

Indicate the number of filled professional positions
in each salary range for fiscal years 2006–2007 and 2007–2008.

Salary Range	Number of Positions	
	2006–2007	2007–2008
More than 250,000		
200,000 – 250,000		
175,000 – 199,999		
150,000 – 174,999		
140,000 – 149,999		
130,000 – 139,999		
120,000 – 129,999		
110,000 – 119,999		
100,000 – 109,999		
95,000 – 99,999		
90,000 – 94,999		
85,000 – 89,999		
80,000 – 84,999		
76,000 – 79,999		
74,000 – 75,999		
72,000 – 73,999		
70,000 – 71,999		
68,000 – 69,999		
66,000 – 67,999		
64,000 – 65,999		
62,000 – 63,999		
60,000 – 61,999		
58,000 – 59,999		
56,000 – 57,999		
54,000 – 55,999		
52,000 – 53,999		
50,000 – 51,999		
48,000 – 49,999		
46,000 – 47,999		
44,000 – 45,999		
42,000 – 43,999		
40,000 – 41,999		
38,000 – 39,999		
36,000 – 37,999		
34,000 – 35,999		
32,000 – 33,999		
30,000 – 31,999		
less than 30,000		
Total Number of Positions		

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **September 30, 2007**.

FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2007–2008

INSTITUTION	NOTE
ALABAMA	Includes Angelo Bruno (Business), McClure (Education), Amelia Gayle Gorgas (main), W.S. Hoole (Special Collections), and the Eric and Sarah Rodger (Science and Engineering) libraries.
ALBERTA	Includes Bibliographic Services, H.T. Coutts Education Library, Humanities and Social Services Library, Faculty Saint-Jean Library, Winspear Business Reference Room, the Office of Staff Development and Training, and Cameron Library (which includes Interlibrary Loans/Document Delivery, Financial Systems and Analysis, Science and Technology Library, and Information Technology Services). Excludes John W. Scott Helath Sciences Library, J.A. Weir Memorial Law Library.
ARIZONA	Includes Main Library, Science-Engineering Library, Music Library, and the Center for Creative Photography, Arizona Health Sciences Library in Tucson Arizona Health Sciences Library in Phoenix (branch).
ARIZONA STATE	Includes the Tempe (Main) campus, the ASU West campus, and the ASU Polytechnic (East) campus.
AUBURN	Includes all Auburn University Libraries (including the two branch libraries on the main campus).
BOSTON COLLEGE	Includes O’Neill Library (main library), Bapst Art Library, Burns Library of Rare Books, School of Social Work Library, and the Educational Resource Center.
BRIGHAM YOUNG	Excludes BYU-Idaho, BYU-Hawaii, BYU Law Library, the LDS Business College, and the Salt Lake Center.
BRITISH COLUMBIA	Includes Asian, David Lam (Management), Education, Fine Arts, Koerner, Law, Life Sciences (including Biomedical Branch, Hamber, St. Paul’s Hospital, and Woodward Biomedical), MacMillan, Irving K. Barber Learning Centre, Mathematics, Music, Robson Square, and UBC Okanagan libraries, as well as the First Nations House of Learning (Xwi7xwa), the Library Processing Center, the Rare Books and Special Collections Division, and the Science and Engineering Division. Excludes Reading Rooms and Affiliated Libraries.
BROWN	Includes the John Carter Brown Library.
CALIFORNIA, BERKELEY	Includes the General Library: Doe, Moffitt, Bancroft, Anthropology, Art History/Classics, Astronomy-Mathematics-Statistics, Bioscience and Natural Resources, Business & Economics, Chemistry, East Asian (including Center for Chinese Studies), Earth Sciences, Education- Psychology, Engineering, Environmental Design, Music, Optometry, Physics, Public Health (including Health Sciences Information Services, and Occupational & Environmental Health), and Social Welfare libraries and the Northern Regional Library Facility. Excludes Affiliated Libraries: Architectural Slide, Continuing Education of the Bar, Earthquake Engineering, Ethnic Studies, Giannini, Institute of Governmental Studies, Institute of Industrial Relations, Institute of International Studies, Institute of Transportation Studies, and Water Resources Center libraries, Law Library, and various departmental libraries (French, History, Philosophy, Rhetoric, and Slavic Languages and Literature). Beginning 2004-05, UCB salary figures include administrative stipends, where applicable.

INSTITUTION**NOTE****CALIFORNIA, DAVIS**

Includes the Peter J. Shields library, the Physical Sciences and Engineering library, the Carlson Health Sciences Library, and the Agricultural and Resource Economic Library on the Davis campus, as well as the Medical Center Library on the Sacramento campus.

Librarians reported as department heads have received administrative stipends that were not included prior to the 2004-05 survey.

CALIFORNIA, LOS ANGELES

Includes the Arts Library, College Library (Undergraduate Library), Eugene and Maxine Rosenfeld Management Library, Music Library, Richard C. Rudolph East Asian Library, Science & Engineering Library, Social Sciences and Humanities Library (Charles E. Young Research Library), and the Southern Regional Library Facility. Also includes data for 12 affiliated libraries on the UCLA campus including the American Indian Studies Center, African American Studies Center, Asian American Studies Center, Chicano Studies Research Center, Ethnomusicology Archive, Film & Television Archive, Graduate School of Education & Information Studies, Institute for Social Science Research, Latin American Center, Olive View Medical Center, Grant M. Hunt English Reading Room, and William Andrews Clark Memorial Library.

Data for the Hugh and Hazel Darling Law Library and the Louise M. Darling Biomedical Library are reported in ARL Law Library and ARL Medical Library surveys respectively. Data for Louise M. Darling Biomedical Library includes information for the Pacific Southwest Regional Medical Library, an NLM-funded program that is part of the National Network/Libraries of Medicine based in the Biomedical Library.

Librarians who are department heads have received administrative stipends since January 1998, however these stipends were not included in the salaries reported to ARL prior to 2003. Beginning with the 2003 survey, UCLA now includes those stipends in salaries reported for department heads.

The Law Library Director position is currently in recruitment. The Associate Law Librarian is serving in interim capacity.

The General Library Survey includes two Council of Library and Information Resources (CLIR) Fellows.

The beginning professional salary is scheduled to increase to \$41,292 on October 1, 2007.

CALIFORNIA, RIVERSIDE

Includes Rivera Library (serving the College of Humanities, Arts, and Social Sciences, the School of Education, and the Graduate School of Management), the Science Library (serving the College of Natural and Agricultural Sciences and the College of Engineering), and the Palm Desert Campus Library (serving the Graduate School of Management and the Graduate Division).

Excludes the Media and Music libraries, which have no librarian employees.

CALIFORNIA, SAN DIEGO

Includes Special Collections, Social Sciences & Humanities, Arts, Science and Engineering, and International Relations & Pacific Studies libraries, as well as the Scripps Institution of Oceanography, and the Center for Library Instruction and Computing Services.

CALIFORNIA, SANTA BARBARA

Includes the Main and Arts libraries.

CASE WESTERN RESERVE

Includes the Kelvin Smith (main) library, the Harris Library of the Mandel School of Applied Social Sciences, and the Kulas Music Library.

**CANADA INSTITUTE FOR
SCIENTIFIC
AND TECHNICAL INFORMATION**

Includes all branch libraries.

INSTITUTION	NOTE
CHICAGO	Includes all libraries: Science, Medicine, and Law.
CINCINNATI	Includes main campus only; branch campuses are not included.
COLORADO	Includes Norlin Library, Music, Business, Math/Physics, Engineering, and Earth Sciences libraries.
COLORADO STATE	Includes Main Campus Library, Atmospheric Sciences Library, and Veterinary Medicine Library.
CONNECTICUT	Includes Avery Point, Babbidge, Greater Hartford, Stamford, Torrington, Waterbury, Archives and Special Collections, Art and Design, Maps, Music, and Pharmacy libraries.
CORNELL	Includes Africana, Engineering, Entomology, Fine Arts, Geneva Experiment Station, Hotel Administration, Management, Mann, Math, Music, ILR, Olin/Kroch/Uris, Physical Sciences, and Veterinary Medicine libraries.
DARTMOUTH	Includes Baker-Berry Library, Rauner Special Collections Library, Kresge Physical Sciences Library, Feldberg Business & Engineering Library, Sherman Art Library, Paddock Music Library, Dartmouth College Records Center.
DUKE	Includes Divinity, Perkins/Boston, Lilly, Music, Vesic, Biology and Environmental Sciences, Marine, and Rare Book, Manuscripts, and Special Collections libraries.
EMORY	All salaries are effective September 1, 2007 and include the Main Library (which includes Chemistry, Music and Media, and the Manuscripts, Archives and Rare Books Library); Theology Library, and Oxford College Library.
FLORIDA	Includes Humanities and Social Science Library, Science Library, Music Library, Architecture and Fine Arts Library, Education Library, Journalism Library, and the Judaica Library.
FLORIDA STATE	Includes Strozier, Dirac (Science), Allen (Music), Goldstein, and Career Center libraries, as well as the Panama City ARC, the Ringling Museum in Sarasota, and the Heritage Protocol Grant.
GEORGETOWN	Include Woodstock Theological Library and the National Reference Center for Bioethics Literature (Bioethics Library). All libraries have different ranking structures.
GEORGIA	Includes the Main Library, Student Learning Center, Science Library, Curriculum Materials Library, Tifton Agricultural Center Library, Griffin Agricultural Center Library.
GEORGIA TECH GUELPH	Includes the Main and Architecture libraries. Includes the Main Campus Libraries (McLaughlin Library, OVC Learning Commons), and the Guelph Humber Learning Commons. Beginning professional salary unchanged from 2006-07 due to current and on-going labor negotiations.
HARVARD	Includes all libraries on the Boston and Cambridge campuses, including the Schlesinger Library at Radcliffe College. Excludes Biblioteca Berenson (Florence, Italy), Dunbarton Oaks Research Libraries (Washington, DC), and the Center for Hellenic Studies (Washington, DC).
HAWAII	Includes the Hamilton and Sinclair libraries. UH Library is reporting 24 additional positions for 2006-07. This is a result of a decision to include professional (non-librarians) for the first time.
HOUSTON	Includes the M.D. Anderson Library, the Jenkins Architecture & Art Library, the Music Library, the Pettey Optometry Library, and the Pharmacy Library.

INSTITUTION	NOTE
HOWARD	<p>In 2005, a large number of positions were upgraded to “exempt” status. For the previous three years the UH Libraries had been reporting salaries for all exempt positions. However, the large reclassification had an impact on the data that does not reflect the salaries accurately, so starting in 2006-07 the UH libraries will report librarian salaries and staff salaries of positions that could conceivably be replaced by a librarian.</p>
ILLINOIS, CHICAGO	<p>Moorland Springarn Research Center is a separate library housed in the building of the Main Library and is included in the Main Library data.</p>
ILLINOIS, URBANA	<p>UIC is one campus, including Peoria, Rockford, and Urbana locations.</p>
INDIANA	<p>Includes all main campus libraries.</p> <p>Includes all main campus libraries.</p> <p>Excludes the Indianapolis School of Law, Dentistry, and Medicine Library; IUPUI University Library; Herron School of Art Library; Columbus Library; and Science and Engineering Library; as well as branch campuses at IU-East, IU-Kokomo, IU-Northwest, IU-Southeast, IU-South Bend, and IUPUI-Fort Wayne.</p>
IOWA	<p>Includes Main Library and 10 branch libraries.</p>
IOWA STATE	<p>Includes Parks (main) Library and the Veterinary Medical branch library.</p>
JOHNS HOPKINS	<p>Includes the Sheridan Libraries, the Friedheim Library, and the School of Advanced International Studies Library.</p>
KANSAS	<p>Salaries reported for the Main Library include the Lawrence and Edwards campuses. Salaries reported for the Medical Library include the Dykes Library.</p> <p>Excludes the University of Kansas School of Medicine Library in Wichita, KS, and the Clendening History of Medicine Library in Kansas City, KS.</p>
KENT STATE	<p>Includes the Kent Campus (main) library, the Kent Campus branch libraries (Music, Architecture, Chemistry/Physics, Fashion, Map), and the regional campuses in Ashtabula, East Liverpool, Geauga, Salem, Stark, Trumbull, and Tuscarawas.</p> <p>In previous years, faculty librarians were hired at the assistant professor level or above. In 2007, some faculty librarians were hired at the level of instructor, which is one step below assistant professor.</p>
KENTUCKY	<p>Includes the William T. Young Library (Main campus library), the Agricultural Information Center, Chemistry/Physics Library, Design Library, Education Library, Engineering Library, Equine Library, Fine Arts Library, Geological Sciences Library and Map Collections, Kentucky Transportation Center, Lexmark Information Center Mathematical Sciences Library, and Special Collections and Digital Programs.</p>
LAVAL	<p>Includes the law and medical libraries.</p>
LIBRARY OF CONGRESS	<p>Salaries include Professional and Administrative positions.</p>
LOUISIANA STATE	<p>Includes Middleton Library and Hill Memorial Library.</p> <p>While geographically in the same location (Baton Rouge), the Law School and School of Veterinary Medicine are considered separate campuses.</p>
LOUISVILLE	<p>Includes the Ekstrom (main) Library, the Art Library, the Music Library, and the University Archives.</p>

INSTITUTION	NOTE
McGILL	Includes Blackader (Art & Architecture), Education, Howard Ross (Management), Schulich (Science & Engineering), Marvin Duchow (Music), MacDonald campus (Agriculture), Islamic Studies, Humanities & Social Sciences, Walter HITSFELD (Geographic Information) libraries, Birks Reading Room, Digital Collections Program, Edward Rosenthal Mathematics and Statistics Library, Electronic Data Resource Service, Government Information Service, Rare Books and Special Collections Division, Library Technology Services, Collection Services, ILL/Document Delivery.
McMASTER	Includes the Mills Memorial, Thode (Science & Engineering), Innis (Business), and Health Sciences libraries.
MANITOBA	Includes Elizabeth DAFOE, Albert D. Cohen, Sciences and Technology, Architecture/Fine Arts/Music, William R. Newman (Agriculture), D.S. Woods (Education), St. John's College, and Fr. Harold Drake libraries. Excludes Neil John Maclean Health Sciences Library, Carolyn Sifton-Helene Fuld St. Boniface Hospital, Victoria General Hospital, Seven Oaks General Hospital, Grace General Hospital, Concordia Hospital, Deer Lodge, Misericordia, and Riverview Health Center libraries.
MARYLAND	Includes Main Library and all branch libraries.
MASSACHUSETTS	Includes DuBois (main) library and the Integrated Sciences and Engineering Library. Promotions and annual salary increases usually take effect in September of each year. All salaries will increase 2.5%, and promotional increases of varying amounts will be implemented as soon as a new three-year collective bargaining contract is ratified.
MIAMI	Includes Main, Marine, Business, and Architecture libraries.
MICHIGAN	Includes Askwith Media, Asia, Biological Station, Dentistry, Fine Arts, Hatcher Graduate, Map, Art/Architecture/Engineering, Museums, Music, Science, UGL, Social Work, and Special Collections libraries. Excludes Bentley, Clements, Kresge Business Administration, and Gerald R. Ford Presidential libraries.
MISSOURI	Includes Main, Journalism, Engineering, Veterinary-Medical, and Archives libraries.
MONTREAL	Includes Aménagement (Environmental Development), Bibliothéconomie et sciences de l'information (Library and Information Sciences), Botanique (Botany), Chimie (Chemistry), Didacthèque (Educational Resources), ÉPC-Biologie (Education-Communication-Psychology-PSychoeducation-Biology), Géographie (Geography), Kinésiologie (Kinesiology), Lettres et sciences humaines (Humanities and Social Sciences), Livres rares et collections spéciales (Rare books and Special Collections), Mathématiques et informatique (Mathematics and Computer Sciences), Médecine vétérinaire (Veterinary), Musique (Music), Optométrie (Optometry), Physique (Physics), École polytechnique (Affiliated School), and HEC Montréal (Affiliated School) libraries. Excludes Paramédicale (Paramedics), Droit (Law), and Santé (Health) Libraries.
NATIONAL AGRICULTURAL LIBRARY NEBRASKA	All salaries are tracked with benefits. Includes all University of Nebraska-Lincoln campus libraries: Love, Architecture, Engineering, Geology, Mathematics, Music, and C.Y. Thompson.
NEW MEXICO	Includes Centennial Science and Engineering Library, Fine Arts Library, Parish Memorial Library, Zimmerman Library. Excludes branch campuses in Gallup, Los Alamos, Taos, and Valencia.

INSTITUTION	NOTE
NEW YORK	Includes Elmer Holmes Bobst, Institute of Fine Arts, Courant Institute of Mathematical Sciences, Real Estate, and Institute for Studies of the Ancient World libraries.
NORTH CAROLINA	Includes main campus and branch libraries. Excludes institute of marine science branch library.
NORTH CAROLINA STATE	Includes D. H. Hill (main), Design, Natural Resources, Textiles, Veterinary Medical, and College of Education Media Center. Effective 2006-07, a number of librarians considered to be “assistant department heads” were reclassified from HDOTH (as reported in previous surveys) to the non-supervisory or specialist positions appropriate to their assignments. These positions do not spend the “bulk of their time in supervision” as per the HDOTH designation.
NORTHWESTERN	Includes the Science & Engineering Library and the Schaffner Library. All salaries are as of September 1, 2007.
NOTRE DAME	Includes the Main and branch campus libraries: Hesburgh, Chemistry/Physics, Kellogg/Kroc Information Center, Fine Art/Architecture, Art Slide, Business Information Center, Life Sciences, Mathematics, and Engineering.
OHIO	Includes the Main campus only; all branch campuses excluded.
OHIO STATE	Includes the Main campus libraries, regional campus libraries, and libraries of the Agricultural Technical Institute and the Ohio Agricultural Research and Development Center. Excludes several specialized departmental research libraries on the main campus which are not part of the University Libraries system.
OKLAHOMA STATE	Includes the Main Library, the Veterinary Medicine Library, the Architecture Library, Curriculum Materials, and branch campuses in Oklahoma City, Tulsa, and Okmulgee.
OREGON	Includes Knight Library, Science Library, Math Library, and the Architecture and Allied Arts Library.
PENNSYLVANIA	Includes Museum Library, Fine Arts Library, Physical Sciences Libraries, Business Library, Center for Advanced Judaic Studies Library, and Music Library.
PENNSYLVANIA STATE	Includes University Park (main) campus and branches at Abington, Altoona, Beaver, Berks, Delaware County, DuBois, Erie, Fayette, Harrisburg, Hazleton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Shenango, Schuylkill, Wilkes-Barre, Worthington Scranton, and York.
PITTSBURGH	Includes the University Library System and excludes branch campuses in Titusville, Johnstown, Bradford, and Greensburg.
PRINCETON	Includes Main, Marquand, Mudd Library/Archives, Music, Architecture, Astrophysics, Chemistry, Engineering, Fine Hall (Sciences), Geosciences, Plasma Physics, Psychology, East Asian and Cotsen Children’s Library.
PURDUE	Includes the library system on the West Lafayette campus, consisting of 11 subject libraries, an undergraduate library, and an archives and special collections unit. Excludes the libraries at regional campuses: North Central (Westville), Calumet (Hammond), and Indiana University – Purdue University, Fort Wayne.
QUEEN’S	Include Stauffer (Humanities & Social Sciences), Douglas (Engineering & Science), W.D. Jordan (Special Collections/Music).
ROCHESTER	Includes River Campus Libraries, Edward G. Miner Medical Library and Sibley Music Library.

INSTITUTION	NOTE
RUTGERS	Includes New Brunswick Libraries (Alexander, Mabel Smith Douglass, and Kilmer libraries, as well as the Library of Science and Medicine and its branches), John Cotton Dana Library, Paul Robeson Library, and Technical & Automated Services. Excludes the School of Management and Labor Relations, and the Center for Alcohol Studies.
SASKATCHEWAN	Includes Main, Natural Sciences, Veterinary Medicine, Education, and Engineering Libraries. Number of employees reported is effective July 1, 2007.
SOUTH CAROLINA	Includes Thomas Cooper Library, South Caroliniana Library, Mathematics Library, Business Library, Music Library, and Film Library.
SOUTHERN CALIFORNIA	Includes Accounting, Applied Social Sciences, Architecture & Fine Arts, Business, Science & Engineering, Cinema-Television, Doheny (Research), East Asian, Gerontology, Grand (Depository), Leavey (Undergraduate), Music, Philosophy, and Special Collections.
SUNY-ALBANY SUNY-BUFFALO	Includes main campus and branch libraries. Includes Arts & Sciences libraries, Music Library, Special Collections (Archives, Poetry and Rare Books). Excludes temporary hires, classified staff, employees at SL-2 level or discretionary increases.
SUNY-STONY BROOK	Includes Main Campus, Math/Physics, Chemistry, Marine and Atmospheric Sciences libraries.
SYRACUSE	Includes Main campus Library, Science & Technology Library, Geology Library, Math Library and Physics Library. Excludes the College Reading Rooms.
TEMPLE	Includes Paley (main) Library; Science Engineering and Architecture Library (SEAL); Blockson Afro-American Collection; Ambler Campus Library; Tyler School of Art Library. In the Main Library, minimum beginning professional salary of \$39,000 is based on a 10-month contract, and minimum beginning salary for an 11-month contract is \$42,744.
TEXAS	Includes the University of Texas Libraries, the Center for American History, and the Harry Ransom Humanities Research Center.
TEXAS TECH	Some data for the Center for American History are not available. All salaries are as of September 1, 2007, and include the University, Southwest Collection/Special Collections, Architecture, and Vietnam Archives libraries.
TORONTO	Includes Robarts, Engineering & Computer Science, Chemistry, Mathematics, School of Management, Physics, Faculty of Information Services, Media Commons, Astronomy, Rare Book, Criminology, Music, Earth Sciences, Dentistry, Pharmacy and East Asian libraries, as well as the Ontario Institute for Studies in Education, the University of Toronto branches at Scarborough and Mississauga, the University Archives, St. Michael's College, New College, and the Center for Industrial Relations, School of Management. Medical Library includes Gerstein Science and Information Center and Family and Community Medicine.
VANDERBILT	Includes the Central Library, Divinity Library, Peabody Library, Management Library, Science & Engineering Library, Special Collections and University Archives, centralized Technical Services, Library Information Services, Administration, and TV News Archive.

INSTITUTION	NOTE
VIRGINIA	Includes Alderman (main), Clemons (undergraduate), Education, Fiske Kimball Fine Arts, Music, Charles L. Brown Science/Engineering system (6 libraries), Small Special Collections, and Darden Graduate Business libraries. Excludes the University of Virginia College at Wise.
WASHINGTON	Includes libraries on the Seattle, Bothell, and Tacoma campuses. Salaries as of September 1, 2007.
WASHINGTON STATE	Includes WSU Spokane, WSU Tri-Cities, WSU Vancouver, and WSU Energy Library.
WASHINGTON U. – St. LOUIS	Includes Central Library and departmental libraries in Art & Architecture, Biology, Business, Chemistry, Earth Sciences, East Asian, Math, Music, Physics, and Social Work.
WATERLOO	Includes Dana Porter, Davis Center, University Map, and Musagetes libraries.
WAYNE STATE	Includes the Purdy/Kresge Library, the Science and Engineering Library, the Adamany Undergraduate Library, and the Oakland Center Library Service Center. The Wayne State law library includes the Neef Law Library. The Wayne State health sciences library includes the Shiffman Medical Library and the Pharmacy Learning Resources Center.
WESTERN ONTARIO	Includes the D.B. Weldon, Business, Education, Music, and Allyn & Betty Taylor libraries. Excludes Affiliated College Libraries: King’s University College Library, Huron University College Library, Brescia University College Library, and St. Peter’s Seminary Library.
WISCONSIN	Includes Memorial, College, Art, Biology, Business, Chemistry, Geography, Geology & Geophysics, Mathematics, Music, Physics, Social Science Reference, Social Work, Steenbock Agricultural & Life Sciences, and Wendt Engineering libraries.
YALE	Excludes the CIMC (School of Education), SLIS, Map, and Primate libraries. Includes Sterling Memorial Library, Cross Campus Library, Divinity Library, Mudd Library, Seeley G., Music Library, East Asia Library, Engineering Library, Arts Library, Government Documents, Beinecke Library, Social Science Libraries, Kline Science Library.
YORK	Includes Archives & Special Collections, Leslie Frost Library, Peter F Bronfman Business Library, Map Library, Osgoode Hall Law Library, Scott Library, Sound & Moving Image Library, and Steacie Science & Engineering Library.

APPENDICES