

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 2008–2009

Institution	Filled Positions		Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2009	FY 2008	FY 2009	FY 2008	FY 2009	FY 2008	FY 2009	FY 2009	
Alabama †	58	\$58,232	\$58,655	\$52,891	\$52,205	\$40,000	42,000	14.7	
Alberta ††	67	74,787	89,260	82,536	95,438	42,997	50,126	17.4	
Arizona †	59	64,731	66,447	60,136	61,595	47,325	47,093	17.9	
Arizona State †	70	64,325	63,110	62,333	61,000	43,000	43,000	16.5	
Auburn †	46	61,104	60,231	58,540	55,290	44,720	44,720	15.6	
Boston University	58	54,472	59,236	51,450	55,200	40,800	42,300	16.5	
Boston College †	63	67,847	69,672	65,293	67,184	41,050	42,300	18.4	
Brigham Young †	114	61,929	63,925	60,200	62,400	46,000	48,000	17.7	
British Columbia ††	89	69,414	79,910	68,737	80,769	45,784	53,021	14.6	
Brown †	68	65,442	67,804	61,998	63,854	38,000	39,500	20.5	
California, Berkeley †	103	80,749	82,952	79,108	80,374	40,008	46,164	18.3	
California, Davis †	45	73,853	79,652	79,968	82,637	40,008	46,164	21	
California, Irvine	56	71,572	76,045	73,356	75,708	40,008	46,164	15.3	
California, Los Angeles †	154	76,029	75,812	73,382	73,799	40,008	46,164	15.1	
California, Riverside †	53	69,120	74,166	68,000	74,400	42,204	47,087	20.1	
California, San Diego †	87	74,176	76,016	73,356	75,708	40,008	46,164	16.4	
California, Santa Barbara †	60	70,227	71,466	66,756	68,892	42,008	46,164	16.8	
Case Western Reserve †	39	57,089	57,972	54,335	54,389	35,000	35,000	15	
Chicago †	71	72,179	74,480	68,418	70,290	46,800	48,204	18.4	
Cincinnati †	50	65,283	66,847	61,552	61,332	38,000	39,000	22.1	
Colorado †	42	65,510	66,826	61,431	64,388	41,000	44,000	16.7	
Colorado State †	52	62,333	68,355	60,650	65,300	43,500	45,400	16.1	
Columbia	189	70,838	72,352	61,585	64,265	51,500	51,500	15.3	
Connecticut †	61	76,946	79,855	74,661	78,680	48,000	48,000	18	
Cornell †	112	68,228	69,564	62,490	63,600	45,000	47,000	16	
Dartmouth †	51	71,642	72,539	71,597	69,536	40,000	42,500	17.3	
Delaware	58	69,033	72,792	64,235	71,037	43,600	43,600	17.2	
Duke †	143	60,715	63,058	55,650	58,583	43,000	44,000	15.2	
Emory †	72	64,551	69,025	61,000	63,653	38,000	41,500	15.3	
Florida †	68	56,403	58,974	52,327	55,045	42,000	42,000	14.4	
Florida State †	54	48,656	49,803	45,752	47,000	42,000	42,000	13.6	
George Washington	43	64,950	70,759	59,401	65,328	42,000	47,000	15	
Georgetown †	53	66,689	69,739	61,508	63,538	45,000	45,000	19.9	
Georgia †	74	57,082	57,628	49,634	51,005	35,000	38,000	16.3	
Georgia Tech †	42	58,753	60,944	54,631	56,270	42,000	42,000	16.2	
Guelph ††	47	62,069	77,319	58,271	71,928	38,590	57,242	17.8	
Harvard †	469	72,861	78,019	67,486	70,900	47,100	48,800	15.8	
Hawaii †	79	61,330	67,491	60,354	67,391	42,026	42,649	15.8	
Houston †	35	56,608	63,512	49,037	62,480	40,000	42,000	15.1	
Howard †	31	53,211	53,741	53,359	53,440	35,049	36,000	25.9	
Illinois, Chicago †	50	58,925	61,206	54,885	56,457	47,000	47,000	17.5	
Illinois, Urbana †	145	64,009	67,213	58,247	62,036	44,500	46,000	13.7	
Indiana †	81	64,257	63,786	59,705	60,011	40,000	40,400	18.5	
Iowa †	70	63,234	63,196	55,700	56,796	40,000	41,000	17	
Iowa State †	55	59,891	61,863	57,452	59,887	42,500	43,000	18.5	
Johns Hopkins †	79	65,765	67,265	60,060	63,702	48,335	50,026	16.2	
Kansas	83	59,070	61,056	55,120	56,200	40,000	49,000	15.2	
Kent State †	63	56,086	57,317	53,777	53,777	43,389	43,389	16	
Kentucky †	63	59,613	60,909	57,817	59,697	38,500	41,000	21.3	
Laval ††	64	59,630	68,511	62,715	69,901	40,025	47,613	15.3	
Louisiana State †	49	48,711	51,839	44,879	47,715	38,000	38,000	14.9	
Louisville †	34	65,230	61,851	61,986	56,845	37,000	37,000	19.4	
McGill †	64	66,010	73,148	64,728	67,233	40,625	49,500	16.9	
McMaster †	32	67,549	78,776	69,173	78,858	38,598	44,771	17.7	
Manitoba ††	42	77,261	89,270	79,159	93,351	41,331	46,970	21.9	
Maryland	82	64,926	67,924	61,930	66,419	42,000	42,000	19.5	
Massachusetts †	59	69,319	70,508	69,746	72,263	40,730	42,155	16.2	
MIT	95	69,719	75,733	65,650	70,900	48,000	51,000	15	
Miami	46	65,171	69,165	60,000	64,935	45,000	45,000	17.2	

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2008–2009

Institution	Filled Positions		Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2009	FY 2008	FY 2009	FY 2008	FY 2009	FY 2008	FY 2009	FY 2009	
Michigan †	116	66,608	70,031	63,413	65,564	41,000	42,000	18.8	
Michigan State †	72	61,743	63,867	57,000	60,000	47,000	47,000	15.8	
Minnesota	110	66,067	67,975	63,532	65,446	40,000	40,000	18.2	
Missouri †	37	57,607	55,264	50,442	48,854	38,500	40,000	20	
Montreal ††	90	60,262	69,342	58,216	66,631	36,144	41,738	15.4	
Nebraska †	46	61,376	65,751	54,624	57,671	45,000	50,000	20.1	
New Mexico †	34	76,612	78,591	74,768	76,307	40,000	40,000	20.9	
New York University †	55	77,595	78,920	68,882	70,769	51,000	52,000	18.4	
North Carolina †	104	67,938	67,177	62,825	63,750	42,000	44,000	17.6	
North Carolina State †	84	68,461	70,667	61,717	64,895	47,000	49,000	10.4	
Northwestern †	76	65,234	66,328	61,203	62,847	39,000	42,000	17.3	
Notre Dame †	59	66,827	68,224	65,769	65,738	40,000	40,000	17.4	
Ohio University †	45	48,853	54,210	45,010	48,170	36,000	41,500	12.6	
Ohio State †	134	56,745	57,439	52,941	52,432	41,500	43,000	14.2	
Oklahoma †	45	53,241	54,228	50,823	52,228	40,000	42,000	14.2	
Oklahoma State †	62	54,593	56,703	49,824	53,640	36,000	36,000	17.4	
Oregon †	56	54,999	56,965	51,176	53,792	35,000	40,000	15.3	
Pennsylvania †	97	63,029	65,914	58,526	61,122	42,500	42,500	9	
Pennsylvania State †	134	66,725	69,421	62,730	65,556	41,200	42,436	19.4	
Pittsburgh †	63	64,047	66,544	58,451	59,984	34,000	34,000	17.9	
Princeton †	115	74,179	77,939	70,000	72,150	45,000	50,000	21.2	
Purdue †	68	65,312	66,957	57,815	61,000	43,500	45,000	17.5	
Queen's ††	34	72,268	88,107	74,078	89,828	40,695	49,500	19.6	
Rice	59	61,662	61,433	54,900	55,450	39,060	38,300	15.2	
Rochester †	76	55,411	55,965	51,282	52,540	36,700	38,168	14.7	
Rutgers †	82	82,023	88,899	84,829	92,106	46,781	47,390	21.2	
Saskatchewan ††	39	74,526	85,401	74,456	85,977	41,598	49,600	18	
South Carolina †	53	51,457	53,670	47,983	49,838	34,000	34,000	17.1	
Southern California †	106	70,463	73,788	64,335	66,944	45,000	48,500	17.9	
Southern Illinois	40	54,562	57,003	49,375	49,117	41,000	43,000	14.5	
SUNY Albany †	60	60,304	67,251	56,625	59,704	38,000	38,500	16.6	
SUNY Buffalo †	79	64,414	69,982	60,852	66,684	45,000	45,000	19.7	
SUNY Stony Brook †	30	70,027	75,948	67,828	73,259	43,000	44,000	21.9	
Syracuse †	49	65,131	65,441	58,263	61,493		N/A	18.7	
Temple †	39	65,552	66,114	56,572	56,020	39,000	42,744	18.7	
Tennessee †	40	68,333	70,344	65,394	67,823	42,000	44,000	18.5	
Texas †	123	63,467	66,554	57,809	58,958	45,000	45,000	16.4	
Texas A&M †	138	60,024	59,250	54,857	54,156	44,000	47,000	14.9	
Texas Tech †	51	59,987	60,494	53,079	55,036	45,000	45,000	12.3	
Toronto ††	144	76,710	90,829	78,443	91,773	43,010	51,381	17	
Tulane	32	59,023	62,896	55,664	60,000	37,000	40,000	18.3	
Utah †	57	59,993	61,119	54,614	57,250	42,000	44,000	18.7	
Vanderbilt †	57	57,775	59,810	52,479	54,666	39,000	40,000	17.2	
Virginia †	67	67,602	69,246	60,000	60,450	43,000	44,000	16.7	
Virginia Tech	35	62,691	65,516	59,672	62,556	38,500	41,000	18.6	
Washington †	117	63,655	66,517	58,020	60,312	41,000	42,600	19.2	
Washington State †	48	58,249	59,820	54,475	56,482	38,000	38,500	17.3	
Washington U.-St. Louis †	61	58,142	59,497	51,727	54,468	37,000	40,000	15.8	
Waterloo ††	34	68,405	77,432	70,072	78,311	41,683	49,090	18.4	
Wayne State †	98	53,075	54,962	47,315	50,031	40,500	40,500	17	
Western Ontario ††	63	58,941	68,168	54,246	63,872	46,000	46,906	13.4	
Wisconsin †	153	59,685	60,304	57,766	57,808	39,338	40,526	16.6	
Yale ††	202	77,131	82,622	72,263	76,974	49,500	50,500	18.9	
York †	55	81,659	95,755	76,495	88,458	43,275	48,510	16.7	

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 2007–2008**

Rank	Institution	Salary	Rank	Institution	Salary
1	Columbia	51,500	58	Colorado	41,000
2	New York	51,000	58	Michigan	41,000
3	Yale	49,500	58	Southern Illinois	41,000
4	Johns Hopkins	48,335	58	Washington	41,000
5	Connecticut	48,000	62	Boston University	40,800
5	MIT	48,000	63	Massachusetts	40,730
7	Arizona	47,325	64	Queen's	40,695
8	Harvard	47,100	65	McGill	40,625
9	Illinois, Chicago	47,000	65	Western Ontario	40,625
9	Michigan State	47,000	67	Wayne State	40,500
9	North Carolina State	47,000	68	Laval	40,025
12	Chicago	46,800	69	Calif. Berkeley	40,008
13	Rutgers	46,781	69	Calif. Davis	40,008
14	Brigham Young	46,000	69	Calif. Irvine	40,008
15	British Columbia	45,784	69	Calif. Los Angeles	40,008
16	Cornell	45,000	69	Calif. San Diego	40,008
16	Georgetown	45,000	74	Alabama	40,000
16	Miami	45,000	74	Dartmouth	40,000
16	Nebraska	45,000	74	Houston	40,000
16	Princeton	45,000	74	Indiana	40,000
16	Southern California	45,000	74	Iowa	40,000
16	SUNY Buffalo	45,000	74	Kansas	40,000
16	Texas	45,000	74	Minnesota	40,000
16	Texas Tech	45,000	74	New Mexico	40,000
25	Auburn	44,720	74	Notre Dame	40,000
26	Illinois, Urbana	44,500	74	Oklahoma	40,000
27	Texas A&M	44,000	84	Wisconsin	39,338
28	Delaware	43,600	85	Rice	39,060
29	Colorado State	43,500	86	Northwestern	39,000
29	Purdue	43,500	86	Temple	39,000
31	Kent State	43,389	86	Vanderbilt	39,000
32	York	43,275	89	McMaster	38,598
33	Toronto	43,010	90	Guelph	38,590
34	Arizona State	43,000	91	Kentucky	38,500
34	Duke	43,000	91	Missouri	38,500
34	SUNY Stony Brook	43,000	91	Virginia Tech	38,500
34	Virginia	43,000	94	Brown	38,000
38	Alberta	42,997	94	Cincinnati	38,000
39	Iowa State	42,500	94	Emory	38,000
39	Pennsylvania	42,500	94	Louisiana State	38,000
41	Calif. Riverside	42,204	94	SUNY Albany	38,000
42	Hawaii	42,026	94	Washington State	38,000
43	Calif. Santa Barbara	42,008	100	Louisville	37,000
44	Florida	42,000	100	Tulane	37,000
44	Florida State	42,000	100	Washington-St. Louis	37,000
44	George Washington	42,000	103	Rochester	36,700
44	Georgia Tech	42,000	104	Montreal	36,144
44	Maryland	42,000	105	Ohio	36,000
44	North Carolina	42,000	105	Oklahoma State	36,000
44	Tennessee	42,000	107	Howard	35,049
44	Utah	42,000	108	Case Western Reserve	35,000
52	Waterloo	41,683	108	Georgia	35,000
53	Saskatchewan	41,598	108	Oregon	35,000
54	Ohio State	41,500	111	Pittsburgh	34,000
55	Manitoba	41,331	111	South Carolina	34,000
56	Pennsylvania State	41,200	113	Syracuse	N/A
57	Boston College	41,050			

Reprinted from *ARL Annual Salary Survey 2007–2008*. 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 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			

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 2007–2008**

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	84,829	58	Miami	60,000
2	Alberta	82,536	58	Virginia	60,000
3	California, Davis	79,968	60	Indiana	59,705
4	Manitoba	79,159	61	Virginia Tech	59,672
5	California, Berkeley	79,108	62	George Washington	59,401
6	Toronto	78,443	63	Auburn	58,540
7	York	76,495	64	Pennsylvania	58,526
8	New Mexico	74,768	65	Pittsburgh	58,451
9	Connecticut	74,661	66	Guelph	58,271
10	Saskatchewan	74,456	67	Syracuse	58,263
11	Queen's	74,078	68	Illinois, Urbana	58,247
12	California, Los Angeles	73,382	69	Montreal	58,216
13	California, Irvine	73,356	70	Washington	58,020
13	California, San Diego	73,356	71	Kentucky	57,817
15	Yale	72,263	72	Purdue	57,815
16	Dartmouth	71,597	73	Texas	57,809
17	Waterloo	70,072	74	Wisconsin	57,766
18	Princeton	70,000	75	Iowa State	57,452
19	Massachusetts	69,746	76	Michigan State	57,000
20	McMaster	69,173	77	SUNY Albany	56,625
21	New York University	68,882	78	Temple	56,572
22	British Columbia	68,737	79	Iowa	55,700
23	Chicago	68,418	80	Tulane	55,664
24	California, Riverside	68,000	81	Duke	55,650
25	SUNY Stony Brook	67,828	82	Kansas	55,120
26	Harvard	67,486	83	Rice	54,900
27	California, Santa Barbara	66,756	84	Illinois, Chicago	54,885
28	Notre Dame	65,769	85	Texas A&M	54,857
29	MIT	65,650	86	Georgia Tech	54,631
30	Tennessee	65,394	87	Nebraska	54,624
31	Boston College	65,293	88	Utah	54,614
32	McGill	64,728	89	Washington State	54,475
33	Southern California	64,335	90	Case Western Reserve	54,335
34	Delaware	64,235	91	Western Ontario	54,246
35	Minnesota	63,532	92	Kent State	53,777
36	Michigan	63,413	93	Howard	53,359
37	North Carolina	62,825	94	Texas Tech	53,079
38	Pennsylvania State	62,730	95	Ohio State	52,941
39	Laval	62,715	96	Alabama	52,891
40	Cornell	62,490	97	Vanderbilt	52,479
41	Arizona State	62,333	98	Florida	52,327
42	Brown	61,998	99	Washington U.-St. Louis	51,727
43	Louisville	61,986	100	Boston University	51,450
44	Maryland	61,930	101	Rochester	51,282
45	North Carolina State	61,717	102	Oregon	51,176
46	Columbia	61,585	103	Oklahoma	50,823
47	Cincinnati	61,552	104	Missouri	50,442
48	Georgetown	61,508	105	Oklahoma State	49,824
49	Colorado	61,431	106	Georgia	49,634
50	Northwestern	61,203	107	Southern Illinois	49,375
51	Emory	61,000	108	Houston	49,037
52	SUNY Buffalo	60,852	109	South Carolina	47,983
53	Colorado State	60,650	110	Wayne State	47,315
54	Hawaii	60,354	111	Florida State	45,752
55	Brigham Young	60,200	112	Ohio University	45,010
56	Arizona	60,136	113	Louisiana State	44,879
57	Johns Hopkins	60,060			

Reprinted from *ARL Annual Salary Survey 2007–2008*. 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 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			

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 2007–2008**

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	\$82,023	58	SUNY Buffalo	\$64,414
2	York	81,659	59	Arizona State	64,325
3	California, Berkeley	80,749	60	Indiana	64,257
4	New York University	77,595	61	Pittsburgh	64,047
5	Manitoba	77,261	62	Illinois, Urbana	64,009
6	Yale	77,131	63	Washington	63,655
7	Connecticut	76,946	64	Texas	63,467
8	Toronto	76,710	65	Iowa	63,234
9	New Mexico	76,612	66	Pennsylvania	63,029
10	California, Los Angeles	76,029	67	Virginia Tech	62,691
11	Alberta	74,787	68	Colorado State	62,333
12	Saskatchewan	74,526	69	Guelph	62,069
13	Princeton	74,179	70	Brigham Young	61,929
14	California, San Diego	74,176	71	Michigan State	61,743
15	California, Davis	73,853	72	Rice	61,662
16	Harvard	72,861	73	Nebraska	61,376
17	Queen's	72,268	74	Hawaii	61,330
18	Chicago	72,179	75	Auburn	61,104
19	Dartmouth	71,642	76	Duke	60,715
20	California, Irvine	71,572	77	SUNY Albany	60,304
21	Columbia	70,838	78	Montreal	60,262
22	Southern California	70,463	79	Texas A&M	60,024
23	California, Santa Barbara	70,227	80	Utah	59,993
24	SUNY Stony Brook	70,027	81	Texas Tech	59,987
25	MIT	69,719	82	Iowa State	59,891
26	British Columbia	69,414	83	Wisconsin	59,685
27	Massachusetts	69,319	84	Laval	59,630
28	California, Riverside	69,120	85	Kentucky	59,613
29	Delaware	69,033	86	Kansas	59,070
30	North Carolina State	68,461	87	Tulane	59,023
31	Waterloo	68,405	88	Western Ontario	58,941
32	Tennessee	68,333	89	Illinois, Chicago	58,925
33	Cornell	68,228	90	Georgia Tech	58,753
34	North Carolina	67,938	91	Washington State	58,249
35	Boston College	67,847	92	Alabama	58,232
36	Virginia	67,602	93	Washington U.-St. Louis	58,142
37	McMaster	67,549	94	Vanderbilt	57,775
38	Notre Dame	66,827	95	Missouri	57,607
39	Pennsylvania State	66,725	96	Case Western Reserve	57,089
40	Georgetown	66,689	97	Georgia	57,082
41	Michigan	66,608	98	Ohio State	56,745
42	Minnesota	66,067	99	Houston	56,608
43	McGill	66,010	100	Florida	56,403
44	Johns Hopkins	65,765	101	Kent State	56,086
45	Temple	65,552	102	Rochester	55,411
46	Colorado	65,510	103	Oregon	54,999
47	Brown	65,442	104	Oklahoma State	54,593
48	Purdue	65,312	105	Southern Illinois	54,562
49	Cincinnati	65,283	106	Boston University	54,472
50	Northwestern	65,234	107	Oklahoma	53,241
51	Louisville	65,230	108	Howard	53,211
52	Miami	65,171	109	Wayne State	53,075
53	Syracuse	65,131	110	South Carolina	51,457
54	George Washington	64,950	111	Ohio University	48,853
55	Maryland	64,926	112	Louisiana State	48,711
56	Arizona	64,731	113	Florida State	48,656
57	Emory	64,551			

Reprinted from *ARL Annual Salary Survey 2007–2008*. 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 13: 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			

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 2005–2006 to 2008–2009**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2006	2007	2008	2009	2006	2007	2008	2009	2006	2007	2008	2009
Alabama		97	98	92	97	100	101	96	105	92	84	74	73
Alberta		28	17	11	4	6	3	2	1	77	43	38	8
Arizona		40	38	56	65	77	55	56	62	22	21	7	26
Arizona State		84	69	59	77	69	66	41	66	51	23	34	60
Auburn		78	77	75	90	66	52	63	90	15	15	25	50
Boston University		95	104	106	40	98	97	100	91	107	112	62	70
Boston College		31	36	35	95	35	36	31	35	50	58	57	70
Brigham Young		54	68	70	72	47	59	55	60	13	17	14	22
British Columbia		74	41	26	10	67	32	22	9	88	20	15	2
Brown		36	53	47	53	37	61	42	51	89	84	94	99
California, Berkeley		1	2	3	8	1	6	5	10	57	64	69	35
California, Davis		7	18	15	12	3	8	3	8	57	64	69	35
California, Irvine		13	8	20	20	3	5	13	16	57	64	69	35
California, Los Angeles		3	5	10	23	3	7	12	19	57	64	69	35
California, Riverside		25	29	28	26	24	22	24	18	25	26	41	27
California, San Diego		11	11	14	21	13	10	13	16	57	44	69	35
California, Santa Barbara		14	19	23	32	15	21	27	31	57	64	43	35
Case Western Reserve		87	94	96	98	79	88	90	96	92	104	108	110
Chicago		15	14	18	25	17	18	23	28	10	9	12	21
Cincinnati		41	49	49	60	41	53	47	64	92	84	94	100
Colorado		63	71	46	61	50	63	49	48	28	37	58	51
Colorado State		53	55	68	48	53	41	53	45	44	45	29	42
Columbia		17	12	21	31	31	26	46	49	3	2	1	4
Connecticut		6	7	7	11	8	15	9	12	2	5	5	22
Cornell		23	28	33	41	43	43	40	55	23	22	16	28
Dartmouth		18	20	19	30	16	20	16	30	68	75	74	67
Delaware		19	26	29	29	18	28	34	24	44	64	28	58
Duke		68	75	76	78	74	76	81	78	73	93	34	51
Emory		46	60	57	46	46	54	51	54	68	84	94	83
Florida		86	93	100	96	91	93	98	92	16	27	44	73
Florida State		109	113	113	113	109	113	111	113	51	37	44	73
George Washington		35	40	54	33	34	62	62	44	16	27	44	28
Georgetown		32	43	40	39	40	51	48	56	16	11	16	43
Georgia		96	99	97	99	101	104	106	106	112	111	108	105
Georgia Tech		77	72	90	86	86	85	86	86	8	17	44	73
Guelph		76	56	69	19	58	56	66	23	103	80	90	1
Harvard		16	15	16	16	22	24	26	25	11	9	8	18
Hawaii		52	51	74	54	39	40	54	33	74	74	42	65
Houston		112	88	99	75	112	89	108	59	68	64	74	73
Howard		102	109	108	110	97	108	93	101	91	103	107	108
Illinois, Chicago		73	83	89	83	85	86	84	85	16	27	9	28
Illinois, Urbana		42	54	62	57	75	71	68	61	16	23	26	41

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FY 2005–2006 to 2008–2009**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2006	2007	2008	2009	2006	2007	2008	2009	2006	2007	2008	2009
Indiana		55	65	60	74	54	64	60	70	78	92	74	90
Iowa		66	67	65	76	81	83	79	83	28	45	74	85
Iowa State		83	76	82	80	71	72	75	74	28	37	39	60
Johns Hopkins		39	44	44	55	48	46	57	53	12	7	4	9
Kansas		58	86	86	85	65	78	82	87	28	45	74	16
Kent State		105	96	101	101	94	94	92	99	1	1	31	59
Kentucky		93	91	85	87	83	81	71	76	64	81	91	85
Laval		108	97	84	47	73	73	39	29	98	94	68	24
Louisiana State		113	112	112	112	113	112	113	112	87	99	94	105
Louisville		45	48	51	81	26	27	43	82	79	99	100	107
McGill		79	39	43	28	36	17	32	34	109	59	65	13
McMaster		85	64	37	14	60	38	20	11	110	96	89	49
Manitoba		24	9	5	3	10	4	4	2	90	71	55	33
Maryland		60	61	55	52	56	50	44	39	28	45	44	73
Massachusetts		20	25	27	35	11	11	19	21	66	60	63	72
MIT		21	24	25	24	21	29	29	25	8	11	5	6
Miami		56	42	52	45	63	65	58	46	51	36	16	43
Michigan		26	35	41	37	45	45	36	41	28	45	58	73
Michigan State		49	59	71	73	42	47	76	71	14	6	9	28
Minnesota		29	37	42	51	30	39	35	43	79	75	74	91
Missouri		98	105	95	106	102	102	104	110	111	108	91	91
Montreal		103	87	78	43	90	80	69	38	106	107	104	82
Nebraska		82	78	73	69	95	87	87	80	26	41	16	10
New Mexico		12	13	9	15	9	9	8	15	28	45	74	91
New York		8	10	4	13	23	31	21	27	4	2	2	3
North Carolina		50	47	34	58	57	44	37	52	28	27	44	51
North Carolina State		48	27	30	34	76	49	45	47	5	8	9	16
Northwestern		37	50	50	66	38	42	50	57	79	84	86	73
Notre Dame		34	32	38	49	33	30	28	40	79	83	74	91
Ohio University		110	111	111	100	111	111	112	111	107	104	105	83
Ohio State		70	85	98	109	68	79	95	103	28	41	54	60
Oklahoma		106	110	107	108	104	110	103	104	28	45	74	73
Oklahoma State		100	101	104	104	103	100	105	100	99	99	105	108
Oregon		90	107	103	103	88	103	102	98	92	104	108	91
Pennsylvania		47	52	66	68	49	48	64	65	28	27	39	67
Pennsylvania State		30	34	39	42	32	37	38	42	44	45	56	69
Pittsburgh		57	62	61	63	61	69	65	73	113	108	111	111
Princeton		4	16	13	17	7	23	18	22	28	45	16	10
Purdue		44	63	48	59	59	82	72	66	16	23	29	43
Queen's		38	23	17	6	25	14	11	5	96	73	64	13
Rice		72	82	72	82	87	92	83	89	97	98	85	103

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FY 2005–2006 to 2008–2009**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2006	2007	2008	2009	2006	2007	2008	2009	2006	2007	2008	2009
Rochester		101	102	102	105	99	99	101	102	79	95	103	104
Rutgers		5	1	1	5	2	1	1	3	7	16	13	25
Saskatchewan		65	31	12	7	52	25	10	7	105	102	53	12
South Carolina		104	108	110	111	108	106	109	108	99	108	111	111
Southern California		2	21	22	27	19	33	33	36	5	11	16	20
Southern Illinois		92	100	105	102	106	107	107	109	44	61	58	60
SUNY Albany		81	80	77	56	64	68	77	75	64	72	94	101
SUNY Buffalo		80	81	58	38	82	84	52	37	49	11	16	43
SUNY Stony Brook		22	22	24	22	20	19	25	20	24	27	34	51
Syracuse		61	58	53	71	78	74	67	63	79	113	N/A	113
Temple		67	46	45	67	84	57	78	88	76	75	86	64
Tennessee		43	45	32	36	51	34	30	32	28	45	44	51
Texas		51	57	64	62	72	67	73	77	28	17	16	43
Texas A&M		88	92	79	94	93	96	85	97	28	27	27	28
Texas Tech		99	106	81	88	105	105	94	93	51	75	16	43
Toronto		27	4	8	2	12	2	6	4	75	34	33	5
Tulane		89	73	87	79	80	60	80	71	99	84	100	91
Utah		94	90	80	84	96	91	88	81	51	45	44	51
Vanderbilt		91	89	94	92	92	95	97	94	79	75	86	91
Virginia		33	33	36	44	28	35	58	68	28	35	34	51
Virginia Tech		75	74	67	70	55	70	61	58	51	84	91	85
Washington		59	70	63	64	70	75	70	69	48	45	58	66
Washington State		62	79	91	91	44	77	89	84	68	81	94	101
Washington U.-St. Louis		64	84	93	93	89	90	99	95	68	84	100	91
Waterloo		69	30	31	18	29	16	17	13	104	63	52	15
Wayne State		107	103	109	107	110	109	110	107	79	45	67	89
Western Ontario		111	95	88	50	107	98	91	50	67	40	65	34
Wisconsin		71	66	83	89	62	58	74	79	63	62	84	88
Yale		10	3	6	9	27	13	15	14	27	4	3	7
York		9	6	2	1	14	12	7	6	102	97	32	19

Excludes medical and law libraries.

PAGE INTENTIONALLY LEFT BLANK.

**TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY AND POSITION, FY 2008–2009**

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	13						2		12%											
200,000–249,999	28	3		1					25%	1%					0%					
175,000–199,999	28	8	1		1				25%	3%	1%					0%				
150,000–174,999	31	12	8	2	2	1	4	1	28%	4%	4%	0%				0%				
140,000–149,999	5	19	4	5	2		2	2	5%	7%	2%	1%	0%			0%				
130,000–139,999	4	31	9	7	3	1	6	4	4%	11%	5%	1%	0%			0%				
120,000–129,999	1	48	21	6	6	1	11	8	1%	17%	11%	1%	0%			0%				
110,000–119,999	1	55	25	22	17	21	39	14	1%	19%	14%	4%	1%			0%				
100,000–109,999		68	28	35	40	30	81	30		23%	15%	7%	2%			1%				
95,000–99,999		10	25	29	41	31	62	51		3%	14%	6%	2%			2%				
90,000–94,999		12	14	46	42	24	79	33		4%	8%	9%	2%			1%				
85,000–89,999		8	9	32	74	39	121	70		3%	5%	6%	4%			2%				
80,000–84,999		7	14	47	113	55	153	105		2%	8%	9%	5%			4%				
76,000–79,999		3	6	30	108	47	117	93		1%	3%	6%	5%			3%				
74,000–75,999		1	2	20	63	56	66	61		0%	1%	4%	3%			2%				
72,000–73,999		1	3	23	61	36	61	57		0%	2%	5%	3%			2%				
70,000–71,999		1	3	23	66	29	58	72		0%	2%	5%	3%			3%				
68,000–69,999			1	30	73	68	57	119			1%	6%	3%			4%				
66,000–67,999			1	17	76	36	51	108			1%	3%	4%			4%				
64,000–65,999		1	3	18	99	64	70	131		0%	2%	4%	5%			5%				
62,000–63,999		1		13	70	51	40	117		0%		3%	3%			4%				
60,000–61,999			2	20	108	74	48	179			1%	4%	5%			6%				
58,000–59,999		1	1	13	91	50	39	150		0%	1%	3%	4%			5%				
56,000–57,999				9	115	54	33	169				2%	6%			6%				
54,000–55,999				10	99	54	30	169				2%	5%			6%				
52,000–53,999			3	17	113	56	29	182			2%	3%	5%			6%				
50,000–51,999			1	5	114	44	24	174			1%	1%	5%			6%				
48,000–49,999				2	101	63	15	180				0%	5%			6%				
46,000–47,999				7	100	39	14	160				1%	5%			6%				
44,000–45,999				5	90	40	13	120				1%	4%			4%				
42,000–43,999				3	64	25	7	85				1%	3%			3%				
40,000–41,999				3	59	17	3	69				1%	3%			2%				
38,000–39,999				1	32	3	2	50				0%	2%			2%				
36,000–37,999					19	2	2	27					1%			1%				
34,000–35,999				1	15	2	3	20				0%	1%			1%				
32,000–33,999					7	1	2	10					0%			0%				
30,000–31,999					4	2		2					0%			0%				
Less than 30,000								6								0%				
TOTAL	111	290	184	502	2087	1117	1344	2829	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 2008–2009**

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	8						1		5											
200,000–249,999	18	2					1		10	1		1				1				
175,000–199,999	18	6						10	2	1				1						
150,000–174,999	16	8	2		2	1	2	15	4	6	2				2	1				
140,000–149,999	1	12	2	2	2	1	1	4	7	2	3				1					
130,000–139,999	2	17	4	5	2	1	3	2	14	5	2	1			3	1				
120,000–129,999		31	14	3	4	1	5	1	17	7	3	2			6	1				
110,000–119,999		30	13	13	9	11	26	1	25	12	9	8			10	4				
100,000–109,999		44	16	25	19	18	48		24	12	10	21			12	9				
95,000–99,999		5	14	19	19	17	26		5	11	10	22			14	14				
90,000–94,999		6	9	27	13	10	52		6	5	19	29			14	27				
85,000–89,999		5	5	24	27	23	76		3	4	8	47			16	45				
80,000–84,999		3	7	36	50	38	102		4	7	11	63			17	51				
76,000–79,999		2	5	17	58	28	69		1	1	13	50			19	48				
74,000–75,999		1	2	14	36	34	41				6	27			22	19				
72,000–73,999		1	2	14	26	25	39			1	9	35			11	22				
70,000–71,999		1	3	17	29	19	36				6	37			10	22				
68,000–69,999			1	23	40	37	41				7	33			31	16				
66,000–67,999			1	10	39	20	41				7	37			16	10				
64,000–65,999		1	2	12	57	38	42			1	6	42			26	28				
62,000–63,999		1		9	39	29	19				4	31			22	21				
60,000–61,999				14	45	43	34			2	6	63			31	14				
58,000–59,999		1	1	7	52	36	24				6	39			14	15				
56,000–57,999				7	68	29	18				2	47			25	15				
54,000–55,999				7	57	33	17				3	42			21	13				
52,000–53,999			2	13	64	47	19			1	4	49			9	10				
50,000–51,999			1	4	58	27	19				1	56			17	5				
48,000–49,999				1	52	46	9				1	49			17	6				
46,000–47,999				3	63	30	13				4	37			9	1				
44,000–45,999				4	52	29	7				1	38			11	6				
42,000–43,999				2	33	18	6				1	31			7	1				
40,000–41,999				2	31	14	2				1	28			3	1				
38,000–39,999					19	2					1	13			1	2				
36,000–37,999					12	1	1					7			1	1				
34,000–35,999				1	7	2	2					8			1	3				
32,000–33,999					5	1	2					2				1				
30,000–31,999					2		2					2			2					
Less than 30,000																				
TOTAL	63	177	106	335	1091	708	843	2014	48	113	78	167	996	409	501	815				

Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	\$200,113	63	\$193,843	48	\$197,402	111
Associate Director	118,863	177	118,200	113	118,605	290
Assistant Director	100,321	106	108,492	78	103,785	184
Head, Branch	79,385	335	82,917	167	80,560	502
Functional Specialist	62,284	1,091	64,422	996	63,304	2,087
Subject Specialist	64,903	708	68,194	409	66,108	1,117
Dept. Head:						
Acquisitions	73,868	68	73,850	30	73,863	98
Reference	80,050	78	80,256	29	80,106	107
Cataloging	75,260	114	74,237	42	74,985	156
Serials	73,653	21	71,123	10	72,837	31
Documents/Maps	70,359	42	70,914	23	70,555	65
Circulation	73,800	62	68,428	27	72,170	89
Rare Books/Manuscripts	81,214	42	84,607	43	82,930	85
Computer Systems	91,422	23	89,486	49	90,105	72
Other	77,118	393	79,294	248	77,960	641
Reference:						
Over 14 years experience	68,561	429	67,466	183	68,234	612
10 to 14 years experience	61,437	134	60,591	55	61,191	189
5 to 9 years experience	56,788	216	57,433	99	56,990	315
Under 5 years experience	51,404	219	49,852	67	51,041	286
Cataloging:						
Over 14 years experience	65,228	278	66,970	133	65,792	411
10 to 14 years experience	58,692	72	60,240	28	59,125	100
5 to 9 years experience	55,491	88	55,028	48	55,327	136
Under 5 years experience	50,888	93	48,924	34	50,362	127
Other:						
Over 14 years experience	67,171	204	71,608	64	68,230	268
10 to 14 years experience	60,980	64	57,314	27	59,892	91
5 to 9 years experience	55,672	102	53,884	34	55,225	136
Under 5 years experience	48,341	115	48,606	43	48,413	158
All Positions	\$69,610	5,337	\$72,344	3,127	\$70,620	8,464

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 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	32.2	63	30.9	48	31.6	111
Associate Director	25.4	177	23.4	113	24.6	290
Assistant Director	24.5	106	23.6	78	24.1	184
Head, Branch	21.9	335	22.3	167	22.1	502
Functional Specialist	13.8	1,091	12.9	996	13.3	2,087
Subject Specialist	16.1	708	17.1	409	16.4	1,117
Dept. Head:						
Acquisitions	21.1	68	19.0	30	20.4	98
Reference	20.4	78	20.2	29	20.3	107
Cataloging	22.7	114	22.0	42	22.5	156
Serials	20.4	21	20.6	10	20.5	31
Documents/Maps	20.8	42	21.4	23	21.0	65
Circulation	19.6	62	16.7	27	18.7	89
Rare Books/Manuscripts	22.5	42	24.3	43	23.4	85
Computer Systems	19.0	23	18.3	49	18.5	72
Other	19.8	393	19.4	248	19.6	641
Public Services	12.5	200	11.5	71	12.3	271
Technical Services	14.7	133	14.0	51	14.5	184
Administrative Services	15.8	152	14.6	46	15.5	198
Reference	14.6	998	14.9	404	14.7	1,402
Cataloger	17.0	531	17.7	243	17.2	774
All Positions	17.0	5,337	16.6	3,127	16.8	8,464

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 2008–2009**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$51,180	712	\$52,436	352	\$51,596	1,064	13%
4 – 7 years	55,622	676	58,046	438	56,575	1,114	13%
8 – 11 years	62,442	706	63,739	476	62,964	1,182	14%
12 – 15 years	66,893	563	71,015	352	68,479	915	11%
16 – 19 years	70,282	533	73,557	316	71,501	849	10%
20 – 23 years	75,002	533	80,198	293	76,845	826	10%
24 – 27 years	78,700	457	81,133	252	79,565	709	8%
28 – 31 years	83,511	447	90,097	267	85,974	714	8%
32 – 35 years	90,078	372	93,462	218	91,328	590	7%
over 35 years	93,144	338	94,381	163	93,546	501	6%
All Positions	\$69,610	5,337	\$72,344	3,127	\$70,620	8,464	100%

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 2008–2009**

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	#	#	#	#	#	\$182,878	\$179,447	\$196,148	\$205,743	\$200,551
Associate Director	110,010	95,940	104,428	111,452	113,749	120,699	114,133	122,271	129,375	124,164
Assistant Director	83,759	95,251	83,172	97,800	99,742	111,648	100,238	107,057	114,570	112,243
Head, Branch	51,242	59,628	71,472	73,241	78,074	81,947	79,900	87,729	91,689	96,505
Functional Specialist	50,909	55,765	61,415	66,120	68,420	71,075	76,314	75,913	79,306	75,681
Subject Specialist	49,952	56,224	62,321	64,996	68,419	73,192	71,951	79,159	80,414	83,913
Dept. Head:										
Acquisitions	63,128	64,609	66,067	65,733	#	74,382	76,674	78,140	89,751	82,551
Reference	#	62,759	71,864	74,850	83,080	77,876	83,248	94,050	88,362	90,948
Cataloging	.	58,472	64,900	69,408	70,877	80,182	77,294	77,451	80,840	86,124
Serials	.	#	#	65,325	74,904	86,816	#	72,972	#	.
Documents/Maps	48,813	53,171	69,063	61,153	66,158	69,585	84,401	69,106	80,522	87,183
Circulation	61,186	62,315	65,864	69,191	74,290	78,236	72,326	85,882	77,065	76,864
Rare Books/Manuscripts	#	70,275	64,113	73,509	79,569	82,747	91,152	88,859	88,460	92,326
Computer Systems	78,184	89,493	85,431	93,305	85,565	97,734	81,988	100,865	#	.
Other	72,713	63,951	68,059	76,851	77,620	82,370	80,878	82,902	87,315	87,927
Public Services	46,946	50,761	55,712	61,526	59,592	60,291	65,788	71,677	68,170	70,230
Technical Services	44,821	54,522	56,346	57,921	69,581	64,667	63,333	68,441	75,244	77,466
Administrative Services	49,179	55,310	65,637	61,946	69,414	65,345	71,672	76,292	78,879	94,419
Reference	50,156	54,697	58,617	63,284	62,405	68,961	68,328	70,375	71,814	77,273
Cataloger	49,659	53,283	59,016	60,877	61,627	63,578	67,502	65,535	67,361	71,180
All Positions:										
Average Salary	\$51,596	\$56,575	\$62,964	\$68,479	\$71,501	\$76,845	\$79,565	\$85,974	\$91,328	\$93,546
No. of Positions	1,064	1,114	1,182	915	849	826	709	714	590	501

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.

**TABLE 21: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2008–2009**

Position	CANADIAN (14)		PRIVATE (31)		PUBLIC (68)		TOTAL (113)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$166,499	14	\$232,717	29	\$188,703	68	\$197,402	111
Associate Director	120,119	38	128,353	90	112,834	162	118,605	290
Assistant Director	95,453	16	107,298	72	102,540	96	103,785	184
Head, Branch	98,849	59	84,247	132	75,526	311	80,560	502
Functional Specialist	75,094	150	66,135	805	59,729	1,132	63,304	2,087
Subject Specialist	73,079	115	66,634	384	64,484	618	66,108	1,117
Dept. Head:								
Acquisitions	88,784	14	74,037	27	70,115	57	73,863	98
Reference	88,929	13	81,345	42	76,899	52	80,106	107
Cataloging	92,532	7	76,270	65	72,528	84	74,985	156
Serials	‡	3	70,218	11	71,121	17	72,837	31
Documents/Maps	101,169	8	66,386	14	66,217	43	70,555	65
Circulation	79,264	13	70,904	23	70,980	53	72,170	89
Rare Books/Manuscripts	99,153	6	79,030	26	83,007	53	82,930	85
Computer Systems	91,042	7	93,167	27	87,756	38	90,105	72
Other	91,675	52	79,350	211	75,298	378	77,960	641
Reference:								
Over 14 years experience	88,443	91	65,440	158	64,383	363	68,234	612
10 to 14 years experience	78,139	23	61,018	52	57,850	114	61,191	189
5 to 9 years experience	67,768	65	58,794	78	52,100	172	56,990	315
Under 5 years experience	61,576	68	49,711	50	47,172	168	51,041	286
Cataloging:								
Over 14 years experience	82,408	35	65,609	172	63,095	204	65,792	411
10 to 14 years experience	65,292	10	59,887	39	57,334	51	59,125	100
5 to 9 years experience	71,490	8	58,627	68	49,433	60	55,327	136
Under 5 years experience	62,006	7	55,176	48	46,022	72	50,362	127
Other:								
Over 14 years experience	83,954	15	68,970	88	66,407	165	68,230	268
10 to 14 years experience	70,025	6	64,497	30	56,275	55	59,892	91
5 to 9 years experience	63,614	12	61,035	43	50,898	81	55,225	136
Under 5 years experience	65,981	9	50,659	56	45,361	93	48,413	158
All Positions	\$82,295	864	\$72,287	2,840	\$67,506	4,760	\$70,620	8,464

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 2008–2009**

Position	CANADIAN (14)		PRIVATE (31)		PUBLIC (68)		TOTAL (113)	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	29.1	14	31.8	29	32.1	68	31.6	111
Associate Director	23.2	38	24.3	90	25.1	162	24.6	290
Assistant Director	21.9	16	24.8	72	24.0	96	24.1	184
Head, Branch	22.9	59	22.2	132	21.9	311	22.1	502
Functional Specialist	15.3	150	13.0	805	13.3	1,132	13.3	2,087
Subject Specialist	15.3	115	17.1	384	16.3	618	16.4	1,117
Dept. Head:								
Acquisitions	20.9	14	21.4	27	19.9	57	20.4	98
Reference	19.2	13	20.5	42	20.5	52	20.3	107
Cataloging	25.4	7	22.0	65	22.6	84	22.5	156
Serials	25.0	3	21.7	11	18.9	17	20.5	31
Documents/Maps	27.8	8	17.9	14	20.8	43	21.0	65
Circulation	18.0	13	16.4	23	19.9	53	18.7	89
Rare Books/Manuscripts	28.2	6	19.9	26	24.6	53	23.4	85
Computer Systems	19.9	7	18.7	27	18.2	38	18.5	72
Other	17.4	52	19.4	211	20.0	378	19.6	641
Reference:								
Over 14 years experience	25.4	91	25.7	158	24.8	363	25.1	612
10 to 14 years experience	11.9	23	12.0	52	12.0	113	12.0	188
5 to 9 years experience	6.8	65	7.3	76	7.1	172	7.1	313
Under 5 years experience	2.5	68	2.5	52	2.4	168	2.5	288
Cataloging:								
Over 14 years experience	28.7	35	26.0	172	26.7	204	26.6	411
10 to 14 years experience	11.8	10	11.5	39	12.1	51	11.8	100
5 to 9 years experience	6.8	8	7.0	68	6.5	60	6.7	136
Under 5 years experience	2.0	7	2.5	48	2.3	72	2.3	127
Other:								
Over 14 years experience	23.5	15	24.3	88	25.3	165	24.9	268
10 to 14 years experience	11.7	6	11.6	30	11.9	55	11.7	91
5 to 9 years experience	6.7	12	7.0	43	7.1	81	7.0	136
Under 5 years experience	2.4	9	2.5	56	2.2	93	2.3	158
All Positions	16.7	864	16.7	2,840	16.9	4,760	16.8	8,464

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 2008–2009**

Position	STAFF OVER 110 (16) [†]		STAFF 75–110 (21)		STAFF 50–74 (46)		STAFF 22–49 (30) [‡]	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$238,506	16	\$205,620	21	\$189,818	44	\$180,849	30
Associate Director	137,579	60	119,141	82	111,599	87	109,213	61
Assistant Director	113,779	51	95,203	34	102,566	75	98,519	24
Head, Branch	85,540	160	84,049	95	74,610	170	79,045	77
Functional Specialist	66,396	745	64,212	511	59,950	590	60,030	241
Subject Specialist	69,974	352	66,925	288	62,753	374	62,796	103
Dept. Head:								
Acquisitions	76,337	19	84,430	14	68,784	39	73,982	26
Reference	85,840	29	78,335	13	76,090	40	80,799	25
Cataloging	79,485	56	77,395	26	69,028	52	74,760	22
Serials	75,971	10	73,018	7	75,250	7	65,765	7
Documents/Maps	75,907	19	72,988	10	70,447	24	60,270	12
Circulation	79,398	23	77,315	17	66,326	36	68,843	13
Rare Books/Manuscripts	96,792	16	84,975	14	77,273	32	79,913	23
Computer Systems	103,360	7	96,256	14	87,464	37	84,305	14
Other	82,716	167	81,579	137	73,453	247	75,996	90
Reference:								
Over 14 years experience	69,004	143	71,300	118	66,638	213	67,277	138
10 to 14 years experience	61,727	44	61,118	34	61,144	77	60,675	34
5 to 9 years experience	60,513	84	57,618	70	54,462	105	55,663	56
Under 5 years experience	53,690	45	52,241	68	50,732	110	48,391	63
Cataloging:								
Over 14 years experience	69,950	161	64,059	82	61,424	124	66,117	44
10 to 14 years experience	64,968	30	57,848	25	57,858	32	51,218	13
5 to 9 years experience	60,788	60	51,513	26	51,224	36	49,559	14
Under 5 years experience	55,425	52	48,782	24	47,285	36	42,724	15
Other:								
Over 14 years experience	71,155	88	68,949	70	65,501	77	65,274	33
10 to 14 years experience	62,403	31	59,480	24	59,362	27	53,929	9
5 to 9 years experience	61,058	42	52,928	49	53,827	32	48,478	13
Under 5 years experience	51,352	54	48,843	41	46,431	50	42,475	13
All Positions	\$73,135	2,564	\$71,063	1,914	\$68,141	2,773	\$70,274	1,213

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 21 professional staff members.

**TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2008–2009**

Position	STAFF OVER 110 (16) [†]		STAFF 75–110 (21)		STAFF 50–74 (46)		STAFF 24-49 (30) [‡]	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	33.7	16	28.1	21	30.9	44	34.0	30
Associate Director	25.2	60	23.3	82	24.9	87	25.3	61
Assistant Director	24.4	51	20.8	34	25.0	75	25.6	24
Head, Branch	22.8	160	20.7	95	21.9	170	22.4	77
Functional Specialist	12.6	745	14.0	511	13.2	590	14.5	241
Subject Specialist	16.0	352	16.7	288	16.7	374	16.2	103
Dept. Head:								
Acquisitions	22.8	19	22.1	14	19.3	39	19.6	26
Reference	22.7	29	16.4	13	21.0	40	18.5	25
Cataloging	23.3	56	22.2	26	22.9	52	19.7	22
Serials	22.1	10	15.7	7	23.6	7	19.9	7
Documents/Maps	23.6	19	18.5	10	21.5	24	18.1	12
Circulation	19.6	23	16.1	17	17.3	36	24.5	13
Rare Books/Manuscripts	25.9	16	23.2	14	23.3	32	22.0	23
Computer Systems	18.9	7	19.8	14	17.4	37	20.2	14
Other	21.2	167	19.4	137	18.4	247	20.3	90
Reference:								
Over 14 years experience	25.9	143	25.6	118	24.8	213	24.6	138
10 to 14 years experience	12.1	44	12.2	34	12.0	77	11.5	34
5 to 9 years experience	7.1	84	6.8	70	7.1	105	7.2	56
Under 5 years experience	2.7	45	2.4	68	2.2	110	2.7	63
Cataloging:								
Over 14 years experience	26.4	161	26.4	82	27.1	124	25.6	26.4
10 to 14 years experience	11.5	30	12.2	25	11.9	32	11.5	11.5
5 to 9 years experience	6.9	60	7.0	26	6.6	36	6.1	6.9
Under 5 years experience	2.4	52	2.4	24	2.3	36	2.0	2.4
Other:								
Over 14 years experience	26.1	88	23.2	70	25.1	77	24.5	26.1
10 to 14 years experience	11.6	31	12.0	24	11.7	27	11.8	11.6
5 to 9 years experience	6.9	42	7.3	49	6.8	32	7.1	6.9
Under 5 years experience	2.3	54	2.4	41	2.1	50	2.5	2.3
All Positions	16.7	2,564	16.3	1,914	16.9	2,773	17.8	1,213

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 21 professional staff members.

**TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND GEOGRAPHIC REGION, FY 2008–2009**

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)	(14)	(113)			
Director	\$213,571	\$234,634	\$198,541	\$187,584	\$209,455	\$162,727	\$192,299	\$174,939	\$196,648	\$166,499	\$197,402				
Associate Director	144,668	122,285	106,834	111,040	120,708	107,904	103,221	108,276	123,160	120,119	118,605				
Assistant Director	104,196	114,335	100,895	102,291	102,629	87,513	98,159	113,736	101,482	95,453	103,785				
Head, Branch	92,229	86,674	73,397	74,399	68,151	72,433	77,182	84,080	80,014	98,849	80,560				
Functional Specialist	73,075	64,864	54,475	61,150	59,897	52,918	56,321	61,179	67,622	75,094	63,304				
Subject Specialist	74,965	68,534	60,268	59,906	58,899	55,882	57,330	62,069	72,943	73,079	66,108				
Dept. Head:															
Acquisitions	81,233	70,267	68,582	71,729	72,243	61,937	64,767	77,118	71,775	88,784	73,863				
Reference	87,604	78,454	71,075	74,655	81,809	#	70,074	76,288	84,437	88,929	80,106				
Cataloging	89,294	72,421	71,754	67,841	65,954	66,085	70,939	73,004	82,598	92,532	74,985				
Serials	#	74,333	78,274	.	68,702	#	#	#	#	#	72,837				
Documents/Maps	81,043	69,731	63,641	66,248	58,873	#	62,549	59,881	78,520	101,169	70,555				
Circulation	76,683	69,307	71,121	65,509	69,877	#	62,765	81,912	81,691	79,264	72,170				
Rare Books/Manuscripts	89,160	85,631	86,008	71,560	81,428	75,352	70,857	73,197	88,280	99,153	82,930				
Computer Systems	100,295	94,957	81,833	#	87,016	#	80,975	88,736	90,792	91,042	90,105				
Other	86,568	77,975	74,689	66,178	75,430	69,960	70,082	74,072	86,126	91,675	77,960				
Reference:															
Over 14 years experience	72,045	65,964	63,443	56,194	61,710	63,371	51,064	61,277	71,120	88,443	68,234				
10 to 14 years experience	67,622	56,905	57,826	54,266	56,821	53,722	50,310	64,354	57,837	78,139	61,191				
5 to 9 years experience	63,974	54,023	52,410	54,705	52,575	52,136	47,089	53,684	53,686	67,768	56,990				
Under 5 years experience	50,512	53,570	47,583	47,716	45,956	46,709	44,777	45,831	47,002	61,576	51,041				
Cataloging:															
Over 14 years experience	72,496	64,825	58,260	59,220	58,358	57,410	55,402	59,991	74,395	82,408	65,792				
10 to 14 years experience	66,933	59,505	54,808	55,010	54,194	#	52,034	#	59,880	65,292	59,125				
5 to 9 years experience	65,127	50,559	49,747	46,615	49,931	#	48,927	50,112	50,826	71,490	55,327				
Under 5 years experience	60,363	50,352	47,811	43,745	45,403	42,576	44,698	44,336	48,993	62,006	50,362				
Other:															
Over 14 years experience	72,456	73,399	69,467	66,367	62,360	65,229	51,473	68,848	74,511	83,954	68,230				
10 to 14 years experience	68,070	71,809	57,094	#	59,279	53,712	54,370	46,582	68,962	70,025	59,892				
5 to 9 years experience	64,331	55,360	51,477	48,730	57,143	#	43,442	56,288	52,564	63,614	55,225				
Under 5 years experience	54,894	48,186	46,234	38,301	46,288	43,780	43,006	47,044	48,482	65,981	48,413				
All Positions:															
Average Salary	\$77,055	\$72,985	\$64,818	\$64,823	\$66,932	\$63,213	\$62,286	\$67,520	\$74,056	\$82,295	\$70,620				
No. of Staff	1,126	1,180	1,360	462	1,188	298	594	428	964	864	8,464				

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
Northeast			
1. New England	9	Boston University, Boston College, Brown, Connecticut, Dartmouth, Harvard, Massachusetts Institute of Technology, Massachusetts, Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	14	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
North Central			
3. East North Central	17	Case Western Reserve, Chicago, Cincinnati, Illinois-Chicago, Illinois-Urbana, Indiana, Kent State, Michigan, Michigan State, Notre Dame, Northwestern, Ohio University, Ohio State, Purdue, Southern Illinois, Wayne State, Wisconsin	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	7	Iowa, Iowa State, Kansas, Minnesota, Missouri, Nebraska, Washington U.-St. Louis	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
South			
5. South Atlantic	18	Delaware, Duke, Emory, Florida, Florida State, Georgia, Georgia Tech., Georgetown, George Washington, Howard, Johns Hopkins, Maryland, Miami, North Carolina, North Carolina State, South Carolina, Virginia, Virginia Tech	Del., DC, Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	6	Alabama, Auburn, Kentucky, Louisville, Tennessee, Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	9	Houston, Louisiana State, Oklahoma, Oklahoma State, Rice, Texas, Texas A&M, Texas Tech, Tulane	Ark., La., Okla., Tex.
West			
8. Mountain	7	Arizona, Arizona State, Brigham Young, Colorado, Colorado State, New Mexico, Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	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.
Canada			
	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 US Bureau of the Census in tabulations of the Current Population Survey.

