institution	Salary	Rank	Institution	Salary
1	Johns Hopkins	\$47,680	58	Duke	\$36,850
2	Columbia	45,700	59	Hawaii	36,727
3	Connecticut	45,000	60	Purdue	36,500
3	New York	45,000	60	Tennessee	36,500
3	Southern California	45,000	62	Rutgers	36,469
6	Yale	44,400	63	Florida State	36,000
7	MIT	43,800	63	Houston	36,000
8	Arizona	43,118	63	Illinois, Chicago	36,000
9	Kent State	42,778	63	Kentucky	36,000
10	Chicago	42,650	63	Miami	36,000
11	Brigham Young	42,300	63	Minnesota	36,000
12	Harvard	42,100	63	Notre Dame	36,000
13	Illinois, Urbana	42,000	63	Rochester	36,000
14	Michigan State	41,000	71	Indiana	35,869
14	SUNY Stony Brook	41,000	72	Howard	35,049
16	Auburn	40,930	73	Alabama	35,000
17	Cornell	40,000	73	Case Western Reserve	35,000
17	Florida	40,000	73	Emory	35,000
17	Georgetown	40,000	73	Iowa	35,000
17	Georgia Tech	40,000	73	Kansas	35,000
17	Maryland	40,000	73	Louisiana State	35,000
17	Nebraska	40,000	73	Louisville	35,000
17	North Carolina State	40,000	73	Michigan	35,000
17	Pennsylvania	40,000	73	Syracuse	35,000
17	Princeton	40,000	73	Virginia Tech	35,000
17	Texas A&M	40,000	83	Brown	34,650
27	New Mexico	39,900	84	Rice	34,527
28	Ohio State	39,500	85	Northwestern	34,000
29	Colorado State	39,000	85	Oklahoma State	34,000
29	Delaware	39,000	85	Oregon	34,000
29	Oklahoma	39,000	85	South Carolina	34,000
29	Virginia	39,000	85	Temple	34,000
29	Wayne State	39,000	85	Tulane	34,000
34	Pennsylvania State	38,500	85	Vanderbilt	34,000
35	Southern Illinois	38,200	92	Western Ontario	33,753
36	Arizona State	38,000	93	Toronto	33,500
36	Colorado	38,000	94	British Columbia	33,277
36	George Washington	38,000	95	Cincinnati	33,000
36	Iowa State	38,000	95	Ohio	33,000
36	SUNY Buffalo	38,000	95	Washington State	33,000
36	Texas	38,000	98	Alberta	32,689
36	Texas Tech	38,000	99	Boston University	32,000
36	Washington	38,000	99	Georgia	32,000
44	Calif. Berkeley	37,920	99	Missouri	32,000
44	Calif. Davis	37,920	102	Laval	31,775
44	Calif. Irvine	37,920	103	Manitoba	31,688
44	Calif. Los Angeles	37,920	104	York	31,435
44	Calif. Riverside	37,920	105	Queen's	31,378
44	Calif. San Diego	37,920	106	Saskatchewan	31,123
44	Calif. Santa Barbara	37,920	107	Guelph	30,662
51	Boston College	37,550	108	McGill	30,522
52	North Carolina	37,500	109	Waterloo	30,163
52	SUNY Albany	37,500	110	Pittsburgh	30,000
54	Massachusetts	37,274	111	Montreal	29,971
55	Utah	37,000	112	McMaster	29,488
55	Washington-St. Louis	37,000	113	Dartmouth	28,119
57	Wisconsin	36,968			

\* Reprinted from *ARL Annual Salary Survey 2004-05*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries.

† Canadian salaries expressed in U.S. dollars.

**TABLE 9: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES  
RANK ORDER TABLE, FY 2005-06\***

Rank	Institution	Salary	Rank	Institution	Salary
1	Kent State	\$48,889	57	Calif. Davis	\$37,920
2	Connecticut	48,000	57	Calif. Irvine	37,920
3	Columbia	47,500	57	Calif. Los Angeles	37,920
4	New York	47,000	57	Calif. San Diego	37,920
5	North Carolina State	45,000	57	Calif. Santa Barbara	37,920
5	Southern California	45,000	63	Wisconsin	37,719
7	Rutgers	44,523	64	Kentucky	37,500
8	Georgia Tech	44,000	64	SUNY Albany	37,500
8	MIT	44,000	66	Massachusetts	37,274
10	Chicago	43,930	67	Western Ontario	37,185
11	Harvard	43,600	68	Dartmouth	37,000
12	Johns Hopkins	43,113	68	Emory	37,000
13	Brigham Young	43,100	68	Houston	37,000
14	Michigan State	43,000	68	Washington State	37,000
15	Auburn	42,570	68	Washington-St. Louis	37,000
16	Florida	42,000	73	Duke	36,850
16	George Washington	42,000	74	Hawaii	36,720
16	Georgetown	42,000	75	Toronto	36,649
16	Illinois, Chicago	42,000	76	Temple	36,500
16	Illinois, Urbana	42,000	77	Alberta	36,366
16	Purdue	42,000	78	Indiana	36,227
22	Arizona	41,688	79	Louisville	36,000
23	Cornell	41,600	79	Minnesota	36,000
24	SUNY Stony Brook	41,000	79	Northwestern	36,000
25	Calif. Riverside	40,560	79	Notre Dame	36,000
26	Nebraska	40,500	79	Rochester	36,000
27	Yale	40,400	79	Syracuse	36,000
28	Colorado	40,000	79	Vanderbilt	36,000
28	Iowa	40,000	79	Wayne State	36,000
28	Iowa State	40,000	87	Louisiana State	35,800
28	Kansas	40,000	88	British Columbia	35,768
28	Maryland	40,000	89	Brown	35,500
28	Michigan	40,000	90	Manitoba	35,083
28	New Mexico	40,000	91	Howard	35,049
28	North Carolina	40,000	92	Alabama	35,000
28	Ohio State	40,000	92	Case Western Reserve	35,000
28	Oklahoma	40,000	92	Cincinnati	35,000
28	Pennsylvania	40,000	92	Oregon	35,000
28	Princeton	40,000	96	Queen's	34,738
28	Tennessee	40,000	97	Rice	34,527
28	Texas	40,000	98	Laval	34,154
28	Texas A&M	40,000	99	Oklahoma State	34,000
28	Virginia	40,000	99	South Carolina	34,000
44	Colorado State	39,000	99	Tulane	34,000
44	Delaware	39,000	102	York	33,788
44	Pennsylvania State	39,000	103	Guelph	33,781
44	Southern Illinois	39,000	104	Waterloo	33,491
48	Washington	38,800	105	Saskatchewan	33,453
49	SUNY Buffalo	38,753	106	Montreal	33,241
50	Boston College	38,700	107	Boston University	33,000
51	Arizona State	38,000	107	Ohio	33,000
51	Florida State	38,000	109	McGill	32,808
51	Miami	38,000	110	McMaster	32,646
51	Texas Tech	38,000	111	Missouri	32,500
51	Utah	38,000	112	Georgia	32,000
51	Virginia Tech	38,000	113	Pittsburgh	30,000
57	Calif. Berkeley	37,920			

\* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries.  
See Tables 36 and 43 for statistics related to medical and law library salaries.

† See Footnotes.

‡ Canadian salaries expressed in U.S. dollars.

**TABLE 10: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES  
RANK ORDER TABLE, FY 2004-05\***

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	California, Los Angeles	\$71,592	58	Saskatchewan	\$53,606
2	California, Berkeley	70,500	59	Minnesota	53,603
2	California, Davis	70,500	60	Michigan	53,349
4	Rutgers	70,062	61	Miami	53,233
5	California, Irvine	69,365	62	Iowa State	53,114
6	California, Santa Barbara	67,592	63	Waterloo	53,013
7	Massachusetts	66,437	64	North Carolina State	52,852
8	New Mexico	66,226	65	Virginia Tech	52,828
9	California, San Diego	65,000	66	North Carolina	52,750
10	California, Riverside	64,164	67	Wayne State	52,481
11	Yale	63,532	68	Ohio State	52,277
12	Dartmouth	63,521	69	Illinois, Urbana	52,265
13	SUNY Stony Brook	63,135	70	Arizona	52,181
14	Connecticut	62,981	71	Kansas	52,135
15	Princeton	62,700	72	Syracuse	52,063
16	York	61,594	73	Laval	51,828
17	Toronto	61,362	74	Kent State	51,758
18	Alberta	61,316	75	Illinois, Chicago	51,693
19	Chicago	61,082	76	Arizona State	51,628
20	Delaware	61,007	77	Tulane	51,572
21	Harvard	59,845	78	Iowa	50,939
22	Manitoba	59,837	79	Washington State	50,917
23	New York University	59,782	80	Auburn	50,865
24	Southern California	59,625	81	McMaster	50,764
25	Notre Dame	59,281	82	Purdue	50,600
26	George Washington	58,650	83	Nebraska	50,402
27	Columbia	58,500	84	SUNY Buffalo	50,336
28	MIT	58,200	85	Pittsburgh	50,324
29	Brown	58,069	86	Case Western Reserve	50,293
30	Pennsylvania State	57,912	87	Oregon	49,607
31	Colorado State	57,650	88	Washington U.-St. Louis	49,259
32	Northwestern	57,493	89	Rice	49,113
33	Indiana	57,281	90	Guelph	48,596
34	Georgetown	57,214	91	Texas A&M	48,543
35	Boston College	56,750	92	Temple	48,194
35	Michigan State	56,750	93	Utah	48,000
37	Emory	56,100	94	Southern Illinois	47,968
38	Louisville	55,908	95	Kentucky	47,864
39	Hawaii	55,872	96	Georgia	47,278
40	Virginia	55,600	97	Montreal	47,060
41	Pennsylvania	55,575	98	Boston University	46,800
42	Tennessee	55,466	99	Vanderbilt	46,534
43	Brigham Young	55,390	100	Missouri	46,431
44	Colorado	55,362	101	Texas Tech	46,139
45	Cincinnati	55,128	102	South Carolina	46,079
46	Maryland	55,083	103	Florida	45,971
47	Georgia Tech	55,080	104	Howard	45,828
48	Cornell	55,000	105	Rochester	45,557
48	Johns Hopkins	55,000	106	Houston	43,490
50	McGill	54,653	107	Ohio University	43,113
51	Queen's	54,609	108	Western Ontario	42,281
52	Wisconsin	54,544	109	Alabama	42,145
53	Duke	54,050	110	Oklahoma	41,644
54	SUNY Albany	53,758	111	Louisiana State	41,444
55	Texas	53,729	112	Florida State	41,128
56	Washington	53,724	113	Oklahoma State	40,236
57	British Columbia	53,663			

\* Reprinted from *ARL Annual Salary Survey 2004-05*. Salaries of directors are not included in the calculation of medians.

Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.

† See Footnotes.

‡ Canadian salaries expressed in U.S. dollars.

**TABLE 11: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES  
RANK ORDER TABLE, FY 2005-06\***

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Berkeley	\$75,480	58	Guelph	\$55,570
2	Rutgers	73,488	59	Purdue	55,535
3	California, Davis	70,500	60	McMaster	55,520
3	California, Irvine	70,500	61	Pittsburgh	55,414
3	California, Los Angeles	70,500	62	Wisconsin	55,391
6	Alberta	67,656	63	Miami	55,349
7	Princeton	67,300	64	SUNY Albany	55,285
8	Connecticut	66,666	65	Kansas	55,244
9	New Mexico	66,598	66	Auburn	55,175
10	Manitoba	66,036	67	British Columbia	55,141
11	Massachusetts	65,640	68	Ohio State	54,911
12	Toronto	65,454	69	Arizona State	54,866
13	California, San Diego	65,000	70	Washington	54,798
14	York	64,312	71	Iowa State	54,751
15	California, Santa Barbara	64,164	72	Texas	54,736
16	Dartmouth	63,704	73	Laval	54,639
17	Chicago	63,318	74	Duke	54,400
18	Delaware	63,314	75	Illinois, Urbana	54,213
19	Southern California	63,100	76	North Carolina State	54,174
20	SUNY Stony Brook	62,387	77	Arizona	54,053
21	MIT	62,100	78	Syracuse	53,675
22	Harvard	61,987	79	Case Western Reserve	53,500
23	New York University	61,765	80	Tulane	53,120
24	California, Riverside	61,724	81	Iowa	53,001
25	Queen's	61,342	82	SUNY Buffalo	52,913
26	Louisville	61,114	83	Kentucky	52,785
27	Yale	61,096	84	Temple	52,688
28	Virginia	60,050	85	Illinois, Chicago	51,764
29	Waterloo	59,827	86	Georgia Tech	51,497
30	Minnesota	59,776	87	Rice	51,100
31	Columbia	59,530	88	Oregon	50,980
32	Pennsylvania State	59,436	89	Washington U.-St. Louis	50,863
33	Notre Dame	59,380	90	Montreal	50,583
34	George Washington	58,650	91	Florida	50,282
35	Boston College	58,625	92	Vanderbilt	50,131
36	McGill	58,588	93	Texas A&M	49,950
37	Brown	58,573	94	Kent State	49,470
38	Northwestern	58,397	95	Nebraska	49,357
39	Hawaii	58,068	96	Utah	49,117
40	Georgetown	58,017	97	Howard	48,956
41	Cincinnati	57,929	98	Boston University	48,900
42	Michigan State	57,800	99	Rochester	48,339
43	Cornell	57,768	100	Alabama	48,114
44	Washington State	57,647	101	Georgia	48,023
45	Michigan	57,527	102	Missouri	47,559
46	Emory	57,525	103	Oklahoma State	47,376
47	Brigham Young	57,500	104	Oklahoma	47,210
48	Johns Hopkins	57,355	105	Texas Tech	46,973
49	Pennsylvania	57,233	106	Southern Illinois	46,735
50	Colorado	56,837	107	Western Ontario	46,456
51	Tennessee	56,564	108	South Carolina	46,427
52	Saskatchewan	56,183	109	Florida State	44,853
53	Colorado State	56,150	110	Wayne State	44,598
54	Indiana	56,000	111	Ohio University	43,864
55	Virginia Tech	55,968	112	Houston	42,363
56	Maryland	55,848	113	Louisiana State	40,188
57	North Carolina	55,650			

\* Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.

† Canadian salaries expressed in U.S. dollars.

**TABLE 12: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES  
RANK ORDER TABLE, FY 2004-05\***

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Berkeley	\$72,651	58	Manitoba	\$57,169
2	California, Los Angeles	72,036	59	Washington U.-St. Louis	57,064
3	Yale	69,748	60	Purdue	57,050
4	Rutgers	69,319	61	Wisconsin	56,918
5	Princeton	68,399	62	Kansas	56,913
6	California, Davis	68,339	63	North Carolina	56,872
7	Connecticut	68,254	64	Ohio State	56,375
8	California, Irvine	68,236	65	Minnesota	56,176
9	California, Santa Barbara	67,563	66	Pittsburgh	55,963
10	California, San Diego	67,498	67	Miami	55,431
11	SUNY Stony Brook	67,421	68	Saskatchewan	55,404
12	Chicago	66,642	69	Georgia Tech	55,274
13	New York University	66,510	70	Virginia Tech	55,211
14	Columbia	65,991	71	Rice	55,150
15	Massachusetts	65,949	72	SUNY Albany	55,143
16	New Mexico	65,770	73	British Columbia	55,038
17	Southern California	65,332	74	Queen's	54,936
18	Harvard	64,912	75	Nebraska	54,905
19	Dartmouth	64,221	76	Southern Illinois	54,850
20	California, Riverside	64,091	77	Iowa	54,776
21	MIT	63,513	78	Iowa State	54,419
22	Delaware	62,936	79	Texas A&M	54,218
23	York	62,777	80	Kent State	54,216
24	George Washington	61,687	81	SUNY Buffalo	54,022
25	Cornell	61,673	82	Auburn	53,850
26	Georgetown	61,195	83	Tulane	53,398
27	Pennsylvania State	61,145	84	Case Western Reserve	53,387
28	Notre Dame	61,008	85	Arizona State	53,217
29	Boston College	60,321	86	Temple	53,081
30	Brown	60,107	87	Oregon	52,516
31	Indiana	60,025	88	Washington State	52,412
32	Wayne State	59,880	89	Waterloo	52,229
33	Michigan State	59,803	90	McGill	52,073
34	Johns Hopkins	59,759	91	Missouri	52,059
35	Northwestern	59,657	92	McMaster	51,882
36	Tennessee	59,006	93	Utah	51,561
37	Colorado State	59,003	94	Texas Tech	51,482
38	Emory	58,976	95	Georgia	50,847
39	Michigan	58,856	96	Kentucky	50,800
40	Arizona	58,848	97	Guelph	50,616
41	Texas	58,726	98	South Carolina	50,613
42	Pennsylvania	58,659	99	Boston University	50,242
43	Cincinnati	58,623	100	Vanderbilt	49,818
44	Alberta	58,593	101	Florida	49,742
45	Illinois, Urbana	58,423	102	Houston	49,319
46	Duke	58,328	103	Howard	48,931
47	Virginia	58,239	104	Ohio University	48,881
48	Washington	58,113	105	Laval	48,698
49	Toronto	58,020	106	Rochester	47,775
50	Syracuse	57,948	107	Montreal	47,396
51	Maryland	57,943	108	Alabama	45,900
52	North Carolina State	57,932	109	Oklahoma	45,724
53	Illinois, Chicago	57,712	110	Florida State	45,588
54	Brigham Young	57,637	111	Louisiana State	44,141
55	Louisville	57,383	112	Western Ontario	44,131
56	Hawaii	57,357	113	Oklahoma State	43,972
57	Colorado	57,212			

\* Reprinted from *ARL Annual Salary Survey 2004-05*. Salaries of directors are not included in the calculation of averages.

Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

† See Footnotes.

‡ Canadian salaries expressed in U.S. dollars.



**TABLE 13: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES  
RANK ORDER TABLE, FY 2005-06\***

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Berkeley	\$74,847	58	Kansas	\$59,314
2	Southern California	73,042	59	Washington	59,273
3	California, Los Angeles	72,477	60	Maryland	59,218
4	Princeton	71,845	61	Syracuse	59,142
5	Rutgers	71,747	62	Washington State	59,010
6	Connecticut	71,115	63	Colorado	59,006
7	California, Davis	69,263	64	Washington U.-St. Louis	58,839
8	New York University	69,214	65	Saskatchewan	58,792
9	York	69,150	66	Iowa	58,742
10	Yale	68,596	67	Temple	58,513
11	California, San Diego	68,199	68	Duke	58,326
12	New Mexico	68,175	69	Waterloo	58,147
13	California, Irvine	67,817	70	Ohio State	57,760
14	California, Santa Barbara	67,798	71	Wisconsin	57,610
15	Chicago	67,795	72	Rice	57,524
16	Harvard	67,247	73	Illinois, Chicago	57,470
17	Columbia	66,788	74	British Columbia	57,426
18	Dartmouth	66,275	75	Virginia Tech	57,304
19	Delaware	65,175	76	Guelph	57,165
20	Massachusetts	65,120	77	Georgia Tech	57,097
21	MIT	65,006	78	Auburn	56,868
22	SUNY Stony Brook	64,731	79	McGill	56,669
23	Cornell	64,443	80	SUNY Buffalo	56,563
24	Manitoba	63,923	81	SUNY Albany	56,556
25	California, Riverside	63,730	82	Nebraska	56,297
26	Michigan	63,448	83	Iowa State	56,262
27	Toronto	63,296	84	Arizona State	56,240
28	Alberta	63,237	85	McMaster	55,735
29	Minnesota	62,872	86	Florida	55,378
30	Pennsylvania State	62,619	87	Case Western Reserve	55,194
31	Boston College	62,260	88	Texas A&M	55,163
32	Georgetown	62,118	89	Tulane	55,000
33	Virginia	61,920	90	Oregon	54,627
34	Notre Dame	61,908	91	Vanderbilt	54,619
35	George Washington	61,800	92	Southern Illinois	54,339
36	Brown	61,624	93	Kentucky	54,086
37	Northwestern	61,459	94	Utah	53,434
38	Queen's	61,355	95	Boston University	52,555
39	Johns Hopkins	61,259	96	Georgia	52,547
40	Arizona	61,122	97	Alabama	52,161
41	Cincinnati	61,054	98	Missouri	51,922
42	Illinois, Urbana	60,878	99	Texas Tech	51,426
43	Tennessee	60,843	100	Oklahoma State	51,414
44	Purdue	60,839	101	Rochester	51,184
45	Louisville	60,837	102	Howard	51,033
46	Emory	60,657	103	Montreal	50,998
47	Pennsylvania	60,456	104	South Carolina	50,948
48	North Carolina State	60,293	105	Kent State	50,491
49	Michigan State	60,069	106	Oklahoma	50,372
50	North Carolina	59,769	107	Wayne State	50,166
51	Texas	59,768	108	Laval	50,058
52	Hawaii	59,748	109	Florida State	48,890
53	Colorado State	59,725	110	Ohio University	48,769
54	Brigham Young	59,699	111	Western Ontario	48,647
55	Indiana	59,557	112	Houston	47,115
56	Miami	59,425	113	Louisiana State	43,882
57	Pittsburgh	59,357			

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

Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

† Canadian salaries expressed in U.S. dollars.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LIBRARIES  
SUMMARY OF RANKINGS, FYs 2002-03 TO 2005-06\***

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2003	2004	2005	2006	2003	2004	2005	2006	2003	2004	2005	2006
Alabama		106	112	108	97	113	113	109	100	93	97	73	92
Alberta		103	89	44	28	82	56	18	6	104	104	98	77
Arizona		66	37	40	40	65	64	70	77	4	7	8	22
Arizona State		64	75	85	84	43	57	76	69	38	30	36	51
Auburn		75	62	82	78	67	63	80	66	16	11	16	15
Boston University		88	90	99	95	96	99	98	98	86	96	99	107
Boston College		26	27	29	31	28	33	35	35	49	52	51	50
Brigham Young		27	23	54	54	23	18	43	47	15	14	11	13
British Columbia		107	105	73	74	103	97	57	67	111	112	94	88
Brown		24	26	30	36	27	25	29	37	62	75	83	89
California, Berkeley		1	1	1	1	2	2	2	1	25	38	44	57
California, Davis		4	5	6	7	2	2	2	3	25	38	44	57
California, Irvine		7	8	8	13	4	5	5	3	25	38	44	57
California, Los Angeles		2	2	2	3	1	1	1	3	25	38	44	57
California, Riverside		14	19	20	25	10	8	10	24	25	38	44	25
California, San Diego		6	6	10	11	6	6	9	13	25	38	44	57
California, Santa Barbara		9	9	9	14	8	8	6	15	25	38	44	57
Case Western Reserve		74	76	84	87	55	81	86	79	78	15	73	92
Chicago		17	10	12	15	16	13	19	17	10	10	10	10
Cincinnati		54	43	43	41	52	26	45	41	86	84	95	92
Colorado		31	49	57	63	31	36	44	50	60	74	36	28
Colorado State		25	53	37	53	20	39	31	53	18	29	29	44
Columbia		11	11	14	17	17	23	27	31	3	4	2	3
Connecticut		8	12	7	6	9	10	14	8	5	2	3	2
Cornell		23	25	25	23	38	40	48	43	33	25	17	23
Dartmouth		18	20	19	18	14	21	12	16	62	75	113	68
Delaware		29	21	22	19	26	14	20	18	33	25	29	44
Duke		43	40	46	68	48	44	53	74	44	53	58	73
Emory		30	29	38	46	24	22	37	46	79	62	73	68
Florida		93	95	101	86	94	96	103	91	53	16	17	16
Florida State		98	102	110	109	99	107	112	109	86	92	63	51
George Washington		35	33	24	35	32	38	26	34	20	30	36	16
Georgetown		48	28	26	32	40	35	34	40	19	16	17	16
Georgia		72	80	95	96	73	80	96	101	94	99	99	112
Georgia Tech		68	66	69	77	50	46	47	86	20	25	17	8
Guelph		112	109	97	76	112	106	90	58	106	106	107	103
Harvard		15	15	18	16	13	17	21	22	48	13	12	11
Hawaii		56	54	56	52	41	37	39	39	50	59	59	74
Houston		96	98	102	112	108	108	106	112	62	62	63	68
Howard		90	94	103	102	88	94	104	97	52	61	72	91
Illinois, Chicago		83	51	53	73	81	68	75	85	62	62	63	16
Illinois, Urbana		50	39	45	42	68	61	69	75	17	16	13	16

\* Excludes medical and law libraries.

† Not a member during this year.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LIBRARIES  
SUMMARY OF RANKINGS, FYs 2002-03 TO 2005-06\***

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2003	2004	2005	2006	2003	2004	2005	2006	2003	2004	2005	2006
Indiana		21	32	31	55	29	29	33	54	59	60	71	78
Iowa		34	41	77	66	39	53	78	81	86	62	73	28
Iowa State		76	82	78	83	56	55	62	71	62	30	36	28
Johns Hopkins		28	22	34	39	36	30	48	48	7	9	1	12
Kansas		82	68	62	58	85	84	71	65	62	62	73	28
Kent State		39	48	80	105	37	47	74	94	8	6	9	1
Kentucky		91	84	96	93	92	85	95	83	62	54	63	64
Laval		111	111	105	108	98	95	73	73	103	102	102	98
Louisiana State		108	107	111	113	110	110	111	113	62	75	73	87
Louisville		47	38	55	45	34	24	38	26	53	75	73	79
McGill		110	110	90	79	97	93	50	36	114	111	108	109
McMaster		109	106	92	85	109	103	81	60	110	109	112	110
Manitoba		102	97	58	24	89	70	22	10	113	114	103	90
Maryland		40	47	51	60	46	42	46	56	14	16	17	28
Massachusetts		22	35	15	20	21	28	7	11	51	98	54	66
MIT		16	13	21	21	17	19	28	21	9	5	7	8
Miami		69	96	67	56	42	78	61	63	86	92	63	51
Michigan		36	44	39	26	51	58	60	45	53	62	73	28
Michigan State		45	34	33	49	47	33	35	42	33	16	14	14
Minnesota		53	56	65	29	44	51	59	30	53	62	63	79
Missouri		92	92	91	98	106	102	100	102	97	92	99	111
Montreal		113	113	107	103	111	112	97	90	109	107	111	106
Nebraska		44	74	75	82	60	75	83	95	60	49	17	26
New Mexico		12	17	16	12	11	12	8	9	79	30	27	28
New York		58	42	13	8	59	49	23	23	5	8	3	4
North Carolina		67	78	63	50	62	82	66	57	62	75	52	28
North Carolina State		57	52	52	48	70	69	64	76	38	25	17	5
Northwestern		37	31	35	37	35	32	32	38	86	91	85	79
Notre Dame		32	24	28	34	25	15	25	33	62	62	63	79
Ohio University		85	86	104	110	84	90	107	111	79	84	95	107
Ohio State		71	71	64	70	71	66	68	68	46	23	28	28
Oklahoma		94	103	109	106	100	111	110	104	33	46	29	28
Oklahoma State		100	104	113	100	102	105	113	103	79	84	85	99
Oregon		87	85	87	90	90	91	87	88	79	84	85	92
Pennsylvania		52	46	42	47	53	48	41	49	12	16	17	28
Pennsylvania State		33	30	27	30	33	31	30	32	20	30	34	44
Pittsburgh		63	60	66	57	77	76	85	61	97	84	110	113
Princeton		10	7	5	4	12	11	15	7	38	23	17	28
Purdue		70	67	60	44	80	77	82	59	94	92	60	16
Queen's		104	100	74	38	105	98	51	25	105	105	105	96
Rice		60	65	71	72	74	71	89	87	77	83	84	97
Rochester		97	99	106	101	104	104	105	99	53	54	63	79
Rutgers		5	4	4	5	5	4	4	2	37	51	62	7

\* Excludes medical and law libraries.

† Not a member during this year.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LIBRARIES  
SUMMARY OF RANKINGS, FYs 2002-03 TO 2005-06\***

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2003	2004	2005	2006	2003	2004	2005	2006	2003	2004	2005	2006
Saskatchewan		95	93	68	65	86	79	58	52	108	110	106	105
South Carolina		89	91	98	104	93	100	102	108	97	99	85	99
Southern California		13	14	17	2	19	27	24	19	2	2	3	5
Southern Illinois		59	63	76	92	83	83	94	106	20	30	35	44
SUNY Albany		73	73	72	81	76	62	54	64	32	45	52	64
SUNY Buffalo		55	69	81	80	61	74	84	82	20	30	36	49
SUNY Stony Brook		19	18	11	22	15	16	13	20	12	16	14	24
Syracuse		61	55	50	61	72	65	72	78	62	62	73	79
Temple		77	77	86	67	91	86	92	84	62	75	85	76
Tennessee		49	36	36	43	57	41	42	51	79	62	60	28
Texas		42	61	41	51	54	72	55	72	38	54	36	28
Texas A&M		78	79	79	88	95	92	91	93	46	30	17	28
Texas Tech		101	101	94	99	107	109	101	105	38	54	36	51
Toronto		99	88	49	27	66	45	17	12	112	113	93	75
Tulane		80	72	83	89	75	60	77	80	62	75	85	99
Utah		79	83	93	94	79	87	93	96	62	54	55	51
Vanderbilt		81	87	100	91	87	88	99	92	86	84	85	79
Virginia		38	58	47	33	30	50	40	28	62	62	29	28
Virginia Tech		65	64	70	75	58	59	65	55	85	75	73	51
Washington		46	50	48	59	49	52	56	70	53	46	36	48
Washington State		84	81	88	62	64	67	79	44	97	84	95	68
Washington U.-St. Louis		62	59	59	64	78	89	88	89	94	62	55	68
Waterloo		105	108	89	69	101	101	63	29	107	108	109	104
Wayne State		41	45	32	107	69	73	67	110	38	46	29	79
Western Ontario		114	114	112	111	114	114	108	107	101	101	92	67
Wisconsin		51	57	61	71	45	43	52	62	45	50	57	63
Yale		20	16	3	10	22	20	11	27	11	12	6	27
York		86	70	23	9	63	54	16	14	102	103	104	102

\* Excludes medical and law libraries.

† Not a member during this year.



**TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES  
BY SALARY AND POSITION, FY 2005-06\***

SALARY INTERVALS	NUMBER OF STAFF								PERCENTAGE 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.
\$250,000 and above	8		1						7		1					
200,000-249,999	14			1					13			0				
175,000-199,999	16	3	1					1	14	1	1					0
150,000-174,999	32	8		1			1		29	3		0			0	
140,000-149,999	18	4	2				1		16	2	1				0	
130,000-139,999	9	8	5	2	1		2		8	3	3	0	0		0	
120,000-129,999	3	12	6	3	4		1	2	3	5	3	1	0		0	0
110,000-119,999	6	40	10	6	6	1	13		5	16	5	1	0	0	1	
100,000-109,999	4	49	32	15	15	4	24	7	4	20	17	3	1	0	2	0
95,000-99,999		26	23	9	11	7	22	8		10	12	2	1	1	2	0
90,000-94,999	2	35	20	22	18	5	41	7	2	14	10	4	1	1	3	0
85,000-89,999		22	24	31	30	20	62	20		9	13	6	2	2	4	1
80,000-84,999		16	22	45	42	49	99	48		6	12	8	2	5	7	2
76,000-79,999		13	10	32	53	29	104	47		5	5	6	3	3	7	2
74,000-75,999		3	3	29	35	24	65	24		1	2	5	2	2	4	1
72,000-73,999		1	4	22	43	19	70	33		0	2	4	3	2	5	1
70,000-71,999		1	1	22	46	40	89	56		0	1	4	3	4	6	2
68,000-69,999		1	7	29	42	20	64	46		0	4	5	2	2	4	2
66,000-67,999		2	2	31	48	23	81	60		1	1	6	3	2	6	2
64,000-65,999		2	5	27	55	42	87	84		1	3	5	3	4	6	3
62,000-63,999			1	27	67	41	61	78			1	5	4	4	4	3
60,000-61,999			2	30	75	55	84	106			1	6	4	6	6	4
58,000-59,999			1	18	72	61	57	128			1	3	4	6	4	5
56,000-57,999		1	1	17	84	79	77	143		0	1	3	5	8	5	5
54,000-55,999			1	24	93	61	66	153			1	5	6	6	5	5
52,000-53,999		2	2	17	94	77	51	183		1	1	3	6	8	4	7
50,000-51,999		1		20	94	61	41	225		0		4	6	6	3	8
48,000-49,999			1	12	107	44	40	212			1	2	6	5	3	8
46,000-47,999			2	9	82	63	37	220			1	2	5	6	3	8
44,000-45,999				9	110	59	37	207				2	7	6	3	7
42,000-43,999			2	4	101	36	34	211			1	1	6	4	2	8
40,000-41,999				10	88	20	17	190				2	5	2	1	7
38,000-39,999				2	57	14	9	111				0	3	1	1	4
36,000-37,999				3	49	14	6	94				1	3	1	0	3
34,000-35,999				2	34	2	4	57				0	2	0	0	2
32,000-33,999					15	4	2	22					1	0	0	1
30,000-31,999					11	1	1	5					1	0	0	0
Less than 30,000					7		2	7					0		0	0
<b>TOTAL</b>	<b>112</b>	<b>250</b>	<b>191</b>	<b>531</b>	<b>1,689</b>	<b>975</b>	<b>1,452</b>	<b>2,795</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

\* 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 2005-06\***

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.
\$250,000 and above	3								5		1					
200,000-249,999	8								6			1				
175,000-199,999	10	2	1					1	6	1						
150,000-174,999	18	7							14	1		1			1	
140,000-149,999	14	3							4	1	2				1	
130,000-139,999	5	5	3				1		4	3	2	2	1		1	
120,000-129,999	1	6	4	1	3			2	2	6	2	2	1		1	
110,000-119,999	2	21	3	2	4		5		4	19	7	4	2	1	8	
100,000-109,999	1	31	15	6	9	2	14	4	3	18	17	9	6	2	10	3
95,000-99,999		12	15	5	9	3	11	6		14	8	4	2	4	11	2
90,000-94,999	1	22	8	17	11	1	23	5	1	13	12	5	7	4	18	2
85,000-89,999		11	17	22	14	13	31	11		11	7	9	16	7	31	9
80,000-84,999		14	9	31	19	24	66	32		2	13	14	23	25	33	16
76,000-79,999		7	6	19	21	18	61	33		6	4	13	32	11	43	14
74,000-75,999		2	3	23	20	15	29	16		1		6	15	9	36	8
72,000-73,999		1	3	13	26	11	48	22			1	9	17	8	22	11
70,000-71,999				15	27	19	58	40		1	1	7	19	21	31	16
68,000-69,999		1	3	19	21	12	40	28			4	10	21	8	24	18
66,000-67,999		2		21	26	17	48	43			2	10	22	6	33	17
64,000-65,999		1	2	21	26	22	59	61		1	3	6	29	20	28	23
62,000-63,999			1	12	38	22	43	51				15	29	19	18	27
60,000-61,999			2	20	39	32	65	82				10	36	23	19	24
58,000-59,999				16	36	47	40	88			1	2	36	14	17	40
56,000-57,999		1		11	53	42	47	107			1	6	31	37	30	36
54,000-55,999			1	16	51	41	40	98				8	42	20	26	55
52,000-53,999			1	12	50	48	33	138		2	1	5	44	29	18	45
50,000-51,999		1		16	43	44	24	143				4	51	17	17	82
48,000-49,999			1	10	65	33	27	146				2	42	11	13	66
46,000-47,999			1	6	44	38	29	148			1	3	38	25	8	72
44,000-45,999				8	66	31	28	154				1	44	28	9	53
42,000-43,999			1	3	54	21	22	148			1	1	47	15	12	63
40,000-41,999				7	50	14	13	124				3	38	6	4	66
38,000-39,999				1	32	6	8	88				1	25	8	1	23
36,000-37,999				3	35	9	3	63					14	5	3	31
34,000-35,999				1	17	2	3	46				1	17		1	11
32,000-33,999					9	2	1	13					6	2	1	9
30,000-31,999					7		1	4					4	1		1
Less than 30,000					4		2	4					3			3
<b>TOTAL</b>	<b>63</b>	<b>150</b>	<b>100</b>	<b>357</b>	<b>929</b>	<b>589</b>	<b>923</b>	<b>1,949</b>	<b>49</b>	<b>100</b>	<b>91</b>	<b>174</b>	<b>760</b>	<b>386</b>	<b>529</b>	<b>846</b>

\* Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2005-06\***

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	\$168,146	63	\$169,856	49	\$168,894	112
Associate Director	102,989	150	101,725	100	102,484	250
Assistant Director	91,056	100	94,040	91	92,478	191
Head, Branch	68,289	357	74,057	174	70,179	531
Functional Specialist	56,140	929	56,921	760	56,491	1,689
Subject Specialist	58,227	589	59,854	386	58,871	975
Dept. Head: Acquisitions	66,474	77	71,399	29	67,821	106
Reference	70,076	87	68,569	38	69,618	125
Cataloging	66,255	139	64,946	52	65,898	191
Serials	61,434	30	65,551	8	62,301	38
Documents/Maps	60,301	57	59,693	32	60,082	89
Circulation	61,571	72	60,774	29	61,342	101
Rare Books/Manuscripts	71,817	36	76,396	46	74,386	82
Computer Systems	78,767	32	79,680	52	79,332	84
Other	64,831	393	69,538	243	66,629	636
Reference: Over 14 years experience	59,065	455	59,292	198	59,134	653
10 to 14 years experience	51,980	152	50,027	68	51,377	220
5 to 9 years experience	47,545	216	47,714	80	47,591	296
Under 5 years experience	41,947	233	42,027	90	41,970	323
Cataloging: Over 14 years experience	57,889	282	57,116	141	57,631	423
10 to 14 years experience	48,175	64	51,850	35	49,474	99
5 to 9 years experience	47,368	77	47,267	33	47,338	110
Under 5 years experience	43,015	77	44,218	42	43,440	119
Other: Over 14 years experience	62,978	172	63,271	66	63,060	238
10 to 14 years experience	53,256	50	55,752	19	53,943	69
5 to 9 years experience	47,664	83	46,530	37	47,314	120
Under 5 years experience	42,616	88	46,015	37	43,622	125
<b>All Positions</b>	<b>\$61,083</b>	<b>5,061</b>	<b>\$63,984</b>	<b>2,935</b>	<b>\$62,148</b>	<b>7,996</b>

\* Canadian salaries expressed in U.S. dollars. See Table 32 for salaries of Canadian librarians expressed in Canadian dollars.  
Excludes medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries.



**TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE  
OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2005-06\***

<b>Position</b>	<b>Women</b>		<b>Men</b>		<b>Total</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Director	31.1	63	31.6	49	31.3	112
Associate Director	25.8	150	23.8	100	25.0	250
Assistant Director	24.1	100	23.3	91	23.7	191
Head, Branch	22.0	357	22.2	174	22.1	531
Functional Specialist	13.4	929	12.6	760	13.0	1,689
Subject Specialist	17.6	589	17.2	386	17.4	975
Dept. Head: Acquisitions	22.0	77	24.1	29	22.6	106
Reference	22.3	87	19.2	38	21.3	125
Cataloging	22.4	139	21.7	52	22.2	191
Serials	19.1	30	23.8	8	20.1	38
Documents/Maps	19.5	57	20.8	32	20.0	89
Circulation	19.1	72	12.9	29	17.3	101
Rare Books/Manuscripts	21.7	36	24.1	46	23.0	82
Computer Systems	19.4	32	18.4	52	18.8	84
Other	19.1	393	19.7	243	19.3	636
Public Services	13.8	143	13.0	64	13.5	207
Technical Services	14.1	129	14.8	52	14.3	181
Administrative Services	14.9	121	14.3	43	14.8	164
Reference	14.3	1,056	15.1	436	14.5	1,492
Cataloger	17.6	500	16.9	251	17.4	751
<b>All Positions</b>	<b>17.2</b>	<b>5,061</b>	<b>17.0</b>	<b>2,935</b>	<b>17.1</b>	<b>7,996</b>

\* Includes Canadian libraries. See Table 33 for comparable figures in Canadian libraries only.

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

**TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS  
BY YEARS OF EXPERIENCE AND SEX, FY 2005-06\***

<b>Experience</b>	<b><u>Women</u></b>		<b><u>Men</u></b>		<b><u>Total</u></b>		<b>% of Total</b>
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	
0 - 3 years	\$42,855	548	\$46,177	305	\$44,043	853	11%
4 - 7 years	48,125	731	51,010	469	49,253	1,200	15%
8 - 11 years	53,128	594	56,100	347	54,224	941	12%
12 - 15 years	58,302	550	60,258	310	59,007	860	11%
16 - 19 years	62,454	525	64,860	314	63,355	839	10%
20 - 23 years	66,445	527	70,085	261	67,650	788	10%
24 - 27 years	71,874	503	73,497	290	72,468	793	10%
28 - 31 years	74,643	453	78,187	304	76,066	757	9%
32 - 35 years	77,043	366	80,625	203	78,321	569	7%
over 35 years	79,112	264	87,358	132	81,861	396	5%
<b>All Positions</b>	<b>\$61,083</b>	<b>5,061</b>	<b>\$63,984</b>	<b>2,935</b>	<b>\$62,148</b>	<b>7,996</b>	<b>100%</b>

\* Canadian salaries expressed in U.S. dollars. See Table 34 for salaries in Canadian dollars.  
Excludes medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.

**TABLE 20: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND YEARS OF EXPERIENCE, FY 2005-06\***

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	N/A	N/A	N/A	N/A	†	\$158,593	\$160,041	\$174,600	\$173,538	\$166,466
Associate Director	†	\$77,968	\$87,203	\$96,464	\$98,790	99,726	105,148	108,407	108,908	101,176
Assistant Director	\$87,615	73,613	66,552	90,614	89,257	91,703	93,425	94,613	95,832	111,546
Head, Branch	48,326	50,793	59,539	63,140	67,721	69,829	71,814	78,613	79,092	86,669
Functional Specialist	44,817	50,153	55,246	57,797	60,752	66,959	66,133	70,121	70,668	70,420
Subject Specialist	44,708	49,163	53,630	57,412	61,645	60,497	66,892	66,557	70,873	71,198
Dept. Head: Acquisitions	†	53,155	61,454	61,693	65,096	73,415	66,161	72,777	76,517	75,676
Reference	†	49,555	61,130	65,471	67,078	71,936	77,914	75,742	77,912	67,970
Cataloging	†	49,426	56,242	59,485	65,762	67,840	67,743	73,076	72,713	69,408
Serials	†	48,440	†	60,885	66,767	60,759	68,312	†	67,858	†
Documents/Maps	43,257	50,430	52,258	55,565	56,855	63,732	66,409	67,436	75,158	67,867
Circulation	44,675	50,867	56,522	63,762	67,089	58,133	71,461	71,297	73,278	†
Rare Books/Manuscripts	†	68,138	58,096	65,595	65,795	77,992	76,761	78,338	79,928	90,526
Computer Systems	†	75,716	73,212	80,543	80,113	73,632	82,943	84,861	†	†
Other	51,740	53,899	59,305	64,875	65,191	69,187	72,731	73,551	74,583	78,333
Public Services	39,731	44,458	46,421	50,854	58,259	58,005	61,810	61,113	63,710	73,862
Technical Services	40,946	48,246	48,216	58,772	59,815	59,615	62,267	62,418	55,564	65,556
Administrative Services	47,180	52,165	50,719	62,990	61,076	63,291	59,788	70,422	†	102,895
Reference	41,086	46,363	49,686	52,484	55,609	57,753	61,132	61,181	61,727	64,319
Cataloger	43,355	46,097	47,823	51,336	55,520	57,549	57,082	57,207	60,888	62,342
<b>All Positions: Average Salary</b>	<b>\$44,043</b>	<b>\$49,253</b>	<b>\$54,224</b>	<b>\$59,007</b>	<b>\$63,355</b>	<b>\$67,650</b>	<b>\$72,468</b>	<b>\$76,066</b>	<b>\$78,321</b>	<b>\$81,861</b>
<b>No. of Positions</b>	<b>853</b>	<b>1,200</b>	<b>941</b>	<b>860</b>	<b>839</b>	<b>788</b>	<b>793</b>	<b>757</b>	<b>569</b>	<b>396</b>

\* Years of experience reflect total professional experience. Canadian salaries expressed in U.S. dollars. Excludes medical and law libraries.

N/A - No positions reported in this category.

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

**TABLE 21: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND TYPE OF INSTITUTION, FY 2005-06\***

Position	<u>Canadian (14)</u>		<u>Private (31)</u>		<u>Public (68)</u>		<u>Total (113)</u>	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$115,721	14	\$205,029	31	\$163,286	67	\$168,894	112
Associate Director	85,136	32	113,312	74	100,775	144	102,484	250
Assistant Director	73,124	15	100,118	70	90,171	106	92,478	191
Head, Branch	68,782	58	75,306	148	68,093	325	70,179	531
Functional Specialist	54,276	124	61,004	579	54,120	986	56,491	1,689
Subject Specialist	55,502	81	59,498	362	58,957	532	58,871	975
Dept. Head: Acquisitions	63,445	12	68,903	39	68,009	55	67,821	106
Reference	62,564	14	72,595	49	68,858	62	69,618	125
Cataloging	64,867	15	67,974	80	64,330	96	65,898	191
Serials	69,996	4	60,406	11	61,869	23	62,301	38
Documents/Maps	68,909	8	61,287	23	58,387	58	60,082	89
Circulation	59,482	14	58,395	34	63,723	53	61,342	101
Rare Books/Manuscripts	66,107	7	75,129	26	75,174	49	74,386	82
Computer Systems	66,877	9	82,614	32	79,497	43	79,332	84
Other	62,814	56	67,091	202	66,948	378	66,629	636
Reference: Over 14 years experience	62,447	108	58,437	169	58,496	376	59,134	653
10 to 14 years experience	54,000	31	53,394	50	50,066	139	51,377	220
5 to 9 years experience	48,224	47	49,559	79	46,500	170	47,591	296
Under 5 years experience	41,026	64	45,961	49	41,326	210	41,970	323
Cataloging: Over 14 years experience	60,009	46	58,984	160	56,130	217	57,631	423
10 to 14 years experience	45,895	6	50,742	39	48,956	54	49,474	99
5 to 9 years experience	45,227	6	49,509	51	45,487	53	47,338	110
Under 5 years experience	44,661	9	44,964	48	42,082	62	43,440	119
Other: Over 14 years experience	61,499	16	63,774	89	62,769	133	63,060	238
10 to 14 years experience	55,061	6	55,892	25	52,485	38	53,943	69
5 to 9 years experience	45,286	10	49,467	43	46,235	67	47,314	120
Under 5 years experience	40,222	12	47,940	41	41,730	72	43,622	125
<b>All Positions</b>	<b>\$59,202</b>	<b>824</b>	<b>\$65,165</b>	<b>2,603</b>	<b>\$60,961</b>	<b>4,569</b>	<b>\$62,148</b>	<b>7,996</b>

\* Canadian salaries expressed in U.S. dollars. Tables 31-34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries.

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

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

**TABLE 22: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND TYPE OF INSTITUTION, FY 2005-06\***

Position	Canadian (14)		Private (31)		Public (68)		Total (113)	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	30.9	14	31.7	31	31.3	67	31.3	112
Associate Director	23.0	32	26.1	74	24.8	144	25.0	250
Assistant Director	23.9	15	24.4	70	23.2	106	23.7	191
Head, Branch	22.2	58	22.2	148	22.0	325	22.1	531
Functional Specialist	14.6	124	13.4	579	12.6	986	13.0	1,689
Subject Specialist	17.7	81	17.0	362	17.7	532	17.4	975
Dept. Head: Acquisitions	23.3	12	22.7	39	22.3	55	22.6	106
Reference	17.1	14	23.0	49	21.0	62	21.3	125
Cataloging	23.3	15	21.9	80	22.3	96	22.2	191
Serials	22.5	4	20.6	11	19.4	23	20.1	38
Documents/Maps	22.9	8	20.3	23	19.5	58	20.0	89
Circulation	19.1	14	16.4	34	17.4	53	17.3	101
Rare Books/Manuscripts	26.0	7	20.6	26	23.9	49	23.0	82
Computer Systems	23.0	9	18.2	32	18.3	43	18.8	84
Other	18.4	56	19.7	202	19.3	378	19.3	636
Reference: Over 14 years experience	24.9	108	25.1	169	24.7	376	24.8	653
10 to 14 years experience	11.8	31	12.0	50	11.9	139	11.9	220
5 to 9 years experience	6.3	47	6.7	79	6.8	170	6.7	296
Under 5 years experience	2.2	64	2.9	49	2.4	210	2.4	323
Cataloging: Over 14 years experience	26.8	46	25.2	160	25.8	217	25.7	423
10 to 14 years experience	11.5	6	12.2	39	11.9	54	12.0	99
5 to 9 years experience	6.8	6	6.6	51	6.7	53	6.7	110
Under 5 years experience	2.4	9	2.5	48	2.4	62	2.4	119
Other: Over 14 years experience	25.3	16	24.1	89	25.4	133	24.9	238
10 to 14 years experience	12.3	6	11.6	25	11.7	38	11.7	69
5 to 9 years experience	6.4	10	6.7	43	6.5	67	6.6	120
Under 5 years experience	2.2	12	2.7	41	2.2	72	2.3	125
<b>All Positions</b>	<b>17.4</b>	<b>824</b>	<b>17.4</b>	<b>2,603</b>	<b>16.9</b>	<b>4,569</b>	<b>17.1</b>	<b>7,996</b>

\* 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 2005-06\***

Position	<u>Staff Over 110 (10) ‡</u>		<u>Staff 75-110 (23)</u>		<u>Staff 50-74 (43)</u>		<u>Staff 21-49 (37) §</u>	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$208,691	10	\$183,967	22	\$163,679	43	\$155,238	37
Associate Director	117,133	48	111,582	53	95,513	76	93,503	73
Assistant Director	93,968	29	98,745	50	89,949	81	87,583	31
Head, Branch	77,124	132	72,310	137	65,262	164	66,071	98
Functional Specialist	61,647	436	57,457	491	53,388	528	51,861	234
Subject Specialist	62,924	245	60,412	268	55,862	343	55,730	119
Dept. Head: Acquisitions	72,296	18	74,079	22	63,980	32	65,019	34
Reference	77,538	21	73,876	26	63,682	43	68,995	35
Cataloging	72,891	48	68,871	48	58,744	54	63,654	41
Serials	65,840	5	64,773	8	59,035	16	63,943	9
Documents/Maps	70,720	12	64,051	22	56,709	32	55,429	23
Circulation	65,728	15	60,256	31	58,210	35	65,215	20
Rare Books/Manuscripts	90,877	7	81,384	18	69,352	28	70,921	29
Computer Systems	102,333	7	81,554	23	77,246	30	73,101	24
Other	71,552	108	71,448	182	61,430	224	64,629	122
Reference: Over 14 years experience	63,559	94	59,014	187	58,305	194	57,827	178
10 to 14 years experience	54,258	34	51,181	60	50,598	70	50,809	56
5 to 9 years experience	50,299	58	47,307	70	47,590	100	45,574	68
Under 5 years experience	44,993	38	43,163	91	40,791	114	40,855	80
Cataloging: Over 14 years experience	63,570	108	57,159	119	53,266	138	57,927	58
10 to 14 years experience	52,464	17	50,836	36	46,694	27	48,168	19
5 to 9 years experience	51,107	38	46,316	29	43,809	31	46,987	12
Under 5 years experience	47,110	36	42,690	20	41,857	36	41,213	27
Other: Over 14 years experience	65,709	60	62,798	66	60,114	82	66,389	30
10 to 14 years experience	56,327	16	53,973	21	50,893	19	55,419	13
5 to 9 years experience	50,151	40	45,580	33	44,808	33	49,206	14
Under 5 years experience	48,281	34	42,093	40	39,615	27	44,078	24
<b>All Positions</b>	<b>\$65,878</b>	<b>1,714</b>	<b>\$62,974</b>	<b>2,173</b>	<b>\$59,459</b>	<b>2,600</b>	<b>\$61,355</b>	<b>1,509</b>

\*Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 21; Tables 31-34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries.

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

‡ In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98 over 120; in 1998-99 over 115; and since 1999-2000, over 110.

§ No ARL Library has fewer than 21 professional staff members.

**TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2005-06\***

Position	Staff Over 110 (10)†		Staff 75-110 (23)		Staff 50-74 (43)		Staff 24-49 (37)‡	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	31.8	10	31.4	22	31.5	43	30.9	37
Associate Director	25.5	48	24.5	53	24.4	76	25.6	73
Assistant Director	22.3	29	23.8	50	23.1	81	26.4	31
Head, Branch	22.3	132	22.5	137	20.9	164	23.2	98
Functional Specialist	12.9	436	13.4	491	12.6	528	13.4	234
Subject Specialist	16.8	245	17.2	268	18.0	343	17.9	119
Dept. Head: Acquisitions	24.8	18	22.9	22	20.5	32	23.1	34
Reference	22.9	21	21.1	26	20.6	43	21.5	35
Cataloging	22.3	48	23.1	48	21.2	54	22.5	41
Serials	15.4	5	24.3	8	18.2	16	22.3	9
Documents/Maps	24.0	12	22.8	22	19.3	32	16.2	23
Circulation	19.5	15	14.8	31	16.8	35	20.4	20
Rare Books/Manuscripts	24.9	7	23.3	18	24.7	28	20.8	29
Computer Systems	25.0	7	18.4	23	17.1	30	19.4	24
Other	20.1	108	20.5	182	17.8	224	19.5	122
Reference: Over 14 years experience	25.1	94	25.5	187	24.4	194	24.5	178
10 to 14 years experience	12.0	34	11.8	60	11.9	70	12.1	56
5 to 9 years experience	6.5	58	6.7	70	6.8	100	6.8	68
Under 5 years experience	2.7	38	2.4	91	2.4	114	2.3	80
Cataloging: Over 14 years experience	25.9	108	25.2	119	26.4	138	24.6	58
10 to 14 years experience	12.1	17	11.9	36	11.9	27	12.1	19
5 to 9 years experience	6.4	38	6.7	29	6.8	31	7.0	12
Under 5 years experience	2.3	36	2.2	20	2.4	36	2.9	27
Other: Over 14 years experience	25.6	60	24.4	66	25.3	82	23.6	30
10 to 14 years experience	11.6	16	11.2	21	11.9	19	12.4	13
5 to 9 years experience	6.5	40	6.4	33	6.8	33	6.8	14
Under 5 years experience	2.2	34	2.4	40	2.4	27	2.5	24
<b>All Positions</b>	<b>16.7</b>	<b>1,714</b>	<b>17.2</b>	<b>2,173</b>	<b>16.9</b>	<b>2,600</b>	<b>17.8</b>	<b>1,509</b>

\* Excludes medical and law libraries.

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

† In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98, over 120; in 1998-99, over 115; and since 1999-2000, over 110.

‡ No ARL library has fewer than 21 professional staff members.

**TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION,  
FY 2005-06\***

Position	Northeast		North Central		South			West		Canada	Total
	New England (9)	Middle Atlantic (14)	East N.Central (17)	West N.Central (7)	South Atlantic (18)	East S.Central (6)	West S.Central (9)	Mountain (7)	Pacific (12)	(14)	(113)
Director	\$180,846	\$210,114	\$168,257	\$164,604	\$182,260	\$151,086	\$175,438	\$147,808	\$173,477	\$115,721	\$168,894
Associate Director	122,836	115,114	100,974	101,747	100,078	87,233	94,653	98,738	110,927	85,136	102,484
Assistant Director	89,772	98,539	88,307	93,519	89,592	†	87,741	96,246	118,271	73,124	92,478
Head, Branch	81,640	76,036	69,672	66,707	61,127	62,373	63,369	69,204	73,251	68,782	70,179
Functional Specialist	63,055	58,622	50,777	57,098	56,013	50,985	48,702	55,124	64,485	54,276	56,491
Subject Specialist	63,595	61,218	57,392	58,062	52,870	48,387	51,340	58,805	66,252	55,502	58,871
Dept. Head: Acquisitions	72,603	66,823	67,516	67,618	68,160	75,757	58,508	74,890	64,269	63,445	67,821
Reference	74,769	76,621	67,506	69,301	68,884	66,791	57,432	66,405	81,652	62,564	69,618
Cataloging	76,694	64,957	63,776	62,116	58,839	58,244	62,053	71,912	68,556	64,867	65,898
Serials	†	69,038	62,187	†	57,715	†	†	61,589	65,029	69,996	62,301
Documents/Maps	64,640	62,023	56,418	61,253	57,157	†	55,404	50,851	68,247	68,909	60,082
Circulation	63,800	59,997	63,938	63,381	62,228	†	54,833	71,549	61,196	59,482	61,342
Rare Books/Manuscripts	87,249	77,713	67,930	80,319	74,674	†	55,510	68,267	81,430	66,107	74,386
Computer Systems	87,453	89,646	76,661	78,917	75,050	77,300	77,564	81,653	82,896	66,877	79,332
Other	74,202	68,575	66,586	64,018	65,693	64,100	57,744	65,851	74,348	62,814	66,629
Reference: Over 14 years experience	64,757	59,882	57,181	53,724	53,705	58,044	46,805	56,449	65,875	62,447	59,134
10 to 14 years experience	56,358	51,130	49,363	47,073	49,756	48,927	45,858	50,531	55,223	54,000	51,377
5 to 9 years experience	52,438	47,439	46,838	46,660	46,381	44,539	41,132	46,541	48,970	48,224	47,591
Under 5 years experience	49,380	43,254	42,407	43,319	42,057	42,348	37,859	40,033	42,690	41,026	41,970
Cataloging: Over 14 years experience	63,135	58,202	54,445	54,970	53,426	51,396	47,030	55,351	65,998	60,009	57,631
10 to 14 years experience	54,222	50,369	50,407	46,183	46,087	†	44,976	50,478	53,697	45,895	49,474
5 to 9 years experience	52,780	45,452	46,689	45,006	44,539	†	42,108	45,020	50,824	45,227	47,338
Under 5 years experience	47,778	44,178	41,662	40,891	42,210	40,103	38,475	42,376	45,274	44,661	43,440
Other: Over 14 years experience	66,767	63,698	65,740	53,013	58,823	61,472	52,676	56,567	68,164	61,499	63,060
10 to 14 years experience	57,300	54,524	53,982	53,574	48,250	†	51,603	51,571	†	55,061	53,943
5 to 9 years experience	52,918	51,976	45,782	44,694	45,463	45,782	41,287	41,230	49,271	45,286	47,314
Under 5 years experience	50,148	38,698	40,097	47,337	42,659	43,305	40,198	46,850	48,248	40,222	43,622
<b>All Positions: Average Salary</b>	<b>\$66,944</b>	<b>\$64,942</b>	<b>\$59,959</b>	<b>\$60,437</b>	<b>\$60,293</b>	<b>\$58,060</b>	<b>\$55,267</b>	<b>\$60,780</b>	<b>\$68,789</b>	<b>\$59,202</b>	<b>\$62,148</b>
<b>                  No. of Staff</b>	<b>1,085</b>	<b>1,097</b>	<b>1,286</b>	<b>435</b>	<b>1,123</b>	<b>304</b>	<b>581</b>	<b>416</b>	<b>845</b>	<b>824</b>	<b>7,996</b>

\* Canadian salaries expressed in U.S. dollars. Excludes medical and law libraries.

( ) Indicates number of ARL libraries included.

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

N/A - No positions were reported in this category.



## ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION\*

Region	No. of Libs.	ARL University Libraries Included	States/Provinces Included
<b><u>Northeast</u></b>			
1. New England	(9)	Boston University, Boston College, Brown, Connecticut, Dartmouth, Harvard, Massachusetts Institute of Technology, Massachusetts, Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
<b><u>North Central</u></b>			
3. East North Central	(17)	Case Western Reserve, Chicago, Cincinnati, Illinois-Chicago, Illinois-Urbana, Indiana, Kent State, Michigan, Michigan State, Notre Dame, Northwestern, Ohio University, Ohio State, Purdue, Southern Illinois, Wayne State, Wisconsin	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	(7)	Iowa, Iowa State, Kansas, Minnesota, Missouri, Nebraska, Washington U.-St. Louis	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
<b><u>South</u></b>			
5. South Atlantic	(18)	Delaware, Duke, Emory, Florida, Florida State, Georgia, Georgia Tech., Georgetown, George Washington, Howard, Johns Hopkins, Maryland, Miami, North Carolina, North Carolina State, South Carolina, Virginia, Virginia Tech	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(6)	Alabama, Auburn, Kentucky, Louisville, Tennessee, Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(9)	Houston, Louisiana State, Oklahoma, Oklahoma State, Rice, Texas, Texas A&M, Texas Tech, Tulane	Ark., La., Okla., Tex.
<b><u>West</u></b>			
8. Mountain	(7)	Arizona, Arizona State, Brigham Young, Colorado, Colorado State, New Mexico, Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Washington; Washington State	Alaska, Calif., Hawaii, Ore., Wash.
<b><u>Canada</u></b>	(14)	Alberta, British Columbia, Guelph, Laval, McGill, McMaster, Manitoba, Montreal, 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 U. S. Bureau of the Census in tabulations of the Current Population Survey.

