

ARL ANNUAL SALARY SURVEY 2006-07



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ASSOCIATION OF RESEARCH LIBRARIES
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Custom reports based on the *Salary Survey* data are also available. Contact the ARL Statistics and Measurement Program Officer for further information.

The quantitative rank order tables presented in this publication are not indicative of performance and outcomes and should not be used as measures of library quality. In comparing any individual library to ARL medians or to other ARL members, one must be careful to make such comparisons within the context of differing institutional and local goals and characteristics.

Visit the ARL Statistics and Measurement Program online at <http://www.arl.org/stats/>

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TABLE OF CONTENTS

	Page
SALARY SURVEY TRENDS 2006-07	7
 SALARY LEVELS FOR STAFF IN ARL LIBRARIES	
Table 1: Distribution by Salary Level.....	18
Table 2: Salary Trends in ARL University Libraries.....	19
Table 3: Salary Trends in U.S. ARL University Libraries.....	20
Table 4: Salary Trends in Canadian ARL University Libraries.....	21
 ARL NONUNIVERSITY LIBRARIES	
Table 5: Median and Beginning Professional Salaries in ARL Nonuniversity Libraries	24
Table 6: Salary Trends in ARL Nonuniversity Libraries.....	25
 ARL UNIVERSITY LIBRARIES	
Table 7: Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Libraries, FY 2006-07.....	28
Table 8: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 2005-06.....	30
Table 9: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 2006-07.....	31
Table 10: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 2005-06.....	32
Table 11: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 2006-07.....	33
Table 12: Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 2005-06.....	34
Table 13: Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 2006-07.....	35
Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, FYs 2003-04 to 2006-07.....	36
Table 15: Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 2006-07.....	40

Table 16:	Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2006-07	41
Table 17:	Number and Average Salaries of ARL University Librarians by Position and Sex, FY 2006-07	42
Table 18:	Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 2006-07	43
Table 19:	Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 2006-07.....	44
Table 20:	Average Salaries of ARL University Librarians by Position and Years of Experience, FY 2006-07	45
Table 21:	Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 2006-07	46
Table 22:	Years of Experience of ARL University Librarians by Position and Type of Institution, FY 2006-07	47
Table 23:	Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 2006-07	48
Table 24:	Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 2006-07	49
Table 25:	Average Salaries of ARL University Librarians by Position and Geographic Region, FY 2006-07	50
	ARL University Libraries by Geographic Region.....	51

U.S. ARL UNIVERSITY LIBRARIES

Table 26:	Average Salaries of U.S. ARL University Librarians by Position and Years of Experience, FY 2006-07	54
Table 27:	Number and Average Salaries of Minority U.S. ARL University Librarians by Position and Sex, FY 2006-07	55
Table 28:	Number and Average Years of Experience of Minority U.S. ARL University Librarians by Position and Sex, FY 2006-07.....	56
Table 29:	Number and Average Salaries of U.S. ARL University Librarians by Years of Experience and Sex, FY 2006-07.....	57
Table 30:	Number and Average Salaries of Minority U.S. ARL University Librarians by Years of Experience and Sex, FY 2006-07.....	57

CANADIAN ARL UNIVERSITY LIBRARIES

Table 31:	Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 2006-07	60
Table 32:	Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 2006-07.....	61
Table 33:	Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 2006-07.....	62
Table 34:	Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 2006-07.....	63

ARL UNIVERSITY MEDICAL LIBRARIES

Table 35:	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Medical Libraries, FY 2006-07	66
Table 36:	Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2006-07.....	68
Table 37:	Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2006-07.....	69
Table 38:	Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2006-07.....	70
Table 39:	Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 2006-07.....	71
Table 40:	Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 2006-07.....	72
Table 41:	Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 2006-07.....	73

ARL UNIVERSITY LAW LIBRARIES

Table 42:	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Law Libraries, FY 2006-07	76
Table 43:	Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2006-07.....	78
Table 44:	Median Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2006-07.....	79
Table 45:	Average Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2006-07.....	80

Table 46:	Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 2006-07	81
Table 47:	Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 2006-07	82
Table 48:	Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 2006-07.....	83

ARL ANNUAL SALARY SURVEY 2006-07

University Library Questionnaire and Instructions	85
Nonuniversity Library Questionnaire and Instructions	97

FOOTNOTES	101
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APPENDIX A: ARL MEMBER LIBRARIES	110
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APPENDIX B: TABLE NUMBERING CHANGES FOR 1998-99 to 1999-2000	112
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SALARY SURVEY TRENDS 2006-07

The *ARL Annual Salary Survey 2006-07* reports salary data for all professional staff working in ARL libraries. The Association of Research Libraries (ARL) represents the interests of libraries that serve major North American research institutions. The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement program, which produces the *Salary Survey*, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The *ARL Annual Salary Survey* is the most comprehensive and thorough guide to current salaries in large U.S. and Canadian academic and research libraries, and is a valuable management and research tool.

Data for 9,824 professional staff members were reported this year for the 113 ARL university libraries, including their law and medical libraries (936 staff members reported by 72 medical libraries and 744 staff members reported by 75 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,832 professional staff members.

The tables are organized in seven major sections. The first section includes Tables 1 through 4, which report salary figures for all professionals working in ARL member libraries, including law and medical library data. The second section includes salary information for the 10 nonuniversity research libraries of ARL. The third section, entitled "ARL University Libraries," reports data in Tables 7 through 25 for the "general" library system of the university ARL members, combining U.S. and Canadian data but excluding law and medical data. The fourth section, composed of Tables 26 through 30, reports data on U.S. ARL university library members excluding law and medical data; the fifth section, Tables 31–34, reports data on Canadian ARL university libraries excluding law and medical data. The sixth section (Tables 35–41) and the seventh section (Tables 42–48) report on medical and law libraries, respectively, combining U.S. and Canadian data.

The university population is generally treated in three distinct groups: staff in the "general" library system, staff in the university medical libraries, and staff in the university law libraries. Any branch libraries for which data were received, other than law and medical, are included in the "general" category, whether or not those libraries are administratively independent. Footnotes for many institutions provide information on branch inclusion or exclusion.

In all tables where data from U.S. and Canadian institutions are combined, Canadian salaries are converted into U.S. dollar equivalents at the rate of 1.16289 Canadian dollars per U.S. dollar.¹ Tables 4 and 31 through 34, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

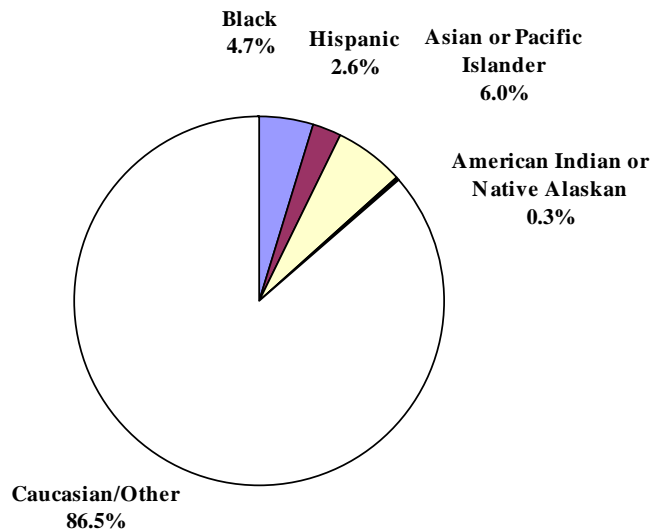
¹ This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2005-June 2006 and is used in converting 2006-07 figures that are collected as of July 2006.

RACE AND ETHNICITY

There were 1,199 minority professional staff reported in 99 U.S. ARL university libraries, including law and medical.² Note that the data for minority professionals comes only from the U.S. ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions; Canadian law prohibits the identification of Canadians by ethnic category.

Currently, 13.5% of the professional staff in U.S. ARL university libraries (including law and medical) belongs to one of the four non-Caucasian categories for which ARL keeps records. The number of minorities in managerial or administrative positions in the largest U.S. academic libraries is far lower: 4.1% are directors (4 out of 98), 6.3% are associate or assistant directors (25 out of 397), and 10.2% are branch librarians (46 out of 450). Graph 1, below, depicts the overall racial/ethnic distribution of professional staff in U.S. ARL university libraries: Caucasian/Other 86.5%, Asian/Pacific Islander 6.0%, Black 4.7%, Hispanic 2.6%, and American Indian/Alaskan Native 0.3%. According to a 1998 survey by Mary Jo Lynch, data from the American Library Association (ALA) show that the sample of academic libraries surveyed by ALA has a higher representation of Blacks, Asian/Pacific Islanders, and American Indian/Alaskan Native than ARL libraries.³

Graph 1
Ethnicity/Race of Professional Staff in
U.S. ARL University Libraries, 2006-07



² Some U.S. institutions offer their librarians the option of not reporting race and ethnicity; others forbid the tracking of racial and ethnic classification altogether. See Footnotes.

³ Mary Jo Lynch, "Librarians' Salaries: Smaller Increases This Year," *American Libraries* 29.10 (1998): 66-70. Also available at <<http://www.ala.org/alaorg/ors/racethnc.html>>.

Minority professional staff in U.S. ARL university libraries continues to be disproportionately distributed across the country. Using Figure 1, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of ARL's data-collection experience. Minorities are underrepresented by more than 25% in the New England, West North Central, and East South Central regions (see Table 25 for a definition of the regions). Proportionately to other regions, there are more minorities in the South Atlantic, West South Central, and Pacific regions.

Figure 1
MINORITY PROFESSIONALS BY REGION (U.S.)
IN ARL UNIVERSITY LIBRARIES, FY 2006-07

	New England	Middle Atlantic	E North Central	W North Central	South Atlantic	East S Central	West S Central	Mountain	Pacific	TOTAL	%
Race/Ethnicity Category											
Black	33	56	93	21	117	22	19	9	42	412	34%
Hispanic	24	30	29	8	42	4	32	24	35	228	19%
Asian	66	88	78	21	73	9	37	24	135	531	44%
AI/AN⁴	4	2	4	4	6		2	6		28	2%
Minority Total	127	176	204	54	238	35	90	63	212	1,199	100%
Minority Percent	10.59%	14.68%	17.01%	4.50%	19.85%	2.92%	7.51%	5.25%	17.68%	10.59%	
Nonminority Total	1,146	1,204	1,355	523	1,228	368	567	462	800	7,653	
Nonminority Percent	14.97%	15.73%	17.71%	6.83%	16.05%	4.81%	7.41%	6.04%	10.45%	14.97%	
Regional Percent											
Total staff	14.38%	15.59%	17.61%	6.52%	16.56%	4.55%	7.42%	5.93%	11.43%		
Proportional Minority Representation	-29.27%	-6.70%	-3.90%	-34.10%	23.71%	-39.29%	1.31%	-12.96%	69.14%		

ARL recognizes the difficulties that the profession has in attracting a diverse workforce and continues to work actively in the development of workplace climates that embrace diversity. The ARL Diversity Program, through its Leadership and Career Development Program and the Initiative to Recruit a Diverse Workforce, emphasizes ARL and its members' commitment to creating a diverse academic and research library community to better meet the new challenges of global competition and changing demographics. Further, the Diversity Program focuses on issues surrounding work relationships in libraries while considering the impact of diversity on library services, interactions with library users, and the development of collections, at its homepage, <http://www.arl.org/diversity/index.html>.

⁴ American Indian/Alaskan Native.

Women comprise 69.89% of the four racial/ethnic groups that comprise minority staff, as compared to 63.15% of Caucasian/Other staff in all U.S. ARL university libraries. The overall gender balance in the 113 Canadian and U.S. university libraries (including law and medical) is 35.42% male and 64.58% female. See Figure 1, above, and Figure 2, below, for more detail on race/ethnic and gender distribution.

**FIGURE 2
RACE/ETHNICITY AND SEX DISTRIBUTION OF PROFESSIONAL STAFF
IN ARL UNIVERSITY LIBRARIES FY 2006-07**

United States					
	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,722	37.21%	4,594	62.79%	7,316
Medical	230	27.12%	618	72.88%	848
Law	236	33.62%	466	66.38%	702
Minority ⁵	361	30.11%	838	69.89%	1,199
Non-minority	2,820	36.85%	4,833	63.15%	7,653
All	3,188	35.96%	5,678	64.04%	8,866
Canada					
	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	266	32.13%	562	67.87%	828
Medical	12	13.64%	76	86.36%	88
Law	14	33.33%	28	66.67%	42
All	292	30.48%	666	69.52%	958
United States and Canada (Combined)					
	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,988	36.69%	5,156	63.31%	8,144
Medical	242	25.85%	694	74.15%	936
Law	250	33.60%	494	66.40%	744
All	3,480	35.42%	6,344	64.58%	9,824

GENDER DATA

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Data on salary comparisons for directors also are frequently requested. The average salary for male directors was higher than that of their female counterparts (see Table 17); however, the number of women in the top administrative library position has been growing steadily in recent years (64 women directors out of 112 total directorships reported).

Looking at other job categories, though, as Table 17 demonstrates, average salaries for men in most cases still surpass those of women in the same job category. In only seven categories of the 27 used in the table do the average salaries of women exceed those of men. The overall salary for women is 95.69% that of men for the 113 ARL university libraries, compared to 95.47% in 2005-06. This shows a marked closure of the gender gap in ARL libraries in the long term – in 1980-81, women in ARL libraries made roughly 87% that of men.

⁵ Includes staff in medical and law libraries.

Table 18 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 17, revealing that experience differentials between men and women cannot account fully for the salary differentials. Women average more experience in all but one of the seven job categories in which they average higher pay, but there are other categories in which women on average have more experience and less pay: Functional Specialist, Head of Serials, Head of Computer Systems. Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in all ten of the experience cohorts, a pattern that is also repeated for minority librarians: the average salary for minority men is higher than that for minority women in nine out of the ten experience cohorts (see Table 30).

There is a sense that the gender gap persists in academe in areas beyond the library and that a renewed commitment to resolve the problem is needed.⁶ A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. The scarcity of men in the profession has been well documented in many studies — the largest percentage of men employed in ARL libraries was 38.2% in 1980-81; since then men have consistently represented about 35% of the professional staff in ARL libraries.

THE FUNCTIONAL SPECIALIST BREAKDOWN

In 2004, the ARL Statistics and Measurement Committee accepted a proposal from the ACRL Personnel Administrators and Staff Development Officers Discussion Group to break down the Functional Specialist category. The Group's major concern was that so many different types of positions, with their varying job descriptions and salaries, were being labeled with the code FSPEC that data reported for the category were beginning to lose meaning. For each position that would have been labeled FSPEC in past years, the proposal offered ARL institutions two options: either use one of eight new codes to describe that position; or, if none of the eight new codes could adequately describe that position, use FSPEC. As seen in Figure 3a, one out of five Functional Specialists in all libraries did not use an alternative code. Of the 1,554 positions that did use an alternate code, 73.2% of them were Archivists or Information Technology specialists.

⁶ There are many instances citing the continuation of gender inequity in academia. See, for example: Denise K. Manger's articles in the *Chronicle of Higher Education*, "Faculty Salaries Increased 3.7% in 1999-2000" (14 Apr. 2000: A20) and "Faculty Salaries are Up 3.6%, Double the Rate of Inflation" (23 Apr. 1999: A16); D. W. Miller, "Salary Gap Between Male and Female Professors Grows Over the Years, Study Suggests," *Chronicle of Higher Education*, Today's News, 27 Apr. 2000, <<http://chronicle.com/daily/2000/04/2000042702n.htm>>; and Yolanda Moses, "Salaries in Academe: The Gender Gap Persists," *Chronicle of Higher Education* 12 Dec. 1997: A60.

FIGURE 3a
DISTRIBUTION OF JOB SUB-CODES FOR FUNCTIONAL SPECIALIST

Position	Main		Law		Medical		All	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Archivist	348	19.9%	20	14.5%	5	8.8%	373	19.2%
Business Manager	112	6.4%	10	7.2%	4	7.0%	126	6.5%
Human Resources	82	4.7%	1	0.7%	0	0.0%	83	4.3%
IT – Programming	346	19.7%	46	33.3%	15	26.3%	407	20.9%
IT – Systems	114	6.5%	15	10.9%	5	8.8%	134	6.9%
IT – Web Development	216	12.3%	6	4.3%	2	3.5%	224	11.5%
Media/Multimedia	96	5.5%	5	3.6%	3	5.3%	104	5.3%
Preservation/Conservation	100	5.7%	1	0.7%	2	3.5%	103	5.3%
Other Functional	338	19.3%	34	24.6%	21	36.8%	393	20.2%
Total	1,752		138		57		1,947	

Figure 3b, below, displays the average salaries of the subcategories by position and sex in main libraries, in the same fashion as Table 17. The salaries in each of the sub-categories deviate widely about the combined Functional Specialist average salary of \$58,813. Human Resources specialists have the highest average of all subcategories, with an average salary of \$65,700; specialists in Media/Multimedia have the lowest average salary of \$49,021.

FIGURE 3b
DISTRIBUTION OF JOB SUB-CODES FOR FUNCTIONAL SPECIALIST

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Archivist	\$56,020	206	\$57,139	142	\$56,477	348
Business Manager	62,616	71	66,672	41	64,101	112
Human Resources	65,248	75	70,544	7	65,700	82
IT – Programming	60,952	144	60,056	202	60,429	346
IT – Systems	55,519	53	58,638	61	57,188	114
IT – Web Development	62,303	61	63,499	155	63,161	216
Media/Multimedia	51,797	38	47,203	58	49,021	96
Preservation/Conservation	57,087	68	64,128	32	59,340	100
Other Functional Specialists	56,279	224	57,039	114	56,536	338
All Functional Specialists (See Table 17)	\$58,358	940	\$59,340	812	\$58,813	1,752

In regards to the gender gap in ARL libraries explained in the previous section, it is worth noting that the average salaries of men are higher than those of women in seven out of the nine categories in Figure 3b.

INSTITUTIONAL CHARACTERISTICS AND SALARIES

A. PUBLIC AND PRIVATE INSTITUTIONS

The gap between salaries paid in private U.S. ARL university libraries and those paid in publicly supported U.S. university libraries decreased in 2006-07 to 6.3%, or an average of \$3,943 more paid for a position in a private institution. However, the number of job categories in which average salaries in the public sector exceeded those in private university libraries continues to decrease; only Heads of Circulation, Heads of Rare Books and Manuscripts, and Reference librarians with more than 14 years of experience were paid more on average in public institutions (see Table 21).

B. LIBRARY SIZE

Library size, as measured by the number of professional staff, is another significant determinant of salary. As a rule, the largest libraries pay the highest average salaries, not only overall, but for specific positions as well. The cutoff staffing levels used to determine the largest cohort of libraries, after declining in every year since 1995-96, continued to hold steady at 110 in 2005-06.⁷ The largest libraries, those with more than 110 staff, reported the highest average salary, \$68,331, compared to \$64,482 for the libraries with between 75 and 110 staff. The smallest libraries (22-49 staff) had the third-highest average salary of the cohorts, followed by those libraries with 50 to 74 staff. The gap between the highest paying cohort and the lowest paying cohort is \$5,266, about 18% smaller than last year's difference of \$6,419 (see Table 23). The sharp decrease in the gap between highest-paying and lowest-paying cohorts may be related to the strengthening of the Canadian dollar relative to the U.S. dollar (see Table 4 for a list of exchange rates since 1984-85), as 11 of the 14 Canadian ARL members have less than 74 staff.

C. GEOGRAPHIC AREA

The highest salaries are found in New England (see Table 25), followed by the Pacific and Middle Atlantic regions. All three areas have overall average salaries higher than \$67,000, with New England averaging as high as \$70,068. The U.S./Canadian exchange rate has dropped precipitously over the past three years; as a result, Canada has moved from being the lowest-paying region to the fourth-highest-paying region, with an average salary in U.S. dollars of \$66,100. Instead the West South Central region had the lowest average salary, with an average of \$58,122.

D. RANK STRUCTURE

Rank structure continues to provide a useful framework for examining professional salaries in ARL university libraries. Figure 4, below, displays average salary and years of experience in the most commonly used rank structures. Readers should be aware that not all individuals have a rank that fits into the rank structure the library utilizes. Most commonly, directors may have no rank or a rank outside the structure, and it is common for non-librarians included in the survey (business officers, personnel staff, computer specialists, etc.) to be unranked, as well.

⁷ In 1995-96, the largest cohort of libraries was determined based on staff over 124; in 1996-98, over 120; in 1998-99, over 115; and since 1999-2000, over 110. See Table 23.

The pattern of relationships between rank and salary seen in past years continues, where higher rank is associated with higher average years of experience and a higher salary. 6,128 of the 9,824 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,300) occupies a rank in a four-step rank structure.

Figure 4

**AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS
IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES
FY 2006-07**

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	\$51,076	8.8	\$48,548	8.6	\$49,214	8.2
Librarian 2	60,380	16.7	51,555	10.5	56,738	13.9
Librarian 3	78,750	24.9	65,163	20.3	64,177	18.7
Librarian 4			79,979	26.5	78,192	23.8
Librarian 5					91,897	27.3
No. of Staff	1,375		3,300		1,453	

INFLATION EFFECT

Tables 2 and 6 reveal changes in beginning professional and median salaries, as well as changes in the U.S. Bureau of Labor's Cost of Living Index (CPI-U) for university and nonuniversity research libraries. Table 3 is similar to Table 2, but reports data only on U.S. libraries. Table 4 shows trend data for Canadian libraries and compares them to the Canadian Consumer Price Index changes. Tables 2, 3, and 4 include law and medical library staff in ARL university libraries. All tables indicate that the purchasing power of professionals working in ARL libraries is keeping up with inflation.

For the first time in ten years, the median U.S. salary has been exceeded by the median Canadian salary converted to U.S. dollars. The median salary for all ARL university libraries was \$59,648 in 2006-07; for U.S. libraries only it was \$57,173; and for Canadian libraries converted into U.S. dollars it was \$63,112, or a median of \$73,392 Canadian dollars. In addition to the gains made by the Canadian dollar against the U.S. dollar, Canadian salaries also increased sharply when denominated in Canadian dollars, by 4% (Table 4), while U.S. salaries increased 3.7% (Table 3). The median salary for combined U.S. and Canadian university libraries increased 4.5% (Table 2); At the same time, the U.S. Consumer Price Index increased 4.1% in the last year and the Canadian Consumer Price Index increased 2.4%.

Beginning salaries in the university sector continue to increase at a steady rate. The median beginning salary in ARL university libraries increased to \$40,000; this 5.5% increase is more than doubles the 2.5% increase reported in 2005-06. After an 11.2% jump in 2005-06, the median beginning salary for ARL nonuniversity research libraries increased almost as much again, by 10.6% to \$42,765. Table 6 reveals that the median salary for nonuniversity staff has increased about 5.3% since 2005-06, to \$80,124.

Libraries need staff with high-level technical skills to operate at the more sophisticated and complex information environments that are in place. As people are hired with higher beginning salaries, the inability to adjust the overall salary structure to achieve some equity for the experienced staff members is another factor that contributes to slow salary growth for higher salaries.

Readers are reminded that these data reflect only salaries, and that there are other compensation issues which may have influenced the pattern of salaries in various institutions. In addition, a highly standardized structure for capturing data has been used, which may portray results in a way that cannot be fully representative of a local situation.

Martha Kyrillidou
Mark Young
Association of Research Libraries
March 1, 2007

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

Tables 1-4

TABLE 1: DISTRIBUTION BY SALARY LEVEL*

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range. For example, in FY 2006-07, 74.2% of all ARL university librarians earned more than \$50,000, as did 93.8% of all ARL nonuniversity librarians.

Salary Range	<u>University Librarians</u>				<u>Nonuniversity Librarians</u>			
	FY 2005-06	cum. %	FY 2006-07	cum. %	FY 2005-06	cum. %	FY 2006-07	Cum. %
More than 250,000	9	0.1%	9	0.1%	1	0.0%	1	0.0%
200,000 - 250,000	21	0.3%	28	0.4%	0	0.0%	1	0.1%
175,000 - 199,999	29	0.6%	31	0.7%	1	0.1%	2	0.1%
150,000 - 174,999	60	1.2%	60	1.3%	7	0.2%	106	2.9%
140,000 - 149,999	39	1.6%	41	1.7%	102	2.8%	8	3.1%
130,000 - 139,999	45	2.1%	47	2.2%	190	7.7%	215	8.7%
120,000 - 129,999	45	2.6%	68	2.9%	110	10.5%	107	11.5%
110,000 - 119,999	103	3.6%	143	4.3%	222	16.1%	277	18.7%
100,000 - 109,999	186	5.6%	224	6.6%	247	22.4%	367	28.3%
95,000 - 99,999	127	6.9%	146	8.1%	165	26.7%	179	33.0%
90,000 - 94,999	183	8.8%	251	10.7%	190	31.5%	256	39.6%
85,000 - 89,999	244	11.3%	316	13.9%	251	37.9%	185	44.5%
80,000 - 84,999	381	15.2%	436	18.3%	343	46.6%	307	52.5%
76,000 - 79,999	347	18.8%	429	22.7%	213	52.1%	194	57.5%
74,000 - 75,999	209	21.0%	219	24.9%	136	55.5%	84	59.7%
72,000 - 73,999	229	23.4%	240	27.4%	72	57.4%	134	63.2%
70,000 - 71,999	287	26.3%	289	30.3%	76	59.3%	147	67.1%
68,000 - 69,999	253	29.0%	308	33.4%	183	64.0%	129	70.4%
66,000 - 67,999	304	32.1%	341	36.9%	81	66.1%	127	73.7%
64,000 - 65,999	361	35.9%	398	41.0%	136	69.5%	129	77.1%
62,000 - 63,999	343	39.4%	395	45.0%	120	72.6%	130	80.5%
60,000 - 61,999	413	43.7%	432	49.4%	37	73.5%	69	82.3%
58,000 - 59,999	401	47.8%	421	53.7%	99	76.1%	90	84.7%
56,000 - 57,999	494	53.0%	475	58.5%	110	78.9%	148	88.5%
54,000 - 55,999	478	57.9%	508	63.7%	144	82.5%	101	91.2%
52,000 - 53,999	526	63.4%	515	68.9%	153	86.4%	38	92.1%
50,000 - 51,999	538	68.9%	519	74.2%	44	87.6%	63	93.8%
48,000 - 49,999	511	74.2%	494	79.2%	109	90.3%	37	94.8%
46,000 - 47,999	505	79.5%	508	84.4%	68	92.1%	52	96.1%
44,000 - 45,999	510	84.7%	397	88.4%	134	95.5%	73	98.0%
42,000 - 43,999	448	89.4%	360	92.1%	95	97.9%	31	98.8%
40,000 - 41,999	387	93.4%	292	95.1%	29	98.6%	6	99.0%
38,000 - 39,999	231	95.8%	194	97.0%	18	99.1%	10	99.2%
36,000 - 37,999	191	97.8%	146	98.5%	15	99.5%	10	99.5%
34,000 - 35,999	122	99.0%	73	99.3%	12	99.8%	8	99.7%
32,000 - 33,999	56	99.6%	32	99.6%	3	99.9%	9	99.9%
30,000 - 31,999	20	99.8%	19	99.8%	1	99.9%	1	100.0%
less than 30,000	19	100.0%	20	100.0%	4	100.0%	1	100.0%
Total Positions		9,655		9,824		3,921		3,832
Median Salary		\$57,074		\$59,648		\$76,083		\$80,124

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

TABLE 2: SALARY TRENDS IN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1984 as the base. Actual CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U)*, located at <http://146.142.4.24/cgi-bin/surveymost?cu>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary†	BPS‡ Median	Median Salary Index	BPS‡ Index	Actual CPI	Adjusted CPI
2006-07	113	9,824	\$59,648	\$40,000	228.5	242.4	203.5	195.9
2005-06	113	9,655	57,074	37,920	218.7	229.8	195.4	188.1
2004-05	113	9,487	55,250	36,984	211.7	224.1	189.4	182.3
2003-04	114	9,492	53,000	36,000	203.1	218.2	183.9	177.0
2002-03	114	9,469	51,636	35,000	197.8	212.1	180.1	173.3
2001-02	113	9,198	50,724	34,000	194.3	206.1	177.5	170.8
2000-01	112	8,882	49,068	32,879	188.0	199.3	172.8	166.3
1999-2000	111	8,595	47,377	31,100	181.5	188.5	166.7	160.4
1998-99	110	8,400	45,775	30,000	175.2	181.7	163.2	157.1
1997-98	110	8,414	44,534	28,500	170.5	172.6	160.5	154.5
1996-97	109	8,325	43,170	27,687	165.3	167.7	157.0	151.1
1995-96	108	8,231	41,901	27,000	160.5	163.6	152.5	146.8
1994-95	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-94	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-93	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1991-92	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-91	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1989-90	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1988-89	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1987-88	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1986-87	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1985-86	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6
1984-85	104	7,161	26,100	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.

† Includes medical and law libraries.

‡ Beginning professional salary.

TABLE 3: SALARY TRENDS IN U.S. ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of previous years and compared to the changes in the U.S. Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U)*, at <http://146.142.4.24/cgi-bin/surveymost?cu>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median Salary Change	Median Salary Index	Actual CPI	Adjusted CPI	CPI Change
2006-07	99	8,866	\$59,280	3.7%	228.5	203.5	195.9	4.1%
2005-06	99	8,700	57,173	2.8	220.4	195.4	188.1	3.2
2004-05	99	8,581	55,600	3.2	214.3	189.4	182.3	3.0
2003-04	100	8,581	53,859	2.0	207.6	183.9	177.0	2.1
2002-03	100	8,544	52,789	1.9	203.5	180.1	173.3	1.5
2001-02	99	8,337	51,806	4.1	199.7	177.5	170.8	2.7
2000-01	99	8,127	49,753	3.7	191.8	172.8	166.3	3.7
1999-2000	98	7,858	48,000	4.1	185.0	166.7	160.4	2.1
1998-99	97	7,671	46,130	3.6	177.8	163.2	157.1	1.7
1997-98	97	7,682	44,544	3.4	171.7	160.5	154.5	2.2
1996-97	96	7,562	43,084	3.4	166.1	157.0	151.1	3.0
1995-96	95	7,435	41,651	2.7	160.5	152.5	146.8	2.8
1994-95	95	7,401	40,573	3.4	156.4	148.4	142.8	2.8
1993-94	95	7,390	39,257	3.0	151.3	144.4	139.0	3.0
1992-93	95	7,375	38,124	3.0	146.9	140.2	134.9	2.9
1991-92	94	7,408	37,009	3.5	142.6	136.2	131.1	4.2
1990-91	94	7,543	35,761	5.2	137.8	130.7	125.8	5.4
1989-90	94	7,344	34,000	5.8	131.0	124.0	119.3	4.8
1988-89	94	7,252	32,149	5.4	123.9	118.3	113.9	4.1
1987-88	93	7,145	30,492	5.1	117.5	113.6	109.3	3.6
1986-87	92	6,886	29,021	6.5	111.9	109.6	105.5	1.9
1985-86	91	6,707	27,249	5.0	105.0	107.6	103.6	3.6
1984-85	91	6,456	25,946	6.9	100.0	103.9	100.0	-

* Includes medical and law libraries in median salary.

TABLE 4: SALARY TRENDS IN CANADIAN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of previous years. Canadian salaries are presented in both U.S. \$ and Canadian \$ denominations and the annual exchange rate used in the salary surveys is also listed. Canadian salaries are also compared to the changes in the Canadian Consumer Price Index (CPI) to show trends in the purchasing power of median Canadian salaries. CPI number changes are based on July CPI figures. The Canadian CPI change is indicated in the August 22, 2006 edition of *The Daily*, a Statistics Canada publication, at <http://www.statcan.ca/english/Subjects/Cpi/cpi-en.htm>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary in U.S. \$†	Median Salary Change†	Exchange Rate	Median Salary in Can. \$	Median Salary Change	Canadian CPI Change
2006-07	14	958	\$63,112	11.8%	1.16289	\$73,392	4.0%	2.4%
2005-06	14	955	56,474	7.1	1.24971	70,576	-0.3	2.0
2004-05	14	906	52,707	16.3	1.34328	70,800	3.5	2.3
2003-04	14	911	45,310	6.2	1.51023	68,429	2.3	2.2
2002-03	14	925	42,657	-0.6	1.56878	66,919	2.6	2.1
2001-02	14	861	42,928	-1.1	1.51919	65,215	2.1	2.6
2000-01	13	755	43,394	5.0	1.47192	63,873	2.4	3.0
1999-2000	13	737	41,316	-3.8	1.5103	62,400	2.4	1.8
1998-99	13	729	42,963	-2.7	1.4177	60,909	0.9	1.0
1997-98	13	732	44,167	1.4	1.3663	60,346	1.7	1.8
1996-97	13	764	43,569	0.9	1.3613	59,310	-0.4	1.2
1995-96	13	796	43,173	-1.7	1.3794	59,554	1.3	2.5
1994-95	13	815	43,919	-6.0	1.3381	58,768	0.7	0.2
1993-94	13	816	46,744	-4.3	1.2488	58,374	2.9	1.6
1992-93	13	837	48,820	2.7	1.1623	56,744	3.4	1.3
1991-92	13	847	47,519	5.5	1.1547	54,870	3.6	5.8
1990-91	13	839	45,023	15.1	1.1759	52,942	12.5	4.2
1989-90	13	853	39,117	12.3	1.2026	47,042	5.3	5.4
1988-89	13	837	34,826	11.7	1.2826	44,668	5.3	3.8
1987-88	13	817	31,178	10.9	1.3602	42,408	9.1	4.7
1986-87	13	831	28,123	-1.9	1.3817	38,858	1.2	4.2
1985-86	13	829	28,666	1.1	1.3388	38,378	7.9	3.8
1984-85	12	705	28,346	-0.8	1.2548	35,569	0.8	4.2
Average				2.5%			3.4%	

* Canadian salaries expressed in U.S. dollars.

† Includes medical and law libraries in median salary.

ARL NONUNIVERSITY LIBRARIES

Tables 5-6

**TABLE 5: MEDIAN AND BEGINNING PROFESSIONAL SALARIES
IN ARL NONUNIVERSITY LIBRARIES***

	No. of Staff	<u>Median Salaries</u>		<u>Beginning Salaries</u>	
		FY 2005-06	FY 2006-07	FY 2005-06	FY 2006-07
Boston Public Library	188	\$54,217	\$56,406	\$37,491	\$37,907
Canada Institute for Scientific and Technical Information *	182	54,389	59,751	37,258	40,040
Center for Research Libraries	25	46,675	48,076	26,518	39,000
Library of Congress †	2,654	82,259	87,664	43,365	44,856
National Agricultural Library †	102	71,269	73,720	43,365	44,856
Library & Archives of Canada *	130	53,704	53,881	39,011	46,967
National Library of Medicine	195	79,652	82,391	43,365	44,856
New York Public Library	242	54,777	54,478	35,912	35,912
New York State Library	59	57,862	59,000	38,334	40,673
Smithsonian Library	55	71,269	73,720	43,365	44,856

* Canadian salaries expressed in U.S. dollars.

† See footnotes.

TABLE 6: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U)*, located at <http://146.142.4.24/cgi-bin/surveymost?cu>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary*	BPS† Median	Median Salary Index	BPS† Index	Actual CPI	Adjusted CPI
2006-07	10	3,832	\$80,124	\$42,765	236.5	259.1	203.5	195.9
2005-06	10	3,921	76,083	38,673	224.6	234.3	195.4	188.1
2004-05	10	3,946	74,022	34,764	218.5	210.6	189.4	182.3
2003-04	10	3,877	70,020	34,739	206.8	210.4	183.9	177.0
2002-03	10	3,804	65,289	34,739	192.7	210.4	180.1	173.3
2001-02	10	3,717	65,025	34,389	191.9	208.3	177.5	170.8
2000-01	10	3,731	62,521	31,774	184.5	192.5	172.8	166.3
1999-2000	10	3,737	59,916	30,849	176.8	186.9	166.7	160.4
1998-99	11	3,819	56,000	29,877	165.3	181.0	163.2	157.1
1997-98	11	3,779	55,055	28,724	162.5	174.0	160.5	154.5
1996-97	11	3,799	51,150	28,380	151.0	172.0	157.0	151.1
1995-96	11	3,915	49,149	28,162	145.1	170.7	152.5	146.8
1994-95	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1993-94	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1992-93	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
1991-92	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1990-91	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1989-90	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1988-89	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1987-88	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1986-87	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1985-86	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
1984-85	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.

† Beginning professional salary.

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 14years 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
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.

U.S. ARL UNIVERSITY LIBRARIES

Tables 26-30

**TABLE 26: AVERAGE SALARIES OF U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2006-07***

Position	Years of Experience									
	0 - 3	4 - 7	8 -11	12-15	16-19	20-23	24-27	28-31	32-35	Over 35
Director	N/A	N/A	N/A	†	†	\$171,989	\$184,297	\$173,526	\$189,339	\$184,163
Associate Director	†	†	\$92,155	\$102,350	\$99,263	107,332	110,306	110,984	121,105	110,763
Assistant Director	\$80,878	\$81,316	70,126	88,383	96,011	93,775	96,385	101,446	103,079	101,491
Head, Branch	54,572	49,816	59,661	66,214	69,559	72,650	74,210	83,078	83,171	85,655
Functional Specialist	46,538	52,229	58,067	59,331	62,160	68,357	69,924	73,678	77,139	70,396
Subject Specialist	46,710	52,225	56,450	60,014	63,375	63,415	67,337	70,300	75,089	74,707
Dept. Head: Acquisitions	†	59,074	61,303	61,720	64,666	71,900	74,320	76,436	82,684	77,125
Reference	N/A	56,855	67,728	67,684	69,895	72,471	78,897	83,637	85,219	75,236
Cataloging	†	48,918	60,902	61,291	64,934	72,680	68,901	76,266	73,838	73,601
Serials	†	†	52,934	66,487	†	†	70,576	†	71,131	†
Documents/Maps	46,137	51,575	57,845	54,045	†	64,630	†	†	79,803	74,502
Circulation	46,528	52,779	55,521	68,120	66,035	68,009	69,948	69,006	76,602	63,001
Rare Books/Manuscripts	N/A	63,170	61,019	65,091	74,309	82,438	83,623	78,812	87,036	90,870
Computer Systems	†	74,047	79,421	83,514	84,189	85,634	89,823	84,349	†	N/A
Other	57,676	59,194	61,112	67,529	69,283	73,194	74,939	76,089	77,544	83,108
Public Services	42,297	46,690	51,958	52,773	60,452	59,046	65,349	66,245	72,101	66,626
Technical Services	43,361	51,018	52,629	56,202	59,777	62,936	59,888	65,305	61,692	69,226
Administrative Services	43,301	51,843	56,476	64,715	59,015	75,047	74,547	72,404	70,399	102,400
Reference	41,756	48,696	51,278	54,068	56,648	58,907	61,336	63,012	63,635	64,569
Cataloger	44,403	47,647	50,949	53,613	56,193	60,773	59,321	59,543	62,329	63,517
All Positions										
Average Salary	\$45,632	\$51,244	\$57,093	\$61,073	\$64,949	\$70,617	\$73,949	\$79,685	\$84,146	\$84,431
Number of Staff	790	1,100	954	733	760	744	674	640	525	396

* Excludes Canadian libraries. Excludes medical and law libraries.

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

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

**TABLE 27: NUMBER AND AVERAGE SALARIES OF
MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2006-07***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Director	†	2	†	2	\$155,861	4
Associate Director	\$113,956	13	\$93,108	5	108,165	18
Assistant Director	†	4	†	3	95,452	7
Head, Branch	65,192	37	80,355	9	68,159	46
Functional Specialist	55,158	131	57,847	100	56,322	231
Subject Specialist	58,834	120	58,386	55	58,693	175
Dept. Head: Acquisitions	†	5	†	2	66,459	7
Reference	†	4	†	1	71,044	5
Cataloging	71,702	14	72,395	4	71,856	18
Serials	†	3	N/A		†	3
Documents/Maps	†	6	†	1	55,130	7
Circulation	55,651	6	62,102	6	58,877	12
Rare Books/Manuscripts	†	5	†	1	74,471	6
Computer Systems	†	2	†	7	78,158	9
Other	71,600	32	72,055	15	71,745	47
Reference: Over 14 years experience	61,384	59	60,843	17	61,263	76
10 to 14 years experience	52,702	18	50,945	4	52,383	22
5 to 9 years experience	48,145	21	50,030	14	48,899	35
Under 5 years experience	43,305	35	46,805	8	43,956	43
Cataloging: Over 14 years experience	58,223	37	62,629	12	59,302	49
10 to 14 years experience	†	14	†	2	52,445	16
5 to 9 years experience	50,492	15	49,698	9	50,194	24
Under 5 years experience	44,277	21	47,478	9	45,238	30
Other: Over 14 years experience	76,650	12	69,473	4	74,856	16
10 to 14 years experience	†	9	†	3	54,992	12
5 to 9 years experience	†	12	†	1	50,582	13
Under 5 years experience	42,453	26	44,583	4	42,737	30
All Positions	\$58,725	663	\$60,774	298	\$59,360	961

* Excludes Canadian libraries. Excludes medical and law libraries.

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

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

**TABLE 28: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF MINORITY U.S. 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	31.5	2	39.0	2	35.3	4
Associate Director	26.7	13	24.6	5	26.1	18
Assistant Director	21.8	4	19.3	3	20.7	7
Head, Branch	23.0	37	20.9	9	22.6	46
Functional Specialist	12.1	131	10.2	100	11.3	231
Subject Specialist	14.3	120	12.4	55	13.7	175
Dept. Head: Acquisitions	18.8	5	23.0	2	20.0	7
Reference	21.5	4	26.0	1	22.4	5
Cataloging	20.5	14	28.5	4	22.3	18
Serials	9.0	3	N/A		9.0	3
Documents/Maps	8.2	6	9.0	1	8.3	7
Circulation	20.7	6	12.0	6	16.3	12
Rare Books/Manuscripts	17.8	5	24.0	1	18.8	6
Computer Systems	20.0	2	17.9	7	18.3	9
Other	19.2	32	19.5	15	19.3	47
Public Services	6.9	23	14.7	3	7.8	26
Technical Services	10.6	19	5.5	2	10.1	21
Administrative Services	8.9	17	12.3	7	9.9	24
Reference	14.3	133	12.8	43	13.9	176
Cataloger	15.0	87	12.9	32	14.4	119
All Positions	14.8	663	13.3	298	14.3	961

*Excludes Canadian libraries. Excludes medical and law libraries.
N/A - No positions were reported in this category.

**TABLE 29: NUMBER AND AVERAGE SALARIES OF
U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2006-07***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of
	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	\$44,380	507	\$47,875	283	\$45,632	790	11%
4 - 7 years	50,072	659	52,995	441	51,244	1,100	15%
8 - 11 years	55,482	591	59,717	363	57,093	954	13%
12 - 15 years	60,152	463	62,653	270	61,073	733	10%
16 - 19 years	64,120	475	66,331	285	64,949	760	10%
20 - 23 years	69,512	472	72,536	272	70,617	744	10%
24 - 27 years	72,503	448	76,815	226	73,949	674	9%
28 - 31 years	78,414	384	81,591	256	79,685	640	9%
32 - 35 years	81,796	329	88,092	196	84,146	525	7%
over 35 years	82,764	266	87,842	130	84,431	396	5%
All Positions	\$63,327	4,594	\$66,525	2,722	\$64,517	7,316	100%

*Excludes Canadian libraries. Excludes medical and law libraries.

**TABLE 30: NUMBER AND AVERAGE SALARIES OF MINORITY
U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2006-07***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of
	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	\$44,037	114	\$46,409	45	\$44,708	159	17%
4 - 7 years	49,232	99	53,602	75	51,116	174	18%
8 - 11 years	54,823	89	57,921	53	55,980	142	15%
12 - 15 years	57,516	80	63,578	20	58,728	100	10%
16 - 19 years	66,723	81	69,921	31	67,608	112	12%
20 - 23 years	65,221	57	68,847	16	66,016	73	8%
24 - 27 years	66,311	39	68,116	18	66,881	57	6%
28 - 31 years	72,596	39	81,485	11	74,551	50	5%
32 - 35 years	80,734	36	73,628	14	78,744	50	5%
over 35 years	72,893	29	82,551	15	76,185	44	5%
All Positions	\$58,725	663	\$60,774	298	\$59,360	961	100%

*Excludes Canadian libraries. Excludes medical and law libraries.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 31-34

**TABLE 31: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 2006-07***

Institution	<u>Filled Positions</u>	<u>Average Salaries</u>		<u>Median Salaries</u>		<u>Beginning Salaries</u>		<u>Average Yrs. Exp.</u>
	FY 2007	FY 2006	FY 2007	FY2006	FY2007	FY2006	FY2007	FY 2007
Alberta †	64	\$79,028	\$80,505	\$84,550	\$89,210	\$45,447	\$47,038	16.7
British Columbia †	84	71,766	74,244	68,910	73,190	44,700	50,839	15.7
Guelph †	43	71,439	72,489	69,447	68,416	42,217	43,695	17.3
Laval	62	62,559	62,928	68,283	64,953	42,683	42,683	17.8
McGill †	53	70,820	74,312	73,217	77,013	41,000	46,000	20.1
McMaster †	22	69,652	71,409	69,384	70,987	40,798	42,226	18.0
Manitoba †	43	79,885	84,050	82,526	87,001	43,843	45,158	23.2
Montreal †	87	63,733	66,179	63,214	63,214	41,541	40,124	15.6
Queen's †	34	76,676	78,481	76,660	79,890	43,413	44,715	18.7
Saskatchewan †	40	73,473	75,513	70,212	74,832	41,807	41,807	16.7
Toronto †	142	79,101	86,489	81,799	89,880	45,800	48,700	16.7
Waterloo †	35	72,667	75,980	74,767	77,954	41,854	45,734	20.4
Western Ontario †	68	60,795	63,053	58,057	57,992	46,470	47,630	14.7
York †	51	86,418	85,643	80,371	80,763	42,225	42,225	17.7

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

† See Footnotes.

**TABLE 32: NUMBER AND AVERAGE SALARIES OF
CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2006-07***

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	\$152,959	9	\$149,336	5	\$151,665	14
Associate Director	111,827	21	116,369	10	113,293	31
Assistant Director	90,000	9	88,952	6	89,580	15
Head, Branch	91,487	45	89,562	14	91,030	59
Functional Specialist	71,979	59	69,325	70	70,539	129
Subject Specialist	70,849	50	75,292	28	72,444	78
Dept. Head: Acquisitions	77,770	7	94,908	4	84,002	11
Reference	†	13	†	3	83,007	16
Cataloging	90,074	12	N/A		90,074	12
Serials	†	3	N/A		†	3
Documents/Maps	†	6	†	2	91,558	8
Circulation	†	13	†	2	78,626	15
Rare Books/Manuscripts	†	3	†	3	90,337	6
Computer Systems	†	4	†	3	83,524	7
Other	83,489	34	83,340	21	83,432	55
Reference: Over 14 years experience	79,580	86	82,964	28	80,411	114
10 to 14 years experience	69,732	18	66,878	8	68,854	26
5 to 9 years experience	61,604	54	63,079	13	61,890	67
Under 5 years experience	53,537	50	54,306	18	53,741	68
Cataloging: Over 14 years experience	81,885	28	72,423	15	78,585	43
10 to 14 years experience	†	5	†	2	57,287	7
5 to 9 years experience	†	8	†	2	61,949	10
Under 5 years experience	†	5	†	1	60,882	6
Other: Over 14 years experience	†	8	†	2	76,338	10
10 to 14 years experience	†	2	†	3	64,736	5
5 to 9 years experience	56,042	5	N/A		56,042	5
Under 5 years experience	†	5	†	3	54,729	8
All Positions	\$76,832	562	\$76,939	266	\$76,867	828

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

Salaries expressed in Canadian dollars.

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

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

**TABLE 33: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2006-07***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Director	30.9	9	27.6	5	29.7	14
Associate Director	23.6	21	22.4	10	23.2	31
Assistant Director	18.2	9	20.3	6	19.1	15
Head, Branch	22.8	45	22.8	14	22.8	59
Functional Specialist	14.9	59	14.9	70	14.9	129
Subject Specialist	17.2	50	18.5	28	17.6	78
Dept. Head: Acquisitions	20.7	7	24.0	4	21.9	11
Reference	17.5	13	20.7	3	18.1	16
Cataloging	26.5	12	N/A		26.5	12
Serials	22.7	3	N/A		22.7	3
Documents/Maps	27.2	6	14.0	2	23.9	8
Circulation	19.0	13	16.5	2	18.7	15
Rare Books/Manuscripts	29.0	3	27.7	3	28.3	6
Computer Systems	24.3	4	22.7	3	23.6	7
Other	20.4	34	17.7	21	19.4	55
Public Services	7.2	5	8.3	3	7.6	8
Technical Services	10.2	6	21.0	2	12.9	8
Administrations	17.9	9	8.7	3	15.6	12
Reference	13.5	208	14.4	67	13.7	275
Cataloger	19.6	46	22.7	20	20.5	66
All Positions	17.3	562	17.4	266	17.3	828

* Excludes Canadian medical and law libraries. See Tables 40 and 47 for figures in medical and law libraries.
N/A - No positions were reported in this category.

**TABLE 34: NUMBER AND AVERAGE SALARIES OF
CANADIAN ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2006-07***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of
	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	\$52,488	62	\$52,216	30	\$52,399	92	11%
4 - 7 years	61,256	96	60,838	37	61,139	133	16%
8 - 11 years	66,809	49	72,103	29	68,777	78	9%
12 - 15 years	72,072	47	78,668	30	74,642	77	9%
16 - 19 years	79,749	76	77,329	29	79,081	105	13%
20 - 23 years	90,102	56	90,595	27	90,263	83	10%
24 - 27 years	94,737	50	90,659	26	93,342	76	9%
28 - 31 years	82,691	56	83,894	21	83,019	77	9%
32 - 35 years	91,955	39	90,467	26	91,360	65	8%
over 35 years	107,211	31	94,335	11	103,839	42	5%
All Positions	\$76,832	562	\$76,939	266	\$76,867	828	100%

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

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 35-41

**TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
ARL UNIVERSITY MEDICAL LIBRARIES, FY 2006-07***

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	2	‡	‡	\$37,000	13.0
Alberta	5	\$72,933	\$74,867	40,449	18.4
Arizona	17	62,446	58,908	43,474	20.3
Boston University	8	54,414	55,593	39,000	14.4
British Columbia	12	59,879	63,670	43,718	15.7
California, Davis	8	70,900	78,396	39,000	22.5
California, Irvine	1	‡	‡	39,000	29.0
California, Los Angeles	18	68,889	70,164	39,000	17.2
California, San Diego	10	68,544	65,500	40,008	17.2
Case Western Reserve	8	58,811	62,647	35,000	25.0
Cincinnati	18	65,328	64,524	37,000	24.8
Columbia	10	57,637	54,750	49,500	15.9
Connecticut	13	72,648	70,342	50,897	17.2
Cornell	10	71,344	70,281	45,000	19.8
Dartmouth	10	59,803	56,513	38,000	15.1
Duke	20	56,068	55,980	38,999	18.3
Emory	12	59,965	56,750	36,000	21.3
Florida	12	55,318	48,721	40,000	18.4
Florida State	4	44,131	46,197	36,000	21.3
George Washington	16	60,455	57,403	42,000	15.8
Georgetown	7	54,753	56,884	38,357	8.9
Harvard	24	63,690	64,108	45,500	11.6
Howard	7	53,412	49,202	40,000	21.6
Illinois, Chicago	22	55,122	53,560	42,000	11.4
Iowa	10	55,980	51,603	40,000	17.4
Johns Hopkins	32	61,993	55,440	42,600	14.0
Kansas §	8	47,666	45,000	32,000	14.8
Kentucky	15	54,069	53,365	37,500	19.2
Louisiana State	1	‡	‡	36,000	1.0
Louisville	6	58,089	57,805	36,000	21.0
McGill	7	58,421	57,167	39,557	18.3
McMaster	8	58,160	56,716	36,311	18.0
Manitoba	15	56,093	52,371	38,833	14.5
Miami	11	63,471	62,518	40,000	23.5
Michigan	15	57,844	54,816	40,000	16.6
Minnesota	14	55,517	54,458	38,000	16.0
Missouri	9	42,585	40,016	34,000	14.1
Montreal §	9	56,759	54,360	41,665	18.8
Nebraska	12	57,774	52,170	35,000	16.4

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

† Canadian salaries expressed in U.S. dollars.

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

§ See Footnotes.

**TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
ARL UNIVERSITY MEDICAL LIBRARIES, FY 2006-07***

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
New Mexico	21	\$74,350	\$65,840	\$36,750	17.4
New York University	24	66,214	65,264	45,000	15.3
North Carolina	30	61,507	58,000	40,000	20.1
Northwestern	15	53,383	49,206	40,000	14.2
Ohio State	15	53,549	55,081	40,500	18.6
Oklahoma	8	51,629	52,000	30,000	21.0
Oklahoma State	3	‡	‡	40,000	25.3
Pennsylvania	13	58,129	53,952	42,000	15.2
Pennsylvania State	3	‡	‡	40,000	15.7
Pittsburgh	29	54,402	50,828	40,000	13.8
Queen's	9	56,321	55,601	38,452	12.3
Rochester	18	53,578	48,664	36,700	21.6
Saskatchewan	4	52,157	45,510	35,951	9.0
South Carolina	8	44,201	38,176	34,000	8.8
Southern California	14	69,281	71,417	44,300	18.7
Southern Illinois	6	57,544	61,026	35,000	21.5
SUNY Buffalo	17	55,379	55,887	45,000	15.8
SUNY Stony Brook	21	61,614	58,911	45,000	13.6
Temple	9	53,114	52,726	38,000	17.9
Tennessee, Knoxville	4	42,609	43,600	38,000	15.5
Tennessee, Memphis	13	52,102	48,186	40,000	17.7
Texas A&M	14	53,015	45,608	42,000	16.6
Texas Tech	21	47,971	44,430	38,388	21.7
Toronto §	19	74,269	82,710	41,878	16.9
Tulane	6	43,279	38,850	33,000	16.7
Utah	15	53,019	50,640	35,000	15.7
Vanderbilt	25	53,314	55,435	38,000	11.2
Virginia	15	58,806	60,850	45,000	16.8
Washington	20	60,133	55,248	40,000	21.0
Washington U.-St. Louis	23	58,717	47,813	39,500	23.3
Wayne State	11	46,550	43,983	45,000	20.1
Wisconsin	18	56,324	55,996	39,338	12.3
Yale	19	70,252	67,148	48,100	14.4

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

† Canadian salaries expressed in U.S. dollars.

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

§ See Footnotes.

**TABLE 36: BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2006-07***

Rank	Institution	Salary	Rank	Institution	Salary
1	Connecticut	\$50,897	37	Washington-St. Louis	\$39,500
2	Columbia	49,500	38	Wisconsin	39,338
3	Yale	48,100	39	Boston University	39,000
4	Harvard	45,500	39	Calif. Davis	39,000
5	Cornell	45,000	39	Calif. Irvine	39,000
5	New York	45,000	39	Calif. Los Angeles	39,000
5	SUNY Buffalo	45,000	43	Duke	38,999
5	SUNY Stony Brook	45,000	44	Manitoba	38,833
5	Virginia	45,000	45	Queen's	38,452
5	Wayne State	45,000	46	Texas Tech	38,388
11	Southern California	44,300	47	Georgetown	38,357
12	British Columbia	43,718	48	Dartmouth	38,000
13	Arizona	43,474	48	Minnesota	38,000
14	Johns Hopkins	42,600	48	Temple	38,000
15	George Washington	42,000	48	Tennessee, Knoxville Med	38,000
15	Illinois, Chicago	42,000	48	Vanderbilt	38,000
15	Pennsylvania	42,000	53	Kentucky	37,500
15	Texas A&M	42,000	54	Alabama	37,000
19	Toronto	41,878	54	Cincinnati	37,000
20	Montreal	41,665	56	New Mexico	36,750
21	Ohio State	40,500	57	Rochester	36,700
22	Alberta	40,449	58	McMaster	36,311
23	Calif. San Diego	40,008	59	Emory	36,000
24	Florida	40,000	59	Florida State	36,000
24	Howard	40,000	59	Louisiana State	36,000
24	Iowa	40,000	59	Louisville	36,000
24	Miami	40,000	63	Saskatchewan	35,951
24	Michigan	40,000	64	Case Western Reserve	35,000
24	North Carolina	40,000	64	Nebraska	35,000
24	Northwestern	40,000	64	Southern Illinois	35,000
24	Oklahoma State	40,000	64	Utah	35,000
24	Pennsylvania State	40,000	68	Missouri	34,000
24	Pittsburgh	40,000	68	South Carolina	34,000
24	Tennessee, Memphis Med	40,000	70	Tulane	33,000
24	Washington	40,000	71	Kansas	32,000
36	McGill	39,557	72	Oklahoma	30,000

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

† Canadian salaries expressed in U.S. dollars.

**TABLE 37: MEDIAN PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2006-07***

Rank	Institution	Salary	Rank	Institution	Salary
1	Toronto	\$82,710	35	Vanderbilt	\$55,435
2	California, Davis	78,396	36	Washington	55,248
3	Alberta	74,867	37	Ohio State	55,081
4	Southern California	71,417	38	Michigan	54,816
5	Connecticut	70,342	39	Columbia	54,750
6	Cornell	70,281	40	Minnesota	54,458
7	California, Los Angeles	70,164	41	Montreal	54,360
8	Yale	67,148	42	Pennsylvania	53,952
9	New Mexico	65,840	43	Illinois, Chicago	53,560
10	California, San Diego	65,500	44	Kentucky	53,365
11	New York University	65,264	45	Temple	52,726
12	Cincinnati	64,524	46	Manitoba	52,371
13	Harvard	64,108	47	Nebraska	52,170
14	British Columbia	63,670	48	Oklahoma	52,000
15	Case Western Reserve	62,647	49	Iowa	51,603
16	Miami	62,518	50	Pittsburgh	50,828
17	Southern Illinois	61,026	51	Utah	50,640
18	Virginia	60,850	52	Northwestern	49,206
19	SUNY Stony Brook	58,911	53	Howard	49,202
20	Arizona	58,908	54	Florida	48,721
21	North Carolina	58,000	55	Rochester	48,664
22	Louisville	57,805	56	Tennessee, Memphis	48,186
23	George Washington	57,403	57	Washington U.-St. Louis	47,813
24	McGill	57,167	58	Florida State	46,197
25	Georgetown	56,884	59	Texas A&M	45,608
26	Emory	56,750	60	Saskatchewan	45,510
27	McMaster	56,716	61	Kansas	45,000
28	Dartmouth	56,513	62	Texas Tech	44,430
29	Wisconsin	55,996	63	Wayne State	43,983
30	Duke	55,980	64	Tennessee, Knoxville	43,600
31	SUNY Buffalo	55,887	65	Missouri	40,016
32	Queen`s	55,601	66	Tulane	38,850
33	Boston University	55,593	67	South Carolina	38,176
34	Johns Hopkins	55,440			

* Salaries of directors are not included in the calculation of medians. Alabama, California-Irvine, Louisiana State, Oklahoma State, and Pennsylvania State are not ranked because they reported fewer than four individuals.

† Canadian salaries expressed in U.S. dollars.

**TABLE 38: AVERAGE PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2006-07***

Rank	Institution	Salary	Rank	Institution	Salary
1	New Mexico	\$74,350	35	Montreal	\$56,759
2	Toronto	74,269	36	Wisconsin	56,324
3	Alberta	72,933	37	Queen`s	56,321
4	Connecticut	72,648	38	Manitoba	56,093
5	Cornell	71,344	39	Duke	56,068
6	California, Davis	70,900	40	Iowa	55,980
7	Yale	70,252	41	Minnesota	55,517
8	Southern California	69,281	42	SUNY Buffalo	55,379
9	California, Los Angeles	68,889	43	Florida	55,318
10	California, San Diego	68,544	44	Illinois, Chicago	55,122
11	New York University	66,214	45	Georgetown	54,753
12	Cincinnati	65,328	46	Boston University	54,414
13	Harvard	63,690	47	Pittsburgh	54,402
14	Miami	63,471	48	Kentucky	54,069
15	Arizona	62,446	49	Rochester	53,578
16	Johns Hopkins	61,993	50	Ohio State	53,549
17	SUNY Stony Brook	61,614	51	Howard	53,412
18	North Carolina	61,507	52	Northwestern	53,383
19	George Washington	60,455	53	Vanderbilt	53,314
20	Washington	60,133	54	Temple	53,114
21	Emory	59,965	55	Utah	53,019
22	British Columbia	59,879	56	Texas A&M	53,015
23	Dartmouth	59,803	57	Saskatchewan	52,157
24	Case Western Reserve	58,811	58	Tennessee, Memphis	52,102
25	Virginia	58,806	59	Oklahoma	51,629
26	Washington U.-St. Louis	58,717	60	Texas Tech	47,971
27	McGill	58,421	61	Kansas	47,666
28	McMaster	58,160	62	Wayne State	46,550
29	Pennsylvania	58,129	63	South Carolina	44,201
30	Louisville	58,089	64	Florida State	44,131
31	Michigan	57,844	65	Tulane	43,279
32	Nebraska	57,774	66	Tennessee, Knoxville	42,609
33	Columbia	57,637	67	Missouri	42,585
34	Southern Illinois	57,544			

* Salaries of directors are not included in the calculation of averages. Alabama, California-Irvine, Louisiana State, Oklahoma State, and Pennsylvania State are not ranked because they reported fewer than four individuals.

† Canadian salaries expressed in U.S. dollars.

**TABLE 39: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2006-07**

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	\$109,440	48	\$120,251	21	\$112,731	69
Associate Director	80,210	35	86,581	15	82,121	50
Assistant Director	62,674	35	59,427	6	62,199	41
Head, Branch	*	31	*	3	61,131	34
Functional Specialist	55,641	72	54,956	66	55,313	138
Subject Specialist	56,747	39	58,870	4	56,945	43
Dept. Head: Acquisitions	*	14	*	3	60,657	17
Reference	66,303	16	70,546	13	68,205	29
Cataloging	*	10	*	1	60,941	11
Serials	57,474	8	N/A		57,474	8
Documents/Maps	*	1	N/A		*	1
Circulation	61,076	7	64,450	8	62,876	15
Rare Books/Manuscripts	62,609	7	67,012	5	64,444	12
Computer Systems	66,951	10	88,201	9	77,017	19
Other	65,272	53	64,470	14	65,104	67
Reference: Over 14 years experience	57,518	99	64,317	16	58,464	115
10 to 14 years experience	54,299	32	55,365	12	54,589	44
5 to 9 years experience	49,739	52	55,568	13	50,905	65
Under 5 years experience	45,100	43	45,128	12	45,106	55
Cataloging: Over 14 years experience	*	8	*	1	52,037	9
10 to 14 years experience	*	2	*	1	*	3
5 to 9 years experience	*	3	*	1	44,995	4
Under 5 years experience	*	3	N/A		*	3
Other: Over 14 years experience	65,106	29	58,237	10	63,345	39
10 to 14 years experience	54,668	6	52,782	4	53,914	10
5 to 9 years experience	*	15	*	3	49,293	18
Under 5 years experience	*	16	*	1	43,499	17
All Positions	\$61,580	694	\$66,470	242	\$62,844	936

* Canadian salaries expressed in U.S. dollars.

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

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

**TABLE 40: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2006-07**

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Head, Medical	27.9	48	28.2	21	28.0	69
Associate Director	23.7	35	22.2	15	23.2	50
Assistant Director	19.5	35	16.0	6	19.0	41
Head, Branch	18.4	31	25.3	3	19.0	34
Functional Specialist	13.9	72	10.5	66	12.3	138
Subject Specialist	18.6	39	7.8	4	17.6	43
Dept. Head: Acquisitions	18.0	14	28.7	3	19.9	17
Reference	23.6	16	19.9	13	21.9	29
Cataloging	19.0	10	30.0	1	20.0	11
Serials	21.5	8	N/A		21.5	8
Documents/Maps	16.0	1	N/A		16.0	1
Circulation	16.1	7	9.4	8	12.5	15
Rare Books/Manuscripts	28.4	7	24.8	5	26.9	12
Computer Systems	12.4	10	16.9	9	14.5	19
Other	20.6	53	16.4	14	19.7	67
Public Services	13.8	33	14.3	8	13.9	41
Technical Services	14.3	16	26.8	6	17.7	22
Administrative Services	18.9	17	17.3	4	18.6	21
Reference	13.9	226	12.1	53	13.6	279
Cataloger	15.9	16	18.0	3	16.2	19
All Positions	17.4	694	15.8	242	17.0	936

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

**TABLE 41: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY MEDICAL LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2006-07***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of
	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	\$45,002	67	\$44,920	23	\$44,981	90	10%
4 - 7 years	50,126	104	57,521	45	52,359	149	16%
8 - 11 years	56,712	81	60,645	32	57,825	113	12%
12 - 15 years	57,431	69	60,893	32	58,528	101	11%
16 - 19 years	58,282	66	75,572	23	62,750	89	10%
20 - 23 years	66,486	83	75,516	25	68,576	108	12%
24 - 27 years	67,565	80	69,816	21	68,033	101	11%
28 - 31 years	73,292	67	78,654	21	74,572	88	9%
32 - 35 years	86,760	43	94,266	11	88,289	54	6%
over 35 years	74,713	34	88,222	9	77,540	43	5%
All Positions	\$61,580	694	\$66,470	242	\$62,844	936	100%

* Canadian salaries expressed in U.S. dollars.

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

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 2006-07***

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	9	\$56,059	\$57,349	\$37,000	17.7
Alberta	3	*	*	40,449	26.7
Arizona	10	62,037	63,284	47,000	18.3
Arizona State	7	60,331	59,718	43,000	17.3
Boston University	10	67,022	57,100	U/A	23.2
Boston College	14	71,985	76,000	39,850	21.6
British Columbia	4	64,107	62,142	43,718	19.3
California, Davis	7	77,161	78,036	39,000	22.1
California, Los Angeles	15	73,801	77,448	39,000	13.4
Case Western Reserve	13	60,764	60,771	35,000	15.9
Cincinnati	8	55,828	52,539	39,059	19.6
Colorado	7	66,390	62,215	38,000	16.4
Columbia	17	70,474	68,299	54,500	12.1
Connecticut	11	68,478	68,696	38,027	16.0
Cornell	8	68,443	64,545	52,000	14.3
Duke	10	68,406	69,450	45,000	17.4
Emory	10	56,738	53,745	37,000	16.1
Florida	9	57,474	53,556	50,000	23.7
Florida State	10	52,588	51,935	40,000	19.6
George Washington	20	75,739	70,972	45,000	14.9
Georgetown	22	73,371	68,200	45,000	12.5
Georgia	8	48,622	46,700	32,000	14.8
Harvard	45	73,046	71,035	45,500	19.4
Hawaii	5	68,936	69,749	42,500	16.2
Houston	14	52,302	48,000	48,000	13.7
Howard	9	45,297	45,255	41,695	15.7
Illinois, Urbana	10	63,125	65,060	51,000	12.9
Indiana	9	63,923	61,120	36,952	20.3
Iowa	15	67,611	63,000	40,000	19.9
Kansas	6	44,594	39,506	30,000	9.0
Kentucky	4	50,502	49,469	37,500	15.0
Louisiana State	10	59,376	52,059	42,000	18.5
Louisville	6	59,852	51,782	36,000	16.2
McGill	4	61,401	71,499	39,557	22.3
Manitoba	3	*	*	38,833	27.3
Miami	15	54,107	53,303	41,700	15.9
Michigan	11	75,647	72,450	46,520	18.6
Minnesota	13	67,590	62,601	42,000	17.2
Missouri	8	49,110	50,120	U/A	10.5

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

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Montreal	5	\$53,790	\$51,327	\$41,665	14.0
Nebraska	5	56,008	55,616	30,000	14.4
New Mexico	7	64,758	70,476	40,000	12.7
New York University	19	72,937	70,093	56,620	19.1
North Carolina	11	63,449	61,762	42,000	14.1
Northwestern	14	58,284	55,200	40,000	15.6
Notre Dame	12	64,070	58,600	37,250	16.5
Ohio State	7	66,961	65,927	40,500	14.3
Oklahoma	7	53,364	47,521	38,000	13.4
Oregon	6	50,400	47,971	36,000	22.7
Pennsylvania	14	65,069	60,307	42,000	16.4
Pennsylvania State	6	63,632	64,176	40,000	20.8
Queen's	2	*	*	38,452	19.5
Rutgers, Camden	9	61,990	67,718	52,000	19.7
Rutgers, Newark	9	64,379	58,168	45,902	15.4
Saskatchewan	3	*	*	35,951	19.0
South Carolina	8	57,826	55,166	50,000	9.8
Southern Illinois	6	66,126	58,896	46,000	21.0
SUNY Buffalo	14	61,808	67,974	45,000	18.4
Syracuse	10	54,936	51,912	45,000	13.8
Temple	9	59,844	51,496	40,000	22.4
Tennessee	10	65,878	67,670	40,000	22.4
Texas	13	62,257	55,251	37,000	17.9
Texas Tech	7	57,983	56,346	35,000	14.4
Toronto	6	81,707	80,512	41,878	14.7
Tulane	5	55,909	54,130	37,000	17.8
Utah	8	57,548	60,098	45,000	20.8
Vanderbilt	6	62,843	56,901	38,000	22.0
Virginia	11	63,783	61,329	47,000	15.5
Washington	17	64,424	64,110	48,000	20.3
Washington U.-St. Louis	9	67,145	67,475	47,750	16.4
Wayne State	10	44,337	46,280	45,000	18.5
Western Ontario	4	51,511	49,429	40,958	16.8
Wisconsin	12	60,078	56,280	39,338	20.1
Yale	16	71,672	65,200	48,100	18.3
York	8	78,029	70,905	36,310	17.1

* 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 2006-07***

Rank	Institution	Salary	Rank	Institution	Salary
1	New York	\$56,620	39	Florida State	\$40,000
2	Columbia	54,500	39	Iowa	40,000
3	Cornell	52,000	39	New Mexico	40,000
3	Rutgers, Camden Law	52,000	39	Northwestern	40,000
5	Illinois, Urbana	51,000	39	Pennsylvania State	40,000
6	Florida	50,000	39	Temple	40,000
6	South Carolina	50,000	39	Tennessee	40,000
8	Yale	48,100	46	Boston College	39,850
9	Houston	48,000	47	McGill	39,557
9	Washington	48,000	48	Wisconsin	39,338
11	Washington-St. Louis	47,750	49	Cincinnati	39,059
12	Arizona	47,000	50	Calif. Davis	39,000
12	Virginia	47,000	50	Calif. Los Angeles	39,000
14	Michigan	46,520	52	Manitoba	38,833
15	Southern Illinois	46,000	53	Queen's	38,452
16	Rutgers, Newark Law	45,902	54	Connecticut	38,027
17	Harvard	45,500	55	Colorado	38,000
18	Duke	45,000	55	Oklahoma	38,000
18	George Washington	45,000	55	Vanderbilt	38,000
18	Georgetown	45,000	58	Kentucky	37,500
18	SUNY Buffalo	45,000	59	Notre Dame	37,250
18	Syracuse	45,000	60	Alabama	37,000
18	Utah	45,000	60	Emory	37,000
18	Wayne State	45,000	60	Texas	37,000
25	British Columbia	43,718	60	Tulane	37,000
26	Arizona State	43,000	64	Indiana	36,952
27	Hawaii	42,500	65	York	36,310
28	Louisiana State	42,000	66	Louisville	36,000
28	Minnesota	42,000	66	Oregon	36,000
28	North Carolina	42,000	68	Saskatchewan	35,951
28	Pennsylvania	42,000	69	Case Western Reserve	35,000
32	Toronto	41,878	69	Texas Tech	35,000
33	Miami	41,700	71	Georgia	32,000
34	Howard	41,695	72	Kansas	30,000
35	Montreal	41,665	72	Nebraska	30,000
36	Western Ontario	40,958		Boston University	U/A
37	Ohio State	40,500		Missouri	U/A
38	Alberta	40,449			

* 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 2006-07***

Rank	Institution	Salary	Rank	Institution	Salary
1	Toronto	\$80,512	37	Utah	\$60,098
2	California, Davis	78,036	38	Arizona State	59,718
3	California, Los Angeles	77,448	39	Southern Illinois	58,896
4	Boston College	76,000	40	Notre Dame	58,600
5	Michigan	72,450	41	Rutgers, Newark	58,168
6	McGill	71,499	42	Alabama	57,349
7	Harvard	71,035	43	Boston University	57,100
8	George Washington	70,972	44	Vanderbilt	56,901
9	York	70,905	45	Texas Tech	56,346
10	New Mexico	70,476	46	Wisconsin	56,280
11	New York University	70,093	47	Nebraska	55,616
12	Hawaii	69,749	48	Texas	55,251
13	Duke	69,450	49	Northwestern	55,200
14	Connecticut	68,696	50	South Carolina	55,166
15	Columbia	68,299	51	Tulane	54,130
16	Georgetown	68,200	52	Emory	53,745
17	SUNY Buffalo	67,974	53	Florida	53,556
18	Rutgers, Camden	67,718	54	Miami	53,303
19	Tennessee	67,670	55	Cincinnati	52,539
20	Washington U.-St. Louis	67,475	56	Louisiana State	52,059
21	Ohio State	65,927	57	Florida State	51,935
22	Yale	65,200	58	Syracuse	51,912
23	Illinois, Urbana	65,060	59	Louisville	51,782
24	Cornell	64,545	60	Temple	51,496
25	Pennsylvania State	64,176	61	Montreal	51,327
26	Washington	64,110	62	Missouri	50,120
27	Arizona	63,284	63	Kentucky	49,469
28	Iowa	63,000	64	Western Ontario	49,429
29	Minnesota	62,601	65	Houston	48,000
30	Colorado	62,215	66	Oregon	47,971
31	British Columbia	62,142	67	Oklahoma	47,521
32	North Carolina	61,762	68	Georgia	46,700
33	Virginia	61,329	69	Wayne State	46,280
34	Indiana	61,120	70	Howard	45,255
35	Case Western Reserve	60,771	71	Kansas	39,506
36	Pennsylvania	60,307			

* Salaries of directors are not included in the calculation of medians. Alberta, Manitoba, Queen's, and Saskatchewan 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 2006-07***

Rank	Institution	Salary	Rank	Institution	Salary
1	Toronto	\$81,707	37	Texas	\$62,257
2	York	78,029	38	Arizona	62,037
3	California, Davis	77,161	39	Rutgers, Camden	61,990
4	George Washington	75,739	40	SUNY Buffalo	61,808
5	Michigan	75,647	41	McGill	61,401
6	California, Los Angeles	73,801	42	Case Western Reserve	60,764
7	Georgetown	73,371	43	Arizona State	60,331
8	Harvard	73,046	44	Wisconsin	60,078
9	New York University	72,937	45	Louisville	59,852
10	Boston College	71,985	46	Temple	59,844
11	Yale	71,672	47	Louisiana State	59,376
12	Columbia	70,474	48	Northwestern	58,284
13	Hawaii	68,936	49	Texas Tech	57,983
14	Connecticut	68,478	50	South Carolina	57,826
15	Cornell	68,443	51	Utah	57,548
16	Duke	68,406	52	Florida	57,474
17	Iowa	67,611	53	Emory	56,738
18	Minnesota	67,590	54	Alabama	56,059
19	Washington U.-St. Louis	67,145	55	Nebraska	56,008
20	Boston University	67,022	56	Tulane	55,909
21	Ohio State	66,961	57	Cincinnati	55,828
22	Colorado	66,390	58	Syracuse	54,936
23	Southern Illinois	66,126	59	Miami	54,107
24	Tennessee	65,878	60	Montreal	53,790
25	Pennsylvania	65,069	61	Oklahoma	53,364
26	New Mexico	64,758	62	Florida State	52,588
27	Washington	64,424	63	Houston	52,302
28	Rutgers, Newark	64,379	64	Western Ontario	51,511
29	British Columbia	64,107	65	Kentucky	50,502
30	Notre Dame	64,070	66	Oregon	50,400
31	Indiana	63,923	67	Missouri	49,110
32	Virginia	63,783	68	Georgia	48,622
33	Pennsylvania State	63,632	69	Howard	45,297
34	North Carolina	63,449	70	Kansas	44,594
35	Illinois, Urbana	63,125	71	Wayne State	44,337
36	Vanderbilt	62,843			

* Salaries of directors are not included in the calculation of averages. Alberta, Manitoba, Queen's, and Saskatchewan 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 2006-07***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	\$134,891	36	\$145,892	37	\$140,467	73
Associate Director	91,252	34	87,977	22	89,965	56
Assistant Director	76,727	25	77,441	10	76,931	35
Functional Specialist	54,359	29	56,120	28	55,224	57
Subject Specialist	69,731	24	59,798	14	66,072	38
Dept. Head: Acquisitions	59,991	24	59,833	8	59,951	32
Reference	73,617	20	71,831	10	73,022	30
Cataloging	†	30	†	2	64,901	32
Serials	†	8	†	3	65,473	11
Documents/Maps	†	9	†	1	60,819	10
Circulation	61,058	22	53,867	8	59,140	30
Rare Books/Manuscripts	†	3	†	2	79,520	5
Computer Systems	64,262	5	73,257	5	68,760	10
Other	68,736	21	72,118	12	69,966	33
Reference: Over 14 years experience	65,364	49	66,894	26	65,894	75
10 to 14 years experience	59,946	21	58,119	9	59,398	30
5 to 9 years experience	55,492	26	60,322	15	57,259	41
Under 5 years experience	51,712	48	52,616	19	51,968	67
Cataloging: Over 14 years experience	62,185	21	63,776	7	62,583	28
10 to 14 years experience	†	8	†	1	48,025	9
5 to 9 years experience	†	2	†	2	52,374	4
Under 5 years experience	†	9	†	2	50,204	11
Other: Over 14 years experience	57,607	9	56,411	5	57,180	14
10 to 14 years experience	N/A		N/A		N/A	
5 to 9 years experience	†	6	†	1	49,304	7
Under 5 years experience	†	5	†	1	44,874	6
All Positions	\$68,995	494	\$76,628	250	\$71,560	744

* 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 2006-07**

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Head, Law	26.9	36	25.8	37	26.3	73
Associate Director	24.9	34	17.6	22	22.1	56
Assistant Director	23.9	25	19.3	10	22.6	35
Functional Specialist	14.7	29	9.8	28	12.3	57
Subject Specialist	18.4	24	11.1	14	15.7	38
Dept. Head: Acquisitions	19.1	24	15.4	8	18.2	32
Reference	15.1	20	17.7	10	16.0	30
Cataloging	22.8	30	12.5	2	22.2	32
Serials	22.0	8	11.0	3	19.0	11
Documents/Maps	26.3	9	9.0	1	24.6	10
Circulation	18.4	22	12.4	8	16.8	30
Rare Books/Manuscripts	20.3	3	16.0	2	18.6	5
Computer Systems	19.8	5	19.4	5	19.6	10
Other	18.6	21	18.0	12	18.4	33
Public Services	14.5	2	13.0	2	13.8	4
Technical Services	14.0	11	25.5	2	15.8	13
Administrative Services	13.1	7	12.7	3	13.0	10
Reference	12.8	144	11.8	69	12.5	213
Cataloger	17.2	40	17.3	12	17.2	52
All Positions	18.0	494	15.6	250	17.2	744

**TABLE 48: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY LAW LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2006-07***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of
	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	\$50,803	61	\$51,072	35	\$50,901	96	13%
4 - 7 years	55,337	55	57,114	36	56,040	91	12%
8 - 11 years	60,298	53	71,893	34	64,829	87	12%
12 - 15 years	61,870	60	67,319	23	63,380	83	11%
16 - 19 years	73,381	41	73,804	34	73,572	75	10%
20 - 23 years	76,783	41	87,754	24	80,834	65	9%
24 - 27 years	71,906	56	103,983	21	80,654	77	10%
28 - 31 years	85,598	56	93,652	28	88,283	84	11%
32 - 35 years	87,196	43	111,659	11	92,179	54	7%
over 35 years	82,378	28	167,788	4	93,054	32	4%
All Positions	\$68,995	494	\$76,628	250	\$71,560	744	100%

* Canadian salaries expressed in U.S. dollars.

UNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2006-07

UNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term “professional.” Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.
2. Individual salaries for the general, law, and medical library may be reported on the templates (located online at <ftp://www.arl.org/stat/salary/>), using Microsoft Excel. See “Instructions for Data Input.” Please **DO NOT alter** the formatted worksheets on the templates in any way; do not change any page or line numbers. If you are not able to produce data that can be saved on the templates, please submit your data using the printed forms. [If you have an Excel or word-processing file with your data in properly labeled columns, you may submit a printout of that file in lieu of the preprinted forms.]
3. Salaries should be reported for both full-time and part-time professional positions. Salaries for part-time positions should **NOT** be converted to their full-time equivalents; report the actual part-time salary paid, and indicate the percent appointment for that employee in the appropriate column.
4. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. $.75 \times .75 = .56$.
5. Percent appointment should be rounded to two decimal places; do NOT use whole numbers (e.g., enter .65, not 65 or 65%). All other numbers (e.g. salaries, years of experience) should be rounded to the **nearest whole number**.
6. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds **or from special funds such as research grants**. Please include all professionals involved in the provision of library services, including **contract-supported positions**.
7. The salary figures should be straight gross salary figures. **Do not include fringe benefits**.
8. Salary figures should be reported in digits only; do NOT use “\$” or “,” (e.g., 25470, not \$25,470).
9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.
10. After all data have been entered, make a backup copy of the complete file (including individual names/ID numbers) for your institution’s master file, if you wish to refer to this file in the future. Note: The data submitted to ARL should NOT include individual names or ID numbers, so **ARL will NOT be able to supply a copy of your institution’s complete file next year**.

11. The questionnaire should be returned to the ARL Office by **September 30, 2006**. If you are providing the individual data as an electronic file, please send the files as an email attachment to stats-ra@arl.org, and mail or fax Part I of the survey and a printout of the data file (Part II). Alternatively, you can save the files on a disk and mail the disk with the hard copy of Part I and Part II of the survey. **Be sure to keep a complete copy of your return, including the electronic version of the data for your files.**

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 2006-07.
2. Please include the Beginning Professional Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.
3. **Question 1.** The Beginning Professional Salary is the salary that **would** be paid to a **newly hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

Please report the **2006-07** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2006. Do not delay returning your survey with the expectation that more information will be available later.

4. The 2006-07 Average and Median Salary figures will be calculated by ARL from the individual data supplied.
5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 2006-07. The survey requests information for individuals; aggregate data for each institution will be generated by computer. Vacant positions should be excluded from your report.
2. Data for the general, law, and medical libraries may be reported on separate templates; see #4 below for specific instructions.
3. **Survey Form.** If you are not able to submit the data in electronic form, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a printout from a word-processing document with all columns correctly ordered and labeled.

If you are reporting on paper forms only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for Law or Medical library staff.

The left-hand column labeled "Name/ID" has been provided so the form can also serve as a work sheet. **After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data.** Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. **Template.** The templates contain data input files for general, law, and medical library data in .xls files that can be uploaded into spreadsheet programs. They are labeled as follows:

General	ARL06xxxx.xls
Law	LAW06xxxx.xls
Medical	MED06xxxx.xls

xxxx = Library identification number; see label on the file. The file names this year have a “06” (standing for 2006-07) preceding the four-digit library identification number to distinguish them from, and prevent overwriting of, files you may have created in prior years.

The files contain empty worksheets with the required columns labeled as follows:

Name/ID LibID Page Line Salary Job Sex OEOcat Yrsexp Rank Percent

The final six columns, which are optional, are included in accordance with standards for the classification of federal data on race and ethnicity:

Hispanic or Latino
Amer. Indian or Alaska Native
Asian
Black or African-American
Native Hawaiian/Other Pacific Islander
White

The first entry in the column labeled “LibID” is already filled in so there will be no question about the institutional identity of the files as they are received. If the files have been damaged in any way or if the number in the LibID column is not the same as the library number at http://www.arl.org/stats/arlstat/instno_inam.html, please call the ARL Office for instructions.

Detailed instructions follow for inputting data in each format. **Please do not alter any formats, page or line numbers.** After all data have been entered, make a backup copy of the complete file (including individual names/ID numbers) for your institution’s master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or ID numbers, so ARL will NOT be able to supply a copy of your institution’s complete file next year.

5. **Salary.** Enter the individual salaries *as they exist* on July 1, 2006. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use “\$” or “,” in reporting in figures (e.g., 25470, not \$25,470).

6. **Position Code (Job).** The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes.

DIRLIB	Director of Libraries (or equivalent title; refers to chief executive)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
ARCH	Archivists/Curators
BUSI	Budget/Fiscal/Business Manager/Facilities
HUMRES	Human Resources/Training/Staff Development
ITS	Information Technology Systems
ITW	Information Technology Web Development
ITP	Information Technology Programming/Applications Development
MEDIA	Media/Multimedia Specialists (including graphics)
PRES	Preservation/Conservation
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDCAT	Head, Catalog Department/Unit
HDCIRC	Head, Circulation
HDCOMP	Head, Library and Computer Systems
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDRBM	Head, Rare Book/Manuscripts Department
HDREF	Head, Reference Department
HDSER	Head, Serials Department
HDOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, <u>except</u> reference librarians
TECH	Technical Services, non-supervisory, <u>except</u> catalogers
ADMIN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Associate or Assistant Director, and Head, Other Branch. Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists primarily build collections, but may also offer specialized reference and bibliographic services; Functional Specialists are media specialists or experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have an MLS). The “specialist” category would generally not be used for someone with significant supervisory responsibilities, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

Functional Specialist sub-categories. Starting with the 2004-05 *Salary Survey*, the ARL Statistics and Measurement Committee adopted a proposal from the ACRL Personnel Administrators and Staff Development Officers Discussion Group to break down the Functional Specialist category. For each position which would have been labeled FSPEC prior to 2004-05, instead please use one of the eight sub-codes (ARCH, BUSI, HUMRES, ITS, ITW, ITP, MEDIA, PRES) to describe that position. **Please use the sub-codes only for those positions which would have been labeled FSPEC prior to 2004-05. If it cannot be determined which sub-code to use, please use the FSPEC code.**

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc.; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[*Special note concerning Assistant Department Heads.* Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

Administrative. Please note that ADMIN is not only for Administrative Services and related positions, but also can be applied to Public Relations/Communications, Development/Fundraising, and all other administrative and/or professional positions which do not have a logical home elsewhere.

7. **Sex.** Indicate either M or F, for male and female, respectively. Please use only the letter indicated; do not spell out the word.

8. **Minority status code (OEOCat).** U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant.)

- 1 Black
- 2 Hispanic
- 3 Asian or Pacific Islander
- 4 American Indian or Native Alaskan
- 5 Caucasian/Other

9. **Total years of professional experience (Yrsexp).** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic

year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

10. **Rank.** Responses concerning rank should be limited to professional librarians, and other professionals who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of “rank-and-file” librarians.

Do not use roman numeral rank levels. Convert your local ranking system if necessary.

Complete the column labeled “Rank Code” using the following codes:

- | | |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 0 | A rank normally occupied <u>solely</u> by the library director and/or assistant and associate directors. |
| 9 | Rank unknown; or, there is confusion or controversy regarding how to code this individual’s rank. |
| 1 | Lowest level in the rank structure. |
| 2 | Next highest level in the rank structure. |
| 3-8 | Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library’s structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors). |

The maximum number of ranks reported here should not exceed the maximum number of rank-levels reported in Part I for individual data under Rank Structure.

When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

11. **Percent.** Change the 100% appointment to less than that only for part-time people. Enter percent with decimal points. For example, a 65% appointment would be entered as .65. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. $.75 \times .75 = .56$.
12. **Ethnicity:** U.S. university libraries, only, should indicate Hispanic or Latino ethnicity by coding 1 to indicate the presence of the characteristic (1=yes) and 0 to indicate its absence. The definition of Hispanic or Latino ethnicity is: A person of Cuban, Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race.
13. **Race:** U.S. university libraries, only, should indicate race by choosing one or more responses among the five racial categories provided here. The definitions of the five racial categories are:

American Indian or Alaska Native (NatAm): A person having origins in any of the original peoples of North and South America (including Central America) who maintains tribal affiliation or community attachment.

Asian (Asian): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American (Black): A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (HawPI): A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White (White): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

The presence or absence of a racial characteristics should be indicated by coding 1=yes and 0=no. You can select multiple racial categories for a person:

1= yes	0 = no	American Indian or Native Alaska (AI/NA)
1= yes	0 = no	Asian
1= yes	0 = no	Black or African American
1= yes	0 = no	Native Hawaiian or Other Pacific Islander (NH/OPI)
1= yes	0 = no	White

ARL ANNUAL SALARY SURVEY 2006-07

UNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution _____ Date Returned to ARL _____

Report Prepared by (name) _____

Title _____

Email address _____ Phone number _____

Contact person (if different) _____

Title _____

Email address _____ Phone number _____

1.	Beginning Professional Salary	Main	Law	Medical
	Beginning professional salary for 2006-07	_____	_____	_____

(Note: ARL will calculate the 2006-07 median and average professional salaries for your library from the individual data you supply in Part II of this questionnaire.)

2. **Rank Structure.**

Indicate the number of levels in your institution's rank structure for professional librarians. You should report here the maximum number of rank levels, reported in Part II for individual data, under the Rank column.

- _____ 1 level (i.e., no differentiated levels)
- _____ 2 levels
- _____ 3 levels
- _____ 4 levels
- _____ 5 levels
- _____ more than 5 levels (please specify the number of levels: _____)

3. FOOTNOTES

3a. Please list which libraries are included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

3b. Please list which libraries are NOT included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

Please indicate any other explanatory information in footnotes. These additional footnotes, if necessary, should be placed in the space below or on attached pages.

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **September 30, 2006**.
For assistance, contact Martha Kyrillidou (martha@arl.org) or Mark Young (stats-ra@arl.org), or call 202-296-2296.

ARL ANNUAL SALARY SURVEY 2006-07
UNIVERSITY LIBRARY QUESTIONNAIRE
Part II: Individual Data

Reporting Library _____

Confidential <i>Detach before mailing to the ARL Office</i> Name/ID									Ethnicity	Race:	Race:	Race:	Race:	Race:
	Line	Salary	Job	Sex	OEO cat	Yrs Exp	Rank	% App	Hispanic or Latino	NatAm	Asian	Black	HawPI	White
	1													
	2													
	3													
	4													
	5													
	6													
	7													
	8													
	9													
	10													
	11													
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	16													
	17													
	18													
	19													
	20													
	21													
	22													
	23													
	24													
	25													

Duplicate this sheet if you need additional lines. Please return to the ARL Statistics and Measurement Program by **September 30, 2006**.
 For assistance, contact Martha Kyriallidou (martha@arl.org) or Mark Young (stats-ra@arl.org), or call 202-296-2296.

NONUNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2006-07

NONUNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term “professional.” Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.
2. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.
3. Report 2006-07 salaries *as they exist on July 1, 2006*. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.
4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.
5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.
6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.
7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.
8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.
9. The salary figures should be straight gross salary figures. Do not include fringe benefits.
10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.
11. Provide the name of the reporting library and the name of the person who prepares the report.
12. Please return the questionnaire to the ARL Statistics and Measurement Program Office by **September 30, 2006**.

ARL ANNUAL SALARY SURVEY 2006-07

NONUNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution _____ Date Returned to ARL _____

Report Prepared by (name) _____

Title _____

Email address _____ Phone number _____

Contact person (if different) _____

Title _____

Email address _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 2005-06 and 2006-07.

2. Median professional salary for fiscal year 2006-07: _____

3. Beginning professional salary for 2006-07: _____

4. Footnotes (please compare with footnotes from surveys of previous years)

a. Law Library salaries are included.

_____ Yes _____ No _____ We do not have a Law Library.

b. Medical Library salaries are included.

_____ Yes _____ No _____ We do not have a Medical Library.

c. Branch libraries not included (please attach an additional sheet if necessary):

5. Other comments (please attach an additional sheet if necessary):

Indicate the number of filled professional positions
in each salary range for fiscal years 2005-06 and 2006-07.

Salary Range	Number of Positions	
	2005-06	2006-07
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, 2006**.
For assistance, contact Martha Kyrillidou (martha@arl.org) or Mark Young (stats-ra@arl.org), or call (202) 296-2296.

FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2006-07

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).
ARIZONA	Includes Main Library, Science-Engineering Library, Music Library, and the Center for Creative Photography.
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, 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, Main, 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.
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. Also includes the 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. Includes 14 positions where OEO classification was not available. Excludes the Law Library, and various departmental libraries: e.g., French, History, Philosophy, Rhetoric, and Slavic Languages and Literature. Beginning 2004-05, UCB salary figures include administrative stipends, where applicable.
CALIFORNIA, DAVIS	Includes the Peter J. Shields library, the Physical Sciences and Engineering library, the Carlson Health Sciences Library, and the Agricultural and Resource

INSTITUTION**NOTE**

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 11 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, and William Andrews Clark Memorial Library.

Excludes the Hugh and Hazel Darling Law Library and the Louise M. Darling Biomedical Library (data for these libraries 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 beginning professional salary will increase to \$40,008 on October 1, 2006.

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.

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.

INSTITUTION	NOTE
COLORADO STATE	Includes Main Campus Library, Atmospheric Sciences Library, and Veterinary Medicine Library.
CONNECTICUT	Includes Avery Point, 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 Music, Sciences, Engineering, Business, Arts and Sciences, and Art libraries.
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, 2006 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 Grant.
GEORGE WASHINGTON	Main University system includes Gelman, Eckles, and the Virginia campus libraries.
GEORGETOWN	Include the Blommer Science Library (part of the Main Library), Woodstock Theological Library, and the National Reference Center for Bioethics Literature (Bioethics Library).
	All libraries have different ranking structures.
GEORGIA	Includes the Main Library, the Science Library, the Student Learning Center Library, the Map Library, and several reading rooms and experiment station libraries around the state.
GEORGIA TECH	Includes the Main and Architecture libraries.
GUELPH	Includes the Main Campus Libraries (McLaughlin Library, OVC Learning Commons), and the Guelph Humber Learning Commons.
	Individual rank data have been included for professional librarians only.
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.
HOUSTON	All salaries are as of September 1, 2006, and include the M.D. Anderson Library, the Jenkins Architecture & Art Library, the Music Library, the Pettey Optometry Library, and the Pharmacy Library.

INSTITUTION**NOTE**

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.

HOWARD

Moorland Springarn Research Center is a separate library housed in the building of the Main Library and is included in the Main Library data.

ILLINOIS, CHICAGO

UIC is one campus, including Peoria, Rockford, and Urbana locations.

ILLINOIS, URBANA

Includes all main campus libraries.

INDIANA

Includes all main campus libraries.

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.

IOWA

Includes Main Library and 10 branch libraries.

IOWA STATE

Includes Parks (main) Library and the Veterinary Medical branch library.

JOHNS HOPKINS

Includes the Sheridan Libraries, the Friedheim Library, and the School of Advanced International Studies Library.

KANSAS

Salaries reported for the Main Library include the Lawrence and Edwards campuses. Salaries reported for the Medical Library include the Dykes Library.

Excludes the University of Kansas School of Medicine Library in Wichita, KS, and the Clendening History of Medicine Library in Kansas City, KS.

KENT STATE

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.

KENTUCKY

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.

LIBRARY OF CONGRESS

Salaries include Professional and Administrative positions.

LOUISVILLE

Includes the Ekstrom (main) Library, the Art Library, and the Music Library.

McGILL

Includes Blackader (Art & Architecture), Education, Howard Ross (Management), Schulich (Science & Engineering), Marvin Duchow (Music), MacDonal campus (Agriculture), Islamic Studies, Humanities & Social Sciences, and Walter Hitsfeld (Geographic Information) libraries.

Excludes the Osler History of Medicine library.

McMASTER

Includes the Mills Memorial, Thode (Science & Engineering), Innis (Business), and Health Sciences libraries.

INSTITUTION	NOTE
MANITOBA	<p data-bbox="669 277 1409 352">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.</p> <p data-bbox="669 384 1409 457">Excludes 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.</p>
MARYLAND	Includes Main Library and all branch libraries.
MASSACHUSETTS	Includes DuBois (main) library and the Integrated Sciences and Engineering Library.
MIAMI	Includes Main, Marine, Business, and Architecture libraries.
MICHIGAN	<p data-bbox="669 680 1409 753">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.</p> <p data-bbox="669 785 1409 827">Excludes Bentley, Clements, Kresge Business Administration, and Gerald R. Ford Presidential libraries.</p>
MISSOURI	Includes Main, Journalism, Engineering, Veterinary-Medical, and Newspaper libraries.
MONTREAL	<p data-bbox="669 940 1409 1245">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.</p> <p data-bbox="669 1287 1089 1308">Excludes Paramédicale (Paramedics) library.</p>
NATIONAL AGRICULTURAL LIBRARY	All salaries are tracked with benefits.
NEBRASKA	Includes all University of Nebraska-Lincoln campus libraries: Love, Architecture, Engineering, Geology, Mathematics, Music, and C.Y. Thompson.
NEW MEXICO	<p data-bbox="669 1476 1409 1549">Includes Centennial Science and Engineering Library, Fine Arts Library, Parish Memorial Library, Zimmerman Library, Law Library, and Health Sciences Library & Informatics Center.</p> <p data-bbox="669 1581 1328 1602">Excludes branch campuses in Gallup, Los Alamos, Taos, and Valencia.</p>
NEW YORK	Includes Elmer Holmes Bobst, Institute of Fine Arts, Courant Institute of Mathematical Sciences, and Real Estate libraries.
NORTH CAROLINA STATE	<p data-bbox="669 1715 1409 1757">Includes D. H. Hill (main), Design, Natural Resources, Textiles, Veterinary Medical, and Learning Resources libraries.</p> <p data-bbox="669 1789 1409 1871">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.</p>

INSTITUTION	NOTE
NORTHWESTERN	Includes the Science & Engineering Library and the Schaffner Library. All Law Library salaries are as of September 1, 2006.
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	Excludes Pennsylvania Hospital Library, Annenberg School for Communication 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 all campus libraries.
PURDUE	Includes the Library system on the West Lafayette campus, consisting of 13 subject libraries and an undergraduate library. 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), and Education libraries, as well as the Central Technical Services Unit.
ROCHESTER	Includes River Campus Libraries, Edward G. Miner Medical Library and Sibley Music Library.
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	Number of employees reported is effective July 1, 2006.
SOUTH CAROLINA	Includes the following main campus libraries: Thomas Cooper, South Caroliniana, Music, Business, Mathematics, and South Carolina Political

INSTITUTION	NOTE
SOUTHERN CALIFORNIA	<p>Collections.</p> <p>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.</p>
SOUTHERN ILLINOIS	All positions are as of August 21, 2006.
SUNY-ALBANY	<p>Includes main campus and branch libraries. Salaries include administrative stipends.</p> <p>Excludes temporary hires, classified staff, employees at SL-2 level or discretionary increases.</p>
SUNY-BUFFALO	Includes Arts & Sciences libraries, Music Library, Special Collections (Archives, Poetry and Rare Books).
TEMPLE	Minimum beginning professional salary (\$38,000) is based on a 10-month contract; minimum beginning salary for an 11-month contract is \$41,648.
TEXAS	Includes the University of Texas Libraries, the Center for American History, and the Harry Ransom Humanities Research Center.
TEXAS TECH	All salaries are as of September 1, 2006, and include the University Library, the Southwest Collection/Special Collections Library, the Architecture Library, and the Vietnam Archives Library.
TORONTO	<p>Includes Robarts, Engineering & Computer Science, Chemistry, Mathematics, School of Management, Physics, Faculty of Information Services, Media Commons, Astronomy, Rare Book, Criminology, Music, Earth Sciences, 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.</p> <p>Medical Library includes Gerstein Science and Information Center, Family and Community Medicine, and Dentistry libraries.</p>
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.
VIRGINIA	<p>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.</p> <p>Excludes the University of Virginia College at Wise.</p>
WASHINGTON	Includes libraries on the Seattle, Bothell, and Tacoma campuses.
WASHINGTON STATE	Includes the ICN and Energy libraries, and branch campuses at Pullman, Tri-Cities, Vancouver, and Spokane.
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,

INSTITUTION**NOTE****WAYNE STATE**

Includes David Adamany Undergraduate Library, Purdy/Kresge Library, and the Science and Engineering Library.

WESTERN ONTARIO

Includes the D.B. Weldon, Business, Education, Music, and Allyn & Betty Taylor libraries.

Excludes Affiliated College Libraries: King's University College, Huron University College, and Brescia University College.

Rank structure is undetermined; as of July 1, 2006, Librarians and Archivists were still in negotiations.

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.

Excludes the CIMC (School of Education), ShIS, Map, and Primate libraries.

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.

Professional beginning salaries for Librarians remain unchanged from 2005-06 as a result of on-going collective bargaining (three-year collective agreement expired April 2006).

Salaries for Confidential, Professional/Managerial (CPM : non-librarian, non-unionized) staff include an increase of 3% from 2005-06 to reflect a cost-of-living adjustment.

APPENDICES

APPENDIX A

ARL Member Libraries as of January 1, 2007

The Association of Research Libraries (ARL) represents the interests of 124 libraries that serve major North American research institutions. The ARL Statistics and Measurement program is organized around identifying, collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries.

<u>Institution</u>	<u>Category</u>	<u>Full Name of Institution</u>	<u>Location</u>
Alabama	S	University of Alabama	Tuscaloosa, Alabama
Alberta	C	University of Alberta	Edmonton, Alberta
Arizona	S	University of Arizona	Tucson, Arizona
Arizona State	S	Arizona State University	Tempe, Arizona
Auburn	S	Auburn University	Auburn, Alabama
Boston	P	Boston University	Boston, Massachusetts
Boston College	P	Boston College	Boston, Massachusetts
Brigham Young	P	Brigham Young University	Provo, Utah
British Columbia	C	University of British Columbia	Vancouver, British Columbia
Brown	P	Brown University	Providence, Rhode Island
Berkeley, California	S	University of California, Berkeley	California, Berkeley
California, Davis	S	University of California, Davis	Davis, California
California, Irvine	S	University of California, Irvine	Irvine, California
California, Los Angeles	S	University of California, Los Angeles	Los Angeles, California
California, Riverside	S	University of California, Riverside	Riverside, California
California, San Diego	S	University of California, San Diego	La Jolla, California
California, Santa Barbara	S	University of California, Santa Barbara	Santa Barbara, California
Case Western Reserve	P	Case Western Reserve University	Cleveland, Ohio
Chicago	P	University of Chicago	Chicago, Illinois
Cincinnati	S	University of Cincinnati	Cincinnati, Ohio
Colorado	S	University of Colorado	Boulder, Colorado
Colorado State	S	Colorado State University	Fort Collins, Colorado
Columbia	P	Columbia University	New York, New York
Connecticut	S	University of Connecticut	Storrs, Connecticut
Cornell	P	Cornell University	Ithaca, New York
Dartmouth	P	Dartmouth College	Hanover, New Hampshire
Delaware	S	University of Delaware	Newark, Delaware
Duke	P	Duke University	Durham, North Carolina
Emory	P	Emory University	Atlanta, Georgia
Florida	S	University of Florida	Gainesville, Florida
Florida State	S	Florida State University	Tallahassee, Florida
George Washington	P	George Washington University	Washington, D.C.
Georgetown	P	Georgetown University	Washington, D.C.
Georgia	S	University of Georgia	Athens, Georgia
Georgia Tech	S	Georgia Institute of Technology	Atlanta, Georgia
Guelph	C	University of Guelph	Guelph, Ontario
Harvard	P	Harvard University	Cambridge, Massachusetts
Hawaii	S	University of Hawaii	Honolulu, Hawaii
Houston	S	University of Houston	Houston, Texas
Howard	P	Howard University	Washington, D.C.
Illinois, Chicago	S	University of Illinois at Chicago	Chicago, Illinois
Illinois, Urbana	S	University of Illinois at Urbana	Urbana, Illinois
Indiana	S	Indiana University	Bloomington, Indiana
Iowa	S	University of Iowa	Iowa City, Iowa
Iowa State	S	Iowa State University	Ames, Iowa
Johns Hopkins	P	Johns Hopkins University	Baltimore, Maryland
Kansas	S	University of Kansas	Lawrence, Kansas
Kent State	S	Kent State University	Kent, Ohio
Kentucky	S	University of Kentucky	Lexington, Kentucky
Laval	C	Laval University	Quebec, Quebec
Louisiana State	S	Louisiana State University	Baton Rouge, Louisiana
Louisville	S	University of Louisville	Louisville, Kentucky
McGill	C	McGill University	Montreal, Quebec
McMaster	C	McMaster University	Hamilton, Ontario
Manitoba	C	University of Manitoba	Winnipeg, Manitoba
Maryland	S	University of Maryland	College Park, Maryland
Massachusetts	S	University of Massachusetts	Amherst, Massachusetts
MIT	P	Massachusetts Institute of Technology	Cambridge, Massachusetts

S=U.S. public university P=U.S. private university N=U.S. nonuniversity library C=Canadian university X=Canadian nonuniversity

<u>Institution</u>	<u>Category</u>	<u>Full Name of Institution</u>	<u>Location</u>
Miami	P	University of Miami	Coral Gables, Florida
Michigan	S	University of Michigan	Ann Arbor, Michigan
Michigan State	S	Michigan State University	East Lansing, Michigan
Minnesota	S	University of Minnesota	Minneapolis, Minnesota
Missouri	S	University of Missouri	Columbia, Missouri
Montreal	C	University of Montreal	Montreal, Quebec
Nebraska	S	University of Nebraska-Lincoln	Lincoln, Nebraska
New Mexico	S	University of New Mexico	Albuquerque, New Mexico
New York	P	New York University	New York, New York
North Carolina	S	University of North Carolina	Chapel Hill, North Carolina
North Carolina State	S	North Carolina State University	Raleigh, North Carolina
Northwestern	P	Northwestern University	Evanston, Illinois
Notre Dame	P	University of Notre Dame	Notre Dame, Indiana
Ohio	S	Ohio University	Athens, Ohio
Ohio State	S	Ohio State University	Columbus, Ohio
Oklahoma	S	University of Oklahoma	Norman, Oklahoma
Oklahoma State	S	Oklahoma State University	Stillwater, Oklahoma
Oregon	S	University of Oregon	Eugene, Oregon
Pennsylvania	P	University of Pennsylvania	Philadelphia, Pennsylvania
Pennsylvania State	S	Pennsylvania State University	University Park, Pennsylvania
Pittsburgh	S	University of Pittsburgh	Pittsburgh, Pennsylvania
Princeton	P	Princeton University	Princeton, New Jersey
Purdue	S	Purdue University	West Lafayette, Indiana
Queen's	C	Queen's University	Kingston, Ontario
Rice	P	Rice University	Houston, Texas
Rochester	P	University of Rochester	Rochester, New York
Rutgers	S	Rutgers University	New Brunswick, New Jersey
Saskatchewan	C	University of Saskatchewan	Saskatoon, Saskatchewan
South Carolina	S	University of South Carolina	Columbia, South Carolina
Southern California	P	University of Southern California	Los Angeles, California
Southern Illinois	S	Southern Illinois University	Carbondale, Illinois
SUNY-Albany	S	University at Albany, State University of New York	Albany, New York
SUNY-Buffalo	S	University at Buffalo, State University of New York	Buffalo, New York
SUNY-Stony Brook	S	State University of New York at Stony Brook	Stony Brook, New York
Syracuse	P	Syracuse University	Syracuse, New York
Temple	S	Temple University	Philadelphia, Pennsylvania
Tennessee	S	University of Tennessee	Knoxville, Tennessee
Texas	S	University of Texas	Austin, Texas
Texas A&M	S	Texas A&M University	College Station, Texas
Texas Tech	S	Texas Tech University	Lubbock, Texas
Toronto	C	University of Toronto	Toronto, Ontario
Tulane	P	Tulane University	New Orleans, Louisiana
Utah	S	University of Utah	Salt Lake City, Utah
Vanderbilt	P	Vanderbilt University	Nashville, Tennessee
Virginia	S	University of Virginia	Charlottesville, Virginia
Virginia Tech	S	Virginia Polytechnic Institute & State University	Blacksburg, Virginia
Washington	S	University of Washington	Seattle, Washington
Washington State	S	Washington State University	Pullman, Washington
Washington U.-St. Louis	P	Washington University	St. Louis, Missouri
Waterloo	C	University of Waterloo	Waterloo, Ontario
Wayne State	S	Wayne State University	Detroit, Michigan
Western Ontario	C	University of Western Ontario	London, Ontario
Wisconsin	S	University of Wisconsin	Madison, Wisconsin
Yale	P	Yale University	New Haven, Connecticut
York	C	York University	North York, Ontario
Boston Public Library	N	Boston Public Library	Boston, Massachusetts
Canada Inst. SciTech Info.	X	Canada Inst. for Scientific & Technical Information	Ottawa, Ontario
Center for Research Libs.	N	Center for Research Libraries	Chicago, Illinois
Library of Congress	N	Library of Congress	Washington, D.C.
Natl. Agricultural Lib.	N	National Agricultural Library	Beltsville, Maryland
Library & Archives of Canada	X	Library and Archives of Canada*	Ottawa, Ontario
Natl. Library of Medicine	N	National Library of Medicine	Bethesda, Maryland
New York Public Library	N	New York Public Library	New York, New York
New York State Library	N	New York State Library	Albany, New York
Smithsonian Institution	N	Smithsonian Institution	Washington, D.C.

S=U.S. public university P=U.S. private university N=U.S. nonuniversity library C=Canadian university X=Canadian nonuniversity

APPENDIX B
TABLE NUMBERING CHANGES 1998-99 TO 1999-2000

From 1998-99 to 1999-2000 a number of new tables were added to *ARL Annual Salary Survey* publication and some old tables were renumbered. As a result of these changes, a new section was added, entitled **U.S. ARL University Libraries**, which includes Tables 26 and 29. Two new tables showing averages for all U.S. and Canadian institutions were also included as Table 3 and Table 4. The table below maps the old table-numbering scheme to the new one for purposes of comparison.

Old	New	
SALARY LEVELS FOR STAFF IN ARL LIBRARIES		
1	1	Distribution by Salary Level
12	2	Salary Trends in ARL University Libraries
N/A	3	Salary Trends in U.S. ARL University Libraries
N/A	4	Salary Trends in Canadian ARL University Libraries
ARL NONUNIVERSITY LIBRARIES		
2	5	Median and Beginning Professional Salaries in ARL Nonuniversity Libraries
3	6	Salary Trends in ARL Nonuniversity Libraries
ARL UNIVERSITY LIBRARIES		
4	7	Filled Positions; Average, Median, Beginning Professional Salaries, And Average Years of Professional Experience in ARL University Libraries, FY 1999-2000
5	8	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
6	9	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
7	10	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
8	11	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
9	12	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
10	13	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
11	14	Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, FYs 1996-97 to 1999-2000
13	15	Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 1999-2000
14	16	Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 1999-2000
15	17	Number and Average Salaries of ARL University Librarians by Position and Sex, FY 1999-2000
17	18	Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 1999-2000
19	19	Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 1999-2000
21	20	Average Salaries of ARL University Librarians by Years of Experience, FY 1999-2000
22	21	Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 1999-2000
22b	22	Years of Experience of ARL University Librarians by Position and Type of Institution, FY 1999-2000
23	23	Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
23b	24	Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
24	25	Average Salaries of ARL University Librarians by Position and Geographic Region, FY 1999-2000

Old New

U.S. ARL UNIVERSITY LIBRARIES

N/A	26	Average Salaries of U.S. ARL University Librarians by Position and Years of Experience, FY 1999-2000
16	27	Number and Average Salaries of Minority U.S. ARL University Librarians by Position and Sex, FY 1999-2000
18	28	Number and Average Years of Experience of Minority U.S. ARL University Librarians by Position and Sex, FY 1999-2000
N/A	29	Number and Average Salaries of U.S. ARL University Librarians by Years of Experience and Sex, FY 1999-2000
20	30	Number and Average Salaries of Minority U.S. ARL University Librarians by Years of Experience and Sex, FY 1999-2000

CANADIAN ARL UNIVERSITY LIBRARIES

25	31	Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 1999-2000
26	32	Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 1999-2000
27	33	Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 1999-2000
28	34	Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 1999-2000

ARL UNIVERSITY MEDICAL LIBRARIES

29	35	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Medical Libraries, FY 1999-2000
30	36	Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999-2000
31	37	Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999-2000
32	38	Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999-2000
33	39	Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 1999-2000
34	40	Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 1999-2000
35	41	Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 1999-2000

ARL UNIVERSITY LAW LIBRARIES

36	42	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Law Libraries, FY 1999-2000
37	43	Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999-2000
38	44	Median Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999-2000
39	45	Average Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999-2000
40	46	Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 1999-2000
41	47	Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 1999-2000
42	48	Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 1999-2000

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For more information on any of these products or services, please contact Martha Kyrillidou, Senior Program Officer for Statistics and Measurement, at 202-296-2296 or email at martha@arl.org.