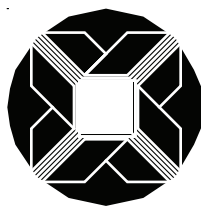


ARL ANNUAL SALARY SURVEY 2007–2008



Compiled and Edited by

MARTHA KYRILLIDOU
MARK YOUNG
JASON BARBER

ASSOCIATION OF RESEARCH LIBRARIES
WASHINGTON, D.C.
2008

ARL *Annual Salary Survey* is published by

Association of Research Libraries
21 Dupont Circle, NW, Suite 800
Washington, D.C. 20036
Telephone: (202) 296-2296
FAX: (202) 872-0884
email: pubs@arl.org

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/>.

EAN 978-159407-809-5
ISBN 1-59407-809-2

© 2008

The compilation is copyrighted by the Association of Research Libraries. Blanket permission is granted to reproduce and distribute copies of this work for nonprofit, educational, or library purposes, provided that the author, source, and copyright notice are included on each copy. This permission is in addition to rights of reproduction granted under Sections 107, 108, and other provisions of the U.S. Copyright Act.



The paper used in this publication meets the minimum requirements of the American National Standard for Information Science and National Information Standards Organization standard—Permanence of Paper for Publications and Documents in Libraries and Archives, ANSI/NISO Z39.48-1992(R1997).

TABLE OF CONTENTS

| | Page |
|---|------|
| SALARY SURVEY TRENDS 2007–2008 | 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 2007–2008 | 28 |
| Table 8: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 2006–2007 | 30 |
| Table 9: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 2007–2008 | 31 |
| Table 10: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 2006–2007 | 32 |
| Table 11: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 2007–2008 | 33 |
| Table 12: Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 2006–2007 | 34 |
| Table 13: Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 2007–2008 | 35 |
| Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, FYs 2004–2005 to 2007–2008 | 36 |
| Table 15: Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 2007–2008 | 40 |

| | | |
|-----------|---|----|
| Table 16: | Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2007–2008 | 41 |
| Table 17: | Number and Average Salaries of ARL University Librarians by Position and Sex, FY 2007–2008 | 42 |
| Table 18: | Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 2007–2008 | 43 |
| Table 19: | Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 2007–2008 | 44 |
| Table 20: | Average Salaries of ARL University Librarians by Position and Years of Experience, FY 2007–2008 | 45 |
| Table 21: | Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 2007–2008..... | 46 |
| Table 22: | Years of Experience of ARL University Librarians by Position and Type of Institution, FY 2007–2008..... | 47 |
| Table 23: | Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 2007–2008..... | 48 |
| Table 24: | Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 2007–2008..... | 49 |
| Table 25: | Average Salaries of ARL University Librarians by Position and Geographic Region, FY 2007–2008 | 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 2007–2008 | 54 |
| Table 27: | Number and Average Salaries of Minority U.S. ARL University Librarians by Position and Sex, FY 2007–2008 | 55 |
| Table 28: | Number and Average Years of Experience of Minority U.S. ARL University Librarians by Position and Sex, FY 2007–2008 | 56 |
| Table 29: | Number and Average Salaries of U.S. ARL University Librarians by Years of Experience and Sex, FY 2007–2008 | 57 |
| Table 30: | Number and Average Salaries of Minority U.S. ARL University Librarians by Years of Experience and Sex, FY 2007–2008 | 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 2007–2008 | 60 |
| Table 32: | Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 2007–2008 | 61 |
| Table 33: | Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 2007–2008 | 62 |
| Table 34: | Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 2007–2008 | 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 2007–2008 | 66 |
| Table 36: | Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2007–2008 | 68 |
| Table 37: | Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2007–2008 | 69 |
| Table 38: | Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2007–2008 | 70 |
| Table 39: | Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 2007–2008 | 71 |
| Table 40: | Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 2007–2008 | 72 |
| Table 41: | Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 2007–2008 | 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 2007–2008 | 76 |
| Table 43: | Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2007–2008 | 78 |
| Table 44: | Median Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2007–2008 | 79 |
| Table 45: | Average Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2007–2008 | 80 |

| | | |
|-----------|--|----|
| Table 46: | Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 2007–2008 | 81 |
| Table 47: | Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 2007–2008 | 82 |
| Table 48: | Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 2007–2008 | 83 |

ARL ANNUAL SALARY SURVEY 2007–2008

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

| | |
|------------------------|-----|
| FOOTNOTES | 101 |
|------------------------|-----|

| | |
|---|-----|
| APPENDIX A: ARL MEMBER LIBRARIES | 110 |
|---|-----|

| | |
|---|-----|
| APPENDIX B: TABLE NUMBERING CHANGES FOR 1998-99 to 1999-2000 | 113 |
|---|-----|

SALARY SURVEY TRENDS 2007-2008

The *ARL Annual Salary Survey 2007–2008* 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 9,983 professional staff members were reported this year for the 113 ARL university libraries, including their law and medical libraries (937 staff members reported by 73 medical libraries and 732 staff members reported by 75 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,797 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 1.1323 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.

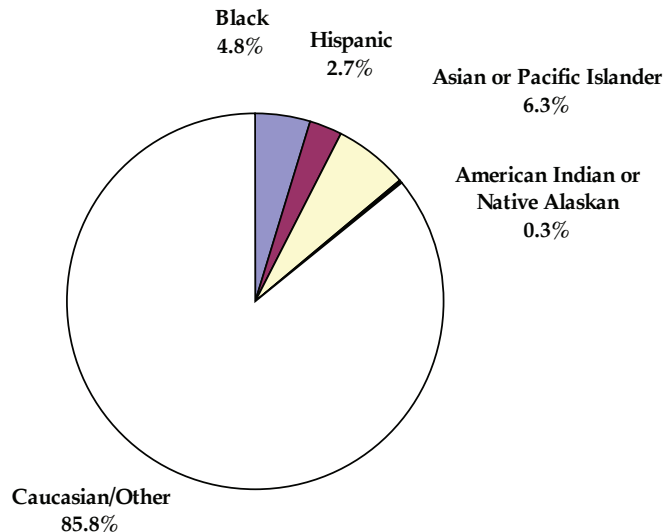
¹ This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2006–June 2007 and is used in converting 2007–2008 figures that are collected as of July 2007.

RACE AND ETHNICITY

There were 1,280 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, 14.1% 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: 5.2% are directors (5 out of 97), 6.3% are associate or assistant directors (26 out of 411), and 11.7% are branch librarians (52 out of 445). Graph 1, below, depicts the overall racial/ethnic distribution of professional staff in U.S. ARL university libraries: Caucasian/Other 85.8%, Asian/Pacific Islander 6.3%, Black 4.8%, Hispanic 2.7%, 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, 2007-08



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 30% 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 2007–2008

| | 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 | 34 | 63 | 94 | 21 | 136 | 20 | 27 | 9 | 31 | 435 | 34% |
| Hispanic | 23 | 37 | 29 | 10 | 46 | 5 | 36 | 23 | 39 | 248 | 19% |
| Asian | 73 | 95 | 76 | 21 | 79 | 10 | 38 | 22 | 156 | 570 | 45% |
| AI/AN * | 4 | 2 | 4 | 2 | 7 | N/A | 2 | 6 | N/A | 27 | 2% |
| Minority Total | 134 | 197 | 203 | 54 | 268 | 35 | 103 | 60 | 226 | 1,280 | 100% |
| Minority Percent | 10.47% | 15.39% | 15.86% | 4.22% | 20.94% | 2.73% | 8.05% | 4.69% | 17.66% | | |
| Nonminority Total | 1,165 | 1,250 | 1,378 | 527 | 1,215 | 366 | 557 | 462 | 826 | 7,746 | 100% |
| Nonminority Percent | 15.04% | 16.14% | 17.79% | 6.80% | 15.69% | 4.73% | 7.19% | 5.96% | 10.66% | | |
| Regional Percent Total staff | 14.39% | 16.03% | 17.52% | 6.44% | 16.43% | 4.44% | 7.31% | 5.78% | 11.66% | | |
| Proportional Minority Representation | -30.39% | -4.63% | -10.85% | -37.99% | 33.48% | -42.13% | 11.91% | -21.41% | 65.58% | | |

* American Indian/Alaskan Native

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>.

Women comprise 69.38% of the four racial/ethnic groups that comprise minority staff, as compared to 63.04% 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 35.47% male and 64.35% 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 2007–2008

| United States | | | | | |
|--|------------------------|-------------------------|------------------------|-------------------------|--------------|
| | Men | | Women | | Total |
| | Number of Staff | Percent of Total | Number of Staff | Percent of Total | |
| Main | 2,794 | 37.32% | 4,692 | 62.68% | 7,486 |
| Medical | 224 | 26.54% | 620 | 73.46% | 844 |
| Law | 237 | 34.05% | 459 | 65.95% | 696 |
| Minority* | 392 | 30.63% | 888 | 69.38% | 1,280 |
| Non-minority | 2,863 | 36.96% | 4,883 | 63.04% | 7,746 |
| All | 3,255 | 36.06% | 5,771 | 63.94% | 9,026 |
| Canada | | | | | |
| | Men | | Women | | Total |
| | Number of Staff | Percent of Total | Number of Staff | Percent of Total | |
| Main | 269 | 32.49% | 559 | 67.51% | 828 |
| Medical | 11 | 11.83% | 82 | 88.17% | 93 |
| Law | 12 | 33.33% | 24 | 66.67% | 36 |
| All | 292 | 30.51% | 665 | 69.49% | 957 |
| United States and Canada (Combined) | | | | | |
| | Men | | Women | | Total |
| | Number of Staff | Percent of Total | Number of Staff | Percent of Total | |
| Main | 3,063 | 36.84% | 5,251 | 63.16% | 8,314 |
| Medical | 235 | 24.92% | 702 | 74.44% | 937 |
| Law | 249 | 33.47% | 483 | 64.92% | 732 |
| All | 3,547 | 35.47% | 6,436 | 64.35% | 9,983 |

* Includes staff in medical and law libraries.

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 (62 women directors out of 111 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 nine categories of the 27 used in the table do the average salaries of women exceed those of men. The overall salary for women is 95.39% that of men for the 113 ARL university libraries, compared to 95.69% in 2006–2007. This shows a marked closure of the gender gap in ARL libraries over the long term — in 1980–1981, women in ARL libraries made roughly 87% that of men.

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 two of the nine job categories in which they average higher pay, but there are other categories in which women on average have more experience and less pay: Director, Assistant Director, Functional Specialist, and Department Head--Other. 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.⁴ 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 1980–1981; 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, only 5.8% of Functional Specialists in all libraries did not use an alternative code, a significant decrease from 20.2% in 2006–2007. Of the positions that did use an alternate code, 50.5% of them were Archivists or Information Technology specialists.

⁴ 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 | 333 | 17.0% | 32 | 23.9% | 23 | 41.8% | 388 | 18.0% |
| Business Manager | 409 | 20.8% | 16 | 11.9% | 6 | 10.9% | 431 | 20.0% |
| Human Resources | 129 | 6.6% | 13 | 9.7% | 2 | 3.6% | 144 | 6.7% |
| IT – Programming | 94 | 4.8% | 1 | 0.7% | 0 | 0.0% | 95 | 4.4% |
| IT – Systems | 406 | 20.7% | 39 | 29.1% | 14 | 25.5% | 459 | 21.3% |
| IT – Web Development | 129 | 6.6% | 15 | 11.2% | 3 | 5.5% | 147 | 6.8% |
| Media/Multimedia | 246 | 12.5% | 11 | 8.2% | 2 | 3.6% | 259 | 12.0% |
| Preservation/Conservation | 99 | 5.0% | 4 | 3.0% | 2 | 3.6% | 105 | 4.9% |
| Other Functional Specialists | 118 | 6.0% | 3 | 2.2% | 3 | 5.5% | 124 | 5.8% |
| Total | 1,963 | | 134 | | 55 | | 2,152 | |

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 \$60,748. Programming specialists have the highest average of all subcategories, with an average salary of \$69,804; specialists in Preservation/Conservation have the lowest average salary of \$51,024.

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

| Position | Women | | Men | | Total | |
|---|-----------------|--------------|-----------------|------------|-----------------|--------------|
| | Salary | No. | Salary | No. | Salary | No. |
| Archivist | \$56,938 | 225 | 59,334 | 108 | 57,715 | 333 |
| Business Manager | 56,733 | 260 | 60,019 | 149 | 57,930 | 409 |
| Human Resources | 65,462 | 78 | 68,418 | 51 | 66,630 | 129 |
| IT – Programming | 68,929 | 84 | 77,154 | 10 | 69,804 | 94 |
| IT – Systems | 63,941 | 158 | 61,503 | 248 | 62,452 | 406 |
| IT – Web Development | 57,542 | 61 | 60,647 | 68 | 59,179 | 129 |
| Media/Multimedia | 63,411 | 64 | 65,882 | 182 | 65,239 | 246 |
| Preservation/Conservation | 52,690 | 38 | 49,987 | 61 | 51,024 | 99 |
| Other Functional Specialists | 59,029 | 80 | 62,287 | 38 | 60,078 | 118 |
| All Functional Specialists (See Table 17) | \$59,975 | 1,048 | \$61,634 | 915 | \$60,748 | 1,963 |

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 is 6.2%, or an average of \$4,061 more paid for a position in a private institution. There are four job categories in which average salaries in the public sector exceeded those in private university libraries: Heads of Circulation, Heads of Documents and Maps, 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 1995–1996, continued to hold steady at 110 in 2007–2008.⁵ The largest libraries, those with more than 110 staff, reported the highest average salary, \$69,603, compared to \$67,902 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 \$4,613, about 22% smaller than last year's difference of \$5,948 (see Table 23). The sharp decrease in the gap between highest-paying and lowest-paying cohorts is related to the strengthening of the Canadian dollar relative to the U.S. dollar (see Table 4 for a list of exchange rates since 1984–1985), 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 \$70,000, with New England averaging as high as \$72,947. The U.S./Canadian exchange rate has dropped precipitously over the past four years; as a result, Canada has moved from being the lowest-paying region to the third-highest-paying region, with an average salary in U.S. dollars of \$70,667. Instead the West South Central region had the lowest average salary, with an average of \$60,600.

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.

⁵ In 1995–1996, the largest cohort of libraries was determined based on staff over 124; in 1996–1998, over 120; in 1998–1999, 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. 6,104 of the 9,983 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,437) 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 2007–2008

| | Three-Step | | Four-Step | | Five-Step | |
|---------------------|--------------|------------|--------------|------------|--------------|------------|
| | Salary | Experience | Salary | Experience | Salary | Experience |
| Librarian 1 | 52,906 | 8.0 | 50,034 | 7.7 | 47,956 | 9.3 |
| Librarian 2 | 63,819 | 16.3 | 54,505 | 11.4 | 56,907 | 14.5 |
| Librarian 3 | 83,478 | 24.8 | 68,114 | 20.2 | 63,749 | 18.0 |
| Librarian 4 | | | 84,864 | 26.5 | 80,299 | 24.6 |
| Librarian 5 | | | | | 91,577 | 27.2 |
| No. of Staff | 1,351 | | 3,437 | | 1,127 | |

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 a second consecutive year, 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 \$61,833 in 2007–2008; for U.S. libraries only it was \$61,329; and for Canadian libraries converted into U.S. dollars it was \$67,331, or a median of \$76,239 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 3.9% (Table 4), while U.S. salaries increased 3.5% (Table 3). The median salary for combined U.S. and Canadian university libraries increased 3.6% (Table 2); At the same time, the U.S. Consumer Price Index increased 2.4% in the last year and the Canadian Consumer Price Index increased 2.5%.

Beginning salaries in the university sector continue to increase at a steady rate. The median beginning salary in ARL university libraries increased to \$41,125; this 2.8% is almost half the 5.5% increase reported in 2006–2007. After a 10.6% jump in 2006–2007, the median beginning salary for ARL nonuniversity research libraries increased by only 3.7% to \$44,359. Table 6 reveals that the median salary for nonuniversity staff has increased about 0.2% since 2006–2007, to \$80,261.

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
Jason Barber
Association of Research Libraries
August 21, 2008

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.

| Salary Range | University Librarians | | | | Nonuniversity Librarians | | | |
|------------------------|-----------------------|-----------|-----------------|-----------|--------------------------|-----------|-----------------|-----------|
| | FY 2006-07 | cum. % | FY 2007-08 | cum. % | FY 2006-07 | cum. % | FY 2007-08 | Cum. % |
| More than 250,000 | 9 | 0.1% | 12 | 0.1% | 1 | 0.0% | 1 | 0.0% |
| 200,000 – 250,000 | 28 | 0.4% | 30 | 0.4% | 1 | 0.1% | 1 | 0.1% |
| 175,000 – 199,999 | 31 | 0.7% | 41 | 0.8% | 2 | 0.1% | 7 | 0.2% |
| 150,000 – 174,999 | 60 | 1.3% | 81 | 1.6% | 106 | 2.9% | 108 | 3.1% |
| 140,000 – 149,999 | 41 | 1.7% | 37 | 2.0% | 8 | 3.1% | 148 | 7.0% |
| 130,000 – 139,999 | 47 | 2.2% | 57 | 2.6% | 215 | 8.7% | 118 | 10.1% |
| 120,000 – 129,999 | 68 | 2.9% | 90 | 3.5% | 107 | 11.5% | 223 | 16.0% |
| 110,000 – 119,999 | 143 | 4.3% | 177 | 5.3% | 277 | 18.7% | 199 | 21.2% |
| 100,000 – 109,999 | 224 | 6.6% | 246 | 7.7% | 367 | 28.3% | 351 | 30.4% |
| 95,000 – 99,999 | 146 | 8.1% | 212 | 9.8% | 179 | 33.0% | 219 | 36.2% |
| 90,000 – 94,999 | 251 | 10.7% | 299 | 12.8% | 256 | 39.6% | 142 | 40.0% |
| 85,000 – 89,999 | 316 | 13.9% | 374 | 16.6% | 185 | 44.5% | 295 | 47.7% |
| 80,000 – 84,999 | 436 | 18.3% | 469 | 21.3% | 307 | 52.5% | 285 | 55.2% |
| 76,000 – 79,999 | 429 | 22.7% | 456 | 25.9% | 194 | 57.5% | 146 | 59.1% |
| 74,000 – 75,999 | 219 | 24.9% | 229 | 28.1% | 84 | 59.7% | 88 | 61.4% |
| 72,000 – 73,999 | 240 | 27.4% | 330 | 31.5% | 134 | 63.2% | 180 | 66.1% |
| 70,000 – 71,999 | 289 | 30.3% | 306 | 34.5% | 147 | 67.1% | 119 | 69.3% |
| 68,000 – 69,999 | 308 | 33.4% | 312 | 37.6% | 129 | 70.4% | 120 | 72.4% |
| 66,000 – 67,999 | 341 | 36.9% | 408 | 41.7% | 127 | 73.7% | 87 | 74.7% |
| 64,000 – 65,999 | 398 | 41.0% | 363 | 45.4% | 129 | 77.1% | 95 | 77.2% |
| 62,000 – 63,999 | 395 | 45.0% | 436 | 49.7% | 130 | 80.5% | 75 | 79.2% |
| 60,000 – 61,999 | 432 | 49.4% | 397 | 53.7% | 69 | 82.3% | 80 | 81.3% |
| 58,000 – 59,999 | 421 | 53.7% | 494 | 58.7% | 90 | 84.7% | 138 | 84.9% |
| 56,000 – 57,999 | 475 | 58.5% | 472 | 63.4% | 148 | 88.5% | 78 | 87.0% |
| 54,000 – 55,999 | 508 | 63.7% | 511 | 68.5% | 101 | 91.2% | 135 | 90.5% |
| 52,000 – 53,999 | 515 | 68.9% | 510 | 73.6% | 38 | 92.1% | 104 | 93.3% |
| 50,000 – 51,999 | 519 | 74.2% | 500 | 78.6% | 63 | 93.8% | 52 | 94.7% |
| 48,000 – 49,999 | 494 | 79.2% | 459 | 83.2% | 37 | 94.8% | 46 | 95.9% |
| 46,000 – 47,999 | 508 | 84.4% | 440 | 87.6% | 52 | 96.1% | 98 | 98.4% |
| 44,000 – 45,999 | 397 | 88.4% | 384 | 91.5% | 73 | 98.0% | 15 | 98.8% |
| 42,000 – 43,999 | 360 | 92.1% | 321 | 94.7% | 31 | 98.8% | 12 | 99.2% |
| 40,000 – 41,999 | 292 | 95.1% | 217 | 96.9% | 6 | 99.0% | 8 | 99.4% |
| 38,000 – 39,999 | 194 | 97.0% | 132 | 98.2% | 10 | 99.2% | 4 | 99.5% |
| 36,000 – 37,999 | 146 | 98.5% | 92 | 99.1% | 10 | 99.5% | 10 | 99.7% |
| 34,000 – 35,999 | 73 | 99.3% | 41 | 99.5% | 8 | 99.7% | 1 | 99.8% |
| 32,000 – 33,999 | 32 | 99.6% | 24 | 99.8% | 9 | 99.9% | 8 | 100.0% |
| 30,000 – 31,999 | 19 | 99.8% | 14 | 99.9% | 1 | 100.0% | 0 | 100.0% |
| less than 30,000 | 20 | 100.0% | 10 | 100.0% | 1 | 100.0% | 1 | 100.0% |
| Total Positions | 9,824 | | 9,983 | | 3,832 | | 3,797 | |
| Median Salary | \$59,648 | | \$61,833 | | \$80,124 | | \$80,261 | |

* 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 |
|--------------------|---------------------|--------------------|----------------------------------|-------------------------------|----------------------------|------------------------------|-------------------|---------------------|
| 2007-08 | 113 | 9,983 | \$61,833 | \$41,125 | 236.9 | 249.7 | 208.3 | 200.5 |
| 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 |
|--------------------|---------------------|--------------------|----------------------|-----------------------------|----------------------------|-------------------|---------------------|-------------------|
| 2007-08 | 99 | 9,026 | \$61,329 | 3.5% | 236.4 | 208.3 | 200.5 | 2.4% |
| 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 |
|--------------------|---------------------|--------------------|----------------------------------|------------------------------|----------------------|---------------------------------|-----------------------------|----------------------------|
| 2007-08 | 14 | 957 | \$67,331 | 6.7% | 1.13230 | \$76,239 | 3.9% | 2.5% |
| 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 |

* 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 | Median Salaries | | Beginning Salaries | |
|---|--------------|-----------------|------------|--------------------|------------|
| | | FY 2006–07 | FY 2007–08 | FY 2006–07 | FY 2007–08 |
| Boston Public Library | 183 | \$56,406 | \$58,099 | \$37,907 | \$37,907 |
| Canada Institute for Scientific and Technical Information * | 190 | 59,751 | 61,365 | 40,040 | 44,105 |
| Center for Research Libraries | 31 | 48,076 | 51,000 | 39,000 | 44,584 |
| Library of Congress † | 2,625 | 87,664 | 89,985 | 44,856 | 46,041 |
| National Agricultural Library † | 100 | 73,720 | 75,671 | 44,856 | 46,041 |
| Library & Archives of Canada * | 119 | 53,881 | 55,337 | 46,967 | 44,133 |
| National Library of Medicine | 191 | 82,391 | 80,123 | 44,856 | 46,041 |
| New York Public Library | 239 | 54,478 | 58,674 | 35,912 | 39,295 |
| New York State Library | 64 | 59,000 | 58,849 | 40,673 | 42,693 |
| Smithsonian Library | 55 | 73,720 | 75,671 | 44,856 | 46,041 |

* 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 |
|--------------------|---------------------|--------------------|-----------------------|-------------------------------|----------------------------|------------------------------|-------------------|---------------------|
| 2007-08 | 10 | 3,797 | \$80,261 | \$44,359 | 236.9 | 268.7 | 208.3 | 200.5 |
| 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 2007–2008*

| Institution | Filled Pos. | Average Salaries | | Median Salaries | | Beginning Salaries | | Average Yrs. Exp. |
|-----------------------------|-------------|------------------|----------|-----------------|----------|--------------------|----------|-------------------|
| | FY 2008 | FY 2007 | FY 2008 | FY 2007 | FY 2008 | FY 2007 | FY 2008 | FY 2008 |
| Alabama † | 57 | \$54,096 | \$58,232 | \$49,428 | \$52,891 | \$37,000 | \$40,000 | 14.8 |
| Alberta †† | 67 | 69,228 | 74,787 | 76,714 | 82,536 | 40,449 | 42,997 | 17.3 |
| Arizona † | 64 | 63,916 | 64,731 | 58,917 | 60,136 | 43,474 | 47,325 | 17.0 |
| Arizona State † | 72 | 60,315 | 64,325 | 56,743 | 62,333 | 43,000 | 43,000 | 17.1 |
| Auburn † | 44 | 58,800 | 61,104 | 59,200 | 58,540 | 44,700 | 44,720 | 15.8 |
| Boston University | 51 | 52,505 | 54,472 | 50,000 | 51,450 | 24,700 | 40,800 | 17.7 |
| Boston College † | 60 | 64,187 | 67,847 | 61,750 | 65,293 | 39,850 | 41,050 | 19.0 |
| Brigham Young † | 113 | 60,562 | 61,929 | 58,500 | 60,200 | 44,000 | 46,000 | 17.3 |
| British Columbia † | 83 | 63,845 | 69,414 | 62,938 | 68,737 | 43,718 | 45,784 | 15.3 |
| Brown † | 65 | 62,460 | 65,442 | 58,193 | 61,998 | 37,000 | 38,000 | 20.0 |
| California, Berkeley † | 101 | 75,968 | 80,749 | 72,558 | 79,108 | 39,000 | 40,008 | 18.6 |
| California, Davis † | 46 | 69,196 | 73,853 | 71,916 | 79,968 | 39,000 | 40,008 | 19.3 |
| California, Irvine | 56 | 72,485 | 71,572 | 73,537 | 73,356 | 39,000 | 40,008 | 14.9 |
| California, Los Angeles † | 140 | 74,082 | 76,029 | 72,084 | 73,382 | 39,000 | 40,008 | 16.9 |
| California, Riverside † | 60 | 66,183 | 69,120 | 65,220 | 68,000 | 42,204 | 42,204 | 17.1 |
| California, San Diego † | 84 | 71,287 | 74,176 | 70,350 | 73,356 | 40,008 | 40,008 | 15.8 |
| California, Santa Barbara † | 58 | 68,946 | 70,227 | 65,448 | 66,756 | 39,000 | 42,008 | 16.8 |
| Case Western Reserve † | 37 | 54,258 | 57,089 | 52,842 | 54,335 | 35,000 | 35,000 | 15.3 |
| Chicago † | 71 | 70,385 | 72,179 | 65,792 | 68,418 | 45,500 | 46,800 | 17.7 |
| Cincinnati † | 53 | 62,957 | 65,283 | 58,987 | 61,552 | 37,000 | 38,000 | 21.8 |
| Colorado † | 43 | 59,930 | 65,510 | 57,622 | 61,431 | 41,000 | 41,000 | 17.6 |
| Colorado State † | 51 | 62,371 | 62,333 | 60,828 | 60,650 | 40,000 | 43,500 | 14.2 |
| Columbia † | 189 | 70,854 | 70,838 | 64,160 | 61,585 | 49,500 | 51,500 | 15.6 |
| Connecticut † | 64 | 72,674 | 76,946 | 67,825 | 74,661 | 48,000 | 48,000 | 17.3 |
| Cornell † | 111 | 66,479 | 68,228 | 60,050 | 62,490 | 43,300 | 45,000 | 16.8 |
| Dartmouth † | 52 | 68,775 | 71,642 | 65,563 | 71,597 | 38,000 | 40,000 | 16.9 |
| Delaware | 60 | 66,598 | 69,033 | 64,130 | 64,235 | 39,000 | 43,600 | 16.5 |
| Duke † | 137 | 58,918 | 60,715 | 55,400 | 55,650 | 36,850 | 43,000 | 15.0 |
| Emory † | 78 | 61,950 | 64,551 | 58,925 | 61,000 | 37,000 | 38,000 | 14.2 |
| Florida † | 74 | 55,761 | 56,403 | 51,413 | 52,327 | 42,000 | 42,000 | 13.6 |
| Florida State † | 53 | 46,853 | 48,656 | 42,479 | 45,752 | 41,000 | 42,000 | 12.1 |
| George Washington † | 38 | 63,878 | 64,950 | 57,907 | 59,401 | 42,000 | 42,000 | 13.8 |
| Georgetown † | 50 | 63,686 | 66,689 | 59,375 | 61,508 | 45,000 | 45,000 | 19.0 |
| Georgia † | 68 | 54,062 | 57,082 | 47,731 | 49,634 | 32,500 | 35,000 | 17.2 |
| Georgia Tech † | 40 | 59,700 | 58,753 | 53,732 | 54,631 | 44,000 | 42,000 | 15.7 |
| Guelph †† | 48 | 62,335 | 62,069 | 58,833 | 58,271 | 37,574 | 38,590 | 17.2 |
| Harvard † | 464 | 70,160 | 72,861 | 64,443 | 67,486 | 45,500 | 47,100 | 16.7 |
| Hawaii † | 80 | 62,760 | 61,330 | 60,959 | 60,354 | 38,356 | 42,026 | 14.9 |
| Houston † | 40 | 56,901 | 56,608 | 52,799 | 49,037 | 39,000 | 40,000 | 15.2 |
| Howard † | 29 | 50,032 | 53,211 | 47,105 | 53,359 | 35,409 | 35,049 | 25.1 |
| Illinois, Chicago † | 50 | 58,010 | 58,925 | 52,981 | 54,885 | 42,000 | 47,000 | 16.1 |
| Illinois, Urbana † | 144 | 62,401 | 64,009 | 56,091 | 58,247 | 43,000 | 44,500 | 13.1 |
| Indiana † | 79 | 60,776 | 64,257 | 57,123 | 59,705 | 36,952 | 40,000 | 19.8 |
| Iowa † | 66 | 60,666 | 63,234 | 54,207 | 55,700 | 40,000 | 40,000 | 18.3 |
| Iowa State † | 56 | 58,887 | 59,891 | 56,054 | 57,452 | 41,000 | 42,500 | 18.3 |
| Johns Hopkins † | 75 | 63,555 | 65,765 | 59,795 | 60,060 | 46,700 | 48,335 | 15.6 |
| Kansas † | 84 | 57,251 | 59,070 | 54,982 | 55,120 | 40,000 | 40,000 | 14.9 |
| Kent State † | 67 | 54,156 | 56,086 | 51,333 | 53,777 | 51,333 | 43,389 | 15.0 |
| Kentucky † | 60 | 56,371 | 59,613 | 54,352 | 57,817 | 37,500 | 38,500 | 20.9 |
| Laval †† | 61 | 54,114 | 59,630 | 55,855 | 62,715 | 36,704 | 40,025 | 16.6 |
| Louisiana State † | 51 | 47,812 | 48,711 | 43,705 | 44,879 | 36,000 | 38,000 | 13.7 |
| Louisville † | 34 | 63,179 | 65,230 | 64,134 | 61,986 | 36,000 | 37,000 | 21.5 |
| McGill †† | 53 | 63,903 | 66,010 | 66,226 | 64,728 | 39,557 | 40,625 | 18.5 |
| McMaster †† | 22 | 61,406 | 67,549 | 61,044 | 69,173 | 36,311 | 38,598 | 18.9 |
| Manitoba †† | 45 | 72,277 | 77,261 | 74,814 | 79,159 | 38,833 | 41,331 | 23.8 |
| Maryland † | 97 | 61,723 | 64,926 | 59,395 | 61,930 | 40,000 | 42,000 | 18.1 |
| Massachusetts † | 60 | 67,202 | 69,319 | 69,658 | 69,746 | 39,544 | 40,730 | 16.4 |

**TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
ARL UNIVERSITY LIBRARIES, FY 2007–2008***

| Institution | Filled Pos. | | Average Salaries | | Median Salaries | | Beginning Salaries | | Average Yrs. Exp. |
|---------------------------|-------------|----------|------------------|----------|-----------------|----------|--------------------|---------|-------------------|
| | FY 2008 | FY 2007 | FY 2008 | FY 2007 | FY 2008 | FY 2007 | FY 2008 | FY 2008 | |
| MIT | 87 | \$67,285 | \$69,719 | \$64,100 | \$65,650 | \$45,000 | \$48,000 | 16.0 | |
| Miami ‡ | 39 | 63,695 | 65,171 | 56,863 | 60,000 | 41,700 | 45,000 | 16.6 | |
| Michigan ‡ | 111 | 64,295 | 66,608 | 59,920 | 63,413 | 40,000 | 41,000 | 18.7 | |
| Michigan State | 68 | 62,101 | 61,743 | 59,700 | 57,000 | 47,000 | 47,000 | 16.1 | |
| Minnesota | 104 | 64,164 | 66,067 | 61,033 | 63,532 | 38,000 | 40,000 | 18.6 | |
| Missouri ‡ | 35 | 52,090 | 57,607 | 49,134 | 50,442 | 34,000 | 38,500 | 20.9 | |
| Montreal †† | 84 | 56,909 | 60,262 | 54,360 | 58,216 | 34,504 | 36,144 | 14.9 | |
| Nebraska ‡ | 47 | 58,792 | 61,376 | 52,928 | 54,624 | 40,500 | 45,000 | 19.1 | |
| New Mexico ‡ | 32 | 70,749 | 76,612 | 71,319 | 74,768 | 40,000 | 40,000 | 20.7 | |
| New York University ‡ | 54 | 72,220 | 77,595 | 63,700 | 68,882 | 49,500 | 51,000 | 18.1 | |
| North Carolina ‡ | 92 | 63,189 | 67,938 | 60,000 | 62,825 | 42,000 | 42,000 | 19.8 | |
| North Carolina State ‡ | 84 | 66,529 | 68,461 | 59,500 | 61,717 | 46,000 | 47,000 | 10.8 | |
| Northwestern ‡ | 76 | 62,941 | 65,234 | 60,144 | 61,203 | 37,000 | 39,000 | 17.2 | |
| Notre Dame ‡ | 54 | 64,821 | 66,827 | 63,766 | 65,769 | 37,250 | 40,000 | 18.7 | |
| Ohio University ‡ | 50 | 48,815 | 48,853 | 44,263 | 45,010 | 35,000 | 36,000 | 11.2 | |
| Ohio State ‡ | 123 | 57,544 | 56,745 | 54,834 | 52,941 | 40,500 | 41,500 | 14.5 | |
| Oklahoma | 41 | 49,386 | 53,241 | 46,162 | 50,823 | 40,000 | 40,000 | 13.8 | |
| Oklahoma State ‡ | 60 | 53,406 | 54,593 | 49,536 | 49,824 | 36,000 | 36,000 | 16.6 | |
| Oregon ‡ | 48 | 51,535 | 54,999 | 48,424 | 51,176 | 35,000 | 35,000 | 14.9 | |
| Pennsylvania ‡ | 93 | 62,553 | 63,029 | 59,665 | 58,526 | 42,000 | 42,500 | 15.4 | |
| Pennsylvania State ‡ | 136 | 64,546 | 66,725 | 61,308 | 62,730 | 40,000 | 41,200 | 18.8 | |
| Pittsburgh ‡ | 61 | 61,695 | 64,047 | 56,345 | 58,451 | 34,000 | 34,000 | 16.9 | |
| Princeton ‡ | 120 | 70,082 | 74,179 | 64,600 | 70,000 | 40,000 | 45,000 | 20.2 | |
| Purdue ‡ | 67 | 61,429 | 65,312 | 54,330 | 57,815 | 43,000 | 43,500 | 17.5 | |
| Queen's †† | 34 | 67,488 | 72,268 | 68,700 | 74,078 | 38,452 | 40,695 | 18.7 | |
| Rice | 58 | 58,302 | 61,662 | 51,600 | 54,900 | 36,099 | 39,060 | 15.7 | |
| Rochester ‡ | 70 | 53,255 | 55,411 | 49,733 | 51,282 | 36,700 | 36,700 | 15.5 | |
| Rutgers ‡ | 91 | 77,298 | 82,023 | 80,048 | 84,829 | 44,525 | 46,781 | 20.1 | |
| Saskatchewan † | 39 | 64,936 | 74,526 | 64,350 | 74,456 | 35,951 | 41,598 | 17.0 | |
| South Carolina ‡ | 54 | 51,060 | 51,457 | 47,388 | 47,983 | 34,000 | 34,000 | 16.2 | |
| Southern California ‡ | 89 | 68,457 | 70,463 | 62,900 | 64,335 | 45,000 | 45,000 | 17.9 | |
| Southern Illinois ‡ | 38 | 53,791 | 54,562 | 47,311 | 49,375 | 39,500 | 41,000 | 14.2 | |
| SUNY Albany ‡ | 55 | 58,663 | 60,304 | 56,376 | 56,625 | 38,500 | 38,000 | 19.3 | |
| SUNY Buffalo ‡ | 76 | 58,519 | 64,414 | 53,790 | 60,852 | 45,000 | 45,000 | 18.6 | |
| SUNY Stony Brook ‡ | 28 | 68,185 | 70,027 | 65,764 | 67,828 | 42,000 | 43,000 | 22.0 | |
| Syracuse ‡ | 45 | 62,119 | 65,131 | 55,757 | 58,263 | U/A | | 20.5 | |
| Temple ‡ | 38 | 63,282 | 65,552 | 58,670 | 56,572 | 38,000 | 39,000 | 18.3 | |
| Tennessee | 42 | 63,432 | 68,333 | 62,319 | 65,394 | 40,000 | 42,000 | 17.3 | |
| Texas ‡ | 120 | 62,185 | 63,467 | 56,619 | 57,809 | 44,000 | 45,000 | 17.4 | |
| Texas A&M | 98 | 56,327 | 60,024 | 50,502 | 54,857 | 42,000 | 44,000 | 14.7 | |
| Texas Tech ‡ | 48 | 51,858 | 59,987 | 47,410 | 53,079 | 38,000 | 45,000 | 12.3 | |
| Toronto †† | 135 | 74,374 | 76,710 | 77,290 | 78,443 | 41,878 | 43,010 | 17.2 | |
| Tulane | 28 | 59,287 | 59,023 | 58,294 | 55,664 | 37,000 | 37,000 | 18.1 | |
| Utah | 56 | 56,452 | 59,993 | 51,633 | 54,614 | 40,000 | 42,000 | 19.3 | |
| Vanderbilt ‡ | 61 | 56,839 | 57,775 | 51,264 | 52,479 | 38,000 | 39,000 | 17.3 | |
| Virginia ‡ | 65 | 64,777 | 67,602 | 61,800 | 60,000 | 41,800 | 43,000 | 16.9 | |
| Virginia Tech | 33 | 59,256 | 62,691 | 56,150 | 59,672 | 37,000 | 38,500 | 17.9 | |
| Washington ‡ | 118 | 60,054 | 63,655 | 55,656 | 58,020 | 40,000 | 41,000 | 18.9 | |
| Washington State ‡ | 45 | 58,761 | 58,249 | 55,343 | 54,475 | 37,500 | 38,000 | 16.9 | |
| Washington U.-St. Louis ‡ | 59 | 57,999 | 58,142 | 51,648 | 51,727 | 37,000 | 37,000 | 16.8 | |
| Waterloo †† | 33 | 65,337 | 68,405 | 67,035 | 70,072 | 39,328 | 41,683 | 18.9 | |
| Wayne State ‡ | 100 | 52,524 | 53,075 | 46,387 | 47,315 | 40,000 | 40,500 | 16.6 | |
| Western Ontario †† | 62 | 54,221 | 58,941 | 49,869 | 54,246 | 40,958 | 46,000 | 14.6 | |
| Wisconsin ‡ | 149 | 60,691 | 59,685 | 58,640 | 57,766 | 39,338 | 39,338 | 16.7 | |
| Yale †† | 216 | 74,753 | 77,131 | 68,987 | 72,263 | 48,100 | 49,500 | 17.8 | |
| York †† | 55 | 73,646 | 81,659 | 69,450 | 76,495 | 36,310 | 43,275 | 16.5 | |

* 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 2006–2007***

| 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 | N/A |
| 45 | Wayne State | 40,000 | | | |

* Reprinted from *ARL Annual Salary Survey 2006-07*. 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 2007–2008***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|----------------------|--------|------|----------------------|--------|
| 1 | Columbia | 51,500 | 58 | Colorado | 41,000 |
| 2 | New York | 51,000 | 58 | Michigan | 41,000 |
| 3 | Yale | 49,500 | 58 | Southern Illinois | 41,000 |
| 4 | Johns Hopkins | 48,335 | 58 | Washington | 41,000 |
| 5 | Connecticut | 48,000 | 62 | Boston University | 40,800 |
| 5 | MIT | 48,000 | 63 | Massachusetts | 40,730 |
| 7 | Arizona | 47,325 | 64 | Queen's | 40,695 |
| 8 | Harvard | 47,100 | 65 | McGill | 40,625 |
| 9 | Illinois, Chicago | 47,000 | 65 | Western Ontario | 40,625 |
| 9 | Michigan State | 47,000 | 67 | Wayne State | 40,500 |
| 9 | North Carolina State | 47,000 | 68 | Laval | 40,025 |
| 12 | Chicago | 46,800 | 69 | Calif. Berkeley | 40,008 |
| 13 | Rutgers | 46,781 | 69 | Calif. Davis | 40,008 |
| 14 | Brigham Young | 46,000 | 69 | Calif. Irvine | 40,008 |
| 15 | British Columbia | 45,784 | 69 | Calif. Los Angeles | 40,008 |
| 16 | Cornell | 45,000 | 69 | Calif. San Diego | 40,008 |
| 16 | Georgetown | 45,000 | 74 | Alabama | 40,000 |
| 16 | Miami | 45,000 | 74 | Dartmouth | 40,000 |
| 16 | Nebraska | 45,000 | 74 | Houston | 40,000 |
| 16 | Princeton | 45,000 | 74 | Indiana | 40,000 |
| 16 | Southern California | 45,000 | 74 | Iowa | 40,000 |
| 16 | SUNY Buffalo | 45,000 | 74 | Kansas | 40,000 |
| 16 | Texas | 45,000 | 74 | Minnesota | 40,000 |
| 16 | Texas Tech | 45,000 | 74 | New Mexico | 40,000 |
| 25 | Auburn | 44,720 | 74 | Notre Dame | 40,000 |
| 26 | Illinois, Urbana | 44,500 | 74 | Oklahoma | 40,000 |
| 27 | Texas A&M | 44,000 | 84 | Wisconsin | 39,338 |
| 28 | Delaware | 43,600 | 85 | Rice | 39,060 |
| 29 | Colorado State | 43,500 | 86 | Northwestern | 39,000 |
| 29 | Purdue | 43,500 | 86 | Temple | 39,000 |
| 31 | Kent State | 43,389 | 86 | Vanderbilt | 39,000 |
| 32 | York | 43,275 | 89 | McMaster | 38,598 |
| 33 | Toronto | 43,010 | 90 | Guelph | 38,590 |
| 34 | Arizona State | 43,000 | 91 | Kentucky | 38,500 |
| 34 | Duke | 43,000 | 91 | Missouri | 38,500 |
| 34 | SUNY Stony Brook | 43,000 | 91 | Virginia Tech | 38,500 |
| 34 | Virginia | 43,000 | 94 | Brown | 38,000 |
| 38 | Alberta | 42,997 | 94 | Cincinnati | 38,000 |
| 39 | Iowa State | 42,500 | 94 | Emory | 38,000 |
| 39 | Pennsylvania | 42,500 | 94 | Louisiana State | 38,000 |
| 41 | Calif. Riverside | 42,204 | 94 | SUNY Albany | 38,000 |
| 42 | Hawaii | 42,026 | 94 | Washington State | 38,000 |
| 43 | Calif. Santa Barbara | 42,008 | 100 | Louisville | 37,000 |
| 44 | Florida | 42,000 | 100 | Tulane | 37,000 |
| 44 | Florida State | 42,000 | 100 | Washington-St. Louis | 37,000 |
| 44 | George Washington | 42,000 | 103 | Rochester | 36,700 |
| 44 | Georgia Tech | 42,000 | 104 | Montreal | 36,144 |
| 44 | Maryland | 42,000 | 105 | Ohio | 36,000 |
| 44 | North Carolina | 42,000 | 105 | Oklahoma State | 36,000 |
| 44 | Tennessee | 42,000 | 107 | Howard | 35,049 |
| 44 | Utah | 42,000 | 108 | Case Western Reserve | 35,000 |
| 52 | Waterloo | 41,683 | 108 | Georgia | 35,000 |
| 53 | Saskatchewan | 41,598 | 108 | Oregon | 35,000 |
| 54 | Ohio State | 41,500 | 111 | Pittsburgh | 34,000 |
| 55 | Manitoba | 41,331 | 111 | South Carolina | 34,000 |
| 56 | Pennsylvania State | 41,200 | 113 | Syracuse | N/A |
| 57 | Boston College | 41,050 | | | |

* 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 2006–2007***

| 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 | | | |

* Reprinted from *ARL Annual Salary Survey 2006-07*. 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 2007–2008***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|---------------------------|----------|------|-------------------------|----------|
| 1 | Rutgers | \$84,829 | 58 | Miami | \$60,000 |
| 2 | Alberta | 82,536 | 58 | Virginia | 60,000 |
| 3 | California, Davis | 79,968 | 60 | Indiana | 59,705 |
| 4 | Manitoba | 79,159 | 61 | Virginia Tech | 59,672 |
| 5 | California, Berkeley | 79,108 | 62 | George Washington | 59,401 |
| 6 | Toronto | 78,443 | 63 | Auburn | 58,540 |
| 7 | York | 76,495 | 64 | Pennsylvania | 58,526 |
| 8 | New Mexico | 74,768 | 65 | Pittsburgh | 58,451 |
| 9 | Connecticut | 74,661 | 66 | Guelph | 58,271 |
| 10 | Saskatchewan | 74,456 | 67 | Syracuse | 58,263 |
| 11 | Queen`s | 74,078 | 68 | Illinois, Urbana | 58,247 |
| 12 | California, Los Angeles | 73,382 | 69 | Montreal | 58,216 |
| 13 | California, Irvine | 73,356 | 70 | Washington | 58,020 |
| 13 | California, San Diego | 73,356 | 71 | Kentucky | 57,817 |
| 15 | Yale | 72,263 | 72 | Purdue | 57,815 |
| 16 | Dartmouth | 71,597 | 73 | Texas | 57,809 |
| 17 | Waterloo | 70,072 | 74 | Wisconsin | 57,766 |
| 18 | Princeton | 70,000 | 75 | Iowa State | 57,452 |
| 19 | Massachusetts | 69,746 | 76 | Michigan State | 57,000 |
| 20 | McMaster | 69,173 | 77 | SUNY Albany | 56,625 |
| 21 | New York University | 68,882 | 78 | Temple | 56,572 |
| 22 | British Columbia | 68,737 | 79 | Iowa | 55,700 |
| 23 | Chicago | 68,418 | 80 | Tulane | 55,664 |
| 24 | California, Riverside | 68,000 | 81 | Duke | 55,650 |
| 25 | SUNY Stony Brook | 67,828 | 82 | Kansas | 55,120 |
| 26 | Harvard | 67,486 | 83 | Rice | 54,900 |
| 27 | California, Santa Barbara | 66,756 | 84 | Illinois, Chicago | 54,885 |
| 28 | Notre Dame | 65,769 | 85 | Texas A&M | 54,857 |
| 29 | MIT | 65,650 | 86 | Georgia Tech | 54,631 |
| 30 | Tennessee | 65,394 | 87 | Nebraska | 54,624 |
| 31 | Boston College | 65,293 | 88 | Utah | 54,614 |
| 32 | McGill | 64,728 | 89 | Washington State | 54,475 |
| 33 | Southern California | 64,335 | 90 | Case Western Reserve | 54,335 |
| 34 | Delaware | 64,235 | 91 | Western Ontario | 54,246 |
| 35 | Minnesota | 63,532 | 92 | Kent State | 53,777 |
| 36 | Michigan | 63,413 | 93 | Howard | 53,359 |
| 37 | North Carolina | 62,825 | 94 | Texas Tech | 53,079 |
| 38 | Pennsylvania State | 62,730 | 95 | Ohio State | 52,941 |
| 39 | Laval | 62,715 | 96 | Alabama | 52,891 |
| 40 | Cornell | 62,490 | 97 | Vanderbilt | 52,479 |
| 41 | Arizona State | 62,333 | 98 | Florida | 52,327 |
| 42 | Brown | 61,998 | 99 | Washington U.-St. Louis | 51,727 |
| 43 | Louisville | 61,986 | 100 | Boston University | 51,450 |
| 44 | Maryland | 61,930 | 101 | Rochester | 51,282 |
| 45 | North Carolina State | 61,717 | 102 | Oregon | 51,176 |
| 46 | Columbia | 61,585 | 103 | Oklahoma | 50,823 |
| 47 | Cincinnati | 61,552 | 104 | Missouri | 50,442 |
| 48 | Georgetown | 61,508 | 105 | Oklahoma State | 49,824 |
| 49 | Colorado | 61,431 | 106 | Georgia | 49,634 |
| 50 | Northwestern | 61,203 | 107 | Southern Illinois | 49,375 |
| 51 | Emory | 61,000 | 108 | Houston | 49,037 |
| 52 | SUNY Buffalo | 60,852 | 109 | South Carolina | 47,983 |
| 53 | Colorado State | 60,650 | 110 | Wayne State | 47,315 |
| 54 | Hawaii | 60,354 | 111 | Florida State | 45,752 |
| 55 | Brigham Young | 60,200 | 112 | Ohio University | 45,010 |
| 56 | Arizona | 60,136 | 113 | Louisiana State | 44,879 |
| 57 | Johns Hopkins | 60,060 | | | |

* 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 2006–2007***

| 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 | | | |

* Reprinted from *ARL Annual Salary Survey 2006-07*. 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 2007–2008***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|---------------------------|----------|------|-------------------------|----------|
| 1 | Rutgers | \$82,023 | 58 | SUNY Buffalo | \$64,414 |
| 2 | York | 81,659 | 59 | Arizona State | 64,325 |
| 3 | California, Berkeley | 80,749 | 60 | Indiana | 64,257 |
| 4 | New York University | 77,595 | 61 | Pittsburgh | 64,047 |
| 5 | Manitoba | 77,261 | 62 | Illinois, Urbana | 64,009 |
| 6 | Yale | 77,131 | 63 | Washington | 63,655 |
| 7 | Connecticut | 76,946 | 64 | Texas | 63,467 |
| 8 | Toronto | 76,710 | 65 | Iowa | 63,234 |
| 9 | New Mexico | 76,612 | 66 | Pennsylvania | 63,029 |
| 10 | California, Los Angeles | 76,029 | 67 | Virginia Tech | 62,691 |
| 11 | Alberta | 74,787 | 68 | Colorado State | 62,333 |
| 12 | Saskatchewan | 74,526 | 69 | Guelph | 62,069 |
| 13 | Princeton | 74,179 | 70 | Brigham Young | 61,929 |
| 14 | California, San Diego | 74,176 | 71 | Michigan State | 61,743 |
| 15 | California, Davis | 73,853 | 72 | Rice | 61,662 |
| 16 | Harvard | 72,861 | 73 | Nebraska | 61,376 |
| 17 | Queen's | 72,268 | 74 | Hawaii | 61,330 |
| 18 | Chicago | 72,179 | 75 | Auburn | 61,104 |
| 19 | Dartmouth | 71,642 | 76 | Duke | 60,715 |
| 20 | California, Irvine | 71,572 | 77 | SUNY Albany | 60,304 |
| 21 | Columbia | 70,838 | 78 | Montreal | 60,262 |
| 22 | Southern California | 70,463 | 79 | Texas A&M | 60,024 |
| 23 | California, Santa Barbara | 70,227 | 80 | Utah | 59,993 |
| 24 | SUNY Stony Brook | 70,027 | 81 | Texas Tech | 59,987 |
| 25 | MIT | 69,719 | 82 | Iowa State | 59,891 |
| 26 | British Columbia | 69,414 | 83 | Wisconsin | 59,685 |
| 27 | Massachusetts | 69,319 | 84 | Laval | 59,630 |
| 28 | California, Riverside | 69,120 | 85 | Kentucky | 59,613 |
| 29 | Delaware | 69,033 | 86 | Kansas | 59,070 |
| 30 | North Carolina State | 68,461 | 87 | Tulane | 59,023 |
| 31 | Waterloo | 68,405 | 88 | Western Ontario | 58,941 |
| 32 | Tennessee | 68,333 | 89 | Illinois, Chicago | 58,925 |
| 33 | Cornell | 68,228 | 90 | Georgia Tech | 58,753 |
| 34 | North Carolina | 67,938 | 91 | Washington State | 58,249 |
| 35 | Boston College | 67,847 | 92 | Alabama | 58,232 |
| 36 | Virginia | 67,602 | 93 | Washington U.-St. Louis | 58,142 |
| 37 | McMaster | 67,549 | 94 | Vanderbilt | 57,775 |
| 38 | Notre Dame | 66,827 | 95 | Missouri | 57,607 |
| 39 | Pennsylvania State | 66,725 | 96 | Case Western Reserve | 57,089 |
| 40 | Georgetown | 66,689 | 97 | Georgia | 57,082 |
| 41 | Michigan | 66,608 | 98 | Ohio State | 56,745 |
| 42 | Minnesota | 66,067 | 99 | Houston | 56,608 |
| 43 | McGill | 66,010 | 100 | Florida | 56,403 |
| 44 | Johns Hopkins | 65,765 | 101 | Kent State | 56,086 |
| 45 | Temple | 65,552 | 102 | Rochester | 55,411 |
| 46 | Colorado | 65,510 | 103 | Oregon | 54,999 |
| 47 | Brown | 65,442 | 104 | Oklahoma State | 54,593 |
| 48 | Purdue | 65,312 | 105 | Southern Illinois | 54,562 |
| 49 | Cincinnati | 65,283 | 106 | Boston University | 54,472 |
| 50 | Northwestern | 65,234 | 107 | Oklahoma | 53,241 |
| 51 | Louisville | 65,230 | 108 | Howard | 53,211 |
| 52 | Miami | 65,171 | 109 | Wayne State | 53,075 |
| 53 | Syracuse | 65,131 | 110 | South Carolina | 51,457 |
| 54 | George Washington | 64,950 | 111 | Ohio University | 48,853 |
| 55 | Maryland | 64,926 | 112 | Louisiana State | 48,711 |
| 56 | Arizona | 64,731 | 113 | Florida State | 48,656 |
| 57 | Emory | 64,551 | | | |

* 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 2004–2005 TO 2007–2008***

| Institution | Average Salaries | | | | Median Salaries | | | | Beginning Salaries | | | | |
|---------------------------|------------------|------|------|------|-----------------|------|------|------|--------------------|------|------|------|------|
| | FY | 2005 | 2006 | 2007 | 2008 | 2005 | 2006 | 2007 | 2008 | 2005 | 2006 | 2007 | 2008 |
| Alabama | | 108 | 97 | 98 | 92 | 109 | 100 | 101 | 96 | 73 | 92 | 84 | 74 |
| Alberta | | 44 | 28 | 17 | 11 | 18 | 6 | 3 | 2 | 98 | 77 | 43 | 38 |
| Arizona | | 40 | 40 | 38 | 56 | 70 | 77 | 55 | 56 | 8 | 22 | 21 | 7 |
| Arizona State | | 85 | 84 | 69 | 59 | 76 | 69 | 66 | 41 | 36 | 51 | 23 | 34 |
| Auburn | | 82 | 78 | 77 | 75 | 80 | 66 | 52 | 63 | 16 | 15 | 15 | 25 |
| Boston University | | 99 | 95 | 104 | 106 | 98 | 98 | 97 | 100 | 99 | 107 | 112 | 62 |
| Boston College | | 29 | 31 | 36 | 35 | 35 | 35 | 36 | 31 | 51 | 50 | 58 | 57 |
| Brigham Young | | 54 | 54 | 68 | 70 | 43 | 47 | 59 | 55 | 11 | 13 | 17 | 14 |
| British Columbia | | 73 | 74 | 41 | 26 | 57 | 67 | 32 | 22 | 94 | 88 | 20 | 15 |
| Brown | | 30 | 36 | 53 | 47 | 29 | 37 | 61 | 42 | 83 | 89 | 84 | 94 |
| California, Berkeley | | 1 | 1 | 2 | 3 | 2 | 1 | 6 | 5 | 44 | 57 | 64 | 69 |
| California, Davis | | 6 | 7 | 18 | 15 | 2 | 3 | 8 | 3 | 44 | 57 | 64 | 69 |
| California, Irvine | | 8 | 13 | 8 | 20 | 5 | 3 | 5 | 13 | 44 | 57 | 64 | 69 |
| California, Los Angeles | | 2 | 3 | 5 | 10 | 1 | 3 | 7 | 12 | 44 | 57 | 64 | 69 |
| California, Riverside | | 20 | 25 | 29 | 28 | 10 | 24 | 22 | 24 | 44 | 25 | 26 | 41 |
| California, San Diego | | 10 | 11 | 11 | 14 | 9 | 13 | 10 | 13 | 44 | 57 | 44 | 69 |
| California, Santa Barbara | | 9 | 14 | 19 | 23 | 6 | 15 | 21 | 27 | 44 | 57 | 64 | 43 |
| Case Western Reserve | | 84 | 87 | 94 | 96 | 86 | 79 | 88 | 90 | 73 | 92 | 104 | 108 |
| Chicago | | 12 | 15 | 14 | 18 | 19 | 17 | 18 | 23 | 10 | 10 | 9 | 12 |
| Cincinnati | | 43 | 41 | 49 | 49 | 45 | 41 | 53 | 47 | 95 | 92 | 84 | 94 |
| Colorado | | 57 | 63 | 71 | 46 | 44 | 50 | 63 | 49 | 36 | 28 | 37 | 58 |
| Colorado State | | 37 | 53 | 55 | 68 | 31 | 53 | 41 | 53 | 29 | 44 | 45 | 29 |
| Columbia | | 14 | 17 | 12 | 21 | 27 | 31 | 26 | 46 | 2 | 3 | 2 | 1 |
| Connecticut | | 7 | 6 | 7 | 7 | 14 | 8 | 15 | 9 | 3 | 2 | 5 | 5 |
| Cornell | | 25 | 23 | 28 | 33 | 48 | 43 | 43 | 40 | 17 | 23 | 22 | 16 |
| Dartmouth | | 19 | 18 | 20 | 19 | 12 | 16 | 20 | 16 | 113 | 68 | 75 | 74 |
| Delaware | | 22 | 19 | 26 | 29 | 20 | 18 | 28 | 34 | 29 | 44 | 64 | 28 |
| Duke | | 46 | 68 | 75 | 76 | 53 | 74 | 76 | 81 | 58 | 73 | 93 | 34 |
| Emory | | 38 | 46 | 60 | 57 | 37 | 46 | 54 | 51 | 73 | 68 | 84 | 94 |
| Florida | | 101 | 86 | 93 | 100 | 103 | 91 | 93 | 98 | 17 | 16 | 27 | 44 |
| Florida State | | 110 | 109 | 113 | 113 | 112 | 109 | 113 | 111 | 63 | 51 | 37 | 44 |
| George Washington | | 24 | 35 | 40 | 54 | 26 | 34 | 62 | 62 | 36 | 16 | 27 | 44 |
| Georgetown | | 26 | 32 | 43 | 40 | 34 | 40 | 51 | 48 | 17 | 16 | 11 | 16 |
| Georgia | | 95 | 96 | 99 | 97 | 96 | 101 | 104 | 106 | 99 | 112 | 111 | 108 |
| Georgia Tech | | 69 | 77 | 72 | 90 | 47 | 86 | 85 | 86 | 17 | 8 | 17 | 44 |
| Guelph | | 97 | 76 | 56 | 69 | 90 | 58 | 56 | 66 | 107 | 103 | 80 | 90 |
| Harvard | | 18 | 16 | 15 | 16 | 21 | 22 | 24 | 26 | 12 | 11 | 9 | 8 |
| Hawaii | | 56 | 52 | 51 | 74 | 39 | 39 | 40 | 54 | 59 | 74 | 74 | 42 |
| Houston | | 102 | 112 | 88 | 99 | 106 | 112 | 89 | 108 | 63 | 68 | 64 | 74 |
| Howard | | 103 | 102 | 109 | 108 | 104 | 97 | 108 | 93 | 72 | 91 | 103 | 107 |
| Illinois, Chicago | | 53 | 73 | 83 | 89 | 75 | 85 | 86 | 84 | 63 | 16 | 27 | 9 |
| Illinois, Urbana | | 45 | 42 | 54 | 62 | 69 | 75 | 71 | 68 | 13 | 16 | 23 | 26 |

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2004–2005 TO 2007–2008***

| Institution | Average Salaries | | | | Median Salaries | | | | Beginning Salaries | | | | |
|----------------------|------------------|------|------|------|-----------------|------|------|------|--------------------|------|------|------|------|
| | FY | 2005 | 2006 | 2007 | 2008 | 2005 | 2006 | 2007 | 2008 | 2005 | 2006 | 2007 | 2008 |
| Indiana | | 31 | 55 | 65 | 60 | 33 | 54 | 64 | 60 | 71 | 78 | 92 | 74 |
| Iowa | | 77 | 66 | 67 | 65 | 78 | 81 | 83 | 79 | 73 | 28 | 45 | 74 |
| Iowa State | | 78 | 83 | 76 | 82 | 62 | 71 | 72 | 75 | 36 | 28 | 37 | 39 |
| Johns Hopkins | | 34 | 39 | 44 | 44 | 48 | 48 | 46 | 57 | 1 | 12 | 7 | 4 |
| Kansas | | 62 | 58 | 86 | 86 | 71 | 65 | 78 | 82 | 73 | 28 | 45 | 74 |
| Kent State | | 80 | 105 | 96 | 101 | 74 | 94 | 94 | 92 | 9 | 1 | 1 | 31 |
| Kentucky | | 96 | 93 | 91 | 85 | 95 | 83 | 81 | 71 | 63 | 64 | 81 | 91 |
| Laval | | 105 | 108 | 97 | 84 | 73 | 73 | 73 | 39 | 102 | 98 | 94 | 68 |
| Louisiana State | | 111 | 113 | 112 | 112 | 111 | 113 | 112 | 113 | 73 | 87 | 99 | 94 |
| Louisville | | 55 | 45 | 48 | 51 | 38 | 26 | 27 | 43 | 73 | 79 | 99 | 100 |
| McGill | | 90 | 79 | 39 | 43 | 50 | 36 | 17 | 32 | 108 | 109 | 59 | 65 |
| McMaster | | 92 | 85 | 64 | 37 | 81 | 60 | 38 | 20 | 112 | 110 | 96 | 89 |
| Manitoba | | 58 | 24 | 9 | 5 | 22 | 10 | 4 | 4 | 103 | 90 | 71 | 55 |
| Maryland | | 51 | 60 | 61 | 55 | 46 | 56 | 50 | 44 | 17 | 28 | 45 | 44 |
| Massachusetts | | 15 | 20 | 25 | 27 | 7 | 11 | 11 | 19 | 54 | 66 | 60 | 63 |
| MIT | | 21 | 21 | 24 | 25 | 28 | 21 | 29 | 29 | 7 | 8 | 11 | 5 |
| Miami | | 67 | 56 | 42 | 52 | 61 | 63 | 65 | 58 | 63 | 51 | 36 | 16 |
| Michigan | | 39 | 26 | 35 | 41 | 60 | 45 | 45 | 36 | 73 | 28 | 45 | 58 |
| Michigan State | | 33 | 49 | 59 | 71 | 35 | 42 | 47 | 76 | 14 | 14 | 6 | 9 |
| Minnesota | | 65 | 29 | 37 | 42 | 59 | 30 | 39 | 35 | 63 | 79 | 75 | 74 |
| Missouri | | 91 | 98 | 105 | 95 | 100 | 102 | 102 | 104 | 99 | 111 | 108 | 91 |
| Montreal | | 107 | 103 | 87 | 78 | 97 | 90 | 80 | 69 | 111 | 106 | 107 | 104 |
| Nebraska | | 75 | 82 | 78 | 73 | 83 | 95 | 87 | 87 | 17 | 26 | 41 | 16 |
| New Mexico | | 16 | 12 | 13 | 9 | 8 | 9 | 9 | 8 | 27 | 28 | 45 | 74 |
| New York | | 13 | 8 | 10 | 4 | 23 | 23 | 31 | 21 | 3 | 4 | 2 | 2 |
| North Carolina | | 63 | 50 | 47 | 34 | 66 | 57 | 44 | 37 | 52 | 28 | 27 | 44 |
| North Carolina State | | 52 | 48 | 27 | 30 | 64 | 76 | 49 | 45 | 17 | 5 | 8 | 9 |
| Northwestern | | 35 | 37 | 50 | 50 | 32 | 38 | 42 | 50 | 85 | 79 | 84 | 86 |
| Notre Dame | | 28 | 34 | 32 | 38 | 25 | 33 | 30 | 28 | 63 | 79 | 83 | 74 |
| Ohio University | | 104 | 110 | 111 | 111 | 107 | 111 | 111 | 112 | 95 | 107 | 104 | 105 |
| Ohio State | | 64 | 70 | 85 | 98 | 68 | 68 | 79 | 95 | 28 | 28 | 41 | 54 |
| Oklahoma | | 109 | 106 | 110 | 107 | 110 | 104 | 110 | 103 | 29 | 28 | 45 | 74 |
| Oklahoma State | | 113 | 100 | 101 | 104 | 113 | 103 | 100 | 105 | 85 | 99 | 99 | 105 |
| Oregon | | 87 | 90 | 107 | 103 | 87 | 88 | 103 | 102 | 85 | 92 | 104 | 108 |
| Pennsylvania | | 42 | 47 | 52 | 66 | 41 | 49 | 48 | 64 | 17 | 28 | 27 | 39 |
| Pennsylvania State | | 27 | 30 | 34 | 39 | 30 | 32 | 37 | 38 | 34 | 44 | 45 | 56 |
| Pittsburgh | | 66 | 57 | 62 | 61 | 85 | 61 | 69 | 65 | 110 | 113 | 108 | 111 |
| Princeton | | 5 | 4 | 16 | 13 | 15 | 7 | 23 | 18 | 17 | 28 | 45 | 16 |
| Purdue | | 60 | 44 | 63 | 48 | 82 | 59 | 82 | 72 | 60 | 16 | 23 | 29 |
| Queen's | | 74 | 38 | 23 | 17 | 51 | 25 | 14 | 11 | 105 | 96 | 73 | 64 |
| Rice | | 71 | 72 | 82 | 72 | 89 | 87 | 92 | 83 | 84 | 97 | 98 | 85 |
| Rochester | | 106 | 101 | 102 | 102 | 105 | 99 | 99 | 101 | 63 | 79 | 95 | 103 |

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2004–2005 TO 2007–2008***

| Institution | Average Salaries | | | | Median Salaries | | | | Beginning Salaries | | | | |
|-------------------------|------------------|------|------|------|-----------------|------|------|------|--------------------|------|------|------|------|
| | FY | 2005 | 2006 | 2007 | 2008 | 2005 | 2006 | 2007 | 2008 | 2005 | 2006 | 2007 | 2008 |
| Rutgers | | 4 | 5 | 1 | 1 | 4 | 2 | 1 | 1 | 62 | 7 | 16 | 13 |
| Saskatchewan | | 68 | 65 | 31 | 12 | 58 | 52 | 25 | 10 | 106 | 105 | 102 | 53 |
| South Carolina | | 98 | 104 | 108 | 110 | 102 | 108 | 106 | 109 | 85 | 99 | 108 | 111 |
| Southern California | | 17 | 2 | 21 | 22 | 24 | 19 | 33 | 33 | 3 | 5 | 11 | 16 |
| Southern Illinois | | 76 | 92 | 100 | 105 | 94 | 106 | 107 | 107 | 35 | 44 | 61 | 58 |
| SUNY Albany | | 72 | 81 | 80 | 77 | 54 | 64 | 68 | 77 | 52 | 64 | 72 | 94 |
| SUNY Buffalo | | 81 | 80 | 81 | 58 | 84 | 82 | 84 | 52 | 36 | 49 | 11 | 16 |
| SUNY Stony Brook | | 11 | 22 | 22 | 24 | 13 | 20 | 19 | 25 | 14 | 24 | 27 | 34 |
| Syracuse | | 50 | 61 | 58 | 53 | 72 | 78 | 74 | 67 | 73 | 79 | 113 | N/A |
| Temple | | 86 | 67 | 46 | 45 | 92 | 84 | 57 | 78 | 85 | 76 | 75 | 86 |
| Tennessee | | 36 | 43 | 45 | 32 | 42 | 51 | 34 | 30 | 60 | 28 | 45 | 44 |
| Texas | | 41 | 51 | 57 | 64 | 55 | 72 | 67 | 73 | 36 | 28 | 17 | 16 |
| Texas A&M | | 79 | 88 | 92 | 79 | 91 | 93 | 96 | 85 | 17 | 28 | 27 | 27 |
| Texas Tech | | 94 | 99 | 106 | 81 | 101 | 105 | 105 | 94 | 36 | 51 | 75 | 16 |
| Toronto | | 49 | 27 | 4 | 8 | 17 | 12 | 2 | 6 | 93 | 75 | 34 | 33 |
| Tulane | | 83 | 89 | 73 | 87 | 77 | 80 | 60 | 80 | 85 | 99 | 84 | 100 |
| Utah | | 93 | 94 | 90 | 80 | 93 | 96 | 91 | 88 | 55 | 51 | 45 | 44 |
| Vanderbilt | | 100 | 91 | 89 | 94 | 99 | 92 | 95 | 97 | 85 | 79 | 75 | 86 |
| Virginia | | 47 | 33 | 33 | 36 | 40 | 28 | 35 | 58 | 29 | 28 | 35 | 34 |
| Virginia Tech | | 70 | 75 | 74 | 67 | 65 | 55 | 70 | 61 | 73 | 51 | 84 | 91 |
| Washington | | 48 | 59 | 70 | 63 | 56 | 70 | 75 | 70 | 36 | 48 | 45 | 58 |
| Washington State | | 88 | 62 | 79 | 91 | 79 | 44 | 77 | 89 | 95 | 68 | 81 | 94 |
| Washington U.-St. Louis | | 59 | 64 | 84 | 93 | 88 | 89 | 90 | 99 | 55 | 68 | 84 | 100 |
| Waterloo | | 89 | 69 | 30 | 31 | 63 | 29 | 16 | 17 | 109 | 104 | 63 | 52 |
| Wayne State | | 32 | 107 | 103 | 109 | 67 | 110 | 109 | 110 | 29 | 79 | 45 | 67 |
| Western Ontario | | 112 | 111 | 95 | 88 | 108 | 107 | 98 | 91 | 92 | 67 | 40 | 65 |
| Wisconsin | | 61 | 71 | 66 | 83 | 52 | 62 | 58 | 74 | 57 | 63 | 62 | 84 |
| Yale | | 3 | 10 | 3 | 6 | 11 | 27 | 13 | 15 | 6 | 27 | 4 | 3 |
| York | | 23 | 9 | 6 | 2 | 16 | 14 | 12 | 7 | 104 | 102 | 97 | 32 |

* Excludes medical and law libraries.

† Not a member during this year.

Page intentionally left blank.

TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FY 2007–2008*

| 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 | 11 | | | | | | | | 10 | | | | | | | | | | | |
| 200,000–249,999 | 22 | 2 | | 1 | | | | | 20 | 1 | | 0 | | | | | | | | |
| 175,000–199,999 | 23 | 6 | 2 | | | | 1 | 1 | 21 | 2 | 1 | | | | 0 | 0 | | | | |
| 150,000–174,999 | 33 | 9 | 3 | 2 | | | 2 | | 30 | 3 | 2 | 0 | | | 0 | | | | | |
| 140,000–149,999 | 8 | 8 | 5 | 1 | 3 | | 1 | | 7 | 3 | 3 | 0 | 0 | | 0 | | | | | |
| 130,000–139,999 | 6 | 20 | 5 | 2 | 1 | | 3 | 1 | 5 | 7 | 3 | 0 | 0 | | 0 | 0 | | | | |
| 120,000–129,999 | 3 | 34 | 9 | 5 | 6 | 2 | 8 | 2 | 3 | 12 | 5 | 1 | 0 | 0 | 1 | 0 | | | | |
| 110,000–119,999 | 3 | 59 | 30 | 13 | 9 | 7 | 20 | 6 | 3 | 21 | 16 | 3 | 0 | 1 | 1 | 0 | | | | |
| 100,000–109,999 | 1 | 58 | 27 | 23 | 23 | 10 | 51 | 15 | 1 | 20 | 15 | 5 | 1 | 1 | 4 | 1 | | | | |
| 95,000–99,999 | | 33 | 20 | 32 | 20 | 16 | 50 | 12 | | 12 | 11 | 6 | 1 | 1 | 4 | 0 | | | | |
| 90,000–94,999 | | 18 | 21 | 38 | 47 | 35 | 65 | 38 | | 6 | 12 | 8 | 2 | 3 | 5 | 1 | | | | |
| 85,000–89,999 | | 20 | 17 | 32 | 44 | 40 | 99 | 56 | | 7 | 9 | 6 | 2 | 4 | 7 | 2 | | | | |
| 80,000–84,999 | 1 | 8 | 14 | 42 | 98 | 37 | 127 | 70 | 1 | 3 | 8 | 8 | 5 | 3 | 9 | 2 | | | | |
| 76,000–79,999 | | 2 | 7 | 42 | 81 | 54 | 128 | 89 | | 1 | 4 | 8 | 4 | 5 | 9 | 3 | | | | |
| 74,000–75,999 | | | 2 | 13 | 53 | 27 | 55 | 44 | | | 1 | 3 | 3 | 3 | 4 | 2 | | | | |
| 72,000–73,999 | | 2 | 4 | 28 | 56 | 35 | 80 | 80 | | 1 | 2 | 6 | 3 | 3 | 6 | 3 | | | | |
| 70,000–71,999 | | 2 | 4 | 28 | 57 | 29 | 71 | 56 | | 1 | 2 | 6 | 3 | 3 | 5 | 2 | | | | |
| 68,000–69,999 | | | 1 | 22 | 57 | 32 | 66 | 69 | | | 1 | 4 | 3 | 3 | 5 | 2 | | | | |
| 66,000–67,999 | | | 2 | 31 | 76 | 57 | 74 | 105 | | | 1 | 6 | 4 | 5 | 5 | 4 | | | | |
| 64,000–65,999 | | 1 | 2 | 16 | 87 | 44 | 65 | 89 | | 0 | 1 | 3 | 4 | 4 | 5 | 3 | | | | |
| 62,000–63,999 | | 1 | | 16 | 76 | 78 | 68 | 113 | | 0 | | 3 | 4 | 7 | 5 | 4 | | | | |
| 60,000–61,999 | | | 2 | 17 | 87 | 57 | 39 | 117 | | | 1 | 3 | 4 | 5 | 3 | 4 | | | | |
| 58,000–59,999 | | 1 | | 18 | 89 | 59 | 46 | 194 | | | 0 | 4 | 5 | 5 | 3 | 7 | | | | |
| 56,000–57,999 | | 1 | | 12 | 97 | 55 | 42 | 166 | | | 0 | 2 | 5 | 5 | 3 | 6 | | | | |
| 54,000–55,999 | | | 1 | 17 | 111 | 66 | 41 | 189 | | | 1 | 3 | 6 | 6 | 3 | 7 | | | | |
| 52,000–53,999 | | | | 19 | 114 | 43 | 36 | 205 | | | | 4 | 6 | 4 | 3 | 7 | | | | |
| 50,000–51,999 | | | 1 | 5 | 110 | 60 | 30 | 213 | | | 1 | 1 | 6 | 6 | 2 | 7 | | | | |
| 48,000–49,999 | | | 1 | 6 | 98 | 58 | 24 | 207 | | | 1 | 1 | 5 | 5 | 2 | 7 | | | | |
| 46,000–47,999 | | | 1 | 3 | 107 | 52 | 19 | 191 | | | 1 | 1 | 5 | 5 | 1 | 7 | | | | |
| 44,000–45,999 | | | 1 | 7 | 109 | 44 | 19 | 163 | | | 1 | 1 | 6 | 4 | 1 | 6 | | | | |
| 42,000–43,999 | | | | 5 | 91 | 37 | 11 | 128 | | | | 1 | 5 | 3 | 1 | 5 | | | | |
| 40,000–41,999 | | | | 4 | 58 | 22 | 6 | 86 | | | | 1 | 3 | 2 | 0 | 3 | | | | |
| 38,000–39,999 | | | | 2 | 37 | 8 | 2 | 60 | | | | 0 | 2 | 1 | 0 | 2 | | | | |
| 36,000–37,999 | | | | 1 | 33 | 5 | 1 | 37 | | | | 0 | 2 | 0 | 0 | 1 | | | | |
| 34,000–35,999 | | | | 1 | 11 | 2 | 2 | 20 | | | | 0 | 1 | 0 | 0 | 1 | | | | |
| 32,000–33,999 | | | | | 11 | | | 8 | | | | | 1 | | | 0 | | | | |
| 30,000–31,999 | | | | | 4 | 2 | 1 | 6 | | | | | 0 | 0 | 0 | 0 | | | | |
| Less than 30,000 | | | | | 2 | 1 | 1 | 5 | | | | | 0 | 0 | 0 | 0 | | | | |
| TOTAL | 111 | 285 | 182 | 504 | 1963 | 1074 | 1354 | 2841 | 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 2007–2008*

| 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 | 5 | | | | | | | | 6 | | | | | | | | | | | |
| 200,000–249,999 | 12 | 2 | | | | | | 10 | | | | 1 | | | | | | | | |
| 175,000–199,999 | 15 | 5 | | | | 1 | 1 | 8 | 1 | 2 | | | | | | | | | | |
| 150,000–174,999 | 20 | 5 | 1 | | | | | 13 | 4 | 2 | 2 | | | | 2 | | | | | |
| 140,000–149,999 | 5 | 3 | 3 | | 2 | 1 | | 3 | 5 | 2 | 1 | 1 | | | | | | | | |
| 130,000–139,999 | 1 | 11 | 3 | | 1 | 2 | | 5 | 9 | 2 | 2 | 2 | | 1 | 1 | 1 | | | | |
| 120,000–129,999 | 1 | 19 | 4 | 1 | 4 | 2 | 3 | 2 | 15 | 5 | 4 | 4 | 2 | 5 | | | | | | |
| 110,000–119,999 | 1 | 31 | 16 | 9 | 5 | 2 | 13 | 2 | 28 | 14 | 4 | 4 | 4 | 5 | 7 | 1 | | | | |
| 100,000–109,999 | 1 | 38 | 16 | 15 | 14 | 4 | 25 | 9 | 20 | 11 | 8 | 9 | 9 | 6 | 26 | 6 | | | | |
| 95,000–99,999 | | 19 | 9 | 22 | 13 | 11 | 31 | 9 | 14 | 11 | 10 | 7 | 7 | 5 | 19 | 3 | | | | |
| 90,000–94,999 | | 9 | 16 | 25 | 18 | 20 | 34 | 26 | 9 | 5 | 13 | 29 | 15 | 31 | 12 | | | | | |
| 85,000–89,999 | | 16 | 11 | 20 | 18 | 13 | 63 | 35 | 4 | 6 | 12 | 26 | 27 | 36 | 21 | | | | | |
| 80,000–84,999 | 1 | 3 | 7 | 30 | 42 | 23 | 79 | 45 | 5 | 7 | 12 | 56 | 14 | 48 | 25 | | | | | |
| 76,000–79,999 | | 1 | 2 | 27 | 41 | 32 | 78 | 67 | 1 | 5 | 15 | 40 | 22 | 50 | 22 | | | | | |
| 74,000–75,999 | | | 1 | 10 | 28 | 18 | 39 | 29 | | 1 | 3 | 25 | 9 | 16 | 15 | | | | | |
| 72,000–73,999 | | 1 | 2 | 17 | 29 | 20 | 51 | 61 | 1 | 2 | 11 | 27 | 15 | 29 | 19 | | | | | |
| 70,000–71,999 | | 1 | 2 | 19 | 27 | 21 | 52 | 40 | 1 | 2 | 9 | 30 | 8 | 19 | 16 | | | | | |
| 68,000–69,999 | | | 1 | 16 | 28 | 22 | 43 | 49 | | | 6 | 29 | 10 | 23 | 20 | | | | | |
| 66,000–67,999 | | | 1 | 20 | 46 | 34 | 53 | 71 | | 1 | 11 | 30 | 23 | 21 | 34 | | | | | |
| 64,000–65,999 | | 1 | 2 | 11 | 42 | 27 | 47 | 56 | | | 5 | 45 | 17 | 18 | 33 | | | | | |
| 62,000–63,999 | | | | 15 | 42 | 48 | 39 | 77 | 1 | | 1 | 34 | 30 | 29 | 36 | | | | | |
| 60,000–61,999 | | | 2 | 9 | 47 | 34 | 25 | 86 | | | 8 | 40 | 23 | 14 | 31 | | | | | |
| 58,000–59,999 | | 1 | | 12 | 40 | 36 | 33 | 137 | | | 6 | 49 | 23 | 13 | 57 | | | | | |
| 56,000–57,999 | | | | 10 | 51 | 37 | 25 | 119 | 1 | | 2 | 46 | 18 | 17 | 47 | | | | | |
| 54,000–55,999 | | | 1 | 12 | 61 | 41 | 22 | 125 | | | 5 | 50 | 25 | 19 | 64 | | | | | |
| 52,000–53,999 | | | | 14 | 67 | 24 | 21 | 141 | | | 5 | 47 | 19 | 15 | 64 | | | | | |
| 50,000–51,999 | | | 1 | 3 | 65 | 45 | 20 | 141 | | | 2 | 45 | 15 | 10 | 72 | | | | | |
| 48,000–49,999 | | | | 6 | 52 | 37 | 15 | 153 | | 1 | | 46 | 21 | 9 | 54 | | | | | |
| 46,000–47,999 | | | 1 | 2 | 64 | 40 | 12 | 134 | | | 1 | 43 | 12 | 7 | 57 | | | | | |
| 44,000–45,999 | | | | 5 | 53 | 35 | 14 | 114 | | 1 | 2 | 56 | 9 | 5 | 49 | | | | | |
| 42,000–43,999 | | | | 3 | 61 | 26 | 7 | 100 | | | 2 | 30 | 11 | 4 | 28 | | | | | |
| 40,000–41,999 | | | | 1 | 25 | 16 | 4 | 61 | | | 3 | 33 | 6 | 2 | 25 | | | | | |
| 38,000–39,999 | | | | 2 | 22 | 5 | 2 | 46 | | | | 15 | 3 | | 14 | | | | | |
| 36,000–37,999 | | | | | 23 | 4 | | 25 | | | 1 | 10 | 1 | 1 | 12 | | | | | |
| 34,000–35,999 | | | | 1 | 6 | 1 | 1 | 19 | | | | 5 | 1 | 1 | 1 | | | | | |
| 32,000–33,999 | | | | | 7 | | | 7 | | | | 4 | | | | | | | | |
| 30,000–31,999 | | | | | 2 | 1 | 1 | 6 | | | | 2 | 1 | | | | | | | |
| Less than 30,000 | | | | | 2 | | 1 | 4 | | | | | 1 | | | | | | | |
| TOTAL | 62 | 166 | 102 | 337 | 1048 | 679 | 857 | 2000 | 49 | 119 | 80 | 167 | 915 | 395 | 497 | 841 | | | | |

* Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2007–2008***

| Position | Women | | Men | | Total | |
|--------------------------------------|-----------------|--------------|-----------------|--------------|-----------------|--------------|
| | Salary | No. | Salary | No. | Salary | No. |
| Director | \$183,287 | 62 | \$186,383 | 49 | \$184,654 | 111 |
| Associate Director | 112,045 | 166 | 110,927 | 119 | 111,578 | 285 |
| Assistant Director | 97,431 | 102 | 102,028 | 80 | 99,452 | 182 |
| Head, Branch | 74,830 | 337 | 79,555 | 167 | 76,396 | 504 |
| Functional Specialist | 59,975 | 1048 | 61,634 | 915 | 60,748 | 1963 |
| Subject Specialist | 61,568 | 679 | 65,141 | 395 | 62,882 | 1074 |
| Dept. Head: Acquisitions | 70,693 | 74 | 69,984 | 31 | 70,484 | 105 |
| Reference | 75,912 | 82 | 78,594 | 31 | 76,648 | 113 |
| Cataloging | 72,656 | 119 | 70,881 | 44 | 72,177 | 163 |
| Serials | 67,900 | 24 | 69,392 | 10 | 68,339 | 34 |
| Documents/Maps | 67,544 | 44 | 65,918 | 29 | 66,898 | 73 |
| Circulation | 69,611 | 66 | 63,664 | 28 | 67,839 | 94 |
| Rare Books/Manuscripts | 79,069 | 44 | 82,152 | 45 | 80,628 | 89 |
| Computer Systems | 87,107 | 27 | 87,136 | 51 | 87,126 | 78 |
| Other | 72,447 | 377 | 74,408 | 228 | 73,186 | 605 |
| Reference: Over 14 years experience | 64,903 | 441 | 64,626 | 194 | 64,818 | 635 |
| 10 to 14 years experience | 56,773 | 142 | 55,896 | 60 | 56,513 | 202 |
| 5 to 9 years experience | 53,088 | 227 | 53,597 | 91 | 53,234 | 318 |
| Under 5 years experience | 46,039 | 214 | 46,372 | 76 | 46,126 | 290 |
| Cataloging: Over 14 years experience | 62,134 | 286 | 62,989 | 137 | 62,411 | 423 |
| 10 to 14 years experience | 54,679 | 60 | 59,432 | 25 | 56,077 | 85 |
| 5 to 9 years experience | 52,192 | 91 | 51,846 | 43 | 52,081 | 134 |
| Under 5 years experience | 46,671 | 93 | 48,456 | 38 | 47,189 | 131 |
| Other: Over 14 years experience | 66,282 | 184 | 68,547 | 65 | 66,873 | 249 |
| 10 to 14 years experience | 58,802 | 54 | 60,269 | 29 | 59,314 | 83 |
| 5 to 9 years experience | 53,767 | 102 | 54,833 | 48 | 54,108 | 150 |
| Under 5 years experience | 46,768 | 105 | 45,937 | 35 | 46,560 | 140 |
| All Positions | \$66,040 | 5,250 | \$69,229 | 3,063 | \$67,215 | 8,313 |

* 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 2007–2008***

| Position | Women | | Men | | Total | |
|--------------------------|-------------|--------------|-------------|--------------|-------------|--------------|
| | Years | No. | Years | No. | Years | No. |
| Director | 32.1 | 62 | 31.9 | 49 | 32.0 | 111 |
| Associate Director | 25.9 | 166 | 23.3 | 119 | 24.8 | 285 |
| Assistant Director | 24.4 | 102 | 23.6 | 80 | 24.0 | 182 |
| Head, Branch | 21.8 | 337 | 22.4 | 167 | 22.0 | 504 |
| Functional Specialist | 13.8 | 1,048 | 12.7 | 915 | 13.2 | 1,963 |
| Subject Specialist | 16.1 | 679 | 17.3 | 395 | 16.6 | 1,074 |
| Dept. Head: Acquisitions | 21.0 | 74 | 19.2 | 31 | 20.5 | 105 |
| Reference | 20.3 | 81 | 21.6 | 31 | 20.7 | 112 |
| Cataloging | 23.2 | 119 | 23.5 | 44 | 23.2 | 163 |
| Serials | 20.1 | 24 | 22.5 | 10 | 20.8 | 34 |
| Documents/Maps | 20.0 | 44 | 20.0 | 29 | 20.0 | 73 |
| Circulation | 21.0 | 66 | 16.6 | 28 | 19.7 | 94 |
| Rare Books/Manuscripts | 22.4 | 44 | 24.3 | 44 | 23.3 | 88 |
| Computer Systems | 18.8 | 27 | 18.8 | 51 | 18.8 | 78 |
| Other | 20.1 | 376 | 19.6 | 228 | 19.9 | 604 |
| Public Services | 12.3 | 184 | 13.1 | 74 | 12.5 | 258 |
| Technical Services | 14.9 | 123 | 14.1 | 52 | 14.7 | 175 |
| Administrative Services | 15.4 | 138 | 14.0 | 51 | 15.0 | 189 |
| Reference | 14.4 | 1,024 | 14.9 | 421 | 14.6 | 1,445 |
| Cataloger | 17.2 | 530 | 17.6 | 243 | 17.3 | 773 |
| All Positions | 17.0 | 5,248 | 16.8 | 3,062 | 16.9 | 8,310 |

* 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 2007–2008***

| Experience | Women | | Men | | Total | | % of |
|----------------------|-----------------|--------------|-----------------|--------------|-----------------|--------------|--------------|
| | Salary | No. | Salary | No. | Salary | No. | Total |
| 0 – 3 years | \$47,152 | 644 | \$49,753 | 325 | \$48,024 | 969 | 12% |
| 4 – 7 years | 52,607 | 702 | 55,089 | 467 | 53,599 | 1,169 | 14% |
| 8 – 11 years | 58,493 | 683 | 61,504 | 426 | 59,650 | 1,109 | 13% |
| 12 – 15 years | 62,945 | 546 | 66,363 | 335 | 64,245 | 881 | 11% |
| 16 – 19 years | 67,358 | 552 | 69,572 | 326 | 68,180 | 878 | 11% |
| 20 – 23 years | 72,339 | 526 | 75,884 | 281 | 73,573 | 807 | 10% |
| 24 – 27 years | 75,916 | 470 | 80,071 | 257 | 77,385 | 727 | 9% |
| 28 – 31 years | 79,225 | 439 | 85,981 | 257 | 81,719 | 696 | 8% |
| 32 – 35 years | 86,463 | 378 | 88,588 | 243 | 87,294 | 621 | 7% |
| over 35 years | 86,339 | 308 | 92,667 | 145 | 88,364 | 453 | 5% |
| All Positions | \$66,041 | 5,248 | \$69,226 | 3,062 | \$67,215 | 8,310 | 100% |

* 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 2007–2008***

| 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 | * | | * | | | \$159,675 | \$177,380 | \$175,668 | \$193,326 | \$191,771 |
| Associate Director | \$127,548 | | \$99,194 | \$99,573 | \$107,312 | 112,066 | 106,044 | 115,253 | 123,377 | 115,847 |
| Assistant Director | * | \$86,687 | 80,454 | 100,098 | 95,243 | 101,552 | 99,239 | 100,332 | 108,988 | 108,574 |
| Head, Branch | 49,154 | 58,858 | 63,044 | 70,058 | 72,220 | 77,899 | 76,346 | 85,762 | 87,101 | 94,380 |
| Functional Specialist | 48,020 | 54,227 | 58,863 | 62,096 | 65,549 | 71,132 | 71,329 | 74,346 | 76,849 | 72,529 |
| Subject Specialist | 48,508 | 53,494 | 59,243 | 62,037 | 64,379 | 69,497 | 69,138 | 73,964 | 76,990 | 78,124 |
| Dept. Head: Acquisitions | 55,754 | 60,004 | 61,789 | 61,614 | 71,566 | 71,074 | 74,258 | 76,294 | 85,467 | 81,462 |
| Reference | * | 65,558 | 65,485 | 74,114 | 76,335 | 70,582 | 83,017 | 89,186 | 91,856 | * |
| Cataloging | | 56,996 | 66,235 | 63,105 | 70,921 | 75,284 | 73,867 | 76,782 | 76,292 | 79,199 |
| Serials | | * | 59,131 | 67,606 | 66,138 | * | 75,560 | 67,268 | * | * |
| Documents/Maps | 46,408 | 50,990 | 67,285 | 53,570 | * | 64,883 | 76,793 | * | 79,611 | 84,132 |
| Circulation | * | 56,811 | 60,814 | 67,411 | 68,325 | 67,819 | 77,099 | 76,052 | 75,374 | 69,115 |
| Rare Books/Manuscripts | * | 72,499 | 65,516 | 68,570 | 68,693 | 80,756 | 85,363 | 86,772 | 89,114 | 87,371 |
| Computer Systems | * | 82,486 | 87,321 | 89,998 | 89,998 | 90,743 | 91,858 | 89,728 | 90,329 | |
| Other | 58,620 | 58,320 | 64,786 | 69,168 | 75,161 | 76,399 | 78,951 | 79,455 | 78,227 | 88,496 |
| Public Services | 44,099 | 49,832 | 55,840 | 55,273 | 59,309 | 58,287 | 65,935 | 68,190 | 70,028 | 66,064 |
| Technical Services | 46,669 | 50,009 | 55,428 | 61,510 | 62,638 | 61,476 | 66,553 | 66,507 | 65,688 | 71,838 |
| Administrative Services | 48,960 | 55,311 | 60,836 | 66,624 | 68,874 | 69,148 | 68,676 | 76,830 | 74,475 | 84,016 |
| Reference | 45,571 | 51,868 | 54,498 | 57,370 | 60,016 | 63,278 | 66,537 | 66,859 | 69,537 | 72,711 |
| Cataloger | 46,420 | 50,040 | 54,978 | 57,236 | 58,717 | 62,697 | 62,493 | 61,924 | 65,407 | 65,729 |
| All Positions: Average Salary | \$48,024 | \$53,599 | \$59,650 | \$64,245 | \$68,180 | \$73,573 | \$77,385 | \$81,719 | \$87,294 | \$88,364 |
| No. of Positions | 969 | 1,169 | 1,109 | 881 | 878 | 807 | 727 | 696 | 621 | 453 |

* 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 2007–2008***

| Position | Canadian (14) | | Private (31) | | Public (68) | | Total (113) | |
|--------------------------------------|-----------------|------------|-----------------|--------------|-----------------|--------------|-----------------|--------------|
| | Salary | No. | Salary | No. | Salary | No. | Salary | No. |
| Director | \$139,594 | 14 | \$215,741 | 31 | \$179,611 | 66 | \$184,654 | 111 |
| Associate Director | 102,608 | 34 | 121,525 | 87 | 108,161 | 164 | 111,578 | 285 |
| Assistant Director | 83,991 | 22 | 104,013 | 67 | 99,823 | 93 | 99,452 | 182 |
| Head, Branch | 82,937 | 59 | 81,593 | 135 | 72,888 | 310 | 76,396 | 504 |
| Functional Specialist | 63,357 | 133 | 63,699 | 739 | 58,431 | 1091 | 60,748 | 1963 |
| Subject Specialist | 65,868 | 81 | 64,464 | 381 | 61,502 | 612 | 62,882 | 1074 |
| Dept. Head: Acquisitions | 74,342 | 12 | 71,993 | 30 | 69,030 | 63 | 70,484 | 105 |
| Reference | 73,102 | 12 | 78,099 | 46 | 76,207 | 55 | 76,648 | 113 |
| Cataloging | 80,201 | 10 | 73,583 | 69 | 70,067 | 84 | 72,177 | 163 |
| Serials | * | 3 | 68,218 | 11 | 66,851 | 20 | 68,339 | 34 |
| Documents/Maps | 84,306 | 8 | 64,417 | 14 | 64,848 | 51 | 66,898 | 73 |
| Circulation | 69,737 | 14 | 64,553 | 30 | 69,280 | 50 | 67,839 | 94 |
| Rare Books/Manuscripts | 83,543 | 7 | 78,556 | 25 | 81,178 | 57 | 80,628 | 89 |
| Computer Systems | 78,770 | 7 | 91,298 | 27 | 85,896 | 44 | 87,126 | 78 |
| Other | 77,266 | 47 | 75,676 | 196 | 71,308 | 362 | 73,186 | 605 |
| Reference: Over 14 years experience | 75,356 | 112 | 62,559 | 165 | 62,562 | 358 | 64,818 | 635 |
| 10 to 14 years experience | 65,868 | 23 | 56,740 | 52 | 54,725 | 127 | 56,513 | 202 |
| 5 to 9 years experience | 58,128 | 66 | 54,995 | 75 | 50,662 | 177 | 53,234 | 318 |
| Under 5 years experience | 50,207 | 71 | 46,261 | 55 | 44,313 | 164 | 46,126 | 290 |
| Cataloging: Over 14 years experience | 72,146 | 36 | 62,769 | 168 | 60,536 | 219 | 62,411 | 423 |
| 10 to 14 years experience | 52,677 | 5 | 57,981 | 31 | 55,219 | 49 | 56,077 | 85 |
| 5 to 9 years experience | 56,059 | 12 | 54,085 | 71 | 48,356 | 51 | 52,081 | 134 |
| Under 5 years experience | 60,014 | 5 | 49,275 | 50 | 44,973 | 76 | 47,189 | 131 |
| Other: Over 14 years experience | 69,943 | 12 | 68,492 | 92 | 65,592 | 145 | 66,873 | 249 |
| 10 to 14 years experience | 62,719 | 6 | 62,742 | 33 | 56,279 | 44 | 59,314 | 83 |
| 5 to 9 years experience | 54,454 | 11 | 59,753 | 51 | 50,794 | 88 | 54,108 | 150 |
| Under 5 years experience | 56,080 | 6 | 49,019 | 53 | 44,246 | 81 | 46,560 | 140 |
| All Positions | \$70,667 | 828 | \$69,384 | 2,784 | \$65,323 | 4,701 | \$67,215 | 8,313 |

* 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 2007–2008***

| Position | Canadian (14) | | Private (31) | | Public (68) | | Total (113) | |
|--------------------------------------|---------------|------------|--------------|--------------|-------------|--------------|-------------|--------------|
| | Years | No. | Years | No. | Years | No. | Years | No. |
| Director | 28.9 | 14 | 32.7 | 31 | 32.3 | 66 | 32.0 | 111 |
| Associate Director | 23.8 | 34 | 25.4 | 87 | 24.7 | 164 | 24.8 | 285 |
| Assistant Director | 20.3 | 22 | 24.4 | 67 | 24.6 | 93 | 24.0 | 182 |
| Head, Branch | 22.6 | 59 | 23.3 | 135 | 21.3 | 310 | 22.0 | 504 |
| Functional Specialist | 14.6 | 133 | 13.2 | 739 | 13.1 | 1091 | 13.2 | 1963 |
| Subject Specialist | 17.0 | 81 | 17.1 | 381 | 16.2 | 612 | 16.6 | 1074 |
| Dept. Head: Acquisitions | 19.9 | 12 | 22.1 | 30 | 19.8 | 63 | 20.5 | 105 |
| Reference | 18.1 | 12 | 21.5 | 46 | 20.5 | 54 | 20.7 | 112 |
| Cataloging | 26.0 | 10 | 23.3 | 69 | 22.9 | 84 | 23.2 | 163 |
| Serials | 23.7 | 3 | 22.5 | 11 | 19.5 | 20 | 20.8 | 34 |
| Documents/Maps | 24.9 | 8 | 18.0 | 14 | 19.8 | 51 | 20.0 | 73 |
| Circulation | 19.4 | 14 | 19.6 | 30 | 19.9 | 50 | 19.7 | 94 |
| Rare Books/Manuscripts | 27.1 | 7 | 19.8 | 25 | 24.4 | 56 | 23.3 | 88 |
| Computer Systems | 21.9 | 7 | 18.8 | 27 | 18.3 | 44 | 18.8 | 78 |
| Other | 18.7 | 47 | 20.6 | 196 | 19.7 | 361 | 19.9 | 604 |
| Reference: Over 14 years experience | 25.3 | 112 | 25.1 | 165 | 24.6 | 358 | 24.8 | 635 |
| 10 to 14 years experience | 11.9 | 23 | 11.8 | 52 | 11.9 | 127 | 11.9 | 202 |
| 5 to 9 years experience | 6.8 | 66 | 7.0 | 75 | 6.9 | 177 | 6.9 | 318 |
| Under 5 years experience | 2.5 | 71 | 2.1 | 55 | 2.4 | 164 | 2.4 | 290 |
| Cataloging: Over 14 years experience | 28.2 | 36 | 25.7 | 168 | 26.4 | 219 | 26.3 | 423 |
| 10 to 14 years experience | 11.4 | 5 | 12.1 | 31 | 12.1 | 49 | 12.0 | 85 |
| 5 to 9 years experience | 7.3 | 12 | 7.0 | 71 | 6.8 | 51 | 6.9 | 134 |
| Under 5 years experience | 3.0 | 5 | 2.5 | 50 | 2.3 | 76 | 2.4 | 131 |
| Other: Over 14 years experience | 24.8 | 12 | 24.4 | 92 | 25.9 | 145 | 25.3 | 249 |
| 10 to 14 years experience | 12.3 | 6 | 11.8 | 33 | 12.0 | 44 | 11.9 | 83 |
| 5 to 9 years experience | 6.8 | 11 | 6.7 | 51 | 7.1 | 88 | 7.0 | 150 |
| Under 5 years experience | 3.3 | 6 | 2.2 | 53 | 2.1 | 81 | 2.2 | 140 |
| All Positions | 17.1 | 828 | 17.0 | 2,784 | 16.8 | 4,698 | 16.9 | 8,310 |

* 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 2007–2008***

| Position | Staff Over 110 (16) ‡ | | Staff 75–110 (21) | | Staff 50–74 (46) | | Staff 22–49 (30) § | |
|--------------------------------------|-----------------------|--------------|-------------------|--------------|------------------|--------------|--------------------|--------------|
| | Salary | No. | Salary | No. | Salary | No. | Salary | No. |
| Director | \$224,990 | 16 | \$191,500 | 21 | \$179,011 | 44 | \$166,625 | 30 |
| Associate Director | 132,578 | 57 | 113,727 | 68 | 104,382 | 101 | 101,130 | 59 |
| Assistant Director | 107,503 | 45 | 96,730 | 47 | 97,671 | 69 | 94,139 | 21 |
| Head, Branch | 81,686 | 161 | 79,364 | 90 | 71,696 | 171 | 72,551 | 82 |
| Functional Specialist | 63,605 | 721 | 61,144 | 464 | 58,344 | 557 | 56,657 | 221 |
| Subject Specialist | 67,303 | 347 | 62,729 | 295 | 60,105 | 335 | 57,127 | 97 |
| Dept. Head: Acquisitions | 73,850 | 18 | 81,425 | 20 | 64,424 | 37 | 68,643 | 30 |
| Reference | 82,725 | 32 | 77,620 | 15 | 70,991 | 40 | 77,310 | 26 |
| Cataloging | 75,770 | 60 | 74,239 | 29 | 66,988 | 53 | 72,156 | 21 |
| Serials | 74,978 | 11 | 69,938 | 4 | 63,630 | 12 | 65,064 | 7 |
| Documents/Maps | 69,123 | 22 | 70,233 | 12 | 66,494 | 24 | 61,612 | 15 |
| Circulation | 74,447 | 24 | 66,631 | 21 | 65,473 | 35 | 64,239 | 14 |
| Rare Books/Manuscripts | 92,976 | 18 | 82,142 | 13 | 75,925 | 33 | 77,157 | 25 |
| Computer Systems | 102,651 | 8 | 92,719 | 18 | 83,800 | 36 | 80,557 | 16 |
| Other | 77,602 | 160 | 76,577 | 134 | 69,322 | 233 | 69,846 | 78 |
| Reference: Over 14 years experience | 66,643 | 145 | 66,284 | 120 | 63,595 | 230 | 63,680 | 140 |
| 10 to 14 years experience | 57,139 | 45 | 57,432 | 37 | 55,732 | 84 | 56,606 | 36 |
| 5 to 9 years experience | 57,036 | 82 | 53,596 | 63 | 51,396 | 114 | 51,114 | 59 |
| Under 5 years experience | 47,985 | 45 | 47,623 | 62 | 45,297 | 121 | 44,897 | 62 |
| Cataloging: Over 14 years experience | 65,978 | 165 | 60,955 | 87 | 58,610 | 129 | 63,085 | 42 |
| 10 to 14 years experience | 61,087 | 23 | 55,938 | 24 | 54,020 | 27 | 50,951 | 11 |
| 5 to 9 years experience | 55,915 | 56 | 50,626 | 28 | 48,106 | 35 | 49,760 | 15 |
| Under 5 years experience | 49,734 | 60 | 47,183 | 20 | 44,530 | 38 | 43,225 | 13 |
| Other: Over 14 years experience | 68,043 | 92 | 69,143 | 53 | 64,348 | 78 | 65,686 | 26 |
| 10 to 14 years experience | 58,099 | 26 | 61,980 | 29 | 58,574 | 21 | 55,007 | 7 |
| 5 to 9 years experience | 58,098 | 50 | 54,406 | 44 | 51,451 | 41 | 47,200 | 15 |
| Under 5 years experience | 51,050 | 45 | 46,845 | 29 | 43,781 | 57 | 40,797 | 9 |
| All Positions | \$69,603 | 2,534 | \$67,902 | 1,847 | \$64,990 | 2,755 | \$66,204 | 1,177 |

*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 1995–1996 and earlier, the first column of this table reported staff over 124; in 1996–1998 over 120; in 1998–1999 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 2007–2008***

| Position | Staff Over 110 (16)† | | Staff 75–110 (21) | | Staff 50–74 (46) | | Staff 24–49(30)‡ | |
|--------------------------------------|----------------------|--------------|-------------------|--------------|------------------|--------------|------------------|--------------|
| | Years | No. | Years | No. | Years | No. | Years | No. |
| Director | 32.8 | 16 | 28.5 | 21 | 32.3 | 44 | 33.6 | 30 |
| Associate Director | 26.9 | 57 | 23.7 | 68 | 24.5 | 101 | 24.6 | 59 |
| Assistant Director | 24.0 | 45 | 22.4 | 47 | 24.5 | 69 | 26.2 | 21 |
| Head, Branch | 23.0 | 161 | 21.4 | 90 | 21.5 | 171 | 21.7 | 82 |
| Functional Specialist | 12.6 | 721 | 14.3 | 464 | 13.0 | 557 | 13.8 | 221 |
| Subject Specialist | 16.8 | 347 | 16.0 | 295 | 17.0 | 335 | 15.8 | 97 |
| Dept. Head: Acquisitions | 24.1 | 18 | 24.0 | 20 | 17.4 | 37 | 19.8 | 30 |
| Reference | 23.5 | 31 | 18.8 | 15 | 20.0 | 40 | 19.2 | 26 |
| Cataloging | 23.8 | 60 | 22.9 | 29 | 23.0 | 53 | 22.8 | 21 |
| Serials | 24.4 | 11 | 14.5 | 4 | 17.3 | 12 | 24.9 | 7 |
| Documents/Maps | 22.6 | 22 | 19.9 | 12 | 18.9 | 24 | 18.0 | 15 |
| Circulation | 21.0 | 24 | 17.4 | 21 | 19.4 | 35 | 21.8 | 14 |
| Rare Books/Manuscripts | 25.2 | 17 | 22.8 | 13 | 22.3 | 33 | 23.6 | 25 |
| Computer Systems | 22.1 | 8 | 19.6 | 18 | 17.1 | 36 | 20.3 | 16 |
| Other | 21.1 | 159 | 19.7 | 134 | 18.9 | 233 | 20.6 | 78 |
| Reference: Over 14 years experience | 25.3 | 145 | 24.7 | 120 | 24.7 | 230 | 24.8 | 140 |
| 10 to 14 years experience | 11.8 | 45 | 11.8 | 37 | 11.9 | 84 | 11.9 | 36 |
| 5 to 9 years experience | 6.9 | 82 | 6.6 | 63 | 7.0 | 114 | 7.0 | 59 |
| Under 5 years experience | 2.8 | 45 | 2.4 | 62 | 2.1 | 121 | 2.4 | 62 |
| Cataloging: Over 14 years experience | 26.1 | 165 | 26.6 | 87 | 26.6 | 129 | 25.2 | 42 |
| 10 to 14 years experience | 12.1 | 23 | 12.0 | 24 | 11.9 | 27 | 12.3 | 11 |
| 5 to 9 years experience | 7.0 | 56 | 6.9 | 28 | 6.9 | 35 | 6.9 | 15 |
| Under 5 years experience | 2.4 | 60 | 2.7 | 20 | 2.3 | 38 | 1.8 | 13 |
| Other: Over 14 years experience | 25.8 | 92 | 23.9 | 53 | 25.7 | 78 | 24.8 | 26 |
| 10 to 14 years experience | 11.6 | 26 | 12.2 | 29 | 12.0 | 21 | 12.0 | 7 |
| 5 to 9 years experience | 6.9 | 50 | 7.0 | 44 | 7.1 | 41 | 6.5 | 15 |
| Under 5 years experience | 2.2 | 45 | 2.2 | 29 | 2.0 | 57 | 2.8 | 9 |
| All Positions | 16.9 | 2,531 | 16.6 | 1,847 | 16.9 | 2,755 | 17.7 | 1,177 |

* Excludes medical and law libraries.

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

† In 1995–1996 and earlier, the first column of this table reported staff over 124; in 1996–1998, over 120; in 1998–1999, 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 2007–2008*

| 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 | \$200,815 | \$219,026 | \$190,997 | \$178,599 | \$205,162 | \$166,974 | \$189,240 | \$158,688 | \$168,517 | \$139,594 | \$184,654 | | | |
| Associate Director | 134,102 | 115,853 | 107,429 | 106,948 | 115,164 | 90,356 | 106,229 | 105,089 | 115,271 | 102,608 | 111,578 | | | |
| Assistant Director | 102,200 | 113,626 | 94,760 | 97,152 | 98,825 | 93,271 | 96,191 | 103,770 | 104,013 | 83,991 | 99,452 | | | |
| Head, Branch | 87,998 | 83,135 | 72,247 | 71,513 | 66,178 | 71,495 | 70,809 | 80,713 | 77,617 | 82,937 | 76,396 | | | |
| Functional Specialist | 69,418 | 62,327 | 53,447 | 59,721 | 58,323 | 54,994 | 55,500 | 58,614 | 66,141 | 63,357 | 60,748 | | | |
| Subject Specialist | 71,719 | 64,893 | 58,540 | 61,995 | 56,188 | 50,206 | 53,489 | 61,063 | 68,028 | 65,868 | 62,882 | | | |
| Dept. Head: Acquisitions | 79,371 | 70,328 | 70,151 | 68,540 | 69,461 | 71,690 | 59,110 | 71,341 | 70,258 | 74,342 | 70,484 | | | |
| Reference | 82,645 | 82,670 | 72,544 | 72,873 | 77,658 | † | 67,638 | 71,969 | 82,547 | 73,102 | 76,648 | | | |
| Cataloging | 83,025 | 71,931 | 68,394 | 66,629 | 65,633 | 66,469 | 66,362 | 68,927 | 76,680 | 80,201 | 72,177 | | | |
| Serials | 68,113 | 76,402 | 70,800 | NA/UA | 59,667 | † | † | † | 70,005 | † | 68,339 | | | |
| Documents/Maps | † | 65,858 | 61,154 | 65,696 | 59,330 | 62,770 | 60,547 | 58,305 | 77,783 | 84,306 | 66,898 | | | |
| Circulation | 72,191 | 65,571 | 71,722 | † | 66,794 | † | 58,722 | † | 66,951 | 69,737 | 67,839 | | | |
| Rare Books/Manuscripts | 88,318 | 84,008 | 84,033 | 72,053 | 79,867 | 73,669 | 72,456 | 74,169 | 83,786 | 83,543 | 80,628 | | | |
| Computer Systems | 95,862 | 95,074 | 77,853 | 84,907 | 86,977 | 88,880 | 76,833 | 86,540 | 88,211 | 78,770 | 87,126 | | | |
| Other | 78,300 | 76,061 | 71,392 | 66,794 | 71,696 | 66,592 | 60,942 | 69,341 | 81,504 | 77,266 | 73,186 | | | |
| Reference: Over 14 years experience | 68,896 | 63,210 | 61,299 | 54,235 | 59,975 | 63,163 | 49,835 | 61,149 | 67,970 | 75,356 | 64,818 | | | |
| 10 to 14 years experience | 59,881 | 56,129 | 56,543 | 51,991 | 53,418 | 50,320 | 48,141 | 56,089 | 58,657 | 65,868 | 56,513 | | | |
| 5 to 9 years experience | 59,290 | 52,481 | 52,011 | 52,383 | 50,437 | 52,117 | 44,171 | 49,152 | 51,743 | 58,128 | 53,234 | | | |
| Under 5 years experience | 50,309 | 45,078 | 45,391 | 46,659 | 44,660 | 45,813 | 40,590 | 45,014 | 43,358 | 50,207 | 46,126 | | | |
| Cataloging: Over 14 years experience | 69,407 | 61,760 | 57,727 | 57,480 | 57,098 | 56,104 | 51,300 | 58,640 | 70,593 | 72,146 | 62,411 | | | |
| 10 to 14 years experience | 63,173 | 55,104 | 55,042 | 49,898 | 53,028 | † | 51,214 | † | 60,320 | 52,677 | 56,077 | | | |
| 5 to 9 years experience | 58,804 | 47,795 | 48,717 | 49,155 | 47,023 | 47,141 | 48,453 | 49,940 | 48,825 | 56,059 | 52,081 | | | |
| Under 5 years experience | 51,857 | 50,693 | 44,646 | 41,619 | 45,863 | 43,148 | 39,811 | 38,906 | 48,425 | 60,014 | 47,189 | | | |
| Other: Over 14 years experience | 71,699 | 69,267 | 65,417 | 60,594 | 63,007 | 62,774 | 57,341 | 64,867 | 76,880 | 69,943 | 66,873 | | | |
| 10 to 14 years experience | 60,667 | 60,952 | 60,417 | 52,553 | 54,734 | † | 56,326 | 49,779 | 72,370 | 62,719 | 59,314 | | | |
| 5 to 9 years experience | 60,635 | 54,982 | 48,942 | 46,297 | 56,704 | 51,570 | 40,582 | 55,659 | 58,817 | 54,454 | 54,108 | | | |
| Under 5 years experience | 52,301 | 46,623 | 46,310 | 38,696 | 45,496 | † | 44,533 | 45,943 | 43,599 | 56,080 | 46,560 | | | |
| All Positions: Average Salary | \$72,947 | \$70,196 | \$62,811 | \$63,208 | \$64,677 | \$63,181 | \$60,600 | \$65,523 | \$70,994 | \$70,667 | \$67,215 | | | |
| No. of Staff | 1,121 | 1,179 | 1,346 | 455 | 1,172 | 300 | 550 | 433 | 929 | 828 | 8,313 | | | |

* 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 Libraries | ARL University Libraries Included | States/Provinces Included |
|-----------------------|---------------------|---|---|
| Northeast | | | |
| 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. |
| North Central | | | |
| 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. |
| South | | | |
| 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. |
| West | | | |
| 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 | (13) | 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. |
| Canada | | | |
| | (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 2007–2008***

| 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 | † | \$170,100 | \$186,261 | \$179,398 | \$198,762 | \$197,194 | |
| Associate Director | \$127,548 | N/A | \$100,155 | \$101,464 | \$109,570 | 111,927 | 107,734 | 116,138 | 124,383 | 115,628 | |
| Assistant Director | † | \$92,988 | 79,947 | 102,918 | 100,578 | 105,234 | 99,987 | 101,879 | 110,163 | 108,574 | |
| Head, Branch | 47,734 | 56,751 | 62,482 | 69,884 | 72,162 | 76,143 | 75,793 | 85,471 | 85,708 | 94,290 | |
| Functional Specialist | 48,107 | 54,224 | 58,756 | 61,679 | 65,377 | 71,013 | 71,887 | 74,088 | 77,111 | 71,151 | |
| Subject Specialist | 48,392 | 53,462 | 59,140 | 61,847 | 64,069 | 68,631 | 68,469 | 74,082 | 76,781 | 77,965 | |
| Dept. Head: Acquisitions | 55,754 | 58,947 | 62,884 | 61,614 | 69,387 | 69,603 | 74,957 | 75,647 | 83,355 | 81,462 | |
| Reference | † | 65,558 | 66,702 | 75,288 | 77,035 | 69,961 | 83,017 | 88,720 | 91,856 | † | |
| Cataloging | N/A | 56,996 | 66,235 | 62,034 | 70,502 | 74,738 | 73,959 | 76,205 | 74,997 | 79,294 | |
| Serials | N/A | † | 59,131 | 67,606 | 66,138 | N/A | 75,560 | 66,425 | † | † | |
| Documents/Maps | 46,408 | 50,990 | 65,891 | 50,056 | † | 63,023 | 75,182 | † | 79,611 | 80,057 | |
| Circulation | † | 57,105 | 60,928 | 67,411 | 66,628 | 69,242 | 73,842 | 76,259 | 76,303 | 69,115 | |
| Rare Books/Manuscripts | † | 72,499 | 65,516 | 68,570 | 73,430 | 81,846 | 85,869 | 85,896 | 89,188 | 88,032 | |
| Computer Systems | † | 82,486 | 90,685 | 89,998 | 81,425 | 93,637 | 91,858 | 89,728 | † | N/A | |
| Other | 58,620 | 57,793 | 64,500 | 68,870 | 75,017 | 75,232 | 78,454 | 78,820 | 78,623 | 88,464 | |
| Public Services | 43,847 | 49,424 | 55,495 | 54,888 | 59,309 | 57,616 | 65,935 | 68,190 | 70,028 | 66,064 | |
| Technical Services | 46,669 | 49,986 | 55,056 | 61,119 | 62,025 | 61,130 | 63,013 | 66,507 | 64,169 | 71,838 | |
| Administrative Services | 48,126 | 56,275 | 61,286 | 66,624 | 68,874 | 71,662 | 70,736 | 76,830 | 73,463 | 83,902 | |
| Reference | 44,209 | 50,860 | 53,262 | 55,633 | 57,868 | 60,192 | 64,739 | 66,260 | 66,621 | 69,726 | |
| Cataloger | 46,071 | 49,410 | 55,094 | 57,059 | 58,586 | 61,716 | 61,520 | 61,173 | 64,292 | 64,176 | |
| All Positions : Average Salary | \$47,694 | \$53,311 | \$59,432 | \$63,818 | \$67,526 | \$72,499 | \$76,991 | \$81,795 | \$87,473 | \$87,884 | |
| Number of Staff | 879 | 1,037 | 1,013 | 804 | 784 | 712 | 662 | 624 | 562 | 405 | |

* 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 2007–2008***

| Position | Women | | Men | | Total | |
|--------------------------------------|-----------------|------------|-----------------|------------|-----------------|--------------|
| | Salary | No. | Salary | No. | Salary | No. |
| Director | † | 3 | † | 2 | \$165,796 | 5 |
| Associate Director | \$115,845 | 17 | \$95,512 | 4 | 111,972 | 21 |
| Assistant Director | † | 3 | † | 2 | 116,389 | 5 |
| Head, Branch | 67,569 | 40 | 77,643 | 12 | 69,894 | 52 |
| Functional Specialist | 57,472 | 148 | 59,230 | 120 | 58,259 | 268 |
| Subject Specialist | 59,787 | 140 | 60,398 | 53 | 59,955 | 193 |
| Dept. Head: Acquisitions | † | 5 | † | 2 | 74,999 | 7 |
| Reference | † | 5 | † | 1 | 77,879 | 6 |
| Cataloging | † | 10 | † | 1 | 76,920 | 11 |
| Serials | † | 3 | N/A | N/A | † | 3 |
| Documents/Maps | † | 5 | † | 2 | 61,483 | 7 |
| Circulation | 60,873 | 7 | 67,939 | 6 | 64,134 | 13 |
| Rare Books/Manuscripts | † | 6 | † | 1 | 73,602 | 7 |
| Computer Systems | † | 2 | † | 10 | 79,966 | 12 |
| Other | 76,487 | 32 | 73,309 | 14 | 75,520 | 46 |
| Reference: Over 14 years experience | 62,003 | 55 | 63,771 | 18 | 62,439 | 73 |
| 10 to 14 years experience | 56,487 | 16 | 53,502 | 6 | 55,673 | 22 |
| 5 to 9 years experience | 49,922 | 18 | 54,805 | 9 | 51,550 | 27 |
| Under 5 years experience | 45,457 | 38 | 47,750 | 10 | 45,935 | 48 |
| Cataloging: Over 14 years experience | 59,206 | 41 | 65,498 | 12 | 60,631 | 53 |
| 10 to 14 years experience | † | 10 | † | 2 | 58,709 | 12 |
| 5 to 9 years experience | 50,729 | 17 | 52,093 | 10 | 51,234 | 27 |
| Under 5 years experience | 46,145 | 22 | 51,065 | 9 | 47,573 | 31 |
| Other: Over 14 years experience | 76,990 | 14 | 76,730 | 4 | 76,932 | 18 |
| 10 to 14 years experience | † | 9 | † | 2 | 58,649 | 11 |
| 5 to 9 years experience | † | 8 | † | 3 | 53,631 | 11 |
| Under 5 years experience | † | 26 | † | 2 | 43,770 | 28 |
| All Positions | \$61,251 | 700 | \$62,853 | 317 | \$61,750 | 1,017 |

* 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 2007–2008***

| Position | Women | | Men | | Total | |
|--------------------------|-------------|------------|-------------|------------|-------------|--------------|
| | Years | No. | Years | No. | Years | No. |
| Director | 29.0 | 3 | 40.0 | 2 | 33.4 | 5 |
| Associate Director | 24.5 | 17 | 27.5 | 4 | 25.0 | 21 |
| Assistant Director | 23.7 | 3 | 20.0 | 2 | 22.2 | 5 |
| Head, Branch | 22.2 | 40 | 17.3 | 12 | 21.1 | 52 |
| Functional Specialist | 13.4 | 148 | 10.5 | 120 | 12.1 | 268 |
| Subject Specialist | 14.0 | 140 | 12.3 | 53 | 13.5 | 193 |
| Dept. Head: Acquisitions | 21.6 | 5 | 24.0 | 2 | 22.3 | 7 |
| Reference | 21.2 | 5 | 27.0 | 1 | 22.2 | 6 |
| Cataloging | 21.7 | 10 | 38.0 | 1 | 23.2 | 11 |
| Serials | 10.3 | 3 | N/A | N/A | 10.3 | 3 |
| Documents/Maps | 12.2 | 5 | 7.0 | 2 | 10.7 | 7 |
| Circulation | 22.6 | 7 | 15.7 | 6 | 19.4 | 13 |
| Rare Books/Manuscripts | 15.3 | 6 | 15.0 | 1 | 15.3 | 7 |
| Computer Systems | 21.0 | 2 | 17.6 | 10 | 18.2 | 12 |
| Other | 19.7 | 32 | 19.8 | 14 | 19.7 | 46 |
| Public Services | 6.7 | 22 | 14.8 | 4 | 7.9 | 26 |
| Technical Services | 13.1 | 19 | 6.0 | 2 | 12.4 | 21 |
| Administrative Services | 11.9 | 16 | 12.2 | 5 | 12.0 | 21 |
| Reference | 13.8 | 127 | 13.6 | 43 | 13.7 | 170 |
| Cataloger | 14.7 | 90 | 13.6 | 33 | 14.4 | 123 |
| All Positions | 15.0 | 700 | 13.2 | 317 | 14.5 | 1,017 |

*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 2007–2808***

| Experience | Women | | Men | | Total | | % of |
|----------------------|-----------------|--------------|-----------------|--------------|-----------------|--------------|--------------|
| | Salary | No. | Salary | No. | Salary | No. | Total |
| 0 – 3 years | \$46,815 | 578 | \$49,383 | 301 | \$47,694 | 879 | 12% |
| 4 – 7 years | 52,127 | 610 | 55,001 | 427 | 53,311 | 1,037 | 14% |
| 8 – 11 years | 58,193 | 621 | 61,395 | 392 | 59,432 | 1,013 | 14% |
| 12 – 15 years | 62,472 | 500 | 66,032 | 304 | 63,818 | 804 | 11% |
| 16 – 19 years | 66,846 | 490 | 68,659 | 294 | 67,526 | 784 | 10% |
| 20 – 23 years | 71,257 | 461 | 74,781 | 251 | 72,499 | 712 | 10% |
| 24 – 27 years | 75,228 | 427 | 80,193 | 235 | 76,991 | 662 | 9% |
| 28 – 31 years | 78,977 | 388 | 86,427 | 236 | 81,795 | 624 | 8% |
| 32 – 35 years | 86,776 | 339 | 88,533 | 223 | 87,473 | 562 | 8% |
| over 35 years | 85,055 | 275 | 93,868 | 130 | 87,884 | 405 | 5% |
| All Positions | \$65,559 | 4,689 | \$68,970 | 2,793 | \$66,833 | 7,482 | 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 2007–2008***

| Experience | Women | | Men | | Total | | % of |
|----------------------|-----------------|------------|-----------------|------------|-----------------|--------------|--------------|
| | Salary | No. | Salary | No. | Salary | No. | Total |
| 0 – 3 years | \$46,785 | 117 | \$48,594 | 53 | \$47,349 | 170 | 17% |
| 4 – 7 years | 50,673 | 108 | 54,704 | 72 | 52,286 | 180 | 18% |
| 8 – 11 years | 57,335 | 83 | 59,963 | 59 | 58,427 | 142 | 14% |
| 12 – 15 years | 59,957 | 84 | 68,774 | 26 | 62,041 | 110 | 11% |
| 16 – 19 years | 68,556 | 78 | 69,060 | 32 | 68,703 | 110 | 11% |
| 20 – 23 years | 70,163 | 73 | 74,415 | 16 | 70,928 | 89 | 9% |
| 24 – 27 years | 66,115 | 40 | 72,455 | 20 | 68,228 | 60 | 6% |
| 28 – 31 years | 72,127 | 46 | 86,409 | 12 | 75,082 | 58 | 6% |
| 32 – 35 years | 86,403 | 36 | 72,111 | 11 | 83,058 | 47 | 5% |
| over 35 years | 74,040 | 35 | 87,775 | 16 | 78,349 | 51 | 5% |
| All Positions | \$61,251 | 700 | \$62,853 | 317 | \$61,750 | 1,017 | 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 2007-08***

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

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

‡ See Footnotes.

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

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

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

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

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

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

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

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

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

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

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

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

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 2007–2008***

| Institution | Filled Positions | Average Salary | Median Salary | Beginning Salary | Average Yrs. Exp. |
|-------------------------|-------------------------|-----------------------|----------------------|-------------------------|--------------------------|
| Alabama | 3 | ‡ | ‡ | \$35,000 | 9.7 |
| Alberta | 5 | \$80,405 | \$81,218 | 42,997 | 19.2 |
| Arizona | 15 | 64,593 | 60,212 | 47,325 | 19.7 |
| Boston University | 9 | 53,950 | 52,750 | 40,000 | 12.8 |
| British Columbia | 12 | 65,688 | 68,856 | 45,784 | 16.7 |
| California, Davis | 9 | 75,108 | 79,968 | 40,008 | 25.4 |
| California, Irvine | 2 | ‡ | ‡ | 40,008 | 19.5 |
| California, Los Angeles | 18 | 69,335 | 65,148 | 40,008 | 14.9 |
| California, San Diego | 10 | 61,857 | 62,556 | 40,008 | 13.4 |
| Case Western Reserve | 8 | 58,716 | 61,880 | 35,000 | 25.5 |
| Cincinnati | 19 | 62,743 | 59,998 | 38,000 | 23.8 |
| Columbia | 8 | 59,248 | 56,500 | 51,500 | 18.0 |
| Connecticut | 14 | 73,588 | 70,081 | 53,604 | 16.4 |
| Cornell | 10 | 74,086 | 73,619 | 50,000 | 20.4 |
| Dartmouth | 10 | 58,868 | 58,371 | 40,000 | 17.1 |
| Duke | 21 | 58,648 | 55,821 | 43,000 | 11.8 |
| Emory | 10 | 65,749 | 67,539 | 36,000 | 24.0 |
| Florida | 15 | 52,735 | 48,271 | 42,000 | 7.9 |
| Florida State | 4 | ‡ | ‡ | 38,000 | 22.3 |
| George Washington | 14 | 59,824 | 59,930 | 42,000 | 14.4 |
| Georgetown | 9 | 57,773 | 60,207 | 43,000 | 12.2 |
| Harvard | 28 | 70,110 | 67,600 | 47,100 | 10.8 |
| Hawaii | 5 | 46,941 | 44,725 | 42,026 | 16.2 |
| Howard | 6 | 51,311 | 47,802 | 40,000 | 21.5 |
| Illinois, Chicago | 20 | 57,264 | 57,309 | 47,000 | 12.6 |
| Iowa | 11 | 55,303 | 50,501 | 40,000 | 15.5 |
| Johns Hopkins | 24 | 65,497 | 59,467 | 48,000 | 16.5 |
| Kansas | 8 | 50,936 | 46,800 | 38,000 | 13.9 |
| Kentucky | 12 | 57,724 | 58,444 | 38,500 | 22.8 |
| Louisiana State | 1 | ‡ | ‡ | 36,000 | 2.0 |
| Louisville | 8 | 54,615 | 50,994 | 37,000 | 20.9 |
| McGill | 9 | 65,033 | 62,033 | 40,625 | 19.4 |
| McMaster | 9 | 60,782 | 60,057 | 38,598 | 17.0 |
| Manitoba | 17 | 60,909 | 57,099 | 41,331 | 15.0 |
| Miami | 11 | 68,121 | 67,174 | 44,000 | 23.5 |
| Michigan | 17 | 58,387 | 58,168 | 41,000 | 15.8 |
| Minnesota | 14 | 58,657 | 59,756 | 40,000 | 17.1 |
| Missouri | 10 | 45,421 | 43,000 | 38,500 | 16.1 |
| Montreal § | 7 | 60,540 | 58,216 | 44,630 | 17.3 |

**TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
ARL UNIVERSITY MEDICAL LIBRARIES, FY 2007–2008***

| Institution | Filled Positions | Average Salary | Median Salary | Beginning Salary | Average Yrs. Exp. |
|-------------------------|-------------------------|-----------------------|----------------------|-------------------------|--------------------------|
| Nebraska | 12 | \$61,800 | \$55,700 | \$40,000 | 20.3 |
| New Mexico | 20 | 77,298 | 68,855 | 38,600 | 19.2 |
| New York University | 29 | 64,933 | 59,232 | 55,000 | 12.1 |
| North Carolina | 28 | 66,519 | 64,506 | 45,000 | 21.3 |
| Northwestern | 16 | 55,138 | 51,607 | 40,000 | 14.8 |
| Ohio State | 14 | 57,918 | 58,634 | 42,000 | 15.2 |
| Oklahoma | 6 | 56,425 | 57,228 | 35,000 | 24.0 |
| Oklahoma State | 3 | ‡ | ‡ | 38,000 | 25.3 |
| Pennsylvania | 12 | 61,476 | 59,911 | 42,500 | 15.8 |
| Pennsylvania State | 5 | 57,390 | 60,012 | 41,200 | 15.2 |
| Pittsburgh | 26 | 55,391 | 53,814 | 40,000 | 13.7 |
| Queen's | 9 | 62,816 | 60,843 | 40,695 | 13.9 |
| Rochester | 23 | 53,978 | 50,197 | 36,700 | 19.0 |
| Saskatchewan | 7 | 53,670 | 50,746 | 41,598 | 6.9 |
| South Carolina | 8 | 47,326 | 43,466 | 34,500 | 10.8 |
| Southern California | 14 | 72,375 | 73,560 | 45,600 | 20.4 |
| Southern Illinois | 6 | 58,937 | 63,440 | 41,000 | 22.5 |
| SUNY Buffalo | 15 | 59,971 | 58,842 | 45,000 | 19.2 |
| SUNY Stony Brook | 20 | 59,782 | 57,702 | 45,000 | 12.6 |
| Temple | 10 | 55,785 | 55,731 | 39,000 | 17.5 |
| Tennessee, Knoxville | 4 | ‡ | ‡ | 38,000 | 16.5 |
| Tennessee, Memphis | 10 | 57,325 | 55,371 | 40,000 | 19.3 |
| Texas A&M | 13 | 55,515 | 52,836 | 44,000 | 15.4 |
| Texas Tech | 20 | 49,088 | 46,167 | 35,000 | 21.3 |
| Toronto § | 18 | 71,938 | 68,161 | 43,010 | 17.8 |
| Tulane | 7 | 42,862 | 38,268 | 37,000 | 15.4 |
| Utah | 13 | 55,692 | 56,313 | 35,000 | 15.6 |
| Vanderbilt | 28 | 55,562 | 57,150 | 39,000 | 10.7 |
| Virginia | 14 | 63,268 | 63,800 | 45,000 | 18.9 |
| Washington | 18 | 61,802 | 57,600 | 41,000 | 22.7 |
| Washington U.-St. Louis | 19 | 62,676 | 51,825 | 40,000 | 24.5 |
| Wayne State | 11 | 48,089 | 44,863 | 45,000 | 24.6 |
| Wisconsin | 18 | 54,215 | 52,978 | 39,338 | 11.1 |
| Yale | 19 | 72,169 | 70,354 | 49,500 | 15.7 |

*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 2007–2008***

| Rank | Institution | Salary | Rank | Institution | Salary |
|-------------|---------------------|---------------|-------------|----------------------------|---------------|
| 1 | New York | \$55,000 | 37 | Calif. Irvine | 40,008 |
| 2 | Connecticut | 53,604 | 37 | Calif. Los Angeles | 40,008 |
| 3 | Columbia | 51,500 | 37 | Calif. San Diego | 40,008 |
| 4 | Cornell | 50,000 | 41 | Boston University | 40,000 |
| 5 | Yale | 49,500 | 41 | Dartmouth | 40,000 |
| 6 | Johns Hopkins | 48,000 | 41 | Howard | 40,000 |
| 7 | Arizona | 47,325 | 41 | Iowa | 40,000 |
| 8 | Harvard | 47,100 | 41 | Minnesota | 40,000 |
| 9 | Illinois, Chicago | 47,000 | 41 | Nebraska | 40,000 |
| 10 | British Columbia | 45,784 | 41 | Northwestern | 40,000 |
| 11 | Southern California | 45,600 | 41 | Pittsburgh | 40,000 |
| 12 | North Carolina | 45,000 | 41 | Tennessee, Memphis Medical | 40,000 |
| 12 | SUNY Buffalo | 45,000 | 41 | Washington - St. Louis | 40,000 |
| 12 | SUNY Stony Brook | 45,000 | 51 | Wisconsin | 39,338 |
| 12 | Virginia | 45,000 | 52 | Temple | 39,000 |
| 12 | Wayne State | 45,000 | 52 | Vanderbilt | 39,000 |
| 17 | Montreal | 44,630 | 54 | New Mexico | 38,600 |
| 18 | Miami | 44,000 | 55 | McMaster | 38,598 |
| 18 | Texas A&M | 44,000 | 56 | Kentucky | 38,500 |
| 20 | Toronto | 43,010 | 56 | Missouri | 38,500 |
| 21 | Duke | 43,000 | 58 | Cincinnati | 38,000 |
| 21 | Georgetown | 43,000 | 58 | Florida State | 38,000 |
| 23 | Alberta | 42,997 | 58 | Kansas | 38,000 |
| 24 | Pennsylvania | 42,500 | 58 | Oklahoma State | 38,000 |
| 25 | Hawaii | 42,026 | 58 | Tennessee, Knoxville | 38,000 |
| 26 | Florida | 42,000 | 63 | Louisville | 37,000 |
| 26 | George Washington | 42,000 | 63 | Tulane | 37,000 |
| 26 | Ohio State | 42,000 | 65 | Rochester | 36,700 |
| 29 | Saskatchewan | 41,598 | 66 | Emory | 36,000 |
| 30 | Manitoba | 41,331 | 66 | Louisiana State | 36,000 |
| 31 | Pennsylvania State | 41,200 | 68 | Alabama | 35,000 |
| 32 | Michigan | 41,000 | 68 | Case Western Reserve | 35,000 |
| 32 | Southern Illinois | 41,000 | 68 | Oklahoma | 35,000 |
| 32 | Washington | 41,000 | 68 | Texas Tech | 35,000 |
| 35 | Queen's | 40,695 | 68 | Utah | 35,000 |
| 36 | McGill | 40,625 | 73 | South Carolina | 34,500 |
| 37 | Calif. Davis | 40,008 | | | |

* 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 2007–2008***

| Rank | Institution | Salary | Rank | Institution | Salary |
|-------------|-------------------------|---------------|-------------|-------------------------|---------------|
| 1 | Alberta | \$81,218 | 35 | Montreal | \$58,216 |
| 2 | California, Davis | 79,968 | 36 | Michigan | 58,168 |
| 3 | Cornell | 73,619 | 37 | SUNY Stony Brook | 57,702 |
| 4 | Southern California | 73,560 | 38 | Washington | 57,600 |
| 5 | Yale | 70,354 | 39 | Illinois, Chicago | 57,309 |
| 6 | Connecticut | 70,081 | 40 | Oklahoma | 57,228 |
| 7 | British Columbia | 68,856 | 41 | Vanderbilt | 57,150 |
| 8 | New Mexico | 68,855 | 42 | Manitoba | 57,099 |
| 9 | Toronto | 68,161 | 43 | Columbia | 56,500 |
| 10 | Harvard | 67,600 | 44 | Utah | 56,313 |
| 11 | Emory | 67,539 | 45 | Duke | 55,821 |
| 12 | Miami | 67,174 | 46 | Temple | 55,731 |
| 13 | California, Los Angeles | 65,148 | 47 | Nebraska | 55,700 |
| 14 | North Carolina | 64,506 | 48 | Tennessee, Memphis | 55,371 |
| 15 | Virginia | 63,800 | 49 | Pittsburgh | 53,814 |
| 16 | Southern Illinois | 63,440 | 50 | Wisconsin | 52,978 |
| 17 | California, San Diego | 62,556 | 51 | Texas A&M | 52,836 |
| 18 | McGill | 62,033 | 52 | Boston University | 52,750 |
| 19 | Case Western Reserve | 61,880 | 53 | Washington U.-St. Louis | 51,825 |
| 20 | Queen's | 60,843 | 54 | Northwestern | 51,607 |
| 21 | Arizona | 60,212 | 55 | Louisville | 50,994 |
| 22 | Georgetown | 60,207 | 56 | Saskatchewan | 50,746 |
| 23 | McMaster | 60,057 | 57 | Iowa | 50,501 |
| 24 | Pennsylvania State | 60,012 | 58 | Rochester | 50,197 |
| 25 | Cincinnati | 59,998 | 59 | Florida | 48,271 |
| 26 | George Washington | 59,930 | 60 | Howard | 47,802 |
| 27 | Pennsylvania | 59,911 | 61 | Kansas | 46,800 |
| 28 | Minnesota | 59,756 | 62 | Texas Tech | 46,167 |
| 29 | Johns Hopkins | 59,467 | 63 | Wayne State | 44,863 |
| 30 | New York University | 59,232 | 64 | Hawaii | 44,725 |
| 31 | SUNY Buffalo | 58,842 | 65 | South Carolina | 43,466 |
| 32 | Ohio State | 58,634 | 66 | Missouri | 43,000 |
| 33 | Kentucky | 58,444 | 67 | Tulane | 38,268 |
| 34 | Dartmouth | 58,371 | | | |

* Salaries of directors are not included in the calculation of medians. Alabama, California-Irvine, Florida State, Louisiana State, Oklahoma State, and Tennessee-Knoxville 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 2007–2008***

| Rank | Institution | Salary | Rank | Institution | Salary |
|-------------|-------------------------|---------------|-------------|----------------------|---------------|
| 1 | Alberta | \$80,405 | 35 | Dartmouth | \$58,868 |
| 2 | New Mexico | 77,298 | 36 | Case Western Reserve | 58,716 |
| 3 | California, Davis | 75,108 | 37 | Minnesota | 58,657 |
| 4 | Cornell | 74,086 | 38 | Duke | 58,648 |
| 5 | Connecticut | 73,588 | 39 | Michigan | 58,387 |
| 6 | Southern California | 72,375 | 40 | Ohio State | 57,918 |
| 7 | Yale | 72,169 | 41 | Georgetown | 57,773 |
| 8 | Toronto | 71,938 | 42 | Kentucky | 57,724 |
| 9 | Harvard | 70,110 | 43 | Pennsylvania State | 57,390 |
| 10 | California, Los Angeles | 69,335 | 44 | Tennessee, Memphis | 57,325 |
| 11 | Miami | 68,121 | 45 | Illinois, Chicago | 57,264 |
| 12 | North Carolina | 66,519 | 46 | Oklahoma | 56,425 |
| 13 | Emory | 65,749 | 47 | Temple | 55,785 |
| 14 | British Columbia | 65,688 | 48 | Utah | 55,692 |
| 15 | Johns Hopkins | 65,497 | 49 | Vanderbilt | 55,562 |
| 16 | McGill | 65,033 | 50 | Texas A&M | 55,515 |
| 17 | New York University | 64,933 | 51 | Pittsburgh | 55,391 |
| 18 | Arizona | 64,593 | 52 | Iowa | 55,303 |
| 19 | Virginia | 63,268 | 53 | Northwestern | 55,138 |
| 20 | Queen's | 62,816 | 54 | Louisville | 54,615 |
| 21 | Cincinnati | 62,743 | 55 | Wisconsin | 54,215 |
| 22 | Washington U.-St. Louis | 62,676 | 56 | Rochester | 53,978 |
| 23 | California, San Diego | 61,857 | 57 | Boston University | 53,950 |
| 24 | Washington | 61,802 | 58 | Saskatchewan | 53,670 |
| 25 | Nebraska | 61,800 | 59 | Florida | 52,735 |
| 26 | Pennsylvania | 61,476 | 60 | Howard | 51,311 |
| 27 | Manitoba | 60,909 | 61 | Kansas | 50,936 |
| 28 | McMaster | 60,782 | 62 | Texas Tech | 49,088 |
| 29 | Montreal | 60,540 | 63 | Wayne State | 48,089 |
| 30 | SUNY Buffalo | 59,971 | 64 | South Carolina | 47,326 |
| 31 | George Washington | 59,824 | 65 | Hawaii | 46,941 |
| 32 | SUNY Stony Brook | 59,782 | 66 | Missouri | 45,421 |
| 33 | Columbia | 59,248 | 67 | Tulane | 42,862 |
| 34 | Southern Illinois | 58,937 | | | |

* Salaries of directors are not included in the calculation of averages. Alabama, California-Irvine, Florida State, Louisiana State, Oklahoma State, and Tennessee-Knoxville 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 2007–2008**

| Position | Women | | Men | | Total | |
|--------------------------------------|-----------------|------------|-----------------|------------|-----------------|------------|
| | Salary | No. | Salary | No. | Salary | No. |
| Head, Medical | \$83,530 | 35 | \$88,216 | 12 | \$84,726 | 47 |
| Associate Director | 65,047 | 41 | 60,450 | 6 | 64,460 | 47 |
| Assistant Director | 115,586 | 48 | 129,238 | 19 | 119,457 | 67 |
| Head, Branch | † | 28 | † | 3 | 64,141 | 31 |
| Functional Specialist | 56,667 | 71 | 59,774 | 63 | 58,128 | 134 |
| Subject Specialist | 57,793 | 51 | 56,534 | 10 | 57,586 | 61 |
| Dept. Head: Acquisitions | † | 15 | † | 3 | 65,044 | 18 |
| Reference | 66,909 | 15 | 74,848 | 11 | 70,268 | 26 |
| Cataloging | † | 9 | † | 2 | 64,525 | 11 |
| Serials | † | 5 | † | 1 | 59,519 | 6 |
| Documents/Maps | † | 1 | N/A | N/A | † | 1 |
| Circulation | 62,938 | 9 | 61,430 | 8 | 62,228 | 17 |
| Rare Books/Manuscripts | 64,145 | 5 | 69,048 | 5 | 66,596 | 10 |
| Computer Systems | 70,599 | 9 | 87,653 | 7 | 78,060 | 16 |
| Other | 63,165 | 54 | 80,663 | 13 | 66,560 | 67 |
| Reference: Over 14 years experience | 60,373 | 97 | 66,005 | 15 | 61,127 | 112 |
| 10 to 14 years experience | 58,682 | 20 | 59,289 | 12 | 58,909 | 32 |
| 5 to 9 years experience | 51,332 | 62 | 61,480 | 10 | 52,741 | 72 |
| Under 5 years experience | 44,866 | 48 | 44,100 | 13 | 44,703 | 61 |
| Cataloging: Over 14 years experience | † | 7 | † | 1 | 57,261 | 8 |
| 10 to 14 years experience | † | 1 | † | 1 | † | 2 |
| 5 to 9 years experience | † | 3 | † | 1 | 48,691 | 4 |
| Under 5 years experience | † | 3 | N/A | N/A | † | 3 |
| Other: Over 14 years experience | 65,973 | 32 | 61,176 | 8 | 65,014 | 40 |
| 10 to 14 years experience | 56,024 | 8 | 53,224 | 5 | 54,947 | 13 |
| 5 to 9 years experience | † | 13 | † | 2 | 53,503 | 15 |
| Under 5 years experience | 44,684 | 12 | 48,172 | 4 | 45,556 | 16 |
| All Positions | \$63,563 | 702 | \$69,262 | 235 | \$64,992 | 937 |

* 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 2007–2008**

| Position | Women | | Men | | Total | |
|--------------------------|-------------|------------|-------------|------------|-------------|------------|
| | Years | No. | Years | No. | Years | No. |
| Head, Medical | 22.3 | 35 | 23.7 | 12 | 22.6 | 47 |
| Associate Director | 18.6 | 41 | 9.8 | 6 | 17.5 | 47 |
| Assistant Director | 27.3 | 48 | 29.1 | 19 | 27.8 | 67 |
| Head, Branch | 18.8 | 28 | 26.3 | 3 | 19.5 | 31 |
| Functional Specialist | 14.6 | 71 | 10.5 | 63 | 12.7 | 134 |
| Subject Specialist | 15.8 | 51 | 10.4 | 10 | 14.9 | 61 |
| Dept. Head: Acquisitions | 18.7 | 15 | 29.7 | 3 | 20.5 | 18 |
| Reference | 23.5 | 15 | 21.9 | 11 | 22.8 | 26 |
| Cataloging | 17.7 | 9 | 29.5 | 2 | 19.8 | 11 |
| Serials | 25.6 | 5 | 30.0 | 1 | 26.3 | 6 |
| Documents/Maps | 17.0 | 1 | N/A | N/A | 17.0 | 1 |
| Circulation | 17.0 | 9 | 8.4 | 8 | 12.9 | 17 |
| Rare Books/Manuscripts | 28.2 | 5 | 24.6 | 5 | 26.4 | 10 |
| Computer Systems | 15.7 | 9 | 16.7 | 7 | 16.1 | 16 |
| Other | 20.2 | 54 | 15.5 | 13 | 19.3 | 67 |
| Public Services | 16.8 | 38 | 11.6 | 12 | 15.5 | 50 |
| Technical Services | 15.8 | 14 | 20.7 | 3 | 16.6 | 17 |
| Administrative Services | 17.8 | 13 | 22.0 | 4 | 18.8 | 17 |
| Reference | 13.7 | 227 | 12.4 | 50 | 13.5 | 277 |
| Cataloger | 15.6 | 14 | 18.7 | 3 | 16.1 | 17 |
| All Positions | 17.3 | 702 | 15.5 | 235 | 16.8 | 937 |

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 2007–2008***

| Experience | Women | | Men | | Total | | % of Total |
|----------------------|-----------------|------------|-----------------|------------|-----------------|------------|-------------|
| | Salary | No. | Salary | No. | Salary | No. | |
| 0 – 3 years | \$45,929 | 81 | \$53,207 | 36 | \$48,168 | 117 | 12% |
| 4 – 7 years | 52,485 | 99 | 60,330 | 32 | 54,401 | 131 | 14% |
| 8 – 11 years | 58,836 | 89 | 59,212 | 28 | 58,926 | 117 | 12% |
| 12 – 15 years | 62,244 | 71 | 68,832 | 36 | 64,460 | 107 | 11% |
| 16 – 19 years | 61,084 | 58 | 74,428 | 21 | 64,631 | 79 | 8% |
| 20 – 23 years | 65,391 | 79 | 75,523 | 19 | 67,355 | 98 | 10% |
| 24 – 27 years | 70,378 | 69 | 80,285 | 18 | 72,427 | 87 | 9% |
| 28 – 31 years | 75,164 | 73 | 76,689 | 28 | 75,587 | 101 | 11% |
| 32 – 35 years | 89,896 | 43 | 112,976 | 9 | 93,891 | 52 | 6% |
| over 35 years | 78,293 | 40 | 85,944 | 8 | 79,569 | 48 | 5% |
| All Positions | \$63,563 | 702 | \$69,262 | 235 | \$64,992 | 937 | 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 2007–2008***

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

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

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

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

† Canadian salaries expressed in U.S. dollars.

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

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

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

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

† Canadian salaries expressed in U.S. dollars.

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

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

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

† Canadian salaries expressed in U.S. dollars.

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

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

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

† Canadian salaries expressed in U.S. dollars.

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

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

* Canadian salaries expressed in U.S. dollars.

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

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

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

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

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

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

* Canadian salaries expressed in U.S. dollars.

UNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2007–2008
University Library Questionnaire
GENERAL AND DATA INPUT (EXCEL) INSTRUCTIONS

<http://www.arl.org/stats/annualsurveys/salary/>

GENERAL OVERVIEW

- **Use the newly available Web form for your data submission.** Fill in Part I on the Web and upload your file for Part II through the same interface.
NOTE: You must complete the entire submission in a single session. The Web interface does **NOT** allow you to return and edit your information once it is submitted.
- **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.
- **Report individual salaries for the Main, Law, and Medical library on the separate template using Microsoft Excel (see <http://www.arl.org/stats/annualsurveys/salary/salform07.shtml>).** A generic template is available. Add your institution’s ARL Library Institution Code [LibID]. (See http://www.arl.org/stats/annualsurveys/surveycoord/instno_inam.shtml if you do not know your code.)
- **Use “Percent” to determine if an employee works full-time or part-time.** All full-time employees have Percent = 1.00, i.e., they work 100% of a full-time schedule. If Percent is less than 1.00, then the employee works that fraction of a full-time schedule. For example, a 65% time appointment would be entered as 0.65. Calculate the percent appointment by dividing the amount of time an employee works by the amount 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 at 40 hours per week:
 - A 9-month part-time appointment has Percent = 9/12, or 0.75.
 - An appointment at 30 hours per week has Percent = 30/40, also 0.75.
 - An appointment at 30 hours and 9 months has Percent = 0.75 x 0.75 = 0.56.Enter Percent with two decimal points.
- **Report salaries 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.
- **Include salaries for all professional positions, 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**.
- **The salary figures should be straight gross salary figures. Do not include fringe benefits.**

- **Provide explanatory footnotes to the reported figures, when necessary, at the end of Part I.** Footnotes will be included in the published survey, where appropriate.
- **After all data have been entered, make a backup copy of the complete file for your institution's master file.** Your backup should include individual names/ID numbers. NOTE: The data submitted to ARL should NOT include individual names/ID numbers, so ARL will NOT be able to supply a copy of your institution's complete file next year.
- **Please return the questionnaire the ARL Statistics and Measurement Program by September 30, 2007. Be sure to keep a complete copy of your return, including the electronic version of the data for your files.**

INSTRUCTIONS

Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 2007-08.
2. Include the Beginning Professional Salary for Law and Medical libraries if included in the survey.
3. 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.
4. Please report the **2007–2008** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2007. Do not delay returning your survey with the expectation that more information will be available later.
5. The 2007–2008 Average and Median Salary figures will be calculated by ARL from the individual data supplied.
6. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

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 2007–2008. 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 Main, Law, and Medical libraries should be reported on separate Excel files.
3. **Obtain the Excel file.** These instructions assume that you have Microsoft Excel available for use. If not, or if you have trouble opening the files in Excel, please call the ARL Statistics and Measurement Program at (202) 296-2296 or email stats-ra@arl.org.
4. The template Excel file is available at: <http://www.arl.org/stats/annualsurveys/salary/salform07.shtml>. This is a generic, blank file that can hold data for Main, Law, or Medical libraries. The file's name is "sal07xxxx.xls"; open the file and save it to your own computer by choosing "Save

As” under the File menu. When saving the file, please change the “xxxx” in its name to your institution’s name, e.g., “sal07ALABAMA.xls.”

The file contains columns labeled as follows:

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

Optional: Hisp NatAm Asian Black HawPI White

In the LibID column, enter your ARL Library Institution Code. (See http://www.arl.org/stats/annualsurveys/surveycoord/instno_inam.shtml if you do not know your code.) If you leave this column blank we will fill it in for you when we receive the data.

Columns labeled “Page,” “Line,” and “Percent” are already filled for you. The numbers in the “Page” and “Line” columns will be used to identify these positions in case of data errors; do not change them. Ten “pages” of 25 lines each have been provided; if this is not sufficient to list all positions at your institution, copy and paste lines 1-25 of the last page as needed.

Entering Data for Part II: Individual Data

1. The “Name/ID#” column is for your internal use, to enter and verify information for staff members by name. ARL does not require that you submit the information in this field to ARL. Please delete this column before sending the file to ARL. Upon receiving this file, ARL will delete any data in this column if you have not deleted them already.
2. The “LibID” will hold your institution’s ARL number, for identification purposes. If you do not know your ARL number, you can find it on the Web under ARL Library Institution Codes. If you leave this column blank, it will be filled in by ARL staff.
3. “Salary” should be entered as it existed on July 1, 2007. Please do not hold up the reporting process for later salary adjustments. Include all filled positions and exclude all vacant positions. Report the actual salary paid. Do not adjust part-time salaries to their full-time equivalents; ARL will do this during the data analysis and verification stage. Do not include fringe benefits.
4. Each position can have only one “Job” code, to be taken from the following list:

| | |
|--------|--|
| DIRLIB | Director of Libraries (includes Dean of Libraries and equivalent titles) |
| 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/Application 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 |
| HDOOTH | Head, Other Department/Service/Agency |
| CAT | Catalogers, both general and specialized |
| REF | Reference librarians, both general and specialized |
| PUBS | Public Services, non-supervisory, except reference librarians |
| TECH | Technical Services, non-supervisory, except catalogers |
| ADMIN | Administrative and other units, non-supervisory position |

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. 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.

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-codes. Starting with the 2004–2005 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 2004–2005, instead please use one of the eight sub-codes (ARCH, BUSI, HUMRES, ITS, ITW, ITP, MEDIA, PRES) to describe that position. If you cannot determine 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.

5. Please indicate “Sex” with the letter M or F, indicating male or female, respectively.

6. “OEOCat” minority status code, for U.S. university libraries only, should be indicated with one of the following code numbers. (Leave blank if a Canadian library):

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

7. “YrsExp,” or total years of professional experience. 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. The figure should be rounded off to the nearest whole number; for example, a position with 14.5 years of experience would appear as 15.

8. Indicate “Rank” using the following system of codes:

- 0 The library director. Some systems also use 0 for assistant and/or associate directors.
- 1 Lowest level in the rank structure, such as an entry-level position.
- 2–8 Successively higher levels; for example, 5 indicates a higher rank than 2.
- 9 Rank cannot be determined, or, the individual is outside the organization’s rank structure.

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, even if you have included salary and other data.

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.

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.

9. **“Percent”** is used to determine if an employee works full-time or part-time. All full-time employees have Percent = 1.00, i.e., they work 100% of a full-time schedule. If Percent is less than 1.00, then the employee works that fraction of a full-time schedule. For example, a 65% time appointment would be entered as 0.65. Calculate the percent appointment by dividing the amount of time an employee works by the amount 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 at 40 hours per week:

- A 9-month part-time appointment has Percent = $9/12$, or 0.75.
- An appointment at 30 hours per week has Percent = $30/40$, also 0.75.
- An appointment at 30 hours and 9 months has Percent = $0.75 \times 0.75 = 0.56$.

Enter Percent with two decimal points.

Optional Questions: The U.S. Office of Management and Budget has revised the Standards for the Classification of Federal Data on Race and Ethnicity¹ and according to the new standard there will be five minimum categories for data on race (American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White) and one category for data on ethnicity (“Hispanic or Latino”). **Respondents will be able to report more than one race**

¹ <http://www.whitehouse.gov/omb/bulletins/b00-02.html> and <http://www.whitehouse.gov/OMB/fedreg/ombdir15.html>

by choosing multiple responses to the race question. The purpose of the revised classification is to reflect the increasing diversity of the U.S. population that has resulted primarily from growth in immigration and in interracial marriages. The new standards were used by the Bureau of the Census in the 2000 decennial census. In light of these developments, we are collecting the new classification on race and ethnicity in the *ARL Annual Salary Survey on an **optional** basis*.

Ethnicity should be indicated by coding 1 to indicate if the person is of Hispanic or Latino ethnicity, and coding 0 otherwise. 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.

Race should be indicated for U.S. university libraries only, by choosing one or more responses among the five racial categories provided here; 1=yes and 0=no. You can select multiple racial categories for a person. The definitions of the five racial categories, listed with their respective column names, 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.

Submitting the Data for Part I and Part II on the Web

ARL is using the online services of FormSpring to collect the data. As part of its privacy policy, FormSpring pledges not to sell any collected information to third parties. For the complete FormSpring privacy policy, visit <http://www.formspring.com/privacy.html>. ARL also accepts Part I and Part II of the salary survey by e-mail from those users who may be uncomfortable submitting the files in FormSpring.

Access the form at: <http://www.arl.org/stats/annualsurveys/salary/salform07.shtml>. Be sure to have the electronic copy of your completed salary survey Excel file handy as you will be submitting this file via the FormSpring Web form. In addition to the completed Excel file, be prepared to provide the following information as well:

- The name, title, email and phone number of the person who prepared the Excel file. The name, title, email and phone number of your institution's contact person for the salary survey (if different from the person who prepared the Excel file)
- Indicate whether you are submitting salary information for one or more of the following: Main, Law, or Medical library, and the beginning professional salary and rank structure for each.

For professional salary list the salary that would be paid to a newly hired professional without experience (even if local practice discourages hiring entry-level professionals without experience). Please report the 2007–2008 beginning professional salary to the best of your knowledge as it existed on July 1, 2007.

For rank structure, list the number of unique levels in your institution's rank structure. If you have no levels in your rank structure, use 1. The number reported here should be equal to the highest number in the "Rank" column of your Excel file (i.e., the number of levels reported in your Excel file should equal the number of levels reported here).

- The names of the libraries that are included and excluded in your figures for the 'general libraries' (these can be main campus libraries or branch campus libraries), as well as any other explanatory information, should be indicated in a footnote. In your footnotes, report any information that would clarify the figures submitted: the inclusion and exclusion of branch campus libraries, a reporting date that is sooner/later than July 1, 2007, etc. Please make an effort to word your footnotes in a manner consistent with notes appearing in the published report, so that ARL can interpret your footnotes correctly.

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

For assistance, contact Martha Kyriallidou (martha@arl.org) or Mark Young (stats-ra@arl.org) or Kristina Justh (kristina@arl.org) or Gary Roebuck (gary@arl.org).
Tel. 202-296-2296 or fax 202-872-0884.

<http://www.arl.org/stats/annualsurveys/salary/>

ARL ANNUAL SALARY SURVEY 2007-08

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 _____

E-mail address _____ Phone number _____

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

(Note: ARL will calculate the 2007-08 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, 2007**.
For assistance, contact Martha Kyrillidou (martha@arl.org) or Mark Young (stats-ra@arl.org), or call 202-296-2296.

ARL ANNUAL SALARY SURVEY 2007-2008
UNIVERSITY LIBRARY QUESTIONNAIRE
Part II: Individual Data

Reporting Library _____

| Confidential <i>Detach before mailing to the ARL Office</i> | Line | Salary | Job | Sex | OEO cat | Yrs Exp | Rank | Percent | Ethnicity | Race: | Race: | Race: | Race: |
|---|------|--------|-----|-----|------------|------------|------|---------|-----------------------|-------|-------|-------|-------|
| | 1 | | | | | | | | Hispanic or Latino | NatAm | Asian | Black | HawPI |
| | 2 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 4 | | | | | | | | | | | | |
| | 5 | | | | | | | | | | | | |
| | 6 | | | | | | | | | | | | |
| | 7 | | | | | | | | | | | | |
| | 8 | | | | | | | | | | | | |
| | 9 | | | | | | | | | | | | |
| | 10 | | | | | | | | | | | | |
| | 11 | | | | | | | | | | | | |
| | 12 | | | | | | | | | | | | |
| | 13 | | | | | | | | | | | | |
| | 14 | | | | | | | | | | | | |
| | 15 | | | | | | | | | | | | |
| | 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, 2007**.
 For assistance, contact Martha Kyriillidou (martha@arl.org) or Mark Young (stats-ra@arl.org), or call 202-296-2296.

NONUNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2007–2008

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 2007-08 salaries *as they exist on July 1, 2007*. 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, 2007**.

ARL ANNUAL SALARY SURVEY 2007–2008

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 2006–2007 and 2007–2008.

2. Median professional salary for fiscal year 2007–2008: _____

3. Beginning professional salary for 2007–2008: _____

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 2006–2007 and 2007–2008.

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

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

FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2007–2008

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

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

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

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

CALIFORNIA, LOS ANGELES

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

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

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

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

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

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

CALIFORNIA, RIVERSIDE

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

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

CALIFORNIA, SAN DIEGO

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

CALIFORNIA, SANTA BARBARA

Includes the Main and Arts libraries.

CASE WESTERN RESERVE

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

**CANADA INSTITUTE FOR
SCIENTIFIC
AND TECHNICAL INFORMATION**

Includes all branch libraries.

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

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

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

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

| INSTITUTION | NOTE |
|---|--|
| RUTGERS | <p>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.</p> <p>Excludes the School of Management and Labor Relations, and the Center for Alcohol Studies.</p> |
| SASKATCHEWAN | <p>Includes Main, Natural Sciences, Veterinary Medicine, Education, and Engineering Libraries.</p> <p>Number of employees reported is effective July 1, 2007.</p> |
| SOUTH CAROLINA | <p>Includes Thomas Cooper Library, South Caroliniana Library, Mathematics Library, Business Library, Music Library, and Film Library.</p> |
| SOUTHERN CALIFORNIA | <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> |
| SUNY-ALBANY SUNY-BUFFALO | <p>Includes main campus and branch libraries.</p> <p>Includes Arts & Sciences libraries, Music Library, Special Collections (Archives, Poetry and Rare Books).</p> <p>Excludes temporary hires, classified staff, employees at SL-2 level or discretionary increases.</p> |
| SUNY-STONY BROOK | <p>Includes Main Campus, Math/Physics, Chemistry, Marine and Atmospheric Sciences libraries.</p> |
| SYRACUSE | <p>Includes Main campus Library, Science & Technology Library, Geology Library, Math Library and Physics Library.</p> <p>Excludes the College Reading Rooms.</p> |
| TEMPLE | <p>Includes Paley (main) Library; Science Engineering and Architecture Library (SEAL); Blockson Afro-American Collection; Ambler Campus Library; Tyler School of Art Library.</p> <p>In the Main Library, minimum beginning professional salary of \$39,000 is based on a 10-month contract, and minimum beginning salary for an 11-month contract is \$42,744.</p> |
| TEXAS | <p>Includes the University of Texas Libraries, the Center for American History, and the Harry Ransom Humanities Research Center.</p> |
| TEXAS TECH | <p>Some data for the Center for American History are not available.</p> <p>All salaries are as of September 1, 2007, and include the University, Southwest Collection/Special Collections, Architecture, and Vietnam Archives libraries.</p> |
| 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, Dentistry, Pharmacy and East Asian libraries, as well as the Ontario Institute for Studies in Education, the University of Toronto branches at Scarborough and Mississauga, the University Archives, St. Michael's College, New College, and the Center for Industrial Relations, School of Management.</p> <p>Medical Library includes Gerstein Science and Information Center and Family and Community Medicine.</p> |
| VANDERBILT | <p>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.</p> |

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

APPENDICES

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.

| Institution | Category | Full Name of Institution | Location |
|---------------------------|-----------------|---|-----------------------------|
| 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 |

| Institution | Category | Full Name of Institution | Location |
|----------------------|-----------------|---|-------------------------------|
| 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 |
| 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 |

| Institution | Category | Full Name of Institution | Location |
|------------------------------|-----------------|---|---------------------------|
| 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 Institute 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 1998–1999 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 |

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

ARL Statistics and Measurement Program
PUBLICATIONS AND SERVICES
<http://www.arl.org/stats/>

ARL Academic Law and Medical Library Statistics

ISSN 1088-1093 • Back issues are available • Standing order offered

Yearly report of data for collections' size and growth, materials and operating expenditures, staffing, and public service activities in ARL university law and medical libraries. Includes comparisons to the larger research collections at each university.

ARL Preservation Statistics

ISSN 1050-7442 • Back issues are available • Standing order offered

Annual compilation of data on current levels of preservation efforts and reports on the key organizational, functional, and fiscal components comprising ARL preservation programs.

ARL Statistics

ISSN 0147-2135 • Back issues are available • Standing order offered

Annual compilation of data on collection size and growth, materials and operating expenditures, staffing, and library services. The most comprehensive resource for information on research library operations and trends.

LibQUAL+®

LibQUAL+® is a suite of services that libraries use to solicit, track, understand, and act upon users' opinions of service quality. These services are offered to the library community by the Association of Research Libraries (ARL). The program's centerpiece is a rigorously tested Web-based survey bundled with training that helps libraries assess and improve library services, change organizational culture, and market the library. LibQUAL+® is on the Web at <http://www.libqual.org/>.

User Surveys in Academic Libraries

This workshop presents the basic concepts and steps for conducting a user survey: defining objectives, sampling, measurement scales, logistics, data analysis, and report writing.

Web Development with XML: Design and Applications

This workshop is designed for librarians, information professionals, and educators. It provides hands-on experience in developing interfaces for publishing on the Web.

Customized Services

For any dataset produced by ARL, libraries can request comparative institutional data and ARL will perform the analysis and provide tables and reports in the format best suited to the need.

For more information on any of these products or services, please contact stats@arl.org or call 202-296-2296.