

**ARL UNIVERSITY LIBRARIES**

**TABLES 7-25**

**TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2009–2010**

Institution	Filled Positions	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2010	FY 2009	FY 2010	FY 2009	FY 2010	FY 2009	FY 2010	FY 2010
Alabama †	60	\$58,655	\$58,272	\$52,205	\$52,204	\$42,000	\$42,000	15.2
Alberta ††	62	89,260	84,172	95,438	89,319	50,126	43,398	17.5
Arizona †	60	66,447	65,897	61,595	59,915	47,093	48,605	17.6
Arizona State †	58	63,110	66,091	61,000	65,071	43,000	43,000	18.8
Auburn †	45	60,231	58,382	55,290	53,705	44,720	44,720	15.1
Boston University †	59	59,236	57,615	55,200	56,600	42,300	43,700	16.5
Boston College †	61	69,672	69,739	67,184	67,280	42,300	42,300	19.1
Brigham Young †	111	63,925	66,005	62,400	63,950	48,000	51,000	18.2
British Columbia ††	94	79,910	73,023	80,769	70,005	53,021	47,429	15.0
Brown †	74	67,804	65,880	63,854	61,549	39,500	39,500	20.5
Calgary †	57	N/A	81,275	N/A	76,749	N/A	49,713	18.3
California, Berkeley †	113	82,952	83,853	80,374	82,524	46,164	47,087	18.2
California, Davis †	43	79,652	81,135	82,637	88,488	46,164	46,164	21.1
California, Irvine	56	76,045	76,645	75,708	75,708	46,164	46,164	15.4
California, Los Angeles †	147	75,812	78,189	73,799	75,708	46,164	46,164	16.1
California, Riverside †	45	74,166	77,661	74,400	75,708	47,087	47,087	21.0
California, San Diego †	93	76,016	77,158	75,708	75,708	46,164	46,164	16.4
California, Santa Barbara †	61	71,466	71,378	68,892	68,892	46,164	46,164	17.0
Case Western Reserve †	41	57,972	58,788	54,389	55,227	35,000	35,000	15.3
Chicago †	72	74,480	76,254	70,290	72,329	48,204	48,204	19.3
Cincinnati †	52	66,847	65,445	61,332	61,879	39,000	40,000	20.9
Colorado †	41	66,826	67,523	64,388	64,573	44,000	44,000	16.4
Colorado State	46	68,355	68,311	65,300	65,300	45,400	45,000	17.6
Columbia	185	72,352	72,939	64,265	64,385	51,500	51,500	15.8
Connecticut †	58	79,855	82,083	78,680	78,079	48,000	48,000	18.3
Cornell †	103	69,564	71,548	63,600	64,239	47,000	47,000	16.1
Dartmouth †	48	72,539	72,208	69,536	67,933	42,500	45,500	17.6
Delaware †	58	72,792	75,703	71,037	73,353	43,600	43,600	18.2
Duke †	122	63,058	64,870	58,583	60,000	44,000	45,000	16.8
Emory †	73	69,025	68,747	63,653	63,068	41,500	42,000	15.1
Florida †	68	58,974	60,450	55,045	56,388	42,000	42,000	15.4
Florida State †	48	49,803	54,858	47,000	49,805	42,000	42,000	13.9
George Washington	39	70,759	74,353	65,328	67,143	47,000	47,000	15.6
Georgetown †	53	69,739	69,227	63,538	63,538	45,000	45,000	21.4
Georgia †	74	57,628	56,544	51,005	50,000	38,000	38,000	16.0
Georgia Tech	42	60,944	63,526	56,270	58,016	42,000	44,000	16.7
Guelph ††	50	77,319	69,113	71,928	66,902	57,242	51,169	17.7
Harvard †	454	78,019	77,319	70,900	70,720	48,800	48,800	15.8
Hawaii †	83	67,491	66,721	67,391	66,225	42,649	42,660	16.0
Houston †	44	63,512	61,669	62,480	56,563	42,000	43,000	14.1
Howard †	30	53,741	43,547	53,440	43,010	36,000	38,000	18.9
Illinois, Chicago †	47	61,206	62,208	56,457	56,555	47,000	47,000	17.6
Illinois, Urbana	151	67,213	66,755	62,036	61,645	46,000	46,000	14.4
Indiana †	80	63,786	63,870	60,011	59,331	40,400	40,400	19.1
Iowa †	71	63,196	62,529	56,796	55,573	41,000	41,000	17.7
Iowa State †	53	61,863	63,217	59,887	61,664	43,000	43,000	19.7
Johns Hopkins †	75	67,265	68,926	63,702	65,690	50,026	50,026	17.4
Kansas †	86	61,056	60,877	56,200	54,806	49,000	51,000	15.5
Kent State †	59	57,317	63,997	53,777	60,301	43,389	55,367	15.7
Kentucky †	65	60,909	60,966	59,697	59,839	41,000	41,000	21.1
Laval †	62	68,511	61,963	69,901	62,474	47,613	42,468	14.4
Louisiana State	50	51,839	50,821	47,715	46,462	38,000	38,000	13.5
Louisville †	31	61,851	59,483	56,845	55,884	37,000	37,000	18.2
McGill †	65	73,148	63,797	67,233	57,834	49,500	42,856	16.7
McMaster ††	48	78,776	61,608	78,858	62,508	44,771	40,128	16.8
Manitoba ††	41	89,270	81,855	93,351	85,771	46,970	41,845	22.8
Maryland	84	67,924	68,874	66,419	66,603	42,000	40,000	19.9
Massachusetts †	59	70,508	69,882	72,263	72,263	42,155	42,155	16.4
MIT †	94	75,733	74,430	70,900	70,959	51,000	51,750	16.0

**TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2009–2010**

Institution	Filled Positions	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2010	FY 2009	FY 2010	FY 2009	FY 2010	FY 2009	FY 2010	FY 2010
Miami †	49	69,165	68,278	64,935	61,728	45,000	45,000	16.5
Michigan †	122	70,031	67,767	65,564	63,717	42,000	42,000	16.0
Michigan State †	67	63,867	68,894	60,000	65,850	47,000	47,000	16.4
Minnesota	107	67,975	66,794	65,446	63,557	40,000	42,000	16.4
Missouri †	39	55,264	59,914	48,854	55,964	40,000	40,000	19.4
Montreal ††	92	69,342	62,740	66,631	59,349	41,738	36,968	15.1
Nebraska	47	65,751	65,057	57,671	57,472	50,000	50,000	19.4
New Mexico †	43	78,591	72,938	76,307	68,853	40,000	40,000	20.8
New York University †	53	78,920	79,018	70,769	69,989	52,000	52,000	18.4
North Carolina	99	67,177	67,637	63,750	63,712	44,000	44,000	17.9
North Carolina State †	84	70,667	73,019	64,895	65,000	49,000	50,000	11.0
Northwestern †	88	66,328	67,873	62,847	63,429	42,000	43,000	17.0
Notre Dame †	63	68,224	69,492	65,738	66,508	40,000	41,200	18.3
Ohio University †	47	54,210	55,522	48,170	48,787	41,500	41,000	13.6
Ohio State †	122	57,439	59,476	52,432	54,450	43,000	46,000	14.4
Oklahoma	41	54,228	55,853	52,228	53,742	42,000	42,000	14.4
Oklahoma State †	65	56,703	56,580	53,640	52,657	36,000	38,000	16.8
Oregon †	57	56,965	59,782	53,792	55,973	40,000	40,000	16.2
Pennsylvania †	105	65,914	65,997	61,122	61,850	42,500	43,500	16.1
Pennsylvania State †	145	69,421	67,897	65,556	64,224	42,436	42,436	19.3
Pittsburgh †	65	66,544	66,551	59,984	60,711	34,000	34,000	18.8
Princeton †	122	77,939	79,015	72,150	73,799	50,000	63,200	21.0
Purdue †	65	66,957	65,573	61,000	60,513	45,000	47,000	18.5
Queen's †	35	88,107	80,504	89,828	83,438	49,500	44,227	20.0
Rice	59	61,433	62,215	55,450	55,833	38,300	37,200	15.9
Rochester †	74	55,965	55,837	52,540	53,000	38,168	38,168	14.8
Rutgers †	84	88,899	89,058	92,106	91,751	47,390	49,286	21.7
Saskatchewan ††	40	85,401	76,307	85,977	78,850	49,600	45,197	17.4
South Carolina †	53	53,670	53,658	49,838	49,838	34,000	34,000	16.6
Southern California †	103	73,788	74,479	66,944	67,650	48,500	48,500	18.4
Southern Illinois	38	57,003	58,264	49,117	52,536	43,000	44,000	14.0
SUNY Albany †	62	67,251	60,964	59,704	58,822	38,500	39,000	16.5
SUNY Buffalo †	76	69,982	72,916	66,684	69,048	45,000	45,000	20.3
SUNY Stony Brook	26	75,948	79,837	73,259	75,457	44,000	42,000	22.2
Syracuse †	54	65,441	65,847	61,493	60,648	N/A	None	18.2
Temple †	40	66,114	66,849	56,020	58,140	42,744	44,044	19.1
Tennessee †	42	70,344	69,380	67,823	66,307	44,000	44,000	18.5
Texas †	120	66,554	66,882	58,958	59,260	45,000	46,000	16.7
Texas A&M †	134	59,250	62,441	54,156	55,704	47,000	47,500	16.0
Texas Tech †	61	60,494	60,690	55,036	57,135	45,000	45,000	11.8
Toronto ††	143	90,829	78,211	91,773	75,194	51,381	44,484	15.7
Tulane	33	62,896	60,534	60,000	56,325	40,000	40,000	16.5
Utah †	54	61,119	61,470	57,250	56,312	44,000	44,000	19.0
Vanderbilt †	62	59,810	58,991	54,666	54,655	40,000	40,500	17.4
Virginia †	74	69,246	67,988	60,450	60,000	44,000	44,000	15.9
Virginia Tech	36	65,516	63,148	62,556	58,540	41,000	40,000	16.7
Washington †	117	66,517	66,476	60,312	59,934	42,600	42,600	19.7
Washington State †	44	59,820	62,755	56,482	58,172	38,500	38,500	18.7
Washington U.-St. Louis †	63	59,497	59,037	54,468	53,740	40,000	40,000	16.1
Waterloo ††	36	77,432	70,230	78,311	70,260	49,090	44,402	17.9
Wayne State †	67	54,962	61,261	50,031	54,705	40,500	40,500	15.0
Western Ontario ††	68	68,168	59,073	63,872	55,725	46,906	40,610	13.2
Wisconsin †	157	60,304	61,856	57,808	58,654	40,526	40,526	16.5
Yale †	213	82,622	81,088	76,974	76,300	50,500	50,500	18.9
York ††	54	95,755	82,297	88,458	77,321	48,510	41,999	17.2

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 are expressed in US dollars. ‡ See Footnotes.

**TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES  
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Guelph	57,242	58	Delaware	43,600
2	British Columbia	53,021	59	Kent State	43,389
3	New York	52,000	60	Arizona State	43,000
4	Columbia	51,500	60	Iowa State	43,000
5	Toronto	51,381	60	Ohio State	43,000
6	MIT	51,000	60	Southern Illinois	43,000
7	Yale	50,500	64	Temple	42,744
8	Alberta	50,126	65	Hawaii	42,649
9	Johns Hopkins	50,026	66	Washington	42,600
10	Nebraska	50,000	67	Dartmouth	42,500
10	Princeton	50,000	67	Pennsylvania	42,500
12	Saskatchewan	49,600	69	Pennsylvania State	42,436
13	McGill	49,500	70	Boston University	42,300
13	Queen's	49,500	70	Boston College	42,300
15	Waterloo	49,090	72	Massachusetts	42,155
16	Kansas	49,000	73	Alabama	42,000
16	North Carolina State	49,000	73	Florida	42,000
18	Harvard	48,800	73	Florida State	42,000
19	York	48,510	73	Georgia Tech	42,000
20	Southern California	48,500	73	Houston	42,000
21	Chicago	48,204	73	Maryland	42,000
22	Brigham Young	48,000	73	Michigan	42,000
22	Connecticut	48,000	73	Northwestern	42,000
24	Laval	47,613	73	Oklahoma	42,000
25	Rutgers	47,390	82	Montreal	41,738
26	Arizona	47,093	83	Emory	41,500
27	Calif. Riverside	47,087	83	Ohio	41,500
28	Cornell	47,000	85	Iowa	41,000
28	George Washington	47,000	85	Kentucky	41,000
28	Illinois, Chicago	47,000	85	Virginia Tech	41,000
28	Michigan State	47,000	88	Wisconsin	40,526
28	Texas A&M	47,000	89	Wayne State	40,500
33	Manitoba	46,970	90	Indiana	40,400
34	Western Ontario	46,906	91	Minnesota	40,000
35	Calif. Berkeley	46,164	91	Missouri	40,000
35	Calif. Davis	46,164	91	New Mexico	40,000
35	Calif. Irvine	46,164	91	Notre Dame	40,000
35	Calif. Los Angeles	46,164	91	Oregon	40,000
35	Calif. San Diego	46,164	91	Tulane	40,000
35	Calif. Santa Barbara	46,164	91	Vanderbilt	40,000
41	Illinois, Urbana	46,000	91	Washington-St. Louis	40,000
42	Colorado State	45,400	99	Brown	39,500
43	Georgetown	45,000	100	Cincinnati	39,000
43	Miami	45,000	101	SUNY Albany	38,500
43	Purdue	45,000	101	Washington State	38,500
43	SUNY Buffalo	45,000	103	Rice	38,300
43	Texas	45,000	104	Rochester	38,168
43	Texas Tech	45,000	105	Georgia	38,000
49	McMaster	44,771	105	Louisiana State	38,000
50	Auburn	44,720	107	Louisville	37,000
51	Colorado	44,000	108	Howard	36,000
51	Duke	44,000	108	Oklahoma State	36,000
51	North Carolina	44,000	110	Case Western Reserve	35,000
51	SUNY Stony Brook	44,000	111	Pittsburgh	34,000
51	Tennessee	44,000	111	South Carolina	34,000
51	Utah	44,000	113	Syracuse	N/A
51	Virginia	44,000			

Reprinted from *ARL Annual Salary Survey 2008–2009*. 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 are expressed in US dollars.

**TABLE 9: 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

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 are expressed in US dollars.

**TABLE 10: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES  
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	Alberta	95,438	58	Virginia Tech	62,556
2	Manitoba	93,351	59	Houston	62,480
3	Rutgers	92,106	60	Brigham Young	62,400
4	Toronto	91,773	61	Illinois, Urbana	62,036
5	Queen's	89,828	62	Arizona	61,595
6	York	88,458	63	Syracuse	61,493
7	Saskatchewan	85,977	64	Cincinnati	61,332
8	California, Davis	82,637	65	Pennsylvania	61,122
9	British Columbia	80,769	66	Arizona State	61,000
10	California, Berkeley	80,374	66	Purdue	61,000
11	McMaster	78,858	68	Virginia	60,450
12	Connecticut	78,680	69	Washington	60,312
13	Waterloo	78,311	70	Indiana	60,011
14	Yale	76,974	71	Michigan State	60,000
15	New Mexico	76,307	71	Tulane	60,000
16	California, Irvine	75,708	73	Pittsburgh	59,984
16	California, San Diego	75,708	74	Iowa State	59,887
18	California, Riverside	74,400	75	SUNY Albany	59,704
19	California, Los Angeles	73,799	76	Kentucky	59,697
20	SUNY Stony Brook	73,259	77	Texas	58,958
21	Massachusetts	72,263	78	Duke	58,583
22	Princeton	72,150	79	Wisconsin	57,808
23	Guelph	71,928	80	Nebraska	57,671
24	Delaware	71,037	81	Utah	57,250
25	Harvard	70,900	82	Louisville	56,845
25	MIT	70,900	83	Iowa	56,796
27	New York University	70,769	84	Washington State	56,482
28	Chicago	70,290	85	Illinois, Chicago	56,457
29	Laval	69,901	86	Georgia Tech	56,270
30	Dartmouth	69,536	87	Kansas	56,200
31	California, Santa Barbara	68,892	88	Temple	56,020
32	Tennessee	67,823	89	Rice	55,450
33	Hawaii	67,391	90	Auburn	55,290
34	McGill	67,233	91	Boston University	55,200
35	Boston College	67,184	92	Florida	55,045
36	Southern California	66,944	93	Texas Tech	55,036
37	SUNY Buffalo	66,684	94	Vanderbilt	54,666
38	Montreal	66,631	95	Washington U.-St. Louis	54,468
39	Maryland	66,419	96	Case Western Reserve	54,389
40	Notre Dame	65,738	97	Texas A&M	54,156
41	Michigan	65,564	98	Oregon	53,792
42	Pennsylvania State	65,556	99	Kent State	53,777
43	Minnesota	65,446	100	Oklahoma State	53,640
44	George Washington	65,328	101	Howard	53,440
45	Colorado State	65,300	102	Rochester	52,540
46	Miami	64,935	103	Ohio State	52,432
47	North Carolina State	64,895	104	Oklahoma	52,228
48	Colorado	64,388	105	Alabama	52,205
49	Columbia	64,265	106	Georgia	51,005
50	Western Ontario	63,872	107	Wayne State	50,031
51	Brown	63,854	108	South Carolina	49,838
52	North Carolina	63,750	109	Southern Illinois	49,117
53	Johns Hopkins	63,702	110	Missouri	48,854
54	Emory	63,653	111	Ohio University	48,170
55	Cornell	63,600	112	Louisiana State	47,715
56	Georgetown	63,538	113	Florida State	47,000
57	Northwestern	62,847			

Reprinted from *ARL Annual Salary Survey 2008–2009*. 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 are expressed in US dollars.

**TABLE 11: 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

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 are expressed in US dollars.

**TABLE 12: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES  
RANK ORDER TABLE, FY 2008–2009**

Rank	Institution	Salary	Rank	Institution	Salary
1	York	95,755	58	North Carolina	67,177
2	Toronto	90,829	59	Purdue	66,957
3	Manitoba	89,270	60	Cincinnati	66,847
4	Alberta	89,260	61	Colorado	66,826
5	Rutgers	88,899	62	Texas	66,554
6	Queen's	88,107	63	Pittsburgh	66,544
7	Saskatchewan	85,401	64	Washington	66,517
8	California, Berkeley	82,952	65	Arizona	66,447
9	Yale	82,622	66	Northwestern	66,328
10	British Columbia	79,910	67	Temple	66,114
11	Connecticut	79,855	68	Pennsylvania	65,914
12	California, Davis	79,652	69	Nebraska	65,751
13	New York University	78,920	70	Virginia Tech	65,516
14	McMaster	78,776	71	Syracuse	65,441
15	New Mexico	78,591	72	Brigham Young	63,925
16	Harvard	78,019	73	Michigan State	63,867
17	Princeton	77,939	74	Indiana	63,786
18	Waterloo	77,432	75	Houston	63,512
19	Guelph	77,319	76	Iowa	63,196
20	California, Irvine	76,045	77	Arizona State	63,110
21	California, San Diego	76,016	78	Duke	63,058
22	SUNY Stony Brook	75,948	79	Tulane	62,896
23	California, Los Angeles	75,812	80	Iowa State	61,863
24	MIT	75,733	81	Louisville	61,851
25	Chicago	74,480	82	Rice	61,433
26	California, Riverside	74,166	83	Illinois, Chicago	61,206
27	Southern California	73,788	84	Utah	61,119
28	McGill	73,148	85	Kansas	61,056
29	Delaware	72,792	86	Georgia Tech	60,944
30	Dartmouth	72,539	87	Kentucky	60,909
31	Columbia	72,352	88	Texas Tech	60,494
32	California, Santa Barbara	71,466	89	Wisconsin	60,304
33	George Washington	70,759	90	Auburn	60,231
34	North Carolina State	70,667	91	Washington State	59,820
35	Massachusetts	70,508	92	Vanderbilt	59,810
36	Tennessee	70,344	93	Washington U.-St. Louis	59,497
37	Michigan	70,031	94	Texas A&M	59,250
38	SUNY Buffalo	69,982	95	Boston University	59,236
39	Georgetown	69,739	96	Florida	58,974
40	Boston College	69,672	97	Alabama	58,655
41	Cornell	69,564	98	Case Western Reserve	57,972
42	Pennsylvania State	69,421	99	Georgia	57,628
43	Montreal	69,342	100	Ohio State	57,439
44	Virginia	69,246	101	Kent State	57,317
45	Miami	69,165	102	Southern Illinois	57,003
46	Emory	69,025	103	Oregon	56,965
47	Laval	68,511	104	Oklahoma State	56,703
48	Colorado State	68,355	105	Rochester	55,965
49	Notre Dame	68,224	106	Missouri	55,264
50	Western Ontario	68,168	107	Wayne State	54,962
51	Minnesota	67,975	108	Oklahoma	54,228
52	Maryland	67,924	109	Ohio University	54,210
53	Brown	67,804	110	Howard	53,741
54	Hawaii	67,491	111	South Carolina	53,670
55	Johns Hopkins	67,265	112	Louisiana State	51,839
56	SUNY Albany	67,251	113	Florida State	49,803
57	Illinois, Urbana	67,213			

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**TABLE 13: 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

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

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

Canadian salaries are expressed in US dollars.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LIBRARIES  
SUMMARY OF RANKINGS, FY 2006–2007 to 2009–2010**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2007	2008	2009	2010	2007	2008	2009	2010	2007	2008	2009	2010
Alabama		98	92	97	103	101	96	105	108	84	74	73	72
Alberta		17	11	4	2	3	2	1	2	43	38	8	60
Arizona		38	56	65	63	55	56	62	70	21	7	26	16
Arizona State		69	59	77	60	66	41	66	42	23	34	60	61
Auburn		77	75	90	102	52	63	90	104	15	25	50	45
Boston University		104	106	40	105	97	100	91	84	112	62	70	57
Boston College		36	35	95	36	36	31	35	32	58	57	70	70
Brigham Young		68	70	72	61	59	55	60	48	17	14	22	7
British Columbia		41	26	10	26	32	22	9	25	20	15	2	21
Brown		53	47	53	64	61	42	51	62	84	94	99	100
Calgary*		N/A	N/A	N/A	7	N/A	N/A	N/A	10	N/A	N/A	N/A	13
California, Berkeley		2	3	8	3	6	5	10	6	64	69	35	22
California, Davis		18	15	12	8	8	3	8	3	64	69	35	29
California, Irvine		8	20	20	19	5	13	16	12	64	69	35	29
California, Los Angeles		5	10	23	15	7	12	19	12	64	69	35	29
California, Riverside		29	28	26	16	22	24	18	12	26	41	27	22
California, San Diego		11	14	21	18	10	13	16	12	44	69	35	29
California, Santa Barbara		19	23	32	33	21	27	31	28	64	43	35	29
Case Western Reserve		94	96	98	101	88	90	96	97	104	108	110	111
Chicago		14	18	25	21	18	23	28	20	9	12	21	18
Cincinnati		49	49	60	67	53	47	64	57	84	94	100	92
Colorado		71	46	61	52	63	49	48	44	37	58	51	50
Colorado State		55	68	48	45	41	53	45	41	45	29	42	39
Columbia		12	21	31	28	26	46	49	45	2	1	4	5
Connecticut		7	7	11	5	15	9	12	8	5	5	22	19
Cornell		28	33	41	32	43	40	55	46	22	16	28	24
Dartmouth		20	19	30	31	20	16	30	30	75	74	67	37
Delaware		26	29	29	22	28	34	24	19	64	28	58	58
Duke		75	76	78	69	76	81	78	67	93	34	51	39
Emory		60	57	46	44	54	51	54	54	84	94	83	72
Florida		93	100	96	93	93	98	92	87	27	44	73	72
Florida State		113	113	113	111	113	111	113	111	37	44	73	72
George Washington		40	54	33	25	62	62	44	33	27	44	28	24
Georgetown		43	40	39	39	51	48	56	52	11	16	43	39
Georgia		99	97	99	107	104	106	106	109	111	108	105	104
Georgia Tech		72	90	86	73	85	86	86	80	17	44	73	50
Guelph		56	69	19	40	56	66	23	34	80	90	1	6
Harvard		15	16	16	17	24	26	25	23	9	8	18	15
Hawaii		51	74	54	57	40	54	33	38	74	42	65	66
Houston		88	99	75	84	89	108	59	85	64	74	73	61
Howard		109	108	110	114	108	93	101	114	103	107	108	104
Illinois, Chicago		83	89	83	81	86	84	85	86	27	9	28	24

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LIBRARIES  
SUMMARY OF RANKINGS, FY 2006–2007 to 2009–2010**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2007	2008	2009	2010	2007	2008	2009	2010	2007	2008	2009	2010
Illinois, Urbana		54	62	57	56	71	68	61	61	23	26	41	34
Indiana		65	60	74	71	64	60	70	73	92	74	90	90
Iowa		67	65	76	78	83	79	83	96	45	74	85	83
Iowa State		76	82	80	74	72	75	74	60	37	39	60	61
Johns Hopkins		44	44	55	41	46	57	53	40	7	4	9	10
Kansas		86	86	85	90	78	82	87	98	45	74	16	7
Kent State		96	101	101	70	94	92	99	66	1	31	59	2
Kentucky		91	85	87	88	81	71	76	71	81	91	85	83
Laval		97	84	47	82	73	39	29	56	94	68	24	68
Louisiana State		112	112	112	113	112	113	112	113	99	94	105	104
Louisville		48	51	81	96	27	43	82	92	99	100	107	109
McGill		39	43	28	72	17	32	34	81	59	65	13	65
McMaster		64	37	14	85	38	20	11	55	96	89	49	91
Manitoba		9	5	3	6	4	4	2	4	71	55	33	81
Maryland		61	55	52	43	50	44	39	35	45	44	73	92
Massachusetts		25	27	35	35	11	19	21	21	60	63	72	71
MIT		24	25	24	24	29	29	25	22	11	5	6	4
Miami		42	52	45	46	65	58	46	59	36	16	43	39
Michigan		35	41	37	50	45	36	41	49	45	58	73	72
Michigan State		59	71	73	42	47	76	71	39	6	9	28	24
Minnesota		37	42	51	55	39	35	43	51	75	74	91	72
Missouri		105	95	106	94	102	104	110	91	108	91	91	92
Montreal		87	78	43	77	80	69	38	72	107	104	82	110
Nebraska		78	73	69	68	87	87	80	82	41	16	10	11
New Mexico		13	9	15	29	9	8	15	29	45	74	91	92
New York		10	4	13	12	31	21	27	26	2	2	3	3
North Carolina		47	34	58	51	44	37	52	50	27	44	51	50
North Carolina State		27	30	34	27	49	45	47	43	8	9	16	11
Northwestern		50	50	66	49	42	50	57	53	84	86	73	61
Notre Dame		32	38	49	37	30	28	40	36	83	74	91	82
Ohio University		111	111	100	110	111	112	111	112	104	105	83	83
Ohio State		85	98	109	97	79	95	103	101	41	54	60	34
Oklahoma		110	107	108	108	110	103	104	102	45	74	73	72
Oklahoma State		101	104	104	106	100	105	100	106	99	105	108	104
Oregon		107	103	103	95	103	102	98	90	104	108	91	92
Pennsylvania		52	66	68	62	48	64	65	58	27	39	67	59
Pennsylvania State		34	39	42	48	37	38	42	47	45	56	69	69
Pittsburgh		62	61	63	58	69	65	73	63	108	111	111	112
Princeton		16	13	17	13	23	18	22	18	45	16	10	1
Purdue		63	48	59	66	82	72	66	65	23	29	43	24
Queen's		23	17	6	10	14	11	5	5	73	64	13	48

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LIBRARIES  
SUMMARY OF RANKINGS, FY 2006–2007 to 2009–2010**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2007	2008	2009	2010	2007	2008	2009	2010	2007	2008	2009	2010
Rice		82	72	82	80	92	83	89	93	98	85	103	108
Rochester		102	102	105	109	99	101	102	105	95	103	104	103
Rutgers		1	1	5	1	1	1	3	1	16	13	25	14
Saskatchewan		31	12	7	20	25	10	7	7	102	53	12	38
South Carolina		108	110	111	112	106	109	108	110	108	111	111	112
Southern California		21	22	27	23	33	33	36	31	11	16	20	17
Southern Illinois		100	105	102	104	107	107	109	107	61	58	60	50
SUNY Albany		80	77	56	89	68	77	75	75	72	94	101	101
SUNY Buffalo		81	58	38	30	84	52	37	27	11	16	43	39
SUNY Stony Brook		22	24	22	11	19	25	20	16	27	34	51	72
Syracuse		58	53	71	65	74	67	63	64	113	N/A	113	N/A
Temple		46	45	67	54	57	78	88	79	75	86	64	49
Tennessee		45	32	36	38	34	30	32	37	45	44	51	50
Texas		57	64	62	53	67	73	77	74	17	16	43	34
Texas A&M		92	79	94	79	96	85	97	95	27	27	28	20
Texas Tech		106	81	88	91	105	94	93	83	75	16	43	39
Toronto		4	8	2	14	2	6	4	17	34	33	5	46
Tulane		73	87	79	92	60	80	71	88	84	100	91	92
Utah		90	80	84	86	91	88	81	89	45	44	51	50
Vanderbilt		89	94	92	100	95	97	94	100	75	86	91	88
Virginia		33	36	44	47	35	58	68	67	35	34	51	50
Virginia Tech		74	67	70	75	70	61	58	77	84	91	85	92
Washington		70	63	64	59	75	70	69	69	45	58	66	67
Washington State		79	91	91	76	77	89	84	78	81	94	101	102
Washington U.-St. Louis		84	93	93	99	90	99	95	103	84	100	91	92
Waterloo		30	31	18	34	16	17	13	24	63	52	15	47
Wayne State		103	109	107	87	109	110	107	99	45	67	89	88
Western Ontario		95	88	50	98	98	91	50	94	40	65	34	86
Wisconsin		66	83	89	83	58	74	79	76	62	84	88	87
Yale		3	6	9	9	13	15	14	11	4	3	7	9
York		6	2	1	4	12	7	6	9	97	32	19	80

Excludes medical and law libraries.

\* Calgary became a member in FY 2010.

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**TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES  
BY SALARY AND POSITION, FY 2009–2010**

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.				
More than 300,000	5								4%											
250,000 – 299,999	9								8%											
200,000 – 250,000	30	2		1			1	1	26%	1%		0%			0%	0%				
175,000 – 199,999	29	8	2						25%	3%	1%									
150,000 – 174,999	26	15	8	2	1		2		23%	5%	5%	0%	0%		0%	0%				
140,000 – 149,999	4	18	1	3	2		6	1	4%	6%	1%	1%	0%		0%	0%				
130,000 – 139,999	7	36	8	3	3		4	1	6%	11%	5%	1%	0%		0%	0%				
120,000 – 129,999	4	52	18	6	7		11	9	4%	16%	11%	1%	0%		1%	0%				
110,000 – 119,999		53	22	16	11		29	10		17%	13%	3%	1%		2%	0%				
100,000 – 109,999		71	24	34	33		79	21		22%	14%	7%	2%		6%	1%				
95,000 – 99,999		18	21	26	40		63	44		6%	12%	5%	2%		5%	2%				
90,000 – 94,999		17	16	40	49		85	37		5%	9%	8%	2%		6%	1%				
85,000 – 89,999		7	11	37	78		122	68		2%	6%	8%	4%		9%	2%				
80,000 – 84,999		8	8	48	102		160	94		3%	5%	10%	5%		12%	3%				
79,000 – 79,999		1	2	8	24		30	25		0%	1%	2%	1%		2%	1%				
78,000 – 78,999		1	2	9	31		38	24		0%	1%	2%	1%		3%	1%				
76,000 – 77,999		1	3	16	53		61	48		0%	2%	3%	3%		4%	2%				
74,000 – 75,999		1	5	26	62		47	77		0%	3%	5%	3%		3%	3%				
72,000 – 73,999		2	2	20	62		58	57		1%	1%	4%	3%		4%	2%				
70,000 – 71,999			6	23	67		57	75			4%	5%	3%		4%	3%				
68,000 – 69,999			1	33	77		59	111			1%	7%	4%		4%	4%				
66,000 – 67,999			1	17	76		60	105			1%	3%	4%		4%	4%				
64,000 – 65,999		1	3	20	97		64	131			2%	4%	5%		5%	5%				
62,000 – 63,999			1	18	78		42	121			1%	4%	4%		3%	4%				
60,000 – 61,999		2		17	120		68	171				3%	6%		4%	6%				
58,000 – 59,999		1		10	101		45	155				2%	5%		3%	5%				
56,000 – 57,999		1	1	10	102		61	179			1%	2%	5%		3%	6%				
54,000 – 55,999			2	10	114		41	182			1%	2%	5%		2%	6%				
52,000 – 53,999			2	10	128		61	193			1%	2%	6%		2%	7%				
50,000 – 51,999				4	109		49	21				1%	5%		2%	6%				
48,000 – 49,999				5	119		62	183				1%	6%		1%	6%				
46,000 – 47,999				5	112		43	22				1%	5%		2%	5%				
44,000 – 45,999				6	82		41	124				1%	4%		1%	4%				
42,000 – 43,999				1	50		35	89				0%	2%		1%	3%				
40,000 – 41,999				2	55		14	71				0%	3%		1%	3%				
38,000 – 39,999				1	25		1	40				0%	1%		0%	1%				
36,000 – 37,999					18		3	22					1%		0%	1%				
34,000 – 35,999					16		3	4					1%		0%	1%				
less than 34,000					5		3	2					0%		0%	0%				
<b>TOTAL</b>	114	316	170	487	2,109	1,133	1,358	2,825	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 2009–2010**

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								4							
250,000 - 299,999	7							1	2			1				
200,000 - 250,000	20	2							10						1	
175,000 - 199,999	18	5							11	3	2					
150,000 - 174,999	16	9	3		1		1		10	6	5	2			1	
140,000 - 149,999	1	12		1	2		2		3	6	1	2			4	1
130,000 - 139,999	3	21	3		2		3		4	15	5	3	1		1	1
120,000 - 129,999	2	29	8	3	5		6	8	2	23	10	3	2		5	1
110,000 - 119,999		34	12	10	7		20	7		19	10	6	4	9	9	3
100,000 - 109,999		43	13	13	16		46	17		28	11	9	17	6	33	4
95,000 - 99,999		13	13	16	14		34	32		5	8	10	26	14	29	12
90,000 - 94,999		9	12	24	19		55	20		8	4	16	30	20	30	17
85,000 - 89,999		4	6	26	28		71	49		3	5	11	50	15	51	19
80,000 - 84,999		5	6	31	49		105	69		3	2	17	53	22	55	25
79,000 - 79,999		1	1	5	8		18	21				3	16	6	12	4
78,000 - 78,999				4	18		23	20		1	2	5	13	5	15	4
76,000 - 77,999			3	12	27		40	28		1		4	26	13	21	20
74,000 - 75,999		1	2	16	36		28	57			3	10	26	19	19	20
72,000 - 73,999		2	2	16	29		39	43				4	33	9	19	14
70,000 - 71,999				6	32		41	47				8	35	17	16	28
68,000 - 69,999			1	24	43		36	76				9	34	25	23	35
66,000 - 67,999			1	12	36		44	73				5	40	20	16	32
64,000 - 65,999		1	2	13	56		33	96			1	7	41	20	31	35
62,000 - 63,999			1	13	43		27	89				5	35	26	15	32
60,000 - 61,999				13	59		37	124		2		4	61	26	18	47
58,000 - 59,999		1		3	54		24	106				7	47	13	16	49
56,000 - 57,999		1	1	7	57		24	124				3	45	28	15	55
54,000 - 55,999			1	7	63		18	121			1	3	51	13	12	61
52,000 - 53,999			1	10	67		11	143			1		61	13	10	50
50,000 - 51,999				4	63		18	125					46	16	3	58
48,000 - 49,999				1	57		9	137				4	62	20	4	46
46,000 - 47,999				2	69		16	98				3	43	16	6	48
44,000 - 45,999				5	49		9	84				1	33	10	2	40
42,000 - 43,999					27		6	67				1	23	8	3	22
40,000 - 41,999				2	28		6	58					27	2	1	13
38,000 - 39,999					16			32				1	9	1	3	8
36,000 - 37,999					15		2	13					3	2	1	9
34,000 - 35,999					9		2	14					7		2	1
less than 34,000					2		1	9					3	2	2	3
<b>TOTAL</b>	68	193	98	320	1,106	717	854	2,008	46	123	72	167	1,003	416	504	817

Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2009–2010**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	\$197,433	68	\$196,188	46	\$196,930	114
Associate Director	117,708	193	116,845	123	117,372	316
Assistant Director	97,331	98	109,862	72	102,639	170
Head, Branch	78,079	320	82,727	167	79,673	487
Functional Specialist	62,070	1,106	64,299	1,003	63,130	2,109
Subject Specialist	64,332	717	67,459	416	65,480	1,133
Dept. Head:						
Acquisitions	74,986	79	70,942	33	73,794	112
Reference	77,320	78	80,958	30	78,331	108
Cataloging	74,317	109	74,251	40	74,299	149
Serials	75,123	21	69,354	9	73,392	30
Documents/Maps	68,333	36	70,020	23	68,990	59
Circulation	72,934	56	64,168	27	70,082	83
Rare Books/Manuscripts	80,587	40	83,992	50	82,479	90
Computer Systems	92,577	26	88,277	47	89,809	73
Other	76,631	409	78,638	245	77,382	654
Reference:						
Over 14 years experience	68,883	403	66,505	173	68,169	576
10 to 14 years experience	60,293	157	60,397	55	60,320	212
5 to 9 years experience	55,217	215	55,692	91	55,358	306
Under 5 years experience	48,558	195	48,739	59	48,600	254
Cataloging:						
Over 14 years experience	65,088	269	66,199	132	65,454	401
10 to 14 years experience	57,127	77	61,197	29	58,240	106
5 to 9 years experience	54,661	93	55,275	48	54,870	141
Under 5 years experience	49,693	81	48,978	31	49,496	112
Other:						
Over 14 years experience	68,142	221	68,260	78	68,173	299
10 to 14 years experience	61,221	88	59,435	35	60,713	123
5 to 9 years experience	55,932	95	58,224	36	56,562	131
Under 5 years experience	49,709	114	51,033	50	50,112	164
<b>All Positions</b>	<b>\$69,277</b>	<b>5,364</b>	<b>\$71,953</b>	<b>3,148</b>	<b>\$70,266</b>	<b>8,512</b>

Canadian salaries are expressed in US 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 2009–2010**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.3	68	32.5	46	33.0	114
Associate Director	26.7	193	23.8	123	25.6	316
Assistant Director	24.5	98	24.2	72	24.4	170
Head, Branch	21.6	320	22.9	167	22.0	487
Functional Specialist	13.9	1,106	13.4	1,003	13.6	2,109
Subject Specialist	16.1	717	17.0	416	16.4	1,133
Dept. Head:						
Acquisitions	21.5	79	16.8	33	20.2	112
Reference	20.0	78	21.1	30	20.3	108
Cataloging	22.2	109	21.0	40	21.8	149
Serials	21.0	21	20.2	9	20.8	30
Documents/Maps	19.8	36	21.4	23	20.4	59
Circulation	20.0	56	16.1	27	18.8	83
Rare Books/Manuscripts	21.5	40	23.9	50	22.8	90
Computer Systems	20.3	26	19.3	47	19.7	73
Other	20.6	409	19.3	245	20.1	654
Public Services	13.3	221	12.3	89	13.0	310
Technical Services	15.6	139	14.9	49	15.4	188
Administrative Services	15.2	158	13.4	61	14.7	219
Reference	14.6	970	15.1	378	14.8	1,348
Cataloger	17.0	520	17.9	240	17.3	760
<b>All Positions</b>	<b>17.1</b>	<b>5,364</b>	<b>16.9</b>	<b>3,148</b>	<b>17.0</b>	<b>8,512</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 2009–2010**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$48,872	623	\$50,893	339	\$49,584	962	11%
4 – 7 years	54,555	701	56,165	409	55,148	1,110	13%
8 – 11 years	60,758	750	63,540	489	61,856	1,239	15%
12 – 15 years	66,656	583	68,728	369	67,459	952	11%
16 – 19 years	70,357	534	74,583	319	71,938	853	10%
20 – 23 years	74,484	543	77,753	312	75,677	855	10%
24 – 27 years	79,661	481	82,459	243	80,600	724	9%
28 – 31 years	82,859	415	87,795	277	84,835	692	8%
32 – 35 years	90,399	368	96,132	217	92,526	585	7%
over 35 years	94,251	366	95,301	174	94,589	540	6%
<b>All Positions</b>	<b>\$69,277</b>	<b>5,364</b>	<b>\$71,953</b>	<b>3,148</b>	<b>\$70,266</b>	<b>8,512</b>	<b>100%</b>

Canadian salaries are expressed in US 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 2009–2010**

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	.	.	+	+	+	\$182,450	\$198,845	\$187,198	\$207,134	\$197,328	
Associate Director	.	\$89,779	\$94,637	\$109,198	\$112,860	117,047	118,438	117,846	125,564	128,467	
Assistant Director	+	74,889	86,504	92,812	106,585	99,764	102,438	108,287	113,008	108,485	
Head, Branch	55,278	60,093	69,604	73,140	76,598	79,844	82,535	83,296	93,374	93,233	
Functional Specialist	49,342	55,379	60,710	65,871	67,981	70,085	76,758	74,924	80,648	78,977	
Subject Specialist	48,916	54,141	61,378	66,598	67,656	72,741	72,169	76,115	80,103	82,448	
Dept. Head:											
Acquisitions	56,586	63,563	66,512	66,425	73,909	76,592	75,786	82,244	81,153	92,066	
Reference	+	64,000	74,170	76,861	79,697	73,044	81,603	91,631	89,163	92,183	
Cataloging	49,023	60,128	60,371	70,042	72,881	75,463	79,962	76,135	92,692	77,783	
Serials	.	+	61,165	+	81,999	76,177	+	+	+	+	
Documents/Maps	52,291	57,222	+	64,981	68,866	73,413	71,402	76,173	77,584	82,953	
Circulation	52,719	61,263	56,359	71,724	76,537	73,111	70,005	96,536	78,554	80,336	
Rare Books/Manuscripts	+	+	71,046	73,313	79,376	75,029	90,934	85,405	95,998	93,685	
Computer Systems	78,463	+	90,190	86,149	92,053	83,125	90,276	99,212	102,070	.	
Other	57,134	61,728	66,308	74,892	80,257	80,329	80,760	83,378	87,193	88,544	
Public Services	48,514	51,863	55,746	57,325	62,277	59,502	63,425	67,742	64,886	69,142	
Technical Services	48,193	53,903	57,906	57,508	64,747	64,402	62,513	65,401	77,344	75,299	
Administrative Services	52,854	54,107	67,214	65,018	71,724	70,141	89,064	73,861	84,562	91,478	
Reference	48,021	52,716	57,733	61,609	61,798	68,597	69,395	70,484	71,515	76,840	
Cataloger	49,127	53,345	57,235	58,673	62,175	64,635	65,119	66,984	67,167	69,653	
<b>All Positions:</b>											
<b>Average Salary</b>	<b>\$49,584</b>	<b>\$55,148</b>	<b>\$61,856</b>	<b>66\$7,459</b>	<b>\$71,938</b>	<b>\$75,677</b>	<b>\$80,600</b>	<b>\$84,835</b>	<b>\$92,526</b>	<b>\$94,589</b>	
<b>No. of Positions</b>	<b>962</b>	<b>1,110</b>	<b>1,239</b>	<b>952</b>	<b>853</b>	<b>855</b>	<b>724</b>	<b>692</b>	<b>585</b>	<b>540</b>	

Years of experience reflect total professional experience. Canadian salaries are expressed in US dollars. Excludes medical and law libraries.  
 + 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 2009–2010**

Position	CANADIAN (15)		PRIVATE (31)		PUBLIC (68)		TOTAL (114)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$151,500	15	\$233,154	31	\$190,438	68	\$196,930	114
Associate Director	109,191	40	127,387	96	113,848	180	117,372	316
Assistant Director	91,609	19	108,281	67	100,633	84	102,639	170
Head, Branch	86,859	60	83,934	132	76,304	295	79,673	487
Functional Specialist	65,785	180	66,631	781	60,332	1,148	63,130	2,109
Subject Specialist	65,527	123	66,563	396	64,772	614	65,480	1,133
Dept. Head:								
Acquisitions	83,456	15	74,788	28	71,291	69	73,794	112
Reference	72,514	15	81,465	41	77,538	52	78,331	108
Cataloging	80,090	11	77,153	56	71,573	82	74,299	149
Serials	78,717	4	73,339	11	72,011	15	73,392	30
Documents/Maps	83,961	8	65,169	14	67,199	37	68,990	59
Circulation	69,888	14	73,250	18	69,018	51	70,082	83
Rare Books/Manuscripts	83,843	8	80,276	30	83,539	52	82,479	90
Computer Systems	82,756	7	88,599	23	91,604	43	89,809	73
Other	80,848	67	79,580	201	75,637	386	77,382	654
Reference:								
Over 14 years experience	80,653	83	66,413	150	65,916	343	68,169	576
10 to 14 years experience	70,692	29	59,948	61	58,041	122	60,320	212
5 to 9 years experience	61,424	71	57,477	67	51,949	168	55,358	306
Under 5 years experience	54,104	61	49,291	48	46,056	145	48,600	254
Cataloging:								
Over 14 years experience	73,160	37	66,179	165	63,420	199	65,454	401
10 to 14 years experience	57,874	10	60,295	47	56,344	49	58,240	106
5 to 9 years experience	63,124	9	58,906	64	49,979	68	54,870	141
Under 5 years experience	53,444	10	52,198	48	46,362	54	49,496	112
Other:								
Over 14 years experience	77,347	17	65,366	115	69,172	167	68,173	299
10 to 14 years experience	63,580	10	65,394	40	57,755	73	60,713	123
5 to 9 years experience	58,862	12	61,027	51	52,808	68	56,562	131
Under 5 years experience	56,512	12	52,935	53	47,825	99	50,112	164
<b>All Positions</b>	<b>\$73,363</b>	<b>947</b>	<b>\$72,455</b>	<b>2,834</b>	<b>\$68,335</b>	<b>4,731</b>	<b>\$70,266</b>	<b>8,512</b>

Canadian salaries are expressed in US 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 2009–2010**

Position	CANADIAN (15)		PRIVATE (31)		PUBLIC (68)		TOTAL (114)	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	32.0	15	32.9	31	33.3	68	33.0	114
Associate Director	23.3	40	26.2	96	25.8	180	25.6	316
Assistant Director	24.2	19	25.2	67	23.8	84	24.4	170
Head, Branch	22.0	60	22.3	132	22.0	295	22.0	487
Functional Specialist	14.4	180	14.0	781	13.2	1,148	13.6	2,109
Subject Specialist	14.7	123	17.2	396	16.3	614	16.4	1,133
Dept. Head:								
Acquisitions	21.1	15	20.9	28	19.7	69	20.2	112
Reference	18.9	15	21.2	41	20.1	52	20.3	108
Cataloging	24.0	11	21.8	56	21.6	82	21.8	149
Serials	24.0	4	24.3	11	17.4	15	20.8	30
Documents/Maps	25.3	8	17.2	14	20.5	37	20.4	59
Circulation	18.7	14	16.5	18	19.6	51	18.8	83
Rare Books/Manuscripts	23.9	8	21.1	30	23.6	52	22.8	90
Computer Systems	20.7	7	18.8	23	20.0	43	19.7	73
Other	18.3	67	20.4	201	20.2	386	20.1	654
Reference:								
Over 14 years experience	25.6	83	25.7	150	25.1	343	25.3	576
10 to 14 years experience	12.0	29	11.9	61	11.9	122	11.9	212
5 to 9 years experience	6.9	71	7.1	67	7.1	168	7.0	306
Under 5 years experience	2.3	61	2.6	48	2.6	145	2.5	254
Cataloging:								
Over 14 years experience	29.2	37	26.0	165	26.4	199	26.5	401
10 to 14 years experience	12.4	10	11.6	47	12.3	49	12.0	106
5 to 9 years experience	6.9	9	7.0	64	6.6	68	6.8	141
Under 5 years experience	2.0	10	2.4	48	2.6	54	2.5	112
Other:								
Over 14 years experience	25.3	17	23.4	115	25.6	167	24.7	299
10 to 14 years experience	12.1	10	11.7	40	11.8	73	11.8	123
5 to 9 years experience	7.5	12	6.9	51	7.1	68	7.1	131
Under 5 years experience	1.8	12	2.5	53	2.4	99	2.4	164
<b>All Positions</b>	<b>16.5</b>	<b>947</b>	<b>17.2</b>	<b>2,834</b>	<b>17.0</b>	<b>4,731</b>	<b>17.0</b>	<b>8,512</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 2009–2010**

Position	STAFF OVER 110 (17) <sup>†</sup>		STAFF 75–110 (18)		STAFF 50–74 (47)		STAFF 26–49 (32) <sup>‡</sup>	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$231,501	17	\$210,533	18	\$189,054	47	\$182,482	32
Associate Director	134,748	70	119,139	77	109,188	108	109,691	61
Assistant Director	115,943	46	88,907	34	101,340	67	100,112	23
Head, Branch	84,603	167	82,727	78	76,016	163	73,782	79
Functional Specialist	65,859	785	66,668	408	59,080	651	59,548	265
Subject Specialist	69,550	380	68,675	209	62,060	451	58,252	93
Dept. Head:								
Acquisitions	75,996	23	84,002	16	70,314	48	71,917	25
Reference	85,296	31	74,170	8	74,368	41	77,612	28
Cataloging	80,354	50	74,170	19	68,369	52	73,610	28
Serials	73,900	12	71,703	5	78,001	6	69,779	7
Documents/Maps	70,362	15	71,369	9	69,968	20	64,888	15
Circulation	76,734	22	71,560	16	66,193	31	66,553	14
Rare Books/Manuscripts	95,586	13	87,079	17	77,219	34	79,794	26
Computer Systems	104,411	13	96,813	10	83,427	36	87,657	14
Other	81,749	187	78,049	125	74,009	256	76,960	86
Reference:								
Over 14 years experience	68,964	132	69,578	113	67,048	180	67,756	151
10 to 14 years experience	61,504	56	61,308	36	60,023	71	58,673	49
5 to 9 years experience	59,880	73	56,085	70	52,506	90	53,655	73
Under 5 years experience	51,246	44	50,882	48	46,687	104	48,136	58
Cataloging:								
Over 14 years experience	70,998	151	62,239	80	60,649	122	65,583	48
10 to 14 years experience	64,400	41	54,950	16	54,489	36	53,251	13
5 to 9 years experience	59,274	62	52,141	27	51,655	33	49,961	19
Under 5 years experience	54,235	45	47,118	17	46,203	40	45,378	10
Other:								
Over 14 years experience	71,771	93	73,263	66	65,847	91	58,806	49
10 to 14 years experience	64,406	40	62,684	37	59,384	27	50,988	19
5 to 9 years experience	61,041	49	55,350	32	54,324	35	49,739	15
Under 5 years experience	51,805	60	50,375	39	49,903	50	43,356	15
<b>All Positions</b>	<b>\$72,800</b>	<b>2,677</b>	<b>\$71,848</b>	<b>1,630</b>	<b>\$67,681</b>	<b>2,890</b>	<b>\$68,829</b>	<b>1,315</b>

Canadian salaries are expressed in US dollars. For average Canadian salaries (expressed in US 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 1995–1996 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 26 professional staff members.

**TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2009–2010**

Position	STAFF OVER 110 (17) <sup>†</sup>		STAFF 75–110 (18)		STAFF 50–74 (47)		STAFF 26-49 (32) <sup>‡</sup>	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	34.7	17	32.1	18	32.4	47	33.4	32
Associate Director	26.4	70	25.9	77	24.6	108	26.1	61
Assistant Director	25.7	46	21.9	34	24.3	67	25.4	23
Head, Branch	22.4	167	21.6	78	21.9	163	22.0	79
Functional Specialist	13.3	785	14.1	408	13.6	651	14.0	265
Subject Specialist	16.1	380	17.3	209	16.8	451	14.1	93
Dept. Head:								
Acquisitions	20.8	23	24.3	16	19.2	48	18.7	25
Reference	21.8	31	18.5	8	20.2	41	19.4	28
Cataloging	22.7	50	22.3	19	21.9	52	20.0	28
Serials	23.8	12	17.0	5	21.7	6	17.6	7
Documents/Maps	21.3	15	19.0	9	20.8	20	19.9	15
Circulation	20.3	22	16.1	16	18.5	31	19.9	14
Rare Books/Manuscripts	24.8	13	22.2	17	22.4	34	22.8	26
Computer Systems	20.4	13	22.3	10	17.8	36	21.9	14
Other	22.1	187	18.6	125	18.9	256	21.5	86
Reference:								
Over 14 years experience	26.4	132	25.5	113	25.0	180	24.6	151
10 to 14 years experience	12.1	56	11.8	36	11.9	71	11.9	49
5 to 9 years experience	7.2	73	6.8	70	7.0	90	7.2	73
Under 5 years experience	2.4	44	2.8	48	2.3	104	2.8	58
Cataloging:								
Over 14 years experience	26.5	151	25.8	80	27.0	122	26.2	48
10 to 14 years experience	11.8	41	12.2	16	12.1	36	12.2	13
5 to 9 years experience	6.9	62	6.8	27	6.8	33	6.9	19
Under 5 years experience	2.6	45	2.1	17	2.6	40	2.2	10
Other:								
Over 14 years experience	25.5	93	24.9	66	25.0	91	22.7	49
10 to 14 years experience	12.0	40	11.8	37	11.8	27	11.3	19
5 to 9 years experience	7.0	49	7.3	32	6.9	35	7.3	15
Under 5 years experience	2.5	60	2.3	39	2.4	50	2.1	15
<b>All Positions</b>	<b>16.9</b>	<b>2,677</b>	<b>16.9</b>	<b>1,630</b>	<b>17.1</b>	<b>2,890</b>	<b>17.5</b>	<b>1,315</b>

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 26 professional staff members.

**TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND GEOGRAPHIC REGION, FY 2009–2010**

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)	(15)	(114)			
Director	\$215,663	\$234,070	\$199,831	\$188,846	\$214,658	\$173,289	\$195,091	\$173,289	\$197,347	\$151,500	\$196,930			
Associate Director	132,057	127,324	108,684	111,301	122,704	106,459	105,505	110,789	123,410	109,191	117,372			
Assistant Director	108,684	112,387	96,868	104,472	104,992	87,790	92,931	108,429	103,344	91,609	102,639			
Head, Branch	92,030	85,599	74,371	74,560	70,196	73,300	73,928	80,372	82,776	86,859	79,673			
Functional Specialist	72,734	64,583	56,930	61,943	60,575	53,101	56,520	60,992	67,537	65,785	63,130			
Subject Specialist	73,269	67,486	62,113	58,637	59,366	56,221	54,716	63,045	74,134	65,527	65,480			
Dept. Head:														
Acquisitions	81,851	71,368	70,429	69,753	68,732	62,677	65,324	81,093	80,235	83,456	73,794			
Reference	88,962	78,399	73,294	75,884	78,607	#	69,091	78,678	84,306	72,514	78,331			
Cataloging	87,877	73,301	70,314	67,227	67,473	61,251	72,508	78,015	82,062	80,090	74,299			
Serials	#	75,288	#	.	73,738	#	#	#	#	78,717	73,392			
Documents/Maps	#	71,004	62,477	70,783	62,413	#	64,425	62,861	#	83,961	68,990			
Circulation	82,265	70,590	68,712	55,867	72,759	#	58,969	#	84,618	69,888	70,082			
Rare Books/Manuscripts	89,859	88,705	85,331	78,555	82,816	75,512	68,514	73,617	83,749	83,843	82,479			
Computer Systems	100,835	84,289	84,338	#	89,153	#	89,869	88,936	95,481	82,756	89,809			
Other	82,650	79,835	79,047	62,847	76,472	69,109	67,087	75,612	84,314	80,848	77,382			
Reference:														
Over 14 years experience	73,778	66,724	66,678	58,267	63,645	61,156	51,501	62,709	72,949	80,653	68,169			
10 to 14 years experience	65,423	57,944	57,473	54,933	56,347	55,175	51,250	57,463	60,155	70,692	60,320			
5 to 9 years experience	65,190	54,391	52,755	52,907	50,592	50,553	47,287	52,010	53,934	61,424	55,358			
Under 5 years experience	50,469	47,623	48,346	46,979	46,125	45,409	41,451	46,262	47,115	54,104	48,600			
Cataloging:														
Over 14 years experience	73,125	65,081	59,332	58,902	59,632	57,514	55,583	61,526	73,704	73,160	65,454			
10 to 14 years experience	65,754	54,555	55,520	53,786	53,148	48,866	54,964	#	62,269	57,874	58,240			
5 to 9 years experience	63,843	54,288	50,207	47,208	51,739	#	49,093	47,931	52,763	63,124	54,870			
Under 5 years experience	56,138	46,801	48,744	42,956	44,959	42,164	44,891	45,573	48,858	53,444	49,496			
Other:														
Over 14 years experience	72,993	74,748	69,092	66,048	58,500	64,549	58,204	66,323	76,954	77,347	68,173			
10 to 14 years experience	73,003	66,336	58,532	49,732	59,117	50,193	58,546	48,921	65,029	63,580	60,713			
5 to 9 years experience	64,889	61,887	54,559	54,190	52,213	54,746	48,913	50,846	51,340	58,862	56,562			
Under 5 years experience	57,683	50,975	47,795	47,224	48,089	40,383	44,551	48,955	48,582	56,512	50,112			
<b>All Positions:</b>														
<b>Average Salary</b>	<b>\$76,371</b>	<b>\$73,127</b>	<b>\$66,434</b>	<b>\$64,744</b>	<b>\$67,850</b>	<b>\$62,872</b>	<b>\$62,938</b>	<b>\$68,341</b>	<b>\$75,283</b>	<b>\$73,363</b>	<b>\$70,266</b>			
<b>No. of Staff</b>	<b>1,119</b>	<b>1,194</b>	<b>1,338</b>	<b>466</b>	<b>1,161</b>	<b>305</b>	<b>607</b>	<b>413</b>	<b>962</b>	<b>947</b>	<b>8,512</b>			

Canadian salaries are expressed in US dollars. Excludes medical and law libraries.

() 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	No. of Libraries	ARL University Libraries Included	States/Provinces Included
<b>Northeast</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>North Central</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>South</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., 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.
<b>West</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	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.
<b>Canada</b>			
	15	Alberta, British Columbia, Calgary, 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 US Bureau of the Census in tabulations of the Current Population Survey.

