

**ARL UNIVERSITY LAW LIBRARIES**

**Tables 42–48**

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE  
IN ARL UNIVERSITY LAW LIBRARIES, FY 2007–2008\***

<b>Institution</b>	<b>Filled Positions</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Beginning Salary</b>	<b>Average Yrs. Exp.</b>
Alabama	9	\$56,059	\$57,349	\$40,000	19.3
Alberta	4	‡	‡	42,997	27.5
Arizona	11	63,672	63,854	50,000	17.6
Arizona State	9	63,087	60,966	43,000	14.3
Boston University	10	64,222	61,000	55,000	19.5
Boston College	13	73,004	78,408	41,050	20.6
British Columbia	3	‡	‡	45,784	21.3
California, Davis	6	89,280	92,436	40,008	19.3
California, Los Angeles	13	77,232	79,968	40,008	12.5
Case Western Reserve	13	62,667	62,791	35,000	16.9
Cincinnati	8	57,367	50,000	40,425	20.3
Colorado	8	68,030	57,597	44,000	15.4
Columbia	15	74,710	71,016	51,500	13.5
Connecticut	11	68,743	69,788	39,263	17.0
Cornell	8	73,209	68,650	54,000	15.3
Duke	10	72,106	71,900	45,000	17.7
Emory	9	55,126	54,422	44,000	14.8
Florida	9	57,474	53,556	42,000	19.7
Florida State	10	52,937	51,500	50,000	17.9
George Washington	20	81,629	73,266	55,000	14.2
Georgetown	23	73,964	67,950	46,500	12.0
Georgia	8	53,614	50,887	42,000	15.0
Harvard	48	75,589	71,380	47,100	18.2
Hawaii	5	79,336	79,376	55,000	17.2
Houston	14	52,302	48,000	50,000	13.0
Howard	8	47,556	48,460	43,779	18.5
Illinois, Urbana	8	62,582	68,313	51,000	16.9
Indiana	9	67,432	64,176	40,000	21.1
Iowa	16	70,570	66,500	40,000	20.6
Kansas	8	47,828	43,000	33,000	7.6
Kentucky	5	52,734	51,868	38,500	13.2
Louisiana State	11	61,972	53,698	40,000	17.9
Louisville	6	56,866	53,853	37,000	17.3
McGill	3	‡	‡	40,625	18.0
Manitoba	3	‡	‡	41,331	28.3
Miami	16	56,240	55,432	44,000	15.8
Michigan	10	77,070	71,328	47,218	18.1
Minnesota	14	72,812	65,500	42,000	18.0
Missouri	8	52,200	55,122	38,500	11.4

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE  
IN ARL UNIVERSITY LAW LIBRARIES, FY 2007–2008\***

<b>Institution</b>	<b>Filled Positions</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Beginning Salary</b>	<b>Average Yrs. Exp.</b>
Montreal	4	‡	‡	\$44,630	11.3
Nebraska	5	\$58,323	\$57,917	35,000	15.4
New Mexico	6	69,741	75,000	48,000	11.2
New York University	19	75,491	72,546	57,566	20.1
North Carolina	12	68,749	66,010	45,000	13.2
Northwestern	14	59,235	57,684	40,000	16.5
Notre Dame	12	68,424	62,200	40,000	17.9
Ohio State	6	66,768	63,963	41,500	14.5
Oklahoma	7	52,831	47,521	39,000	12.6
Oregon	7	53,094	51,951	40,000	20.7
Pennsylvania	14	67,577	61,815	42,000	16.8
Pennsylvania State	7	70,980	68,760	41,200	22.7
Queen's	2	‡	‡	40,695	11.0
Rutgers, Camden	9	68,312	72,991	52,000	20.8
Rutgers, Newark	9	69,399	61,279	50,000	16.3
Saskatchewan	3	‡	‡	41,598	20.0
South Carolina	10	64,176	66,950	50,000	11.7
Southern Illinois	5	62,040	55,146	50,000	9.8
SUNY Buffalo	10	69,026	70,228	45,000	23.6
Syracuse	10	56,574	53,310	U/A	14.8
Temple	9	61,754	53,043	40,800	23.4
Tennessee	10	69,284	59,440	40,000	16.4
Texas	13	61,677	54,288	37,000	17.3
Texas Tech	8	61,269	59,474	45,000	13.4
Toronto	5	80,540	84,084	43,010	17.0
Tulane	6	55,909	55,310	37,000	14.8
Utah	7	61,380	65,265	45,000	20.7
Vanderbilt	6	63,567	57,976	39,000	18.3
Virginia	12	62,336	60,000	52,700	14.6
Washington	16	68,048	67,956	50,000	22.3
Washington U.-St. Louis	1	‡	‡	49,000	26.0
Wayne State	9	44,943	43,450	45,000	21.2
Western Ontario	4	‡	‡	40,625	17.8
Wisconsin	12	61,075	57,225	39,338	21.1
Yale	16	81,748	77,557	49,500	19.6
York	5	68,432	68,955	43,275	13.2

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

† Canadian salaries expressed in U.S. dollars.

‡ Salary data are not published when fewer than four individuals are involved. U/A - Unavailable

**TABLE 43: BEGINNING PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2007–2008\***

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	New York	\$57,566	39	Florida	\$42,000
2	Boston University	55,000	39	Georgia	42,000
2	George Washington	55,000	39	Minnesota	42,000
2	Hawaii	55,000	39	Pennsylvania	42,000
5	Cornell	54,000	43	Saskatchewan	41,598
6	Virginia	52,700	44	Ohio State	41,500
7	Rutgers, Camden Law	52,000	45	Manitoba	41,331
8	Columbia	51,500	46	Pennsylvania State	41,200
9	Illinois, Urbana	51,000	47	Boston College	41,050
10	Arizona	50,000	48	Temple	40,800
10	Florida State	50,000	49	Queen's	40,695
10	Houston	50,000	50	McGill	40,625
10	Rutgers, Newark Law	50,000	50	Western Ontario	40,625
10	South Carolina	50,000	52	Cincinnati	40,425
10	Southern Illinois	50,000	53	Calif. Davis	40,008
10	Washington	50,000	53	Calif. Los Angeles	40,008
17	Yale	49,500	55	Alabama	40,000
18	Washington-St .Louis	49,000	55	Indiana	40,000
19	New Mexico	48,000	55	Iowa	40,000
20	Michigan	47,218	55	Louisiana State	40,000
21	Harvard	47,100	55	Northwestern	40,000
22	Georgetown	46,500	55	Notre Dame	40,000
23	British Columbia	45,784	55	Oregon	40,000
24	Duke	45,000	55	Tennessee	40,000
24	North Carolina	45,000	63	Wisconsin	39,338
24	SUNY Buffalo	45,000	64	Connecticut	39,263
24	Texas Tech	45,000	65	Oklahoma	39,000
24	Utah	45,000	65	Vanderbilt	39,000
24	Wayne State	45,000	67	Kentucky	38,500
30	Montreal	44,630	67	Missouri	38,500
31	Colorado	44,000	69	Louisville	37,000
31	Emory	44,000	69	Texas	37,000
31	Miami	44,000	69	Tulane	37,000
34	Howard	43,779	72	Case Western Reserve	35,000
35	York	43,275	72	Nebraska	35,000
36	Toronto	43,010	74	Kansas	33,000
37	Arizona State	43,000		Syracuse	U/A
38	Alberta	42,997			

\* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

† Canadian salaries expressed in U.S. dollars.

**TABLE 44: MEDIAN PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2007–2008\***

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	California, Davis	\$92,436	37	Virginia	\$60,000
2	Toronto	84,084	38	Texas Tech	59,474
3	California, Los Angeles	79,968	39	Tennessee	59,440
4	Hawaii	79,376	40	Vanderbilt	57,976
5	Boston College	78,408	41	Nebraska	57,917
6	Yale	77,557	42	Northwestern	57,684
7	New Mexico	75,000	43	Colorado	57,597
8	George Washington	73,266	44	Alabama	57,349
9	Rutgers, Camden	72,991	45	Wisconsin	57,225
10	New York University	72,546	46	Miami	55,432
11	Duke	71,900	47	Tulane	55,310
12	Harvard	71,380	48	Southern Illinois	55,146
13	Michigan	71,328	49	Missouri	55,122
14	Columbia	71,016	50	Emory	54,422
15	SUNY Buffalo	70,228	51	Texas	54,288
16	Connecticut	69,788	52	Louisville	53,853
17	York	68,955	53	Louisiana State	53,698
18	Pennsylvania State	68,760	54	Florida	53,556
19	Cornell	68,650	55	Syracuse	53,310
20	Illinois, Urbana	68,313	56	Temple	53,043
21	Washington	67,956	57	Oregon	51,951
22	Georgetown	67,950	58	Kentucky	51,868
23	South Carolina	66,950	59	Florida State	51,500
24	Iowa	66,500	60	Georgia	50,887
25	North Carolina	66,010	61	Cincinnati	50,000
26	Minnesota	65,500	62	Howard	48,460
27	Utah	65,265	63	Houston	48,000
28	Indiana	64,176	64	Oklahoma	47,521
29	Ohio State	63,963	65	Wayne State	43,450
30	Arizona	63,854	66	Kansas	43,000
31	Case Western Reserve	62,791			
32	Notre Dame	62,200			
33	Pennsylvania	61,815			
34	Rutgers, Newark	61,279			
35	Boston University	61,000			
36	Arizona State	60,966			

\* Salaries of directors are not included in the calculation of medians. Alberta, British Columbia, McGill, Manitoba, Montreal, Queen's, Saskatchewan, Washington U.-St. Louis, and Western Ontario are not ranked because they reported fewer than four individuals.

† Canadian salaries expressed in U.S. dollars.

**TABLE 45: AVERAGE PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2007–2008\***

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	California, Davis	\$89,280	37	Case Western Reserve	\$62,667
2	Yale	81,748	38	Illinois, Urbana	62,582
3	George Washington	81,629	39	Virginia	62,336
4	Toronto	80,540	40	Southern Illinois	62,040
5	Hawaii	79,336	41	Louisiana State	61,972
6	California, Los Angeles	77,232	42	Temple	61,754
7	Michigan	77,070	43	Texas	61,677
8	Harvard	75,589	44	Utah	61,380
9	New York University	75,491	45	Texas Tech	61,269
10	Columbia	74,710	46	Wisconsin	61,075
11	Georgetown	73,964	47	Northwestern	59,235
12	Cornell	73,209	48	Nebraska	58,323
13	Boston College	73,004	49	Florida	57,474
14	Minnesota	72,812	50	Cincinnati	57,367
15	Duke	72,106	51	Louisville	56,866
16	Pennsylvania State	70,980	52	Syracuse	56,574
17	Iowa	70,570	53	Miami	56,240
18	New Mexico	69,741	54	Alabama	56,059
19	Rutgers, Newark	69,399	55	Tulane	55,909
20	Tennessee	69,284	56	Emory	55,126
21	SUNY Buffalo	69,026	57	Georgia	53,614
22	North Carolina	68,749	58	Oregon	53,094
23	Connecticut	68,743	59	Florida State	52,937
24	York †	68,432	60	Oklahoma	52,831
25	Notre Dame	68,424	61	Kentucky	52,734
26	Rutgers, Camden	68,312	62	Houston	52,302
27	Washington	68,048	63	Missouri	52,200
28	Colorado	68,030	64	Kansas	47,828
29	Pennsylvania	67,577	65	Howard	47,556
30	Indiana	67,432	66	Wayne State	44,943
31	Ohio State	66,768			
32	Boston University	64,222			
33	South Carolina	64,176			
34	Arizona	63,672			
35	Vanderbilt	63,567			
36	Arizona State	63,087			

\* Salaries of directors are not included in the calculation of averages. Alberta, British Columbia, McGill, Manitoba, Montreal, Queen's, Saskatchewan, Washington U.-St. Louis, and Western Ontario are not ranked because they reported fewer than four individuals.

† Canadian salaries expressed in U.S. dollars.

**TABLE 46: NUMBER AND AVERAGE SALARIES OF  
ARL UNIVERSITY LAW LIBRARIANS  
BY POSITION AND SEX, FY 2007–2008\***

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	\$95,375	32	\$93,235	24	\$94,458	56
Associate Director	80,196	29	75,680	7	79,318	36
Assistant Director	141,438	36	150,388	36	145,913	72
Functional Specialist	56,513	27	59,065	28	57,813	55
Subject Specialist	69,426	28	67,012	15	68,584	43
Dept. Head: Acquisitions	60,401	24	61,375	10	60,687	34
Reference	77,893	20	72,450	10	76,079	30
Cataloging	†	25	†	2	70,465	27
Serials	†	8	†	3	67,311	11
Documents/Maps	†	9	†	1	63,357	10
Circulation	61,933	22	56,878	6	60,850	28
Rare Books/Manuscripts	†	2	†	2	93,739	4
Computer Systems	71,118	5	75,557	5	73,338	10
Other	71,959	18	71,547	11	71,803	29
Reference: Over 14 years experience	69,563	41	66,689	27	68,422	68
10 to 14 years experience	62,023	19	57,903	8	60,802	27
5 to 9 years experience	54,780	27	59,758	13	56,398	40
Under 5 years experience	55,890	49	55,332	24	55,707	73
Cataloging: Over 14 years experience	63,153	23	65,569	7	63,717	30
10 to 14 years experience	†	6	†	1	50,184	7
5 to 9 years experience	†	6	†	2	51,127	8
Under 5 years experience	†	8	†	1	50,700	9
Other: Over 14 years experience	57,199	8	62,396	4	58,931	12
10 to 14 years experience	†	3	N/A	N/A	60,065	3
5 to 9 years experience	†	4	†	1	53,303	5
Under 5 years experience	†	4	†	1	45,856	5
<b>All Positions</b>	<b>\$72,074</b>	<b>483</b>	<b>\$78,767</b>	<b>249</b>	<b>\$74,350</b>	<b>732</b>

\* Canadian salaries expressed in U.S. dollars.

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

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

**TABLE 47: NUMBER AND AVERAGE YEARS OF EXPERIENCE  
OF ARL UNIVERSITY LAW LIBRARIANS  
BY POSITION AND SEX, FY 2007–2008**

<b>Position</b>	<b>Women</b>		<b>Men</b>		<b>Total</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Head, Law	25.0	32	17.6	24	21.8	56
Associate Director	21.5	29	21.1	7	21.4	36
Assistant Director	27.1	36	25.0	36	26.0	72
Functional Specialist	14.1	27	9.3	28	11.7	55
Subject Specialist	20.9	28	15.7	15	19.0	43
Dept. Head: Acquisitions	17.8	24	15.3	10	17.0	34
Reference	15.9	20	18.5	10	16.8	30
Cataloging	25.1	25	12.5	2	24.2	27
Serials	16.8	8	11.3	3	15.3	11
Documents/Maps	26.9	9	10.0	1	25.2	10
Circulation	16.2	22	10.2	6	14.9	28
Rare Books/Manuscripts	20.0	2	14.0	2	17.0	4
Computer Systems	20.8	5	20.6	5	20.7	10
Other	20.2	18	17.0	11	19.0	29
Public Services	19.0	3	10.7	3	14.8	6
Technical Services	13.0	9	24.0	1	14.1	10
Administrative Services	14.6	7	19.0	2	15.6	9
Reference	11.7	136	11.8	72	11.7	208
Cataloger	17.6	43	19.5	11	18.0	54
<b>All Positions</b>	<b>17.8</b>	<b>483</b>	<b>15.7</b>	<b>249</b>	<b>17.1</b>	<b>732</b>



**TABLE 48: NUMBER AND AVERAGE SALARIES OF  
ARL UNIVERSITY LAW LIBRARIANS  
BY YEARS OF EXPERIENCE AND SEX, FY 2007–2008\***

<b>Experience</b>	<b>Women</b>		<b>Men</b>		<b>Total</b>		<b>% of</b>
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Total</b>
0 – 3 years	\$53,825	71	\$52,956	39	\$53,517	110	15%
4 – 7 years	59,333	54	62,713	31	60,566	85	12%
8 – 11 years	63,742	51	67,210	33	65,104	84	11%
12 – 15 years	65,617	55	81,094	21	69,894	76	10%
16 – 19 years	82,607	39	79,148	31	81,075	70	10%
20 – 23 years	73,996	34	77,104	31	75,478	65	9%
24 – 27 years	79,165	50	105,345	23	87,414	73	10%
28 – 31 years	83,534	54	106,948	22	90,312	76	10%
32 – 35 years	90,474	50	96,034	15	91,757	65	9%
over 35 years	†	25	†	3	100,655	28	4%
<b>All Positions</b>	<b>\$72,074</b>	<b>483</b>	<b>\$78,767</b>	<b>249</b>	<b>\$74,350</b>	<b>732</b>	<b>100%</b>

\* Canadian salaries expressed in U.S. dollars.



**UNIVERSITY LIBRARY**

**Questionnaire and Instructions**