

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 31–34

**TABLE 31: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING
PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL
EXPERIENCE
IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 2007-08***

Institution	Filled Positions	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2008	FY 2007	FY 2008	FY2007	FY2008	FY2007	FY2008	FY 2008
Alberta ‡	67	\$80,505	\$84,681	\$89,210	\$93,456	\$47,038	48,685	17.3
British Columbia ‡	83	74,244	78,598	73,190	77,831	50,839	51,841	15.3
Guelph ‡	48	72,489	70,281	68,416	65,980	43,695	43,695	17.2
Laval	61	62,928	67,519	64,953	71,012	42,683	45,320	16.6
McGill ‡	53	74,312	74,744	77,013	73,291	46,000	46,000	18.5
McMaster ‡	22	71,409	76,486	70,987	78,325	42,226	43,704	18.9
Manitoba ‡	45	84,050	87,483	87,001	89,632	45,158	46,799	23.8
Montreal ‡	85	66,179	68,235	63,214	65,918	40,124	40,926	14.9
Queen's ‡	35	78,481	81,829	79,890	83,878	44,715	46,079	18.7
Saskatchewan ‡	40	75,513	84,386	74,832	84,307	41,807	47,101	17.0
Toronto ‡	136	86,489	86,859	89,880	88,821	48,700	48,700	17.2
Waterloo ‡	34	75,980	77,455	77,954	79,343	45,734	47,198	18.9
Western Ontario ‡	63	63,053	66,739	57,992	61,423	47,630	46,000	14.6
York ‡	56	85,643	92,462	80,763	86,615	42,225	43,275	16.5

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

**TABLE 32: NUMBER AND AVERAGE SALARIES OF
CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2007-08***

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	\$157,931	8	\$158,237	6	\$158,062	14
Associate Director	114,822	21	118,380	13	116,183	34
Assistant Director	95,071	12	95,142	10	95,103	22
Head, Branch	94,259	46	92,673	13	93,909	59
Functional Specialist	70,261	65	73,153	68	71,740	133
Subject Specialist	72,774	52	77,826	29	74,583	81
Dept. Head: Acquisitions	80,815	7	88,884	5	84,177	12
Reference	†	11	†	1	82,773	12
Cataloging	90,812	10	N/A	N/A	90,812	10
Serials	†	3	N/A	N/A	†	3
Documents/Maps	†	6	†	2	95,460	8
Circulation	†	12	†	2	78,963	14
Rare Books/Manuscripts	†	3	†	4	94,595	7
Computer Systems	†	3	†	4	89,191	7
Other	87,516	33	87,423	14	87,488	47
Reference: Over 14 years experience	83,969	85	89,595	27	85,325	112
10 to 14 years experience	73,265	15	77,054	8	74,583	23
5 to 9 years experience	65,782	51	65,944	15	65,819	66
Under 5 years experience	56,748	52	57,130	19	56,850	71
Cataloging: Over 14 years experience	84,969	23	75,892	13	81,691	36
10 to 14 years experience	†	4	†	1	59,646	5
5 to 9 years experience	†	10	†	2	63,475	12
Under 5 years experience	†	4	†	1	67,954	5
Other: Over 14 years experience	77,531	7	81,529	5	79,197	12
10 to 14 years experience	†	2	†	4	71,017	6
5 to 9 years experience	†	10	†	1	61,658	11
Under 5 years experience	†	4	†	2	63,499	6
All Positions	\$79,352	559	\$81,397	269	\$80,016	828

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

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

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

**TABLE 33: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2007-08***

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	32.5	8	24.2	6	28.9	14
Associate Director	25.0	21	21.8	13	23.8	34
Assistant Director	19.4	12	21.3	10	20.3	22
Head, Branch	22.5	46	22.9	13	22.6	59
Functional Specialist	13.8	65	15.4	68	14.6	133
Subject Specialist	16.4	52	18.1	29	17.0	81
Dept. Head: Acquisitions	21.7	7	17.4	5	19.9	12
Reference	17.0	11	30.0	1	18.1	12
Cataloging	26.0	10	N/A	N/A	26.0	10
Serials	23.7	3	N/A	N/A	23.7	3
Documents/Maps	28.2	6	15.0	2	24.9	8
Circulation	20.5	12	12.5	2	19.4	14
Rare Books/Manuscripts	28.0	3	26.5	4	27.1	7
Computer Systems	26.0	3	18.8	4	21.9	7
Other	19.9	33	15.9	14	18.7	47
Public Services	5.2	5	10.5	4	7.6	9
Technical Services	12.1	7	20.0	6	15.8	13
Administrations	16.1	11	8.0	2	14.8	13
Reference	13.7	203	13.8	69	13.7	272
Cataloger	19.0	41	23.4	17	20.3	58
All Positions	17.1	559	17.2	269	17.1	828

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

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

**TABLE 34: NUMBER AND AVERAGE SALARIES OF
CANADIAN ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2007-08***

Experience	Women		Men		Total		% of
	Salary	No.	Salary	No.	Salary	No.	Total
0 – 3 years	\$56,729	66	\$61,596	24	\$58,027	90	11%
4 – 7 years	63,168	92	63,438	40	63,250	132	16%
8 – 11 years	69,635	62	71,068	34	70,142	96	12%
12 – 15 years	77,099	46	78,813	31	77,789	77	9%
16 – 19 years	80,850	62	88,277	32	83,378	94	11%
20 – 23 years	90,596	65	96,369	30	92,419	95	11%
24 – 27 years	93,701	43	89,187	22	92,173	65	8%
28 – 31 years	91,837	51	91,684	21	91,792	72	9%
32 – 35 years	94,817	39	100,998	20	96,913	59	7%
over 35 years	109,880	33	93,140	15	104,649	48	6%
All Positions	\$79,352	559	\$81,397	269	\$80,016	828	100%

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

