

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.

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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				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			1	1	1				
120,000–129,999	1	19	4	1	4	3	2	2	15	5	4		2	5						
110,000–119,999	1	31	16	9	5	2	13	2	28	14	4		4	5	7	1				
100,000–109,999	1	38	16	15	14	4	25		20	11	8		9	6	26	6				
95,000–99,999		19	9	22	13	11	31		14	11	10		7	5	19	3				
90,000–94,999		9	16	25	18	20	34		9	5	13		29	15	31	12				
85,000–89,999		16	11	20	18	13	63		4	6	12		26	27	36	21				
80,000–84,999	1	3	7	30	42	23	79		5	7	12		56	14	48	25				
76,000–79,999		1	2	27	41	32	78		1	5	15		40	22	50	22				
74,000–75,999			1	10	28	18	39			1	3		25	9	16	15				
72,000–73,999		1	2	17	29	20	51		1	2	11		27	15	29	19				
70,000–71,999		1	2	19	27	21	52		1	2	9		30	8	19	16				
68,000–69,999			1	16	28	22	43				6		29	10	23	20				
66,000–67,999			1	20	46	34	53			1	11		30	23	21	34				
64,000–65,999		1	2	11	42	27	47				5		45	17	18	33				
62,000–63,999				15	42	48	39		1		1		34	30	29	36				
60,000–61,999			2	9	47	34	25				8		40	23	14	31				
58,000–59,999		1		12	40	36	33				6		49	23	13	57				
56,000–57,999				10	51	37	25		1		2		46	18	17	47				
54,000–55,999			1	12	61	41	22				5		50	25	19	64				
52,000–53,999				14	67	24	21				5		47	19	15	64				
50,000–51,999			1	3	65	45	20				2		45	15	10	72				
48,000–49,999				6	52	37	15			1			46	21	9	54				
46,000–47,999			1	2	64	40	12				1		43	12	7	57				
44,000–45,999				5	53	35	14			1	2		56	9	5	49				
42,000–43,999				3	61	26	7				2		30	11	4	28				
40,000–41,999				1	25	16	4				3		33	6	2	25				
38,000–39,999				2	22	5	2						15	3		14				
36,000–37,999					23	4					1		10	1	1	12				
34,000–35,999				1	6	1	1						5	1	1	1				
32,000–33,999					7								4			1				
30,000–31,999					2	1	1						2	1						
Less than 30,000					2		1									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	82,000	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.

