

ARL UNIVERSITY LAW LIBRARIES

TABLES 42-48

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES;
AND AVERAGE YEARS OF EXPERIENCE
IN ARL UNIVERSITY LAW LIBRARIES, FY 2008–2009**

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	9	58,471	57,320	52,000	10
Alberta	3	‡	‡	50,126	4
Arizona	11	64,191	65,000	50,000	12
Arizona State	7	67,641	73,170	43,000	8
Boston University	8	71,113	63,800	55,000	9
Boston College	13	75,307	80,889	42,300	14
British Columbia	2	‡	‡	53,021	3
California, Davis	6	87,438	79,974	46,164	7
California, Los Angeles	14	78,124	82,524	46,164	15
Case Western Reserve	10	64,326	65,931	35,000	11
Cincinnati	5	60,748	52,020	42,298	6
Colorado	6	70,199	58,602	45,000	7
Columbia	15	76,365	73,672	51,500	16
Connecticut	9	70,729	71,752	45,000	10
Cornell	7	76,857	71,400	58,000	8
Duke	10	74,075	68,575	55,000	11
Emory	9	61,465	58,984	41,500	10
Florida	9	59,992	54,968	50,000	10
Florida State	9	53,794	51,500	52,000	10
George Washington	19	83,872	78,246	59,000	20
Georgetown	24	74,448	70,000	46,500	25
Georgia	7	55,235	52,844	40,000	8
Harvard	42	78,934	73,409	48,800	43
Hawaii	3	‡	‡	50,000	4
Houston	10	57,406	52,790	50,000	11
Howard	6	49,623	50,688	45,000	7
Illinois, Urbana	9	62,773	59,129	53,500	10
Indiana	9	69,325	64,923	40,400	10
Iowa	16	72,925	69,625	50,000	17
Kansas	7	49,278	44,555	35,000	8
Kentucky	6	51,515	46,338	41,000	7
Louisiana State	10	60,863	55,846	42,000	11
Louisville	5	56,866	53,853	37,000	6
McGill	3	‡	‡	49,500	4
Manitoba	2	‡	‡	46,970	3
Miami	11	58,981	58,213	44,000	12
Michigan	11	76,256	70,553	49,000	12
Minnesota	13	75,486	68,200	44,000	14
Missouri	7	54,645	57,327	N/A	8

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES;
AND AVERAGE YEARS OF EXPERIENCE
IN ARL UNIVERSITY LAW LIBRARIES, FY 2008–2009**

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Montreal	4	65,499	60,171	51,277	5
Nebraska	4	62,615	62,417	43,000	5
New Mexico	6	64,180	56,927	49,000	7
New York University	17	82,580	80,845	60,000	18
North Carolina	11	74,947	68,000	45,000	12
Northwestern	10	62,529	58,845	44,000	11
Notre Dame	12	69,321	64,300	40,000	13
Ohio State	6	64,224	60,197	42,000	7
Oklahoma	6	55,874	49,897	42,000	7
Oregon	5	60,799	58,995	42,000	6
Pennsylvania	13	70,077	63,978	42,500	14
Pennsylvania State	9	75,059	69,360	42,436	10
Queen's	2	‡	‡	49,500	3
Rutgers, Camden	7	77,533	85,700	52,000	8
Rutgers, Newark	9	72,346	64,000	52,000	10
Saskatchewan	2	94,209	94,209	49,600	3
South Carolina	9	67,341	68,289	50,000	10
Southern Illinois	3	‡	‡	50,000	4
SUNY Buffalo	10	69,492	74,223	45,000	11
Syracuse	9	58,398	55,146	46,000	10
Temple	8	63,612	54,635	41,616	9
Tennessee	8	67,824	57,719	50,000	9
Texas	12	60,540	55,857	38,000	13
Texas Tech	6	65,190	63,747	46,500	7
Toronto	3	‡	‡	51,381	4
Tulane	6	57,587	56,970	40,000	7
Utah	7	56,136	52,530	45,000	8
Vanderbilt	5	66,594	60,355	40,000	6
Virginia	12	64,842	61,350	62,500	13
Washington	14	69,248	67,879	57,000	15
Washington U.-St. Louis	7.0	115,897.0	71,667.0	53,500	8
Wayne State	8	45,730	44,242	45,000	9
Western Ontario	3	‡	‡	46,906	4
Wisconsin	11	62,919	58,954	40,256	12
Yale	18	80,486	75,612	50,500	19
York	4	81,778	83,597	48,510	5

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.

‡ 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 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Virginia	62,500	39	Calif. Davis	46,164
2	New York	60,000	39	Calif. Los Angeles	46,164
3	George Washington	59,000	41	Syracuse	46,000
4	Cornell	58,000	42	Colorado	45,000
5	Washington	57,000	42	Connecticut	45,000
6	Boston University	55,000	42	Howard	45,000
6	Duke	55,000	42	North Carolina	45,000
8	Illinois, Urbana	53,500	42	SUNY Buffalo	45,000
8	Washington-St. Louis	53,500	42	Utah	45,000
10	British Columbia	53,021	42	Wayne State	45,000
11	Alabama	52,000	49	Miami	44,000
11	Florida State	52,000	49	Minnesota	44,000
11	Rutgers, Camden Law	52,000	49	Northwestern	44,000
11	Rutgers, Newark Law	52,000	52	Arizona State	43,000
15	Columbia	51,500	52	Nebraska	43,000
16	Toronto	51,381	54	Pennsylvania	42,500
17	Montreal	51,277	55	Pennsylvania State	42,436
18	Yale	50,500	56	Boston College	42,300
19	Alberta	50,126	57	Cincinnati	42,298
20	Arizona	50,000	58	Louisiana State	42,000
20	Florida	50,000	58	Ohio State	42,000
20	Hawaii	50,000	58	Oklahoma	42,000
20	Houston	50,000	58	Oregon	42,000
20	Iowa	50,000	62	Temple	41,616
20	South Carolina	50,000	63	Emory	41,500
20	Southern Illinois	50,000	64	Kentucky	41,000
20	Tennessee	50,000	65	Indiana	40,400
28	Saskatchewan	49,600	66	Wisconsin	40,256
29	McGill	49,500	67	Georgia	40,000
29	Queen's	49,500	67	Notre Dame	40,000
31	Michigan	49,000	67	Tulane	40,000
31	New Mexico	49,000	67	Vanderbilt	40,000
33	Harvard	48,800	71	Texas	38,000
34	York	48,510	72	Louisville	37,000
35	Manitoba	46,970	73	Case Western Reserve	35,000
36	Western Ontario	46,906	73	Kansas	35,000
37	Georgetown	46,500		Missouri	N/A
37	Texas Tech	46,500			

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 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Saskatchewan	94,209	34	Nebraska	62,417
2	Rutgers, Camden	85,700	35	Virginia	61,350
3	York	83,597	36	Vanderbilt	60,355
4	California, Los Angeles	82,524	37	Ohio State	60,197
5	Boston College	80,889	38	Montreal	60,171
6	New York University	80,845	39	Illinois, Urbana	59,129
7	California, Davis	79,974	40	Oregon	58,995
8	George Washington	78,246	41	Emory	58,984
9	Yale	75,612	42	Wisconsin	58,954
10	SUNY Buffalo	74,223	43	Northwestern	58,845
11	Columbia	73,672	44	Colorado	58,602
12	Harvard	73,409	45	Miami	58,213
13	Arizona State	73,170	46	Tennessee	57,719
14	Connecticut	71,752	47	Missouri	57,327
15	Washington U.-St. Louis	71,667	48	Alabama	57,320
16	Cornell	71,400	49	Tulane	56,970
17	Michigan	70,553	50	New Mexico	56,927
18	Georgetown	70,000	51	Texas	55,857
19	Iowa	69,625	52	Louisiana State	55,846
20	Pennsylvania State	69,360	53	Syracuse	55,146
21	Duke	68,575	54	Florida	54,968
22	South Carolina	68,289	55	Temple	54,635
23	Minnesota	68,200	56	Louisville	53,853
24	North Carolina	68,000	57	Georgia	52,844
25	Washington	67,879	58	Houston	52,790
26	Case Western Reserve	65,931	59	Utah	52,530
27	Arizona	65,000	60	Cincinnati	52,020
28	Indiana	64,923	61	Florida State	51,500
29	Notre Dame	64,300	62	Howard	50,688
30	Rutgers, Newark	64,000	63	Oklahoma	49,897
31	Pennsylvania	63,978	64	Kentucky	46,338
32	Boston University	63,800	65	Kansas	44,555
33	Texas Tech	63,747	66	Wayne State	44,242

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

**TABLE 45: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Washington U.-St. Louis	115,897	34	Montreal	65,499
2	Saskatchewan	94,209	35	Texas Tech	65,190
3	California, Davis	87,438	36	Virginia	64,842
4	George Washington	83,872	37	Case Western Reserve	64,326
5	New York University	82,580	38	Ohio State	64,224
6	York	81,778	39	Arizona	64,191
7	Yale	80,486	40	New Mexico	64,180
8	Harvard	78,934	41	Temple	63,612
9	California, Los Angeles	78,124	42	Wisconsin	62,919
10	Rutgers, Camden	77,533	43	Illinois, Urbana	62,773
11	Cornell	76,857	44	Nebraska	62,615
12	Columbia	76,365	45	Northwestern	62,529
13	Michigan	76,256	46	Emory	61,465
14	Minnesota	75,486	47	Louisiana State	60,863
15	Boston College	75,307	48	Oregon	60,799
16	Pennsylvania State	75,059	49	Cincinnati	60,748
17	North Carolina	74,947	50	Texas	60,540
18	Georgetown	74,448	51	Florida	59,992
19	Duke	74,075	52	Miami	58,981
20	Iowa	72,925	53	Alabama	58,471
21	Rutgers, Newark	72,346	54	Syracuse	58,398
22	Boston University	71,113	55	Tulane	57,587
23	Connecticut	70,729	56	Houston	57,406
24	Colorado	70,199	57	Louisville	56,866
25	Pennsylvania	70,077	58	Utah	56,136
26	SUNY Buffalo	69,492	59	Oklahoma	55,874
27	Indiana	69,325	60	Georgia	55,235
28	Notre Dame	69,321	61	Missouri	54,645
29	Washington	69,248	62	Florida State	53,794
30	Tennessee	67,824	63	Kentucky	51,515
31	Arizona State	67,641	64	Howard	49,623
32	South Carolina	67,341	65	Kansas	49,278
33	Vanderbilt	66,594	66	Wayne State	45,730

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

**TABLE 46: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	\$149,978	36	\$154,892	39	\$152,533	75
Associate Director	99,467	30	96,404	20	98,242	50
Assistant Director	84,936	32	83,761	9	84,678	41
Functional Specialist	58,079	32	62,141	25	59,861	57
Subject Specialist	72,539	29	71,527	15	72,194	44
Dept. Head:						
Acquisitions	62,897	25	61,692	9	62,578	34
Reference	76,890	19	75,994	10	76,581	29
Cataloging	‡	24	‡	3	73,177	27
Serials	‡	8	‡	2	69,322	10
Documents/Maps	‡	9	‡	1	65,235	10
Circulation	60,794	23	60,383	7	60,698	30
Rare Books/Manuscripts	‡	3	‡	2	75,572	5
Computer Systems	69,891	4	77,110	5	73,901	9
Other	71,998	23	73,150	10	72,347	33
Reference:						
Over 14 years experience	85,220	40	72,586	22	80,737	62
10 to 14 years experience	61,245	19	61,141	9	61,211	28
5 to 9 years experience	58,863	19	61,282	14	59,889	33
Under 5 years experience	59,217	52	57,025	28	58,450	80
Cataloging:						
Over 14 years experience	63,539	20	70,213	7	65,269	27
10 to 14 years experience	‡	9	‡	1	58,809	10
5 to 9 years experience	52,391	7	.		52,391	7
Under 5 years experience	54,834	7	.		54,834	7
Other:						
Over 14 years experience	63,296	9	64,900	5	63,869	14
10 to 14 years experience	‡	6	‡	1	68,322	7
5 to 9 years experience	‡	3	‡	4	54,694	7
Under 5 years experience	‡	6	‡	1	52,051	7
All Positions	\$75,619	494	\$82,613	249	\$77,963	743

Canadian salaries are expressed in US dollars.

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

**TABLE 47: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	29.1	36	23.1	39	26.0	75
Associate Director	24.8	30	19.8	20	22.8	50
Assistant Director	21.7	32	20.8	9	21.5	41
Functional Specialist	12.9	32	10.0	25	11.6	57
Subject Specialist	20.3	29	19.1	15	19.9	44
Dept. Head:						
Acquisitions	19.6	25	17.2	9	19.0	34
Reference	14.9	19	18.6	10	16.2	29
Cataloging	26.5	24	18.0	3	25.5	27
Serials	17.8	8	11.0	2	16.4	10
Documents/Maps	28.2	9	11.0	1	26.5	10
Circulation	14.9	23	10.7	7	13.9	30
Rare Books/Manuscripts	15.0	3	13.5	2	14.4	5
Computer Systems	22.0	4	17.4	5	19.4	9
Other	17.7	23	16.8	10	17.4	33
Public Services	13.7	6	13.2	6	13.4	12
Technical Services	12.8	12	12.0	3	12.6	15
Administrative Services	18.5	6	20.0	2	18.9	8
Reference	11.6	130	10.9	73	11.4	203
Cataloger	17.5	43	24.9	8	18.7	51
All Positions	17.8	494	15.9	249	17.1	743

**TABLE 48: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW 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	\$56,389	68	\$54,301	31	\$55,735	99	13%
4 – 7 years	59,363	67	63,628	34	60,799	101	14%
8 – 11 years	68,693	38	67,505	34	68,132	72	10%
12 – 15 years	68,524	65	89,699	29	75,057	94	13%
16 – 19 years	76,601	41	84,232	23	79,343	64	9%
20 – 23 years	95,389	36	85,983	36	90,686	72	10%
24 – 27 years	79,165	43	110,736	16	87,726	59	8%
28 – 31 years	85,651	54	105,363	25	91,889	79	11%
32 – 35 years	98,760	54	104,743	17	100,192	71	10%
over 35 years	90,804	28	152,071	4	98,462	32	4%
All Positions	\$75,619	494	\$82,613	249	\$77,963	743	100%

Canadian salaries are expressed in US dollars.

UNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS