

ARL UNIVERSITY LIBRARIES

Tables 7-25

**TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
ARL UNIVERSITY LIBRARIES, FY 2006-07***

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2007	FY 2006	FY 2007	FY 2006	FY 2007	FY 2006	FY 2007	FY 2007
Alabama †	51	\$52,161	\$54,096	\$48,114	\$49,428	\$35,000	\$37,000	14.8
Alberta ††	64	63,237	69,228	67,656	76,714	36,366	40,449	16.7
Arizona †	71	61,122	63,916	54,053	58,917	41,688	43,474	17.3
Arizona State †	72	56,240	60,315	54,866	56,743	38,000	43,000	17.3
Auburn †	44	56,868	58,800	55,175	59,200	42,570	44,700	17.1
Boston University	54	52,555	52,505	48,900	50,000	33,000	24,700	16.9
Boston College †	61	62,260	64,187	58,625	61,750	38,700	39,850	18.4
Brigham Young †	112	59,699	60,562	57,500	58,500	43,100	44,000	18.3
British Columbia ††	84	57,426	63,845	55,141	62,938	35,768	43,718	15.7
Brown †	66	61,624	62,460	58,573	58,193	35,500	37,000	20.1
California, Berkeley †	119	74,847	75,968	75,480	72,558	37,920	39,000	17.9
California, Davis †	46	69,263	69,196	70,500	71,916	37,920	39,000	19.5
California, Irvine	50	67,817	72,485	70,500	73,537	37,920	39,000	17.9
California, Los Angeles †	142	72,477	74,082	70,500	72,084	37,920	39,000	17.4
California, Riverside †	52	63,730	66,183	61,724	65,220	40,560	42,204	15.7
California, San Diego †	79	68,199	71,287	65,000	70,350	37,920	40,008	16.8
California, Santa Barbara †	58	67,798	68,946	64,164	65,448	37,920	39,000	17.5
Case Western Reserve †	43	55,194	54,258	53,500	52,842	35,000	35,000	13.8
Chicago †	66	67,795	70,385	63,318	65,792	43,930	45,500	17.8
Cincinnati †	54	61,054	62,957	57,929	58,987	35,000	37,000	21.1
Colorado †	46	59,006	59,930	56,837	57,622	40,000	41,000	17.3
Colorado State †	44	59,725	62,371	56,150	60,828	39,000	40,000	16.3
Columbia	119	66,788	70,854	59,530	64,160	47,500	49,500	17.9
Connecticut †	62	71,115	72,674	66,666	67,825	48,000	48,000	15.9
Cornell †	113	64,443	66,479	57,768	60,050	41,600	43,300	16.7
Dartmouth †	48	66,275	68,775	63,704	65,563	37,000	38,000	15.5
Delaware	58	65,175	66,598	63,314	64,130	39,000	39,000	16.7
Duke †	135	58,326	58,918	54,400	55,400	36,850	36,850	15.1
Emory †	77	60,657	61,950	57,525	58,925	37,000	37,000	14.4
Florida †	66	55,378	55,761	50,282	51,413	42,000	42,000	19.0
Florida State †	48	48,890	46,853	44,853	42,479	38,000	41,000	13.6
George Washington †	37	61,800	63,878	58,650	57,907	42,000	42,000	14.3
Georgetown †	49	62,118	63,686	58,017	59,375	42,000	45,000	20.2
Georgia †	70	52,547	54,062	48,023	47,731	32,000	32,500	16.9
Georgia Tech †	36	57,097	59,700	51,497	53,732	44,000	44,000	14.6
Guelph ††	43	57,165	62,335	55,570	58,833	33,781	37,574	17.3
Harvard †	458	67,247	70,160	61,987	64,443	43,600	45,500	16.7
Hawaii †	58	59,748	62,760	58,068	60,959	36,720	38,356	16.9
Houston †	46	47,115	56,901	42,363	52,799	37,000	39,000	16.3
Howard †	32	51,033	50,032	48,956	47,105	35,049	35,409	24.0
Illinois, Chicago †	60	57,470	58,010	51,764	52,981	42,000	42,000	16.3
Illinois, Urbana †	148	60,878	62,401	54,213	56,091	42,000	43,000	13.5
Indiana †	79	59,557	60,776	56,000	57,123	36,227	36,952	19.4
Iowa †	61	58,742	60,666	53,001	54,207	40,000	40,000	17.9
Iowa State †	55	56,262	58,887	54,751	56,054	40,000	41,000	18.9
Johns Hopkins †	78	61,259	63,555	57,355	59,795	43,113	46,700	15.5
Kansas †	86	59,314	57,251	55,244	54,982	40,000	40,000	15.9
Kent State †	65	50,491	54,156	49,470	51,333	48,889	51,333	14.3
Kentucky †	65	54,086	56,371	52,785	54,352	37,500	37,500	19.5
Laval †	62	50,058	54,114	54,639	55,855	34,154	36,704	17.8
Louisiana State	48	43,882	47,812	40,188	43,705	35,800	36,000	12.5
Louisville †	38	60,837	63,179	61,114	64,134	36,000	36,000	20.9
McGill ††	53	56,669	63,903	58,588	66,226	32,808	39,557	20.1
McMaster ††	22	55,735	61,406	55,520	61,044	32,646	36,311	18.0
Manitoba ††	43	63,923	72,277	66,036	74,814	35,083	38,833	23.2
Maryland †	95	59,218	61,723	55,848	59,395	40,000	40,000	17.8
Massachusetts †	54	65,120	67,202	65,640	69,658	37,274	39,544	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 expressed in U.S. dollars.

‡ See Footnotes.

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
ARL UNIVERSITY LIBRARIES, FY 2006-07*

Institution	Filled	Average		Median		Beginning		Average
	Pos.	Salaries		Salaries		Salaries		Yrs. Exp.
	FY 2007	FY 2006	FY 2007	FY 2006	FY 2007	FY 2006	FY 2007	FY 2007
MIT	94	\$65,006	\$67,285	\$62,100	\$64,100	\$44,000	\$45,000	15.1
Miami †	38	59,425	63,695	55,349	56,863	38,000	41,700	21.8
Michigan †	114	63,448	64,295	57,527	59,920	40,000	40,000	18.2
Michigan State	64	60,069	62,101	57,800	59,700	43,000	47,000	16.0
Minnesota	107	62,872	64,164	59,776	61,033	36,000	38,000	19.0
Missouri †	36	51,922	52,090	47,559	49,134	32,500	34,000	20.1
Montreal ††	87	50,998	56,909	50,583	54,360	33,241	34,504	15.6
Nebraska †	49	56,297	58,792	49,357	52,928	40,500	40,500	17.4
New Mexico †	33	68,175	70,749	66,598	71,319	40,000	40,000	20.1
New York †	56	69,214	72,220	61,765	63,700	47,000	49,500	18.3
North Carolina	97	59,769	63,189	55,650	60,000	40,000	42,000	19.3
North Carolina State †	77	60,293	66,529	54,174	59,500	45,000	46,000	11.9
Northwestern †	81	61,459	62,941	58,397	60,144	36,000	37,000	16.6
Notre Dame †	55	61,908	64,821	59,380	63,766	36,000	37,250	18.6
Ohio University †	50	48,769	48,815	43,864	44,263	33,000	35,000	12.1
Ohio State †	100	57,760	57,544	54,911	54,834	40,000	40,500	19.3
Oklahoma	42	50,372	49,386	47,210	46,162	40,000	40,000	12.4
Oklahoma State †	56	51,414	53,406	47,376	49,536	34,000	36,000	16.3
Oregon †	51	54,627	51,535	50,980	48,424	35,000	35,000	15.7
Pennsylvania †	84	60,456	62,553	57,233	59,665	40,000	42,000	17.4
Pennsylvania State †	134	62,619	64,546	59,436	61,308	39,000	40,000	18.7
Pittsburgh †	61	59,357	61,695	55,414	56,345	30,000	34,000	16.4
Princeton †	108	71,845	70,082	67,300	64,600	40,000	40,000	20.2
Purdue †	69	60,839	61,429	55,535	54,330	42,000	43,000	16.5
Queen's ††	34	61,355	67,488	61,342	68,700	34,738	38,452	18.7
Rice	58	57,524	58,302	51,100	51,600	34,527	36,099	14.9
Rochester †	71	51,184	53,255	48,339	49,733	36,000	36,700	15.2
Rutgers †	91	71,747	77,298	73,488	80,048	44,523	44,525	19.7
Saskatchewan ††	40	58,792	64,936	56,183	64,350	33,453	35,951	16.7
South Carolina †	55	50,948	51,060	46,427	47,388	34,000	34,000	15.9
Southern California †	90	73,042	68,457	63,100	62,900	45,000	45,000	17.9
Southern Illinois †	37	54,339	53,791	46,735	47,311	39,000	39,500	13.5
SUNY Albany †	58	56,556	58,663	55,285	56,376	37,500	38,500	18.9
SUNY Buffalo †	104	56,563	58,519	52,913	53,790	38,753	45,000	14.0
SUNY Stony Brook	31	64,731	68,185	62,387	65,764	41,000	42,000	20.0
Syracuse	44	59,142	62,119	53,675	55,757	36,000	U/A	20.2
Temple †	37	58,513	63,282	52,688	58,670	36,500	38,000	18.8
Tennessee	47	60,843	63,432	56,564	62,319	40,000	40,000	15.9
Texas †	127	59,768	62,185	54,736	56,619	40,000	44,000	16.9
Texas A&M	87	55,163	56,327	49,950	50,502	40,000	42,000	14.6
Texas Tech †	57	51,426	51,858	46,973	47,410	38,000	38,000	11.2
Toronto ††	142	63,296	74,374	65,454	77,290	36,649	41,878	16.7
Tulane	27	55,000	59,287	53,120	58,294	34,000	37,000	20.2
Utah	55	53,434	56,452	49,117	51,633	38,000	40,000	19.3
Vanderbilt †	58	54,619	56,839	50,131	51,264	36,000	38,000	17.8
Virginia †	68	61,920	64,777	60,050	61,800	40,000	41,800	16.9
Virginia Tech	33	57,304	59,256	55,968	56,150	38,000	37,000	17.7
Washington †	117	59,273	60,054	54,798	55,656	38,800	40,000	18.2
Washington State †	43	59,010	58,761	57,647	55,343	37,000	37,500	17.3
Washington U.-St.Louis †	51	58,839	57,999	50,863	51,648	37,000	37,000	17.9
Waterloo ††	35	58,147	65,337	59,827	67,035	33,491	39,328	20.4
Wayne State †	92	50,166	52,524	44,598	46,387	36,000	40,000	12.7
Western Ontario ††	68	48,647	54,221	46,456	49,869	37,185	40,958	14.7
Wisconsin †	142	57,610	60,691	55,391	58,640	37,719	39,338	17.1
Yale	206	68,596	74,753	61,096	68,987	40,400	48,100	18.2
York ††	51	69,150	73,646	64,312	69,450	33,788	36,310	17.7

*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 expressed in U.S. dollars.

‡ See Footnotes.

**TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2005-06***

Rank	Institution	Salary	Rank	Institution	Salary
1	Kent State	\$48,889	57	Calif. Davis	\$37,920
2	Connecticut	48,000	57	Calif. Irvine	37,920
3	Columbia	47,500	57	Calif. Los Angeles	37,920
4	New York	47,000	57	Calif. San Diego	37,920
5	North Carolina State	45,000	57	Calif. Santa Barbara	37,920
5	Southern California	45,000	63	Wisconsin	37,719
7	Rutgers	44,523	64	Kentucky	37,500
8	Georgia Tech	44,000	64	SUNY Albany	37,500
8	MIT	44,000	66	Massachusetts	37,274
10	Chicago	43,930	67	Western Ontario	37,185
11	Harvard	43,600	68	Dartmouth	37,000
12	Johns Hopkins	43,113	68	Emory	37,000
13	Brigham Young	43,100	68	Houston	37,000
14	Michigan State	43,000	68	Washington State	37,000
15	Auburn	42,570	68	Washington-St. Louis	37,000
16	Florida	42,000	73	Duke	36,850
16	George Washington	42,000	74	Hawaii	36,720
16	Georgetown	42,000	75	Toronto	36,649
16	Illinois, Chicago	42,000	76	Temple	36,500
16	Illinois, Urbana	42,000	77	Alberta	36,366
16	Purdue	42,000	78	Indiana	36,227
22	Arizona	41,688	79	Louisville	36,000
23	Cornell	41,600	79	Minnesota	36,000
24	SUNY Stony Brook	41,000	79	Northwestern	36,000
25	Calif. Riverside	40,560	79	Notre Dame	36,000
26	Nebraska	40,500	79	Rochester	36,000
27	Yale	40,400	79	Syracuse	36,000
28	Colorado	40,000	79	Vanderbilt	36,000
28	Iowa	40,000	79	Wayne State	36,000
28	Iowa State	40,000	87	Louisiana State	35,800
28	Kansas	40,000	88	British Columbia	35,768
28	Maryland	40,000	89	Brown	35,500
28	Michigan	40,000	90	Manitoba	35,083
28	New Mexico	40,000	91	Howard	35,049
28	North Carolina	40,000	92	Alabama	35,000
28	Ohio State	40,000	92	Case Western Reserve	35,000
28	Oklahoma	40,000	92	Cincinnati	35,000
28	Pennsylvania	40,000	92	Oregon	35,000
28	Princeton	40,000	96	Queen's	34,738
28	Tennessee	40,000	97	Rice	34,527
28	Texas	40,000	98	Laval	34,154
28	Texas A&M	40,000	99	Oklahoma State	34,000
28	Virginia	40,000	99	South Carolina	34,000
44	Colorado State	39,000	99	Tulane	34,000
44	Delaware	39,000	102	York	33,788
44	Pennsylvania State	39,000	103	Guelph	33,781
44	Southern Illinois	39,000	104	Waterloo	33,491
48	Washington	38,800	105	Saskatchewan	33,453
49	SUNY Buffalo	38,753	106	Montreal	33,241
50	Boston College	38,700	107	Boston University	33,000
51	Arizona State	38,000	107	Ohio	33,000
51	Florida State	38,000	109	McGill	32,808
51	Miami	38,000	110	McMaster	32,646
51	Texas Tech	38,000	111	Missouri	32,500
51	Utah	38,000	112	Georgia	32,000
51	Virginia Tech	38,000	113	Pittsburgh	30,000
57	Calif. Berkeley	37,920			

* Reprinted from *ARL Annual Salary Survey 2005-06*. 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 expressed in U.S. dollars.

TABLE 9: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2006-07*

Rank	Institution	Salary	Rank	Institution	Salary
1	Kent State	\$51,333	58	Boston College	\$39,850
2	Columbia	49,500	59	McGill	39,557
2	New York	49,500	60	Massachusetts	39,544
4	Yale	48,100	61	Southern Illinois	39,500
5	Connecticut	48,000	62	Wisconsin	39,338
6	Michigan State	47,000	63	Waterloo	39,328
7	Johns Hopkins	46,700	64	Calif. Berkeley	39,000
8	North Carolina State	46,000	64	Calif. Davis	39,000
9	Chicago	45,500	64	Calif. Irvine	39,000
9	Harvard	45,500	64	Calif. Los Angeles	39,000
11	Georgetown	45,000	64	Calif. Santa Barbara	39,000
11	MIT	45,000	64	Delaware	39,000
11	Southern California	45,000	64	Houston	39,000
11	SUNY Buffalo	45,000	71	Manitoba	38,833
15	Auburn	44,700	72	SUNY Albany	38,500
16	Rutgers	44,525	73	Queen's	38,452
17	Brigham Young	44,000	74	Hawaii	38,356
17	Georgia Tech	44,000	75	Dartmouth	38,000
17	Texas	44,000	75	Minnesota	38,000
20	British Columbia	43,718	75	Temple	38,000
21	Arizona	43,474	75	Texas Tech	38,000
22	Cornell	43,300	75	Vanderbilt	38,000
23	Arizona State	43,000	80	Guelph	37,574
23	Illinois, Urbana	43,000	81	Kentucky	37,500
23	Purdue	43,000	81	Washington State	37,500
26	Calif. Riverside	42,204	83	Notre Dame	37,250
27	Florida	42,000	84	Alabama	37,000
27	George Washington	42,000	84	Brown	37,000
27	Illinois, Chicago	42,000	84	Cincinnati	37,000
27	North Carolina	42,000	84	Emory	37,000
27	Pennsylvania	42,000	84	Northwestern	37,000
27	SUNY Stony Brook	42,000	84	Tulane	37,000
27	Texas A&M	42,000	84	Virginia Tech	37,000
34	Toronto	41,878	84	Washington-St. Louis	37,000
35	Virginia	41,800	92	Indiana	36,952
36	Miami	41,700	93	Duke	36,850
37	Colorado	41,000	94	Laval	36,704
37	Florida State	41,000	95	Rochester	36,700
37	Iowa State	41,000	96	McMaster	36,311
40	Western Ontario	40,958	97	York	36,310
41	Nebraska	40,500	98	Rice	36,099
41	Ohio State	40,500	99	Louisiana State	36,000
43	Alberta	40,449	99	Louisville	36,000
44	Calif. San Diego	40,008	99	Oklahoma State	36,000
45	Colorado State	40,000	102	Saskatchewan	35,951
45	Iowa	40,000	103	Howard	35,409
45	Kansas	40,000	104	Case Western Reserve	35,000
45	Maryland	40,000	104	Ohio	35,000
45	Michigan	40,000	104	Oregon	35,000
45	New Mexico	40,000	107	Montreal	34,504
45	Oklahoma	40,000	108	Missouri	34,000
45	Pennsylvania State	40,000	108	Pittsburgh	34,000
45	Princeton	40,000	108	South Carolina	34,000
45	Tennessee	40,000	111	Georgia	32,500
45	Utah	40,000	112	Boston University	24,700
45	Washington	40,000	113	Syracuse	U/A
45	Wayne State	40,000			

* 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.

† See Footnotes.

‡ Canadian salaries expressed in U.S. dollars.

**TABLE 10: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2005-06***

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Berkeley	\$75,480	58	Guelph	\$55,570
2	Rutgers	73,488	59	Purdue	55,535
3	California, Davis	70,500	60	McMaster	55,520
3	California, Irvine	70,500	61	Pittsburgh	55,414
3	California, Los Angeles	70,500	62	Wisconsin	55,391
6	Alberta	67,656	63	Miami	55,349
7	Princeton	67,300	64	SUNY Albany	55,285
8	Connecticut	66,666	65	Kansas	55,244
9	New Mexico	66,598	66	Auburn	55,175
10	Manitoba	66,036	67	British Columbia	55,141
11	Massachusetts	65,640	68	Ohio State	54,911
12	Toronto	65,454	69	Arizona State	54,866
13	California, San Diego	65,000	70	Washington	54,798
14	York	64,312	71	Iowa State	54,751
15	California, Santa Barbara	64,164	72	Texas	54,736
16	Dartmouth	63,704	73	Laval	54,639
17	Chicago	63,318	74	Duke	54,400
18	Delaware	63,314	75	Illinois, Urbana	54,213
19	Southern California	63,100	76	North Carolina State	54,174
20	SUNY Stony Brook	62,387	77	Arizona	54,053
21	MIT	62,100	78	Syracuse	53,675
22	Harvard	61,987	79	Case Western Reserve	53,500
23	New York University	61,765	80	Tulane	53,120
24	California, Riverside	61,724	81	Iowa	53,001
25	Queen's	61,342	82	SUNY Buffalo	52,913
26	Louisville	61,114	83	Kentucky	52,785
27	Yale	61,096	84	Temple	52,688
28	Virginia	60,050	85	Illinois, Chicago	51,764
29	Waterloo	59,827	86	Georgia Tech	51,497
30	Minnesota	59,776	87	Rice	51,100
31	Columbia	59,530	88	Oregon	50,980
32	Pennsylvania State	59,436	89	Washington U.-St. Louis	50,863
33	Notre Dame	59,380	90	Montreal	50,583
34	George Washington	58,650	91	Florida	50,282
35	Boston College	58,625	92	Vanderbilt	50,131
36	McGill	58,588	93	Texas A&M	49,950
37	Brown	58,573	94	Kent State	49,470
38	Northwestern	58,397	95	Nebraska	49,357
39	Hawaii	58,068	96	Utah	49,117
40	Georgetown	58,017	97	Howard	48,956
41	Cincinnati	57,929	98	Boston University	48,900
42	Michigan State	57,800	99	Rochester	48,339
43	Cornell	57,768	100	Alabama	48,114
44	Washington State	57,647	101	Georgia	48,023
45	Michigan	57,527	102	Missouri	47,559
46	Emory	57,525	103	Oklahoma State	47,376
47	Brigham Young	57,500	104	Oklahoma	47,210
48	Johns Hopkins	57,355	105	Texas Tech	46,973
49	Pennsylvania	57,233	106	Southern Illinois	46,735
50	Colorado	56,837	107	Western Ontario	46,456
51	Tennessee	56,564	108	South Carolina	46,427
52	Saskatchewan	56,183	109	Florida State	44,853
53	Colorado State	56,150	110	Wayne State	44,598
54	Indiana	56,000	111	Ohio University	43,864
55	Virginia Tech	55,968	112	Houston	42,363
56	Maryland	55,848	113	Louisiana State	40,188
57	North Carolina	55,650			

* Reprinted from *ARL Annual Salary Survey 2005-06*. 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.

† See Footnotes.

‡ Canadian salaries expressed in U.S. dollars.

**TABLE 11: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2006-07***

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	\$80,048	58	Wisconsin	\$58,640
2	Toronto	77,290	59	Brigham Young	58,500
3	Alberta	76,714	60	Tulane	58,294
4	Manitoba	74,814	61	Brown	58,193
5	California, Irvine	73,537	62	George Washington	57,907
6	California, Berkeley	72,558	63	Colorado	57,622
7	California, Los Angeles	72,084	64	Indiana	57,123
8	California, Davis	71,916	65	Miami	56,863
9	New Mexico	71,319	66	Arizona State	56,743
10	California, San Diego	70,350	67	Texas	56,619
11	Massachusetts	69,658	68	SUNY Albany	56,376
12	York	69,450	69	Pittsburgh	56,345
13	Yale	68,987	70	Virginia Tech	56,150
14	Queen's	68,700	71	Illinois, Urbana	56,091
15	Connecticut	67,825	72	Iowa State	56,054
16	Waterloo	67,035	73	Laval	55,855
17	McGill	66,226	74	Syracuse	55,757
18	Chicago	65,792	75	Washington	55,656
19	SUNY Stony Brook	65,764	76	Duke	55,400
20	Dartmouth	65,563	77	Washington State	55,343
21	California, Santa Barbara	65,448	78	Kansas	54,982
22	California, Riverside	65,220	79	Ohio State	54,834
23	Princeton	64,600	80	Montreal	54,360
24	Harvard	64,443	81	Kentucky	54,352
25	Saskatchewan	64,350	82	Purdue	54,330
26	Columbia	64,160	83	Iowa	54,207
27	Louisville	64,134	84	SUNY Buffalo	53,790
28	Delaware	64,130	85	Georgia Tech	53,732
29	MIT	64,100	86	Illinois, Chicago	52,981
30	Notre Dame	63,766	87	Nebraska	52,928
31	New York University	63,700	88	Case Western Reserve	52,842
32	British Columbia	62,938	89	Houston	52,799
33	Southern California	62,900	90	Washington U.-St. Louis	51,648
34	Tennessee	62,319	91	Utah	51,633
35	Virginia	61,800	92	Rice	51,600
36	Boston College	61,750	93	Florida	51,413
37	Pennsylvania State	61,308	94	Kent State	51,333
38	McMaster	61,044	95	Vanderbilt	51,264
39	Minnesota	61,033	96	Texas A&M	50,502
40	Hawaii	60,959	97	Boston University	50,000
41	Colorado State	60,828	98	Western Ontario	49,869
42	Northwestern	60,144	99	Rochester	49,733
43	Cornell	60,050	100	Oklahoma State	49,536
44	North Carolina	60,000	101	Alabama	49,428
45	Michigan	59,920	102	Missouri	49,134
46	Johns Hopkins	59,795	103	Oregon	48,424
47	Michigan State	59,700	104	Georgia	47,731
48	Pennsylvania	59,665	105	Texas Tech	47,410
49	North Carolina State	59,500	106	South Carolina	47,388
50	Maryland	59,395	107	Southern Illinois	47,311
51	Georgetown	59,375	108	Howard	47,105
52	Auburn	59,200	109	Wayne State	46,387
53	Cincinnati	58,987	110	Oklahoma	46,162
54	Emory	58,925	111	Ohio University	44,263
55	Arizona	58,917	112	Louisiana State	43,705
56	Guelph	58,833	113	Florida State	42,479
57	Temple	58,670			

* 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 expressed in U.S. dollars.

**TABLE 12: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2005-06***

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Berkeley	\$74,847	58	Kansas	\$59,314
2	Southern California	73,042	59	Washington	59,273
3	California, Los Angeles	72,477	60	Maryland	59,218
4	Princeton	71,845	61	Syracuse	59,142
5	Rutgers	71,747	62	Washington State	59,010
6	Connecticut	71,115	63	Colorado	59,006
7	California, Davis	69,263	64	Washington U.-St. Louis	58,839
8	New York University	69,214	65	Saskatchewan	58,792
9	York	69,150	66	Iowa	58,742
10	Yale	68,596	67	Temple	58,513
11	California, San Diego	68,199	68	Duke	58,326
12	New Mexico	68,175	69	Waterloo	58,147
13	California, Irvine	67,817	70	Ohio State	57,760
14	California, Santa Barbara	67,798	71	Wisconsin	57,610
15	Chicago	67,795	72	Rice	57,524
16	Harvard	67,247	73	Illinois, Chicago	57,470
17	Columbia	66,788	74	British Columbia	57,426
18	Dartmouth	66,275	75	Virginia Tech	57,304
19	Delaware	65,175	76	Guelph	57,165
20	Massachusetts	65,120	77	Georgia Tech	57,097
21	MIT	65,006	78	Auburn	56,868
22	SUNY Stony Brook	64,731	79	McGill	56,669
23	Cornell	64,443	80	SUNY Buffalo	56,563
24	Manitoba	63,923	81	SUNY Albany	56,556
25	California, Riverside	63,730	82	Nebraska	56,297
26	Michigan	63,448	83	Iowa State	56,262
27	Toronto	63,296	84	Arizona State	56,240
28	Alberta	63,237	85	McMaster	55,735
29	Minnesota	62,872	86	Florida	55,378
30	Pennsylvania State	62,619	87	Case Western Reserve	55,194
31	Boston College	62,260	88	Texas A&M	55,163
32	Georgetown	62,118	89	Tulane	55,000
33	Virginia	61,920	90	Oregon	54,627
34	Notre Dame	61,908	91	Vanderbilt	54,619
35	George Washington	61,800	92	Southern Illinois	54,339
36	Brown	61,624	93	Kentucky	54,086
37	Northwestern	61,459	94	Utah	53,434
38	Queen's	61,355	95	Boston University	52,555
39	Johns Hopkins	61,259	96	Georgia	52,547
40	Arizona	61,122	97	Alabama	52,161
41	Cincinnati	61,054	98	Missouri	51,922
42	Illinois, Urbana	60,878	99	Texas Tech	51,426
43	Tennessee	60,843	100	Oklahoma State	51,414
44	Purdue	60,839	101	Rochester	51,184
45	Louisville	60,837	102	Howard	51,033
46	Emory	60,657	103	Montreal	50,998
47	Pennsylvania	60,456	104	South Carolina	50,948
48	North Carolina State	60,293	105	Kent State	50,491
49	Michigan State	60,069	106	Oklahoma	50,372
50	North Carolina	59,769	107	Wayne State	50,166
51	Texas	59,768	108	Laval	50,058
52	Hawaii	59,748	109	Florida State	48,890
53	Colorado State	59,725	110	Ohio University	48,769
54	Brigham Young	59,699	111	Western Ontario	48,647
55	Indiana	59,557	112	Houston	47,115
56	Miami	59,425	113	Louisiana State	43,882
57	Pittsburgh	59,357			

* Reprinted from *ARL Annual Salary Survey 2004-05*. Salaries of directors are not included in the calculation of averages. Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

† See Footnotes.

‡ Canadian salaries expressed in U.S. dollars.

**TABLE 13: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2006-07***

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	\$77,298	58	Syracuse	\$62,119
2	California, Berkeley	75,968	59	Michigan State	62,101
3	Yale	74,753	60	Emory	61,950
4	Toronto	74,374	61	Maryland	61,723
5	California, Los Angeles	74,082	62	Pittsburgh	61,695
6	York	73,646	63	Purdue	61,429
7	Connecticut	72,674	64	McMaster	61,406
8	California, Irvine	72,485	65	Indiana	60,776
9	Manitoba	72,277	66	Wisconsin	60,691
10	New York University	72,220	67	Iowa	60,666
11	California, San Diego	71,287	68	Brigham Young	60,562
12	Columbia	70,854	69	Arizona State	60,315
13	New Mexico	70,749	70	Washington	60,054
14	Chicago	70,385	71	Colorado	59,930
15	Harvard	70,160	72	Georgia Tech	59,700
16	Princeton	70,082	73	Tulane	59,287
17	Alberta	69,228	74	Virginia Tech	59,256
18	California, Davis	69,196	75	Duke	58,918
19	California, Santa Barbara	68,946	76	Iowa State	58,887
20	Dartmouth	68,775	77	Auburn	58,800
21	Southern California	68,457	78	Nebraska	58,792
22	SUNY Stony Brook	68,185	79	Washington State	58,761
23	Queen's	67,488	80	SUNY Albany	58,663
24	MIT	67,285	81	SUNY Buffalo	58,519
25	Massachusetts	67,202	82	Rice	58,302
26	Delaware	66,598	83	Illinois, Chicago	58,010
27	North Carolina State	66,529	84	Washington U.-St. Louis	57,999
28	Cornell	66,479	85	Ohio State	57,544
29	California, Riverside	66,183	86	Kansas	57,251
30	Waterloo	65,337	87	Montreal	56,909
31	Saskatchewan	64,936	88	Houston	56,901
32	Notre Dame	64,821	89	Vanderbilt	56,839
33	Virginia	64,777	90	Utah	56,452
34	Pennsylvania State	64,546	91	Kentucky	56,371
35	Michigan	64,295	92	Texas A&M	56,327
36	Boston College	64,187	93	Florida	55,761
37	Minnesota	64,164	94	Case Western Reserve	54,258
38	Arizona	63,916	95	Western Ontario	54,221
39	McGill	63,903	96	Kent State	54,156
40	George Washington	63,878	97	Laval	54,114
41	British Columbia	63,845	98	Alabama	54,096
42	Miami	63,695	99	Georgia	54,062
43	Georgetown	63,686	100	Southern Illinois	53,791
44	Johns Hopkins	63,555	101	Oklahoma State	53,406
45	Tennessee	63,432	102	Rochester	53,255
46	Temple	63,282	103	Wayne State	52,524
47	North Carolina	63,189	104	Boston University	52,505
48	Louisville	63,179	105	Missouri	52,090
49	Cincinnati	62,957	106	Texas Tech	51,858
50	Northwestern	62,941	107	Oregon	51,535
51	Hawaii	62,760	108	South Carolina	51,060
52	Pennsylvania	62,553	109	Howard	50,032
53	Brown	62,460	110	Oklahoma	49,386
54	Illinois, Urbana	62,401	111	Ohio University	48,815
55	Colorado State	62,371	112	Louisiana State	47,812
56	Guelph	62,335	113	Florida State	46,853
57	Texas	62,185			

* Salaries of directors are not included in the calculation of averages. Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

† Canadian salaries expressed in U.S. dollars.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYs 2003-04 TO 2006-07***

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2004	2005	2006	2007	2004	2005	2006	2007	2004	2005	2006	2007
Alabama		112	108	97	98	113	109	100	101	97	73	92	84
Alberta		89	44	28	17	56	18	6	3	104	98	77	43
Arizona		37	40	40	38	64	70	77	55	7	8	22	21
Arizona State		75	85	84	69	57	76	69	66	30	36	51	23
Auburn		62	82	78	77	63	80	66	52	11	16	15	15
Boston University		90	99	95	104	99	98	98	97	96	99	107	112
Boston College		27	29	31	36	33	35	35	36	52	51	50	58
Brigham Young		23	54	54	68	18	43	47	59	14	11	13	17
British Columbia		105	73	74	41	97	57	67	32	112	94	88	20
Brown		26	30	36	53	25	29	37	61	75	83	89	84
California, Berkeley		1	1	1	2	2	2	1	6	38	44	57	64
California, Davis		5	6	7	18	2	2	3	8	38	44	57	64
California, Irvine		8	8	13	8	5	5	3	5	38	44	57	64
California, Los Angeles		2	2	3	5	1	1	3	7	38	44	57	64
California, Riverside		19	20	25	29	8	10	24	22	38	44	25	26
California, San Diego		6	10	11	11	6	9	13	10	38	44	57	44
California, Santa Barbara		9	9	14	19	8	6	15	21	38	44	57	64
Case Western Reserve		76	84	87	94	81	86	79	88	15	73	92	104
Chicago		10	12	15	14	13	19	17	18	10	10	10	9
Cincinnati		43	43	41	49	26	45	41	53	84	95	92	84
Colorado		49	57	63	71	36	44	50	63	74	36	28	37
Colorado State		53	37	53	55	39	31	53	41	29	29	44	45
Columbia		11	14	17	12	23	27	31	26	4	2	3	2
Connecticut		12	7	6	7	10	14	8	15	2	3	2	5
Cornell		25	25	23	28	40	48	43	43	25	17	23	22
Dartmouth		20	19	18	20	21	12	16	20	75	113	68	75
Delaware		21	22	19	26	14	20	18	28	25	29	44	64
Duke		40	46	68	75	44	53	74	76	53	58	73	93
Emory		29	38	46	60	22	37	46	54	62	73	68	84
Florida		95	101	86	93	96	103	91	93	16	17	16	27
Florida State		102	110	109	113	107	112	109	113	92	63	51	37
George Washington		33	24	35	40	38	26	34	62	30	36	16	27
Georgetown		28	26	32	43	35	34	40	51	16	17	16	11
Georgia		80	95	96	99	80	96	101	104	99	99	112	111
Georgia Tech		66	69	77	72	46	47	86	85	25	17	8	17
Guelph		109	97	76	56	106	90	58	56	106	107	103	80
Harvard		15	18	16	15	17	21	22	24	13	12	11	9
Hawaii		54	56	52	51	37	39	39	40	59	59	74	74
Houston		98	102	112	88	108	106	112	89	62	63	68	64
Howard		94	103	102	109	94	104	97	108	61	72	91	103
Illinois, Chicago		51	53	73	83	68	75	85	86	62	63	16	27
Illinois, Urbana		39	45	42	54	61	69	75	71	16	13	16	23

* Excludes medical and law libraries.

† Not a member during this year.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYs 2003-04 TO 2006-07***

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2004	2005	2006	2007	2004	2005	2006	2007	2004	2005	2006	2007
Indiana		32	31	55	65	29	33	54	64	60	71	78	92
Iowa		41	77	66	67	53	78	81	83	62	73	28	45
Iowa State		82	78	83	76	55	62	71	72	30	36	28	37
Johns Hopkins		22	34	39	44	30	48	48	46	9	1	12	7
Kansas		68	62	58	86	84	71	65	78	62	73	28	45
Kent State		48	80	105	96	47	74	94	94	6	9	1	1
Kentucky		84	96	93	91	85	95	83	81	54	63	64	81
Laval		111	105	108	97	95	73	73	73	102	102	98	94
Louisiana State		107	111	113	112	110	111	113	112	75	73	87	99
Louisville		38	55	45	48	24	38	26	27	75	73	79	99
McGill		110	90	79	39	93	50	36	17	111	108	109	59
McMaster		106	92	85	64	103	81	60	38	109	112	110	96
Manitoba		97	58	24	9	70	22	10	4	114	103	90	71
Maryland		47	51	60	61	42	46	56	50	16	17	28	45
Massachusetts		35	15	20	25	28	7	11	11	98	54	66	60
MIT		13	21	21	24	19	28	21	29	5	7	8	11
Miami		96	67	56	42	78	61	63	65	92	63	51	36
Michigan		44	39	26	35	58	60	45	45	62	73	28	45
Michigan State		34	33	49	59	33	35	42	47	16	14	14	6
Minnesota		56	65	29	37	51	59	30	39	62	63	79	75
Missouri		92	91	98	105	102	100	102	102	92	99	111	108
Montreal		113	107	103	87	112	97	90	80	107	111	106	107
Nebraska		74	75	82	78	75	83	95	87	49	17	26	41
New Mexico		17	16	12	13	12	8	9	9	30	27	28	45
New York		42	13	8	10	49	23	23	31	8	3	4	2
North Carolina		78	63	50	47	82	66	57	44	75	52	28	27
North Carolina State		52	52	48	27	69	64	76	49	25	17	5	8
Northwestern		31	35	37	50	32	32	38	42	91	85	79	84
Notre Dame		24	28	34	32	15	25	33	30	62	63	79	83
Ohio University		86	104	110	111	90	107	111	111	84	95	107	104
Ohio State		71	64	70	85	66	68	68	79	23	28	28	41
Oklahoma		103	109	106	110	111	110	104	110	46	29	28	45
Oklahoma State		104	113	100	101	105	113	103	100	84	85	99	99
Oregon		85	87	90	107	91	87	88	103	84	85	92	104
Pennsylvania		46	42	47	52	48	41	49	48	16	17	28	27
Pennsylvania State		30	27	30	34	31	30	32	37	30	34	44	45
Pittsburgh		60	66	57	62	76	85	61	69	84	110	113	108
Princeton		7	5	4	16	11	15	7	23	23	17	28	45
Purdue		67	60	44	63	77	82	59	82	92	60	16	23
Queen's		100	74	38	23	98	51	25	14	105	105	96	73
Rice		65	71	72	82	71	89	87	92	83	84	97	98
Rochester		99	106	101	102	104	105	99	99	54	63	79	95

* Excludes medical and law libraries.

† Not a member during this year.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYs 2003-04 TO 2006-07***

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2004	2005	2006	2007	2004	2005	2006	2007	2004	2005	2006	2007
Rutgers		4	4	5	1	4	4	2	1	51	62	7	16
Saskatchewan		93	68	65	31	79	58	52	25	110	106	105	102
South Carolina		91	98	104	108	100	102	108	106	99	85	99	108
Southern California		14	17	2	21	27	24	19	33	2	3	5	11
Southern Illinois		63	76	92	100	83	94	106	107	30	35	44	61
SUNY Albany		73	72	81	80	62	54	64	68	45	52	64	72
SUNY Buffalo		69	81	80	81	74	84	82	84	30	36	49	11
SUNY Stony Brook		18	11	22	22	16	13	20	19	16	14	24	27
Syracuse		55	50	61	58	65	72	78	74	62	73	79	113
Temple		77	86	67	46	86	92	84	57	75	85	76	75
Tennessee		36	36	43	45	41	42	51	34	62	60	28	45
Texas		61	41	51	57	72	55	72	67	54	36	28	17
Texas A&M		79	79	88	92	92	91	93	96	30	17	28	27
Texas Tech		101	94	99	106	109	101	105	105	54	36	51	75
Toronto		88	49	27	4	45	17	12	2	113	93	75	34
Tulane		72	83	89	73	60	77	80	60	75	85	99	84
Utah		83	93	94	90	87	93	96	91	54	55	51	45
Vanderbilt		87	100	91	89	88	99	92	95	84	85	79	75
Virginia		58	47	33	33	50	40	28	35	62	29	28	35
Virginia Tech		64	70	75	74	59	65	55	70	75	73	51	84
Washington		50	48	59	70	52	56	70	75	46	36	48	45
Washington State		81	88	62	79	67	79	44	77	84	95	68	81
Washington U.-St. Louis		59	59	64	84	89	88	89	90	62	55	68	84
Waterloo		108	89	69	30	101	63	29	16	108	109	104	63
Wayne State		45	32	107	103	73	67	110	109	46	29	79	45
Western Ontario		114	112	111	95	114	108	107	98	101	92	67	40
Wisconsin		57	61	71	66	43	52	62	58	50	57	63	62
Yale		16	3	10	3	20	11	27	13	12	6	27	4
York		70	23	9	6	54	16	14	12	103	104	102	97

* Excludes medical and law libraries.

† Not a member during this year.

**TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY AND POSITION, FY 2006-07***

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	8								7							
200,000-249,999	22			1					20			0				
175,000-199,999	19	5	1					1	17	2	1					0
150,000-174,999	29	9			1		2		26	3			0		0	
140,000-149,999	14	2	4		1				13	1	2		0			
130,000-139,999	8	14	4	2	1		2		7	5	2	0	0		0	
120,000-129,999	5	20	7	4	4	1	9	1	4	8	4	1	0	0	1	0
110,000-119,999	4	58	18	10	6	4	13	3	4	22	10	2	0	0	1	0
100,000-109,999	3	59	32	21	18	7	35	14	3	23	17	4	1	1	3	0
95,000-99,999		23	19	17	17	9	26	7		9	10	3	1	1	2	0
90,000-94,999		22	25	25	28	19	67	24		8	14	5	2	2	5	1
85,000-89,999		19	17	48	41	36	80	29		7	9	9	2	4	6	1
80,000-84,999		12	15	41	59	45	127	57		5	8	8	3	4	9	2
76,000-79,999		5	12	45	83	44	101	73		2	7	9	5	4	7	3
74,000-75,999		4	1	17	44	21	73	33		2	1	3	3	2	5	1
72,000-73,999			4	14	32	36	71	55			2	3	2	4	5	2
70,000-71,999			2	25	45	27	70	67			1	5	3	3	5	2
68,000-69,999		2	4	26	52	23	81	65		1	2	5	3	2	6	2
66,000-67,999		1	1	20	61	34	86	79		0	1	4	3	3	6	3
64,000-65,999			4	36	69	49	71	99			2	7	4	5	5	3
62,000-63,999			2	23	82	56	68	98			1	5	5	5	5	3
60,000-61,999				14	73	70	63	136				3	4	7	5	5
58,000-59,999		1		11	75	70	57	132		0		2	4	7	4	5
56,000-57,999			1	20	83	54	57	170			1	4	5	5	4	6
54,000-55,999		3	2	18	99	64	49	189		1	1	4	6	6	4	7
52,000-53,999			1	17	91	69	33	202			1	3	5	7	2	7
50,000-51,999			1	19	116	51	44	200			1	4	7	5	3	7
48,000-49,999			1	7	84	50	29	236			1	1	5	5	2	8
46,000-47,999			1	9	97	65	21	220			1	2	6	6	2	8
44,000-45,999			3	4	85	38	26	187			2	1	5	4	2	6
42,000-43,999			1	6	99	36	8	164			1	1	6	4	1	6
40,000-41,999		1		2	68	18	19	135		0		0	4	2	1	5
38,000-39,999				3	50	17	5	89				1	3	2	0	3
36,000-37,999				3	45	5	5	70				1	3	0	0	2
34,000-35,999				1	23	4		31				0	1	0		1
32,000-33,999					7	1	2	18					0	0	0	1
30,000-31,999					7			11					0			0
Less than 30,000					6	1		8					0	0		0
TOTAL	112	260	183	509	1,752	1,024	1,400	2,903	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 2006-07***

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	4								4							
200,000-249,999	13								9			1				
175,000-199,999	12	4	1					1	7	1						
150,000-174,999	15	7			1				14	2					2	
140,000-149,999	10	1	2						4	1	2		1			
130,000-139,999	4	9	2		1		1		4	5	2	2			1	
120,000-129,999	1	11	3	1	3	1	4	1	4	9	4	3	1		5	
110,000-119,999	3	30	9	5	3		6	3	1	28	9	5	3	4	7	
100,000-109,999	2	35	16	11	13	4	19	11	1	24	16	10	5	3	16	3
95,000-99,999		14	10	13	12	4	13	5		9	9	4	5	5	13	2
90,000-94,999		13	13	18	16	12	33	17		9	12	7	12	7	34	7
85,000-89,999		10	10	36	14	18	53	20		9	7	12	27	18	27	9
80,000-84,999		7	10	21	23	24	78	38		5	5	20	36	21	49	19
76,000-79,999		5	6	32	41	28	61	44			6	13	42	16	40	29
74,000-75,999		3	1	12	21	9	45	23		1		5	23	12	28	10
72,000-73,999			2	8	18	19	39	39			2	6	14	17	32	16
70,000-71,999			1	15	21	16	46	50			1	10	24	11	24	17
68,000-69,999		2		16	29	15	58	46			4	10	23	8	23	19
66,000-67,999				13	37	23	64	56		1	1	7	24	11	22	23
64,000-65,999			4	22	35	28	45	72				14	34	21	26	27
62,000-63,999			2	18	38	29	54	70				5	44	27	14	28
60,000-61,999				13	38	49	34	96				1	35	21	29	40
58,000-59,999		1		6	42	44	42	87				5	33	26	15	45
56,000-57,999			1	13	44	32	39	114				7	39	22	18	56
54,000-55,999		1	2	12	53	43	30	138		2		6	46	21	19	51
52,000-53,999			1	15	51	50	16	132				2	40	19	17	70
50,000-51,999			1	14	68	31	32	141				5	48	20	12	59
48,000-49,999				3	46	24	20	156			1	4	38	26	9	80
46,000-47,999				8	57	41	14	171			1	1	40	24	7	49
44,000-45,999			1	3	41	24	20	127			2	1	44	14	6	60
42,000-43,999				3	54	28	5	115			1	3	45	8	3	49
40,000-41,999		1		1	42	11	16	101				1	26	7	3	34
38,000-39,999				3	27	10	2	72					23	7	3	17
36,000-37,999				2	31	3	3	48				1	14	2	2	22
34,000-35,999				1	9	1		23					14	3		8
32,000-33,999					6	1	1	16					1		1	2
30,000-31,999					3			9					4			2
Less than 30,000					2	1		3					4			5
TOTAL	64	154	98	338	940	623	893	2,045	48	106	85	171	812	401	507	858

* Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2006-07***

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	\$174,463	64	\$176,685	48	\$175,416	112
Associate Director	107,357	154	106,840	106	107,146	260
Assistant Director	93,510	98	94,325	85	93,888	183
Head, Branch	71,908	338	76,453	171	73,435	509
Functional Specialist	58,358	940	59,340	812	58,813	1,752
Subject Specialist	60,390	623	62,649	401	61,275	1,024
Dept. Head: Acquisitions	69,337	75	71,970	30	70,089	105
Reference	73,221	95	73,171	34	73,208	129
Cataloging	70,103	129	65,942	45	69,027	174
Serials	64,311	23	66,620	10	65,010	33
Documents/Maps	65,132	44	64,929	25	65,059	69
Circulation	65,214	69	61,426	30	64,066	99
Rare Books/Manuscripts	75,076	41	83,340	42	79,257	83
Computer Systems	81,435	26	82,409	52	82,085	78
Other	68,575	391	72,956	239	70,237	630
Reference: Over 14 years experience	61,969	459	61,464	195	61,818	654
10 to 14 years experience	54,332	152	52,874	58	53,929	210
5 to 9 years experience	50,547	234	51,193	97	50,736	331
Under 5 years experience	42,878	222	43,924	90	43,179	312
Cataloging: Over 14 years experience	60,507	288	60,307	136	60,443	424
10 to 14 years experience	51,102	61	54,661	30	52,275	91
5 to 9 years experience	49,530	92	49,856	46	49,638	138
Under 5 years experience	44,830	82	46,301	32	45,243	114
Other: Over 14 years experience	65,654	191	66,940	66	65,984	257
10 to 14 years experience	56,609	51	57,923	26	57,053	77
5 to 9 years experience	50,172	107	51,405	47	50,548	154
Under 5 years experience	43,768	106	45,127	35	44,105	141
All Positions	\$63,626	5,156	\$66,492	2,988	\$64,678	8,144

* Canadian salaries expressed in U.S. 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 2006-07***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Director	31.6	64	32.2	48	31.9	112
Associate Director	26.2	154	23.3	106	25.0	260
Assistant Director	23.6	98	23.6	85	23.6	183
Head, Branch	22.2	338	22.7	171	22.4	509
Functional Specialist	13.6	940	12.6	812	13.1	1,752
Subject Specialist	17.2	623	17.4	401	17.2	1,024
Dept. Head: Acquisitions	21.6	75	22.9	30	21.9	105
Reference	21.5	95	19.9	34	21.1	129
Cataloging	23.1	129	22.9	45	23.1	174
Serials	20.5	23	19.7	10	20.2	33
Documents/Maps	19.3	44	21.2	25	20.0	69
Circulation	19.9	69	15.0	30	18.4	99
Rare Books/Manuscripts	23.2	41	26.0	42	24.6	83
Computer Systems	18.2	26	17.6	52	17.8	78
Other	19.6	391	19.7	239	19.6	630
Public Services	12.9	166	12.6	63	12.8	229
Technical Services	13.7	145	14.2	54	13.8	199
Administrative Services	15.0	144	14.0	57	14.7	201
Reference	14.4	1,067	14.6	440	14.4	1,507
Cataloger	17.5	523	17.2	244	17.4	767
All Positions	17.2	5,156	16.8	2,988	17.1	8,144

* 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 2006-07***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		<u>% of</u>
	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	\$44,463	569	\$47,590	313	\$45,573	882	11%
4 - 7 years	50,403	755	52,942	478	51,388	1,233	15%
8 - 11 years	55,632	640	59,886	392	57,248	1,032	13%
12 - 15 years	60,320	510	63,153	300	61,369	810	10%
16 - 19 years	64,735	551	66,346	314	65,320	865	11%
20 - 23 years	70,357	528	73,021	299	71,320	827	10%
24 - 27 years	73,403	498	76,933	252	74,589	750	9%
28 - 31 years	77,484	440	80,875	277	78,794	717	9%
32 - 35 years	81,507	368	86,886	222	83,531	590	7%
over 35 years	83,749	297	87,317	141	84,897	438	5%
All Positions	\$63,626	5,156	\$66,492	2,988	\$64,678	8,144	

* Canadian salaries expressed in U.S. 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 2006-07***

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	N/A	N/A	N/A	†	†	\$163,218	\$163,311	\$170,811	\$186,263	\$179,197
Associate Director	†	†	\$91,569	\$100,256	\$98,665	105,960	108,157	110,436	119,330	111,069
Assistant Director	\$80,878	\$77,167	71,211	84,142	92,791	93,338	95,152	101,446	102,034	101,491
Head, Branch	53,822	51,984	59,664	66,716	69,505	74,207	74,513	83,379	83,705	86,408
Functional Specialist	46,315	52,209	58,089	59,913	62,381	68,150	69,899	73,206	76,942	71,300
Subject Specialist	46,474	52,118	56,521	59,801	63,907	64,219	67,871	69,639	75,056	75,124
Dept. Head: Acquisitions	†	58,339	60,419	61,720	65,631	72,573	73,841	76,723	83,961	77,125
Reference	N/A	56,611	64,672	67,397	70,634	72,442	80,013	83,386	85,219	76,965
Cataloging	†	48,918	60,902	62,213	65,593	73,424	68,835	76,371	74,558	73,804
Serials	†	†	52,934	66,487	†	†	70,576	61,719	71,131	†
Documents/Maps	46,137	51,575	59,656	56,156	†	65,144	78,573	†	79,803	78,905
Circulation	46,528	52,523	56,592	68,120	67,591	67,798	73,232	68,257	74,108	63,001
Rare Books/Manuscripts	N/A	63,170	61,019	65,091	75,901	82,438	82,369	79,493	85,165	90,870
Computer Systems	†	74,047	77,701	83,514	83,959	80,840	89,823	84,137	84,766	N/A
Other	57,676	58,709	61,517	67,574	70,027	73,604	75,153	76,186	76,549	83,204
Public Services	42,745	47,080	51,958	52,773	60,573	60,715	65,349	66,245	72,101	66,626
Technical Services	43,385	50,810	53,377	56,202	59,777	62,936	63,565	65,305	62,664	69,226
Administrative Services	43,301	51,291	55,660	63,787	59,114	70,991	74,547	71,672	71,084	102,400
Reference	42,475	49,500	52,157	54,741	58,228	61,296	62,536	63,491	65,064	67,533
Cataloger	44,875	47,860	50,959	53,624	56,631	61,304	59,983	61,095	62,684	65,021
All Positions: Average Salary	\$45,573	\$51,388	\$57,248	\$61,369	\$65,320	\$71,320	\$74,589	\$78,794	\$83,531	\$84,897
No. of Positions	882	1,233	1,032	810	865	827	750	717	590	438

* Years of experience reflect total professional experience. Canadian salaries expressed in U.S. dollars. Excludes medical and law libraries.

N/A - No positions reported in this category.

† 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 2006-07***

Position	Canadian (14)		Private (31)		Public (68)		Total (113)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$130,421	14	\$208,704	31	\$169,415	67	\$175,416	112
Associate Director	97,423	31	116,423	85	103,764	144	107,146	260
Assistant Director	77,033	15	98,351	64	93,573	104	93,888	183
Head, Branch	78,279	59	77,798	137	70,612	313	73,435	509
Functional Specialist	60,658	129	61,841	618	56,714	1,005	58,813	1,752
Subject Specialist	62,296	78	62,267	359	60,532	587	61,275	1,024
Dept. Head: Acquisitions	72,235	11	73,396	38	67,423	56	70,089	105
Reference	71,380	16	75,023	50	72,232	63	73,208	129
Cataloging	77,457	12	70,796	73	66,438	89	69,027	174
Serials	†	3	64,893	9	63,816	21	65,010	33
Documents/Maps	78,733	8	63,810	16	63,072	45	65,059	69
Circulation	67,613	15	61,971	30	64,245	54	64,066	99
Rare Books/Manuscripts	77,683	6	77,386	24	80,283	53	79,257	83
Computer Systems	71,824	7	86,006	31	80,841	40	82,085	78
Other	71,746	55	70,572	194	69,849	381	70,237	630
Reference: Over 14 years experience	69,148	114	60,065	173	60,368	367	61,818	654
10 to 14 years experience	59,210	26	54,880	54	52,478	130	53,929	210
5 to 9 years experience	53,221	67	52,352	81	49,111	183	50,736	331
Under 5 years experience	46,213	68	44,811	54	41,630	190	43,179	312
Cataloging: Over 14 years experience	67,577	43	61,008	163	58,613	218	60,443	424
10 to 14 years experience	49,263	7	53,828	33	51,684	51	52,275	91
5 to 9 years experience	53,272	10	51,874	68	46,499	60	49,638	138
Under 5 years experience	52,354	6	47,222	45	43,152	63	45,243	114
Other: Over 14 years experience	65,645	10	66,143	103	65,894	144	65,984	257
10 to 14 years experience	55,668	5	64,328	31	51,721	41	57,053	77
5 to 9 years experience	48,192	5	54,863	63	47,525	86	50,548	154
Under 5 years experience	47,063	8	46,447	42	42,764	91	44,105	141
All Positions	\$66,100	828	\$67,021	2,669	\$63,078	4,647	\$64,678	8,144

* Canadian salaries expressed in U.S. 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 2006-07***

Position	<u>Canadian (14)</u>		<u>Private (31)</u>		<u>Public (68)</u>		<u>Total (113)</u>	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	29.7	14	31.8	31	32.3	67	31.9	112
Associate Director	23.2	31	25.6	85	25.1	144	25.0	260
Assistant Director	19.1	15	24.6	64	23.6	104	23.6	183
Head, Branch	22.8	59	22.7	137	22.1	313	22.4	509
Functional Specialist	14.9	129	13.5	618	12.6	1,005	13.1	1,752
Subject Specialist	17.6	78	17.3	359	17.2	587	17.2	1,024
Dept. Head: Acquisitions	21.9	11	24.7	38	20.1	56	21.9	105
Reference	18.1	16	22.5	50	20.7	63	21.1	129
Cataloging	26.5	12	22.6	73	23.0	89	23.1	174
Serials	22.7	3	18.7	9	20.6	21	20.2	33
Documents/Maps	23.9	8	18.4	16	19.8	45	20.0	69
Circulation	18.7	15	18.5	30	18.3	54	18.4	99
Rare Books/Manuscripts	28.3	6	22.8	24	25.0	53	24.6	83
Computer Systems	23.6	7	16.7	31	17.6	40	17.8	78
Other	19.4	55	19.5	194	19.7	381	19.6	630
Reference: Over 14 years experience	25.2	114	25.3	173	24.8	367	25.0	654
10 to 14 years experience	12.0	26	11.6	54	11.9	130	11.8	210
5 to 9 years experience	6.3	67	6.7	81	6.7	183	6.6	331
Under 5 years experience	2.4	68	2.4	54	2.3	190	2.3	312
Cataloging: Over 14 years experience	27.7	43	25.8	163	25.8	218	26.0	424
10 to 14 years experience	11.7	7	12.5	33	12.1	51	12.2	91
5 to 9 years experience	6.4	10	6.8	68	6.8	60	6.7	138
Under 5 years experience	2.7	6	2.6	45	2.3	63	2.4	114
Other: Over 14 years experience	23.8	10	24.1	103	25.5	144	24.8	257
10 to 14 years experience	10.8	5	11.9	31	11.8	41	11.8	77
5 to 9 years experience	7.0	5	6.7	63	6.8	86	6.8	154
Under 5 years experience	3.0	8	2.2	42	2.1	91	2.2	141
All Positions	17.3	828	17.3	2,669	16.9	4,647	17.1	8,144

* 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 2006-07***

Position	<u>Staff Over 110 (15) ‡</u>		<u>Staff 75-110 (21)</u>		<u>Staff 50-74 (44)</u>		<u>Staff 22-49 (33) §</u>	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$208,610	14	\$188,717	21	\$168,778	44	\$161,719	33
Associate Director	124,235	64	111,238	49	99,930	85	96,167	62
Assistant Director	97,568	38	94,125	47	91,968	72	93,403	26
Head, Branch	78,647	162	77,317	93	69,063	167	67,973	87
Functional Specialist	63,791	561	58,760	446	55,240	518	54,768	227
Subject Specialist	65,870	342	61,128	245	57,894	349	57,231	88
Dept. Head: Acquisitions	74,535	22	80,988	18	64,328	37	67,202	28
Reference	78,617	32	76,166	20	68,955	47	72,130	30
Cataloging	75,019	61	72,913	29	61,387	59	67,926	25
Serials	69,594	8	69,839	6	61,724	9	61,405	10
Documents/Maps	71,268	19	68,062	13	63,361	20	57,819	17
Circulation	69,828	17	62,084	26	62,578	38	64,631	18
Rare Books/Manuscripts	91,972	14	84,096	16	74,305	30	74,612	23
Computer Systems	100,109	9	88,771	15	78,260	34	75,460	20
Other	75,029	167	72,667	145	66,222	212	67,393	106
Reference: Over 14 years experience	64,388	143	61,683	150	61,499	213	59,932	148
10 to 14 years experience	55,573	46	53,982	42	52,146	69	54,782	53
5 to 9 years experience	53,716	77	50,677	74	49,869	113	48,840	67
Under 5 years experience	45,415	51	44,752	66	42,501	112	41,471	83
Cataloging: Over 14 years experience	65,066	150	58,636	97	56,816	125	59,195	52
10 to 14 years experience	54,716	22	53,171	29	49,916	25	50,895	15
5 to 9 years experience	53,365	58	47,373	30	46,585	33	46,849	17
Under 5 years experience	49,387	42	44,371	25	41,998	32	42,014	15
Other: Over 14 years experience	68,750	87	67,070	58	63,675	88	61,802	24
10 to 14 years experience	60,119	27	57,945	27	52,689	19	51,064	4
5 to 9 years experience	53,098	59	50,075	45	50,484	32	43,488	18
Under 5 years experience	50,163	36	42,267	45	41,538	37	42,348	23
All Positions	\$68,331	2,328	\$64,482	1,877	\$62,383	2,620	\$63,065	1,319

*Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. 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 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98 over 120; in 1998-99 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 2006-07***

Position	<u>Staff Over 110 (15)†</u>		<u>Staff 75-110 (21)</u>		<u>Staff 50-74 (44)</u>		<u>Staff 24-49 (33)‡</u>	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	31.6	14	31.0	21	31.6	44	32.9	33
Associate Director	26.2	64	24.2	49	24.5	85	25.2	62
Assistant Director	22.8	38	23.5	47	22.9	72	26.8	26
Head, Branch	22.3	162	23.8	93	21.4	167	22.9	87
Functional Specialist	13.1	561	13.3	446	12.7	518	13.8	227
Subject Specialist	16.8	342	16.9	245	17.8	349	18.0	88
Dept. Head: Acquisitions	25.5	22	24.8	18	18.9	37	21.3	28
Reference	22.4	32	22.4	20	20.1	47	20.2	30
Cataloging	23.2	61	23.7	29	22.4	59	23.6	25
Serials	19.3	8	24.0	6	14.6	9	23.9	10
Documents/Maps	24.9	19	20.6	13	17.5	20	16.9	17
Circulation	21.1	17	14.6	26	18.2	38	21.9	18
Rare Books/Manuscripts	26.4	14	25.8	16	23.4	30	24.4	23
Computer Systems	22.2	9	18.3	15	16.6	34	17.5	20
Other	20.4	167	19.7	145	18.9	212	19.6	106
Reference: Over 14 years experience	24.8	143	25.8	150	24.6	213	24.9	148
10 to 14 years experience	11.7	46	11.8	42	11.9	69	11.9	53
5 to 9 years experience	6.6	77	6.2	74	6.9	113	6.7	67
Under 5 years experience	2.7	51	2.4	66	2.3	112	2.1	83
Cataloging: Over 14 years experience	26.0	150	25.7	97	26.2	125	26.3	52
10 to 14 years experience	12.3	22	12.3	29	12.0	25	12.4	15
5 to 9 years experience	6.9	58	6.6	30	6.8	33	6.3	17
Under 5 years experience	2.4	42	2.4	25	2.3	32	2.6	15
Other: Over 14 years experience	25.2	87	24.3	58	25.1	88	23.7	24
10 to 14 years experience	11.8	27	11.9	27	11.6	19	11.8	4
5 to 9 years experience	6.9	59	6.6	45	7.0	32	6.3	18
Under 5 years experience	2.3	36	2.3	45	1.7	37	2.6	23
All Positions	17.1	2,328	16.7	1,877	17.0	2,620	17.6	1,319

* Excludes medical and law libraries.

() Indicates the number of ARL libraries in each category.

† In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98, over 120; in 1998-99, 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 2006-07***

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)	(113)
Director	\$191,010	\$218,397	\$171,570	\$171,446	\$196,411	\$156,890	\$181,461	\$149,329	\$161,965	\$130,421	\$175,416
Associate Director	127,754	120,719	104,073	102,947	106,911	86,383	96,262	100,285	111,178	97,423	107,146
Assistant Director	96,507	102,478	94,076	90,925	95,862	70,709	89,635	99,062	98,879	77,033	93,888
Head, Branch	83,995	78,797	71,652	68,276	63,219	66,455	66,887	75,009	74,918	78,279	73,435
Functional Specialist	66,262	59,679	52,224	58,943	56,917	52,779	53,965	57,163	64,804	60,658	58,813
Subject Specialist	67,594	63,848	57,819	59,811	54,721	53,011	52,792	60,979	67,934	62,296	61,275
Dept. Head: Acquisitions	75,726	69,213	66,612	74,899	69,803	67,330	62,801	69,801	68,520	72,235	70,089
Reference	79,510	77,215	70,419	75,638	71,200	78,703	58,944	68,480	81,368	71,380	73,208
Cataloging	80,101	67,806	66,170	64,371	61,507	62,318	60,317	71,627	71,998	77,457	69,027
Serials	†	70,906	68,248	N/A	52,267	N/A	63,946	†	64,322	†	65,010
Documents/Maps	70,222	66,887	59,443	62,779	61,639	†	60,243	53,854	76,015	78,733	65,059
Circulation	66,693	60,150	65,636	62,939	64,370	†	61,209	71,112	61,840	67,613	64,066
Rare Books/Manuscripts	89,599	81,745	81,074	75,217	78,245	†	65,687	71,871	83,629	77,683	79,257
Computer Systems	87,153	91,595	77,052	79,780	79,616	83,502	75,839	78,990	87,012	71,824	82,085
Other	76,982	71,579	69,413	66,312	66,864	65,891	61,994	67,419	78,998	71,746	70,237
Reference: Over 14 years experience	67,690	61,477	59,634	52,131	56,358	60,612	47,842	57,795	65,416	69,148	61,818
10 to 14 years experience	58,181	53,998	52,790	48,447	52,915	49,209	46,562	54,569	55,453	59,210	53,929
5 to 9 years experience	56,120	49,596	49,686	48,915	49,786	47,711	43,285	47,737	51,321	53,221	50,736
Under 5 years experience	45,889	43,247	43,446	42,869	41,510	44,793	38,625	42,502	42,442	46,213	43,179
Cataloging: Over 14 years experience	66,380	60,830	55,847	56,829	56,343	53,345	50,777	57,839	66,646	67,577	60,443
10 to 14 years experience	57,907	51,595	51,733	47,981	49,436	†	46,993	52,425	56,730	49,263	52,275
5 to 9 years experience	56,012	48,780	48,128	45,386	45,569	†	43,500	45,653	50,053	53,272	49,638
Under 5 years experience	50,694	48,322	42,500	39,964	43,022	39,891	40,327	†	46,105	52,354	45,243
Other: Over 14 years experience	68,370	70,349	65,074	60,420	64,163	61,053	52,540	62,067	75,376	65,645	65,984
10 to 14 years experience	62,835	59,556	53,609	50,843	52,754	N/A	62,732	55,013	67,673	55,668	57,053
5 to 9 years experience	58,077	52,010	47,937	42,552	50,536	49,658	41,338	44,957	56,231	48,192	50,548
Under 5 years experience	48,847	40,358	45,374	35,268	43,731	†	40,690	46,014	49,242	47,063	44,105
All Positions: Average Salary	\$70,068	\$67,384	\$61,452	\$61,197	\$62,364	\$60,322	\$58,122	\$62,853	\$69,133	\$66,100	\$64,678
 No. of Staff	1,103	1,111	1,319	445	1,149	303	548	433	905	828	8,144

* Canadian salaries expressed in U.S. dollars. Excludes medical and law libraries.

() Indicates number of ARL libraries included.

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

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

ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION*

Region	No. of Libs.	ARL University Libraries Included	States/Provinces Included
<u>Northeast</u>			
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.
<u>North Central</u>			
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.
<u>South</u>			
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., D.C., 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.
<u>West</u>			
8. Mountain	(7)	Arizona, Arizona State, Brigham Young, Colorado, Colorado State, New Mexico, Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(12)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Washington; Washington State	Alaska, Calif., Hawaii, Ore., Wash.
<u>Canada</u>	(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 U. S. Bureau of the Census in tabulations of the Current Population Survey.