

# ARL ANNUAL SALARY SURVEY 2004-05



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

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

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## SALARY SURVEY TRENDS 2004-05

The *ARL Annual Salary Survey 2004-05* 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 9,487 professional staff members were reported this year for the 113 ARL university libraries, including their law and medical libraries (938 staff members reported by 72 medical libraries and 736 staff members reported by 75 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,946 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 1.34328 Canadian dollars per U.S. dollar.<sup>1</sup> 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. Readers should be cautioned that this year Canadian salaries appear much higher compared to U.S. salaries as the Canadian dollar has had a stronger performance and the conversion rate is more favorable to Canadians compared to earlier recent years.

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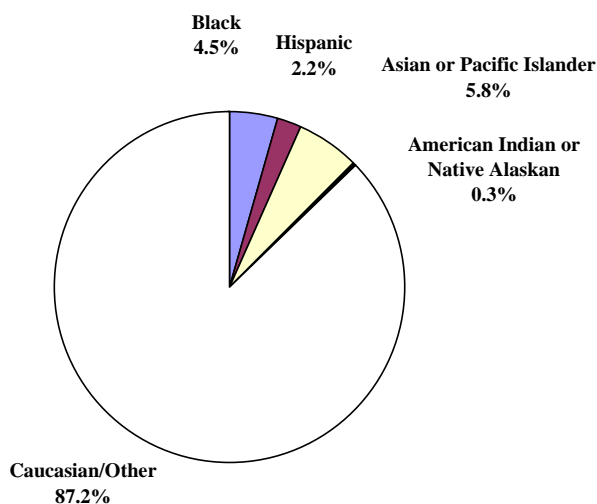
<sup>1</sup> This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2003-June 2004 and is used in converting 2004-05 figures that are collected as of July 2004.

## RACE AND ETHNICITY

There were 1,098 minority professional staff reported in 100 U.S. ARL university libraries, including law and medical.<sup>2</sup> 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, 12.8% 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: 5.1% are directors (5 out of 98), 6.9% are associate or assistant directors (26 out of 378), and 10% are branch librarians (46 out of 462). Graph 1, below, depicts the overall racial/ethnic distribution of professional staff in U.S. ARL university libraries: Caucasian/Other 87.2%, Asian/Pacific Islander 5.8%, Black 4.5%, Hispanic 2.2%, 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.<sup>3</sup> Another recent article in *American Libraries* emphasizes how the ethnic makeup of the profession may say more about society than about librarianship pointing out that the “challenge lies not in the lack of diversity among library staff, but more generally in the lack of diversity among holders of master’s degrees.” So, the issue of diversity in libraries is often associated with a pipeline issue which also relates to the traditional and dominant female character of the profession.<sup>4</sup>

**Graph 1**  
**Ethnicity/Race of Professional Staff in**  
**U.S. ARL University Libraries, 2004-05**



<sup>2</sup> 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.

<sup>3</sup> 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>>.

<sup>4</sup> Keith Curry Lance, “Racial and Ethnic Diversity of U.S. Library Workers” *American Libraries* 36, 5 (2005): 41-43.



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

Figure 1

**MINORITY PROFESSIONALS BY REGION (U.S.)  
IN ARL UNIVERSITY LIBRARIES, FY 2004-05**

Race/Ethnicity Category	New England	Middle Atlantic	E North Central	W North Central	South Atlantic	East S Central	West S Central	Mountain	Pacific	TOTAL	%
<b>Black</b>	31	62	63	24	119	21	23	9	38	390	36%
<b>Hispanic</b>	22	21	23	5	33	4	30	26	26	190	17%
<b>Asian</b>	59	80	69	21	67	11	36	27	126	496	45%
<b>AI/AN<sup>5</sup></b>	1	2	4	2	5		1	4	3	22	2%
<b>Minority Total</b>	113	165	159	52	224	36	90	66	193	1,098	100%
<b>Minority Percent</b>	10.29%	15.03%	14.48%	4.74%	20.40%	3.28%	8.20%	6.01%	17.58%		
<b>Nonminority Total</b>	1,092	1,200	1,282	487	1,249	391	566	438	778	7,483	100%
<b>Nonminority Percent</b>	14.59%	16.04%	17.13%	6.51%	16.69%	5.23%	7.56%	5.85%	10.40%		
<b>Regional Percent Total staff</b>	14.04%	15.91%	16.79%	6.28%	17.17%	4.98%	7.64%	5.87%	11.32%		
<b>Proportional Minority Representation</b>	-29.48%	-6.29%	-15.48%	-27.23%	22.22%	-37.25%	8.37%	2.69%	69.06%		

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 68.49% of the four racial/ethnic groups that comprise minority staff, as compared to 63.17% 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 35.63% male and 64.37% female. See Figure 1, above, and Figure 2, below, for more detail on race/ethnic and gender distribution.

<sup>5</sup> American Indian/Alaskan Native.

Figure 2

RACE/ETHNICITY AND SEX DISTRIBUTION OF PROFESSIONAL STAFF  
IN ARL UNIVERSITY LIBRARIES FY 2004-05

United States

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,623	37.27%	4,414	62.73%	7,037
Medical	240	28.24%	610	71.76%	850
Law	239	34.44%	455	65.56%	694
Minority <sup>6</sup>	346	31.51%	752	68.49%	1,098
Non-minority	2,756	36.83%	4,727	63.17%	7,483
All	3,102	36.15%	5,479	63.85%	8,581

Canada

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	248	31.96%	528	68.04%	776
Medical	15	17.05%	73	82.95%	88
Law	15	35.71%	27	64.29%	42
All	278	30.68%	628	69.32%	906

United States and Canada (Combined)

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,871	36.75%	4,942	63.25%	7,813
Medical	255	27.19%	683	72.81%	938
Law	254	34.51%	482	65.49%	736
All	3,380	35.63%	6,107	64.37%	9,487

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 (60 women directors out of 112 total directorships reported).

Looking at other job categories, though, as Table 17 demonstrates, average salaries for men in most cases still surpass those of women in the same job category. In only 9 categories of the 27 used in the tables do the average salaries of women exceed those of men. The overall salary for women is 94.78% that of men for the 113 ARL university libraries, compared to 94.4% in 2003-04. While this shows a marked closure of the gender gap in ARL libraries in the long term – in 1980-81, women in ARL libraries made roughly 87% that of men – it also raises the possibility that the closure has peaked, and that a five or six percent gap between men's and women's salaries may persist.

Table 18 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 17, revealing that experience differentials between men and women cannot account fully for the salary differentials. Women average more experience in all but one of the categories in which they average higher pay, but there are other categories in which women on

<sup>6</sup> Includes staff in medical and law libraries.

average have more experience and less pay (Director of Libraries, Head of Other Department, and Functional Specialist are examples). 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 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 this challenge is needed.<sup>7</sup> A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman’s life and, consequently, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman’s profession. The scarcity of men in the profession has been well documented in many studies—the largest percentage of men employed in ARL libraries was 38.2% in 1980-81; since then men have consistently represented about 35% of the professional staff in ARL libraries.

### THE FUNCTIONAL SPECIALIST BREAKDOWN

In 2004, the ARL Statistics and Measurement Committee accepted a proposal from the ACRL Personnel Administrators and Staff Development Officers Discussion Group to break down the Functional Specialist category. The Group’s major concern was that so many different types of positions, with their varying job descriptions and salaries, were being labeled with the code FSPEC that data reported for the category were beginning to lose meaning. For each position that would have been labeled FSPEC in past years, the proposal offered ARL institutions two options: either use one of eight new codes to describe that position; or, if none of the eight new codes could adequately describe that position, use FSPEC.

Figure 3

#### DISTRIBUTION OF NEW JOB CODES FOR FUNCTIONAL SPECIALIST

Position	Main		Law		Medical		All	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Archivist	247	16.2%	3	6.0%	15	10.9%	265	15.5%
Business Manager	97	6.4%	3	6.0%	9	6.6%	109	6.4%
Human Resources	75	4.9%	0		1	0.7%	76	4.4%
IT – Programming	170	11.2%	0		16	11.7%	186	10.9%
IT – Systems	316	20.8%	12	24.0%	37	27.0%	365	21.4%
IT – Web Development	90	5.9%	3	6.0%	10	7.3%	103	6.0%
Media/Multimedia	61	4.0%	4	8.0%	7	5.1%	72	4.2%
Preservation/Conservation	85	5.6%	2	4.0%	2	1.5%	89	5.2%
Other Functional Specialists	381	25%	23	46.0%	40	29.2%	444	26.0%
<b>Total</b>	<b>1,522</b>		<b>50</b>		<b>137</b>		<b>1,709</b>	

As seen in Figure 3, slightly more than one-quarter of Functional Specialists in all libraries did not use one of the alternative codes. Of the 1,265 positions that did use an alternate code, 72.6% of them were Archivists or Information Technology specialists.

<sup>7</sup> 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 4, below, displays the average salaries of the subcategories by position and sex, in the same fashion as Table 17. As shown below, the salaries in each of the sub-categories deviate widely about the combined Functional Specialist average salary of \$54,116. Human Resources specialists have the highest average of all subcategories, with an average salary of \$59,060; specialists in Media and Multimedia have the lowest average salary of \$47,779.

**Figure 4**

**SALARIES FOR NEW FUNCTIONAL SPECIALIST JOB CODES**

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Archivist	\$50,007	147	\$54,878	100	\$51,979	247
Business Manager	56,037	53	61,861	44	58,679	97
Human Resources	58,051	65	65,623	10	59,060	75
IT – Programming	54,879	121	52,829	195	53,614	316
IT – Systems	54,028	42	51,970	48	52,930	90
IT – Web Development	59,580	52	58,513	118	58,839	170
Media/Multimedia	47,545	25	47,942	36	47,779	61
Preservation/Conservation	51,607	56	59,509	29	54,303	85
Other Functional Specialists	52,713	236	53,277	145	52,928	381
<b>All Functional Specialists</b> (See Table 17)	<b>\$53,477</b>	<b>797</b>	<b>\$54,819</b>	<b>725</b>	<b>\$54,116</b>	<b>1,522</b>

In regards to the gender gap in ARL libraries explained in the previous section, it is worth noting that in the three Information Technology sub-categories, the average salaries of women outpaced those of men, but in all other Functional Specialist sub-categories the average salaries of men are higher than those of women.

**INSTITUTIONAL CHARACTERISTICS AND SALARIES**

**A. PUBLIC AND PRIVATE INSTITUTIONS**

After several consecutive years of expansion of the gap between salaries paid in private U.S. ARL university libraries, and those paid in publicly supported U.S. university libraries, the distance between the two narrowed in 2004-05. The reported differential shrank to 5.9%, or an average of \$3,505 more paid for a position in a private institution. However, there were fewer categories than ever before in which average salaries in the public sector exceeded those paid for similar positions in private university libraries; only Heads of Serials and Circulation, Reference Librarians with over 14 years of experience, and Other Librarians with over 14 years of experience were paid more on average in public institutions (see Table 21).

**B. LIBRARY SIZE**

Library size, as measured by the number of professional staff, is another significant determinant of salary. As a rule, the largest libraries pay the highest average salaries, not only overall, but for specific positions as well. The cutoff staffing levels used to determine the largest cohort of libraries, after declining in every year since 1995-96, continued to hold steady at 110 staff members in 2004-05.<sup>8</sup> The

<sup>8</sup> In 1995-96, the largest cohort of libraries was determined based on staff over 124; in 1996-98, over 120; in 1998-99, over 115; and since 1999-2000, over 110. See Table 23.

“largest” libraries, those with more than 110 staff members, reported the highest average salary, \$64,254, compared to \$60,641 for the cohort with between 75 and 110 staff. Libraries with between 22 and 49 professionals paid an average salary of \$58,852 and those with staff between 50 and 74 paid \$57,213. The gap between the highest paying cohort and the lowest paying cohort is \$7,041, about 32% larger than last year’s difference of \$5,351 (see Table 23).

### C. GEOGRAPHIC AREA

The highest salaries are found in the Pacific region (see Table 25), followed by New England and the Middle Atlantic. All three areas have overall average salaries higher than \$60,000, with the Pacific averaging as high as \$66,821. As a weak American dollar caused the U.S./Canadian exchange rate to drop precipitously (see Table 4), Canada shed its position as the region with the lowest average salary, which it had held since the early 1990s. Instead the West South Central and East South Central had the lowest average salaries, with a difference of \$2 separating the two regions.

### D. RANK STRUCTURE

Rank structure continues to provide a useful framework for examining professional salaries in ARL university libraries. Figure 5, 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.

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. 5,542 of the 9,487 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,344) occupies a rank in a four-step rank structure.

Figure 5

**AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS  
IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES  
FY 2004-05**

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	\$44,761	7.5	\$44,297	8.3	\$43,926	9.9
Librarian 2	57,041	16.8	48,818	12.4	52,488	12.0
Librarian 3	74,950	24.7	59,527	20.2	59,939	18.6
Librarian 4			72,579	25.6	70,205	22.8
Librarian 5					87,783	28.5
<b>No. of Staff</b>	<b>1,130</b>		<b>3,344</b>		<b>1,068</b>	

### 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 barely keeping up with inflation.

The median salary for all ARL university libraries was \$55,250 in 2004-05; for only U.S. ARL libraries it was \$55,600; and for Canadian ARL libraries converted into U.S. dollars it was \$52,707, or a median of \$70,800 Canadian dollars.

Table 6 reveals that the median salary for nonuniversity staff has increased about 5.7% in the last year. The median salary for combined U.S. and Canadian university libraries increased 4.2% (Table 2); for U.S. salaries 3.2% (Table 3), and for Canadian salaries denominated in Canadian dollars 3.5% (Table 4). At the same time, the U.S. Consumer Price Index increased 3% in the last year and the Canadian Consumer Price Index increased 2.3%.

Beginning salaries in the university sector continue to increase at a steady rate. The median beginning salary in ARL university libraries increased to \$36,984; this 2.7% increase is slightly less than the increase reported in 2003-04. The median beginning salary for ARL nonuniversity research libraries crept upward to \$34,764, a 0.07% increase.

Libraries are facing serious human resources issues as the need to hire professionals with advanced technological skills and the demand for these skills pushes salaries up while libraries seem unable to adjust their salary structures beyond accounting for inflation. 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. This, combined with other evidence from the *ARL Statistics*, shows libraries' proportion of materials and operating expenditures increasing faster than salaries, providing a future picture of libraries with fewer staff members, who are in turn being paid salaries that are fighting to keep up with inflation.

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

Martha Kyrillidou  
Mark Young  
Association of Research Libraries  
May 1, 2005

**SALARY LEVELS FOR STAFF IN ARL LIBRARIES**

**Tables 1-4**

**TABLE 1: DISTRIBUTION BY SALARY LEVEL\***

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range. For example, in FY 2004-05, XX% of all ARL university librarians earned more than \$50,000, as did 85.8% of all ARL nonuniversity librarians.

Salary Range	University Librarians				Nonuniversity Librarians			
	FY 2003-04	cum. %	FY 2004-05	cum. %	FY 2003-04	cum. %	FY 2004-05	cum. %
More than 250,000	3	0.0	5	0.1%	0	0.0%	0	0.0%
200,000 - 250,000	16	0.2	16	0.2%	1	0.0%	0	0.0%
175,000 - 199,999	25	0.5	31	0.5%	0	0.0%	1	0.0%
150,000 - 174,999	50	1.0	52	1.1%	5	0.2%	5	0.2%
140,000 - 149,999	30	1.3	28	1.4%	91	2.5%	98	2.6%
130,000 - 139,999	36	1.7	37	1.8%	12	2.8%	170	6.9%
120,000 - 129,999	54	2.3	54	2.4%	188	7.7%	106	9.6%
110,000 - 119,999	67	3.0	75	3.1%	103	10.3%	189	14.4%
100,000 - 109,999	118	4.2	152	4.7%	251	16.8%	187	19.2%
95,000 - 99,999	96	5.2	114	5.9%	138	20.4%	125	22.3%
90,000 - 94,999	117	6.4	142	7.4%	71	22.2%	225	28.0%
85,000 - 89,999	190	8.4	243	10.0%	257	28.8%	226	33.8%
80,000 - 84,999	260	11.2	288	13.0%	263	35.6%	221	39.4%
76,000 - 79,999	295	14.3	303	16.2%	88	37.9%	357	48.4%
74,000 - 75,999	129	15.7	167	18.0%	289	45.4%	106	51.1%
72,000 - 73,999	153	17.3	194	20.0%	111	48.2%	151	54.9%
70,000 - 71,999	254	19.9	259	22.8%	107	51.0%	71	56.7%
68,000 - 69,999	205	22.1	241	25.3%	164	55.2%	73	58.6%
66,000 - 67,999	222	24.4	291	28.4%	70	57.0%	98	61.0%
64,000 - 65,999	334	28.0	352	32.1%	89	59.3%	186	65.8%
62,000 - 63,999	292	31.0	351	35.8%	152	63.2%	105	68.4%
60,000 - 61,999	339	34.6	375	39.7%	179	67.9%	155	72.4%
58,000 - 59,999	358	38.4	359	43.5%	158	71.9%	49	73.6%
56,000 - 57,999	426	42.9	443	48.2%	79	74.0%	82	75.7%
54,000 - 55,999	429	47.4	481	53.3%	58	75.5%	75	77.6%
52,000 - 53,999	509	52.7	510	58.6%	102	78.1%	139	81.1%
50,000 - 51,999	512	58.1	525	64.2%	114	81.1%	184	85.8%
48,000 - 49,999	529	63.7	542	69.9%	123	84.2%	77	87.7%
46,000 - 47,999	586	69.9	533	75.5%	82	86.3%	87	89.9%
44,000 - 45,999	568	75.9	479	80.6%	60	87.9%	63	91.5%
42,000 - 43,999	519	81.3	488	85.7%	53	89.3%	130	94.8%
40,000 - 41,999	479	86.4	411	90.0%	85	91.5%	90	97.1%
38,000 - 39,999	325	89.8	309	93.3%	62	93.1%	40	98.1%
36,000 - 37,999	358	93.6	273	96.2%	91	95.4%	34	99.0%
34,000 - 35,999	233	96.0	204	98.3%	36	96.3%	26	99.6%
32,000 - 33,999	163	97.8	96	99.3%	34	97.2%	8	99.8%
30,000 - 31,999	99	98.8	40	99.7%	27	97.9%	4	99.9%
less than 30,000	114	100.0	24	100.0%	81	100.0%	3	100.0%
<b>Total Positions</b>		<b>9,492</b>		<b>9,487</b>		<b>3,874</b>		<b>3,946</b>
<b>Median Salary</b>		<b>\$53,000</b>		<b>\$55,250</b>		<b>\$70,020</b>		<b>\$74,022</b>

\* Canadian salaries expressed in U.S. dollars. 2003-04 median revised to \$70,020. 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>.

<b>Fiscal Year</b>	<b>No. of Libs.</b>	<b>Total Staff</b>	<b>Median Salary†</b>	<b>BPS‡ Median</b>	<b>Median Salary Index</b>	<b>BPS‡ Index</b>	<b>Actual CPI</b>	<b>Adjusted CPI</b>
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)*, located at <http://146.142.4.24/cgi-bin/surveymost?cu>.

<b>Fiscal Year</b>	<b>No. of Libs.</b>	<b>Total Staff</b>	<b>Median Salary</b>	<b>Median Salary Change</b>	<b>Median Salary Index</b>	<b>Actual CPI</b>	<b>Adjusted CPI</b>	<b>CPI Change</b>
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 DATE edition of *The Daily*, a Statistics Canada publication, at <http://www.statcan.ca/Daily/English/040824/d040824a.htm>.

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

\* Canadian salaries expressed in U.S. dollars.

† Includes medical and law libraries in median salary.



**ARL NONUNIVERSITY LIBRARIES**

**Tables 5-6**

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

	No. of Staff	<u>Median Salaries</u>		<u>Beginning Salaries</u>	
		FY 2003-04	FY 2004-05	FY 2003-04	FY 2004-05
Boston Public Library	184	\$50,841	\$50,841	\$34,298	\$34,298
Canada Institute for Scientific and Technical Information *	187	42,146	49,840	30,079	34,663
Center for Research Libraries	22	44,818	44,580	30,000	30,305
Library of Congress †	2,736	75,961	79,319	40,044	41,815
National Agricultural Library †	107	65,813	68,722	40,044	41,815
Library & Archives of Canada *	160	37,651	42,330	30,079	33,817
National Library of Medicine	185	71,620	74,785	40,044	41,815
New York Public Library	241	50,211	52,434	33,850	34,866
New York State Library	62	53,512	53,512	34,549	34,549
Smithsonian Library	62	63,877	69,732	40,044	41,815

\* 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>>.

<b>Fiscal Year</b>	<b>No. of Libs.</b>	<b>Total Staff</b>	<b>Median Salary*</b>	<b>BPS† Median</b>	<b>Median Salary Index</b>	<b>BPS† Index</b>	<b>Actual CPI</b>	<b>Adjusted CPI</b>
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. 2003-04 median revised to \$70,020.

† 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 2004-05\***

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2005	FY 2004	FY 2005	FY 2004	FY 2005	FY 2004	FY 2005	FY 2005
Alabama †	53	\$43,027	\$45,900	\$38,349	\$42,145	\$31,200	\$35,000	13.2
Alberta ††	60	48,924	58,593	51,719	61,316	27,572	32,689	17.8
Arizona	64	57,332	58,848	50,685	52,181	42,773	43,118	16.5
Arizona State †	67	52,177	53,217	51,650	51,628	38,000	38,000	15.9
Auburn †	45	54,050	53,850	50,865	50,865	41,320	40,930	15.5
Boston University	58	48,591	50,242	44,650	46,800	31,500	32,000	16.8
Boston College †	56	59,034	60,321	55,250	56,750	36,450	37,550	17.9
Brigham Young	103	59,987	57,637	58,231	55,390	41,000	42,300	16.4
British Columbia ††	70	44,703	55,038	45,157	53,663	24,892	33,277	17.7
Brown †	60	59,049	60,107	56,951	58,069	34,000	34,650	23.0
California, Berkeley †	126	72,247	72,651	70,500	70,500	37,920	37,920	18.9
California, Davis †	43	69,149	68,339	70,500	70,500	37,920	37,920	19.2
California, Irvine	54	66,517	68,236	69,473	69,365	37,920	37,920	16.6
California, Los Angeles	136	72,136	72,036	76,860	71,592	37,920	37,920	18.5
California, Riverside †	35	61,795	64,091	64,164	64,164	37,920	37,920	17.7
California, San Diego †	79	68,314	67,498	66,150	65,000	37,920	37,920	16.2
California, Santa Barbara †	48	65,226	67,563	64,164	67,592	37,920	37,920	18.0
Case Western Reserve	35	52,122	53,387	48,506	50,293	40,500	35,000	14.6
Chicago	64	65,001	66,642	59,640	61,082	41,408	42,650	18.3
Cincinnati †	58	56,733	58,623	56,819	55,128	33,000	33,000	19.4
Colorado †	45	55,958	57,212	54,750	55,362	34,500	38,000	17.1
Colorado State †	39	55,659	59,003	54,100	57,650	38,500	39,000	19.1
Columbia	104	64,913	65,991	57,215	58,500	43,900	45,700	17.3
Connecticut †	53	64,862	68,254	61,500	62,981	45,000	45,000	16.2
Cornell †	120	59,608	61,673	53,818	55,000	39,000	40,000	16.4
Dartmouth †	43	61,059	64,221	58,034	63,521	34,000	28,119	15.7
Delaware †	56	60,818	62,936	58,717	61,007	39,000	39,000	16.5
Duke †	108	57,021	58,328	53,592	54,050	36,300	36,850	16.5
Emory †	73	58,890	58,976	57,400	56,100	35,000	35,000	15.3
Florida †	83	47,968	49,742	45,165	45,971	40,000	40,000	17.8
Florida State †	51	45,310	45,588	41,128	41,128	32,000	36,000	16.5
George Washington †	32	58,389	61,687	54,634	58,650	38,000	38,000	15.1
Georgetown †	51	58,997	61,195	54,998	57,214	40,000	40,000	19.8
Georgia †	73	51,142	50,847	48,536	47,278	31,000	32,000	16.0
Georgia Tech	41	53,398	55,274	53,280	55,080	39,000	40,000	15.9
Guelph ††	36	43,566	50,616	41,965	48,596	26,426	30,662	19.8
Harvard †	442	63,647	64,912	58,587	59,845	41,200	42,100	15.9
Hawaii	58	55,541	57,357	54,704	55,872	35,316	36,727	17.6
Houston †	56	46,619	49,319	41,045	43,490	35,000	36,000	14.6
Howard	35	48,088	48,931	45,547	45,828	35,049	35,049	24.1
Illinois, Chicago †	53	55,810	57,712	50,169	51,693	35,000	36,000	15.6
Illinois, Urbana	138	57,026	58,423	50,957	52,265	40,000	42,000	13.9
Indiana †	81	58,406	60,025	56,054	57,281	35,165	35,869	19.6
Iowa	63	57,008	54,776	52,012	50,939	35,000	35,000	16.8
Iowa State †	53	50,940	54,419	51,848	53,114	38,000	38,000	17.0
Johns Hopkins	74	60,680	59,759	56,030	55,000	41,850	47,680	14.8
Kansas †	64	53,248	56,913	47,894	52,135	35,000	35,000	17.8
Kent State †	51	56,040	54,216	52,940	51,758	42,778	42,778	14.2
Kentucky †	64	50,204	50,800	47,386	47,864	36,000	36,000	17.8
Laval †	56	43,186	48,698	45,195	51,828	28,263	31,775	20.0
Louisiana State	47	43,780	44,141	40,752	41,444	34,000	35,000	12.3
Louisville †	38	57,227	57,383	56,980	55,908	34,000	35,000	20.1
McGill ††	54	43,252	52,073	45,606	54,653	25,162	30,522	20.4
McMaster ††	21	44,131	51,882	43,078	50,764	25,464	29,488	20.6
Manitoba ††	41	47,016	57,169	49,927	59,837	24,150	31,688	22.6
Maryland †	96	56,149	57,943	53,666	55,083	40,000	40,000	18.9
Massachusetts †	48	58,079	65,949	56,746	66,437	31,065	37,274	17.3
MIT †	96	64,122	63,513	58,175	58,200	42,800	43,800	14.9
Miami †	39	47,721	55,431	48,895	53,233	32,000	36,000	19.6

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

† Excludes medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

†† Canadian salaries expressed in U.S. dollars.

‡ See Footnotes.

**TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE  
ARL UNIVERSITY LIBRARIES, FY 2004-05\***

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2005	FY 2004	FY 2005	FY 2004	FY 2005	FY 2004	FY 2005	FY 2005
Michigan †	111	56,694	58,856	51,350	53,349	35,000	35,000	17.5
Michigan State	63	58,335	59,803	55,250	56,750	40,000	41,000	17.6
Minnesota	100	55,305	56,176	52,370	53,603	35,000	36,000	19.3
Missouri †	35	48,397	52,059	43,142	46,431	32,000	32,000	20.7
Montreal †	87	41,000	47,396	40,242	47,060	26,079	29,971	16.4
Nebraska †	44	52,189	54,905	49,332	50,402	36,750	40,000	17.3
New Mexico †	39	62,650	65,770	59,681	66,226	38,000	39,900	21.4
New York	55	56,774	66,510	52,800	59,782	42,000	45,000	17.7
North Carolina	97	51,571	56,872	48,500	52,750	34,000	37,500	18.8
North Carolina State †	87	55,687	57,932	50,000	52,852	39,000	40,000	11.3
Northwestern †	87	58,447	59,657	55,644	57,493	32,500	34,000	16.1
Notre Dame †	48	59,982	61,008	58,689	59,281	35,000	36,000	18.9
Ohio University †	50	49,683	48,881	46,803	43,113	33,000	33,000	13.5
Ohio State †	101	52,658	56,375	50,196	52,277	39,500	39,500	19.2
Oklahoma	41	45,295	45,724	40,462	41,644	37,000	39,000	13.9
Oklahoma State †	54	45,120	43,972	42,210	40,236	33,000	34,000	14.5
Oregon	46	50,173	52,516	46,178	49,607	33,000	34,000	15.5
Pennsylvania †	83	56,632	58,659	52,859	55,575	40,000	40,000	17.4
Pennsylvania State †	131	58,627	61,145	55,656	57,912	38,000	38,500	18.1
Pittsburgh †	65	54,286	55,963	49,102	50,324	33,000	30,000	15.6
Princeton †	107	67,935	68,399	61,175	62,700	39,500	40,000	19.8
Purdue †	54	53,315	57,050	49,040	50,600	32,000	36,500	17.3
Queen's ††	30	45,550	54,936	45,109	54,609	27,017	31,378	21.0
Rice †	57	53,727	55,150	49,665	49,113	33,850	34,527	15.8
Rochester †	72	46,006	47,775	43,001	45,557	36,000	36,000	14.0
Rutgers †	93	69,951	69,319	70,124	70,062	36,469	36,469	19.6
Saskatchewan †	35	48,323	55,404	48,761	53,606	25,228	31,123	18.3
South Carolina †	54	48,445	50,613	44,292	46,079	31,000	34,000	16.6
Southern California †	82	64,060	65,332	56,774	59,625	45,000	45,000	19.5
Southern Illinois	37	53,907	54,850	47,992	47,968	38,000	38,200	15.6
SUNY Albany †	60	52,387	55,143	50,903	53,758	37,500	37,500	17.5
SUNY Buffalo †	96	53,136	54,022	49,340	50,336	38,000	38,000	15.1
SUNY Stony Brook †	28	62,336	67,421	58,663	63,135	40,000	41,000	20.1
Syracuse †	48	55,539	57,948	50,446	52,063	35,000	35,000	18.7
Temple	43	51,622	53,081	47,327	48,194	34,000	34,000	16.4
Tennessee †	47	57,623	59,006	53,673	55,466	35,000	36,500	15.4
Texas †	117	54,171	58,726	49,600	53,729	36,000	38,000	17.6
Texas A&M †	80	51,404	54,218	45,781	48,543	38,000	40,000	14.7
Texas Tech †	51	45,528	51,482	40,905	46,139	36,000	38,000	12.7
Toronto ††	140	49,526	58,020	53,381	61,362	24,235	33,500	16.2
Tulane	37	52,472	53,398	51,151	51,572	34,000	34,000	16.9
Utah	52	50,579	51,561	47,295	48,000	36,000	37,000	17.5
Vanderbilt †	74	49,672	49,818	46,923	46,534	33,000	34,000	15.6
Virginia †	66	55,021	58,239	52,750	55,600	35,000	39,000	16.8
Virginia Tech	33	53,792	55,211	51,304	52,828	34,000	35,000	18.5
Washington †	95	55,892	58,113	52,194	53,724	37,000	38,000	19.9
Washington State †	47	51,091	52,412	50,190	50,917	33,000	33,000	18.4
Washington U.-St.Louis †	50	54,723	57,064	46,902	49,259	35,000	37,000	17.4
Waterloo ††	35	43,572	52,229	44,011	53,013	25,972	30,163	20.1
Wayne State †	51	56,657	59,880	49,530	52,481	37,000	39,000	12.8
Western Ontario ††	60	38,125	44,131	36,576	42,281	29,149	33,753	13.9
Wisconsin †	147	55,193	56,918	53,612	54,544	36,475	36,968	17.2
Yale	170	62,914	69,748	58,142	63,532	41,300	44,400	19.8
York ††	51	52,972	62,777	51,887	61,594	27,960	31,435	18.2

\*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 2003-04\***

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	\$46,000	54	Utah	\$36,000
2	Connecticut	45,000	59	Hawaii	35,316
2	Southern California	45,000	60	Indiana	35,165
4	Columbia	43,900	61	Howard	35,049
5	MIT	42,800	62	Emory	35,000
6	Kent State	42,778	62	Houston	35,000
7	Arizona	42,773	62	Illinois, Chicago †	35,000
8	New York	42,000	62	Iowa	35,000
9	Johns Hopkins	41,850	62	Kansas	35,000
10	Chicago	41,408	62	Michigan	35,000
11	Auburn	41,320	62	Minnesota	35,000
12	Yale	41,300	62	Notre Dame	35,000
13	Harvard	41,200	62	Syracuse	35,000
14	Brigham Young	41,000	62	Tennessee	35,000
15	Case Western Reserve	40,500	62	Virginia	35,000
16	Florida	40,000	62	Washington-St. Louis	35,000
16	Georgetown	40,000	74	Colorado	34,500
16	Illinois, Urbana	40,000	75	Brown	34,000
16	Maryland	40,000	75	Dartmouth	34,000
16	Michigan State	40,000	75	Louisiana State	34,000
16	Pennsylvania	40,000	75	Louisville	34,000
16	SUNY Stony Brook	40,000	75	North Carolina	34,000
23	Ohio State	39,500	75	Temple	34,000
23	Princeton	39,500	75	Tulane	34,000
25	Cornell	39,000	75	Virginia Tech	34,000
25	Delaware	39,000	83	Rice †	33,850
25	Georgia Tech	39,000	84	Cincinnati	33,000
25	North Carolina State	39,000	84	Ohio	33,000
29	Colorado State	38,500	84	Oklahoma State	33,000
30	Arizona State	38,000	84	Oregon	33,000
30	George Washington	38,000	84	Pittsburgh	33,000
30	Iowa State	38,000	84	Vanderbilt	33,000
30	New Mexico	38,000	84	Washington State	33,000
30	Pennsylvania State	38,000	91	Northwestern	32,500
30	Southern Illinois	38,000	92	Florida State	32,000
30	SUNY Buffalo	38,000	92	Miami	32,000
30	Texas A&M	38,000	92	Missouri	32,000
38	California, Berkeley	37,920	92	Purdue	32,000
38	California, Davis	37,920	96	Boston University	31,500
38	California, Irvine	37,920	97	Alabama	31,200
38	California, Los Angeles	37,920	98	Massachusetts	31,065
38	California, Riverside	37,920	99	Georgia	31,000
38	California, San Diego	37,920	99	South Carolina	31,000
38	California, Santa Barbara	37,920	101	Western Ontario †	29,149
45	SUNY Albany	37,500	102	Laval †	28,263
46	Oklahoma	37,000	103	York †	27,960
46	Washington	37,000	104	Alberta †	27,572
46	Wayne State	37,000	105	Queen's †	27,017
49	Nebraska	36,750	106	Guelph †	26,426
50	Wisconsin	36,475	107	Montreal †	26,079
51	Rutgers	36,469	108	Waterloo †	25,972
52	Boston College	36,450	109	McMaster †	25,464
53	Duke	36,300	110	Saskatchewan †	25,228
54	Kentucky	36,000	111	McGill †	25,162
54	Rochester †	36,000	112	British Columbia †	24,892
54	Texas	36,000	113	Toronto ††	24,235
54	Texas Tech	36,000	114	Manitoba †	24,150

\* Reprinted from *ARL Annual Salary Survey 2002-03*. 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 2004-05\***

Rank	Institution	Salary	Rank	Institution	Salary
1	Johns Hopkins	\$47,680	58	Duke	\$36,850
2	Columbia	45,700	59	Hawaii	36,727
3	Connecticut	45,000	60	Purdue	36,500
3	New York	45,000	60	Tennessee	36,500
3	Southern California	45,000	62	Rutgers	36,469
6	Yale	44,400	63	Florida State	36,000
7	MIT	43,800	63	Houston	36,000
8	Arizona	43,118	63	Illinois, Chicago	36,000
9	Kent State	42,778	63	Kentucky	36,000
10	Chicago	42,650	63	Miami	36,000
11	Brigham Young	42,300	63	Minnesota	36,000
12	Harvard	42,100	63	Notre Dame	36,000
13	Illinois, Urbana	42,000	63	Rochester	36,000
14	Michigan State	41,000	71	Indiana	35,869
14	SUNY Stony Brook	41,000	72	Howard	35,049
16	Auburn	40,930	73	Alabama	35,000
17	Cornell	40,000	73	Case Western Reserve	35,000
17	Florida	40,000	73	Emory	35,000
17	Georgetown	40,000	73	Iowa	35,000
17	Georgia Tech	40,000	73	Kansas	35,000
17	Maryland	40,000	73	Louisiana State	35,000
17	Nebraska	40,000	73	Louisville	35,000
17	North Carolina State	40,000	73	Michigan	35,000
17	Pennsylvania	40,000	73	Syracuse	35,000
17	Princeton	40,000	73	Virginia Tech	35,000
17	Texas A&M	40,000	83	Brown	34,650
27	New Mexico	39,900	84	Rice	34,527
28	Ohio State	39,500	85	Northwestern	34,000
29	Colorado State	39,000	85	Oklahoma State	34,000
29	Delaware	39,000	85	Oregon	34,000
29	Oklahoma	39,000	85	South Carolina	34,000
29	Virginia	39,000	85	Temple	34,000
29	Wayne State	39,000	85	Tulane	34,000
34	Pennsylvania State	38,500	85	Vanderbilt	34,000
35	Southern Illinois	38,200	92	Western Ontario	33,753
36	Arizona State	38,000	93	Toronto	33,500
36	Colorado	38,000	94	British Columbia	33,277
36	George Washington	38,000	95	Cincinnati	33,000
36	Iowa State	38,000	95	Ohio	33,000
36	SUNY Buffalo	38,000	95	Washington State	33,000
36	Texas	38,000	98	Alberta	32,689
36	Texas Tech	38,000	99	Boston University	32,000
36	Washington	38,000	99	Georgia	32,000
44	Calif. Berkeley	37,920	99	Missouri	32,000
44	Calif. Davis	37,920	102	Laval	31,775
44	Calif. Irvine	37,920	103	Manitoba	31,688
44	Calif. Los Angeles	37,920	104	York	31,435
44	Calif. Riverside	37,920	105	Queen's	31,378
44	Calif. San Diego	37,920	106	Saskatchewan	31,123
44	Calif. Santa Barbara	37,920	107	Guelph	30,662
51	Boston College	37,550	108	McGill	30,522
52	North Carolina	37,500	109	Waterloo	30,163
52	SUNY Albany	37,500	110	Pittsburgh	30,000
54	Massachusetts	37,274	111	Montreal	29,971
55	Utah	37,000	112	McMaster	29,488
55	Washington-St. Louis	37,000	113	Dartmouth	28,119
57	Wisconsin	36,968			

\* 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 2003-04\***

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	California, Los Angeles	\$76,860	58	Michigan	\$51,350
2	California, Berkeley	70,500	59	Virginia Tech	51,304
2	California, Davis	70,500	60	Tulane	51,151
4	Rutgers	70,124	61	Illinois, Urbana	50,957
5	California, Irvine	69,473	62	SUNY Albany	50,903
6	California, San Diego	66,150	63	Auburn	50,865
7	Stanford	66,069	64	Arizona	50,685
8	California, Riverside	64,164	65	Syracuse	50,446
8	California, Santa Barbara	64,164	66	Ohio State	50,196
10	Connecticut	61,500	67	Washington State	50,190
11	Princeton	61,175	68	Illinois, Chicago	50,169
12	New Mexico	59,681	69	North Carolina State	50,000
13	Chicago	59,640	70	Manitoba †	49,927
14	Delaware	58,717	71	Rice	49,665
15	Notre Dame	58,689	72	Texas	49,600
16	SUNY Stony Brook	58,663	73	Wayne State	49,530
17	Harvard	58,587	74	SUNY Buffalo	49,340
18	Brigham Young	58,231	75	Nebraska	49,332
19	MIT	58,175	76	Pittsburgh	49,102
20	Yale	58,142	77	Purdue	49,040
21	Dartmouth	58,034	78	Miami	48,895
22	Emory	57,400	79	Saskatchewan †	48,761
23	Columbia	57,215	80	Georgia	48,536
24	Louisville	56,980	81	Case Western Reserve	48,506
25	Brown	56,951	82	North Carolina	48,500
26	Cincinnati	56,819	83	Southern Illinois	47,992
27	Southern California	56,774	84	Kansas	47,894
28	Massachusetts	56,746	85	Kentucky	47,386
29	Indiana	56,054	86	Temple	47,327
30	Johns Hopkins	56,030	87	Utah	47,295
31	Pennsylvania State	55,656	88	Vanderbilt	46,923
32	Northwestern	55,644	89	Washington U.-St. Louis	46,902
33	Boston College	55,250	90	Ohio University	46,803
33	Michigan State	55,250	91	Oregon	46,178
35	Georgetown	54,998	92	Texas A&M	45,781
36	Colorado	54,750	93	McGill †	45,606
37	Hawaii	54,704	94	Howard	45,547
38	George Washington	54,634	95	Laval †	45,195
39	Colorado State	54,100	96	Florida	45,165
40	Cornell	53,818	97	British Columbia †	45,157
41	Tennessee	53,673	98	Queen's †	45,109
42	Maryland	53,666	99	Boston University	44,650
43	Wisconsin	53,612	100	South Carolina	44,292
44	Duke	53,592	101	Waterloo †	44,011
45	Toronto †	53,381	102	Missouri	43,142
46	Georgia Tech	53,280	103	McMaster †	43,078
47	Kent State	52,940	104	Rochester	43,001
48	Pennsylvania	52,859	105	Oklahoma State	42,210
49	New York University	52,800	106	Guelph †	41,965
50	Virginia	52,750	107	Florida State	41,128
51	Minnesota	52,370	108	Houston	41,045
52	Washington	52,194	109	Texas Tech	40,905
53	Iowa	52,012	110	Louisiana State	40,752
54	York †	51,887	111	Oklahoma	40,462
55	Iowa State	51,848	112	Montreal †	40,242
56	Alberta †	51,719	113	Alabama	38,349
57	Arizona State	51,650	114	Western Ontario †	36,576

\* Reprinted from *ARL Annual Salary Survey 2002-03*. 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 2004-05\***

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	\$71,592	58	Saskatchewan	\$53,606
2	California, Berkeley	70,500	59	Minnesota	53,603
2	California, Davis	70,500	60	Michigan	53,349
4	Rutgers	70,062	61	Miami	53,233
5	California, Irvine	69,365	62	Iowa State	53,114
6	California, Santa Barbara	67,592	63	Waterloo	53,013
7	Massachusetts	66,437	64	North Carolina State	52,852
8	New Mexico	66,226	65	Virginia Tech	52,828
9	California, San Diego	65,000	66	North Carolina	52,750
10	California, Riverside	64,164	67	Wayne State	52,481
11	Yale	63,532	68	Ohio State	52,277
12	Dartmouth	63,521	69	Illinois, Urbana	52,265
13	SUNY Stony Brook	63,135	70	Arizona	52,181
14	Connecticut	62,981	71	Kansas	52,135
15	Princeton	62,700	72	Syracuse	52,063
16	York	61,594	73	Laval	51,828
17	Toronto	61,362	74	Kent State	51,758
18	Alberta	61,316	75	Illinois, Chicago	51,693
19	Chicago	61,082	76	Arizona State	51,628
20	Delaware	61,007	77	Tulane	51,572
21	Harvard	59,845	78	Iowa	50,939
22	Manitoba	59,837	79	Washington State	50,917
23	New York University	59,782	80	Auburn	50,865
24	Southern California	59,625	81	McMaster	50,764
25	Notre Dame	59,281	82	Purdue	50,600
26	George Washington	58,650	83	Nebraska	50,402
27	Columbia	58,500	84	SUNY Buffalo	50,336
28	MIT	58,200	85	Pittsburgh	50,324
29	Brown	58,069	86	Case Western Reserve	50,293
30	Pennsylvania State	57,912	87	Oregon	49,607
31	Colorado State	57,650	88	Washington U.-St. Louis	49,259
32	Northwestern	57,493	89	Rice	49,113
33	Indiana	57,281	90	Guelph	48,596
34	Georgetown	57,214	91	Texas A&M	48,543
35	Boston College	56,750	92	Temple	48,194
35	Michigan State	56,750	93	Utah	48,000
37	Emory	56,100	94	Southern Illinois	47,968
38	Louisville	55,908	95	Kentucky	47,864
39	Hawaii	55,872	96	Georgia	47,278
40	Virginia	55,600	97	Montreal	47,060
41	Pennsylvania	55,575	98	Boston University	46,800
42	Tennessee	55,466	99	Vanderbilt	46,534
43	Brigham Young	55,390	100	Missouri	46,431
44	Colorado	55,362	101	Texas Tech	46,139
45	Cincinnati	55,128	102	South Carolina	46,079
46	Maryland	55,083	103	Florida	45,971
47	Georgia Tech	55,080	104	Howard	45,828
48	Cornell	55,000	105	Rochester	45,557
48	Johns Hopkins	55,000	106	Houston	43,490
50	McGill	54,653	107	Ohio University	43,113
51	Queen's	54,609	108	Western Ontario	42,281
52	Wisconsin	54,544	109	Alabama	42,145
53	Duke	54,050	110	Oklahoma	41,644
54	SUNY Albany	53,758	111	Louisiana State	41,444
55	Texas	53,729	112	Florida State	41,128
56	Washington	53,724	113	Oklahoma State	40,236
57	British Columbia	53,663			

\* 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 2003-04\***

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Berkeley	\$72,247	58	Virginia	\$55,021
2	California, Los Angeles	72,136	59	Washington U.-St. Louis	54,723
3	Stanford	69,961	60	Pittsburgh	54,286
4	Rutgers	69,951	61	Texas	54,171
5	California, Davis	69,149	62	Auburn	54,050
6	California, San Diego	68,314	63	Southern Illinois	53,907
7	Princeton	67,935	64	Virginia Tech	53,792
8	California, Irvine	66,517	65	Rice	53,727
9	California, Santa Barbara	65,226	66	Georgia Tech	53,398
10	Chicago	65,001	67	Purdue	53,315
11	Columbia	64,913	68	Kansas	53,248
12	Connecticut	64,862	69	SUNY Buffalo	53,136
13	MIT	64,122	70	York	52,972
14	Southern California	64,060	71	Ohio State	52,658
15	Harvard	63,647	72	Tulane	52,472
16	Yale	62,914	73	SUNY Albany	52,387
17	New Mexico	62,650	74	Nebraska	52,189
18	SUNY Stony Brook	62,336	75	Arizona State	52,177
19	California, Riverside	61,795	76	Case Western Reserve	52,122
20	Dartmouth	61,059	77	Temple	51,622
21	Delaware	60,818	78	North Carolina	51,571
22	Johns Hopkins	60,680	79	Texas A&M	51,404
23	Brigham Young	59,987	80	Georgia	51,142
24	Notre Dame	59,982	81	Washington State	51,091
25	Cornell	59,608	82	Iowa State	50,940
26	Brown	59,049	83	Utah	50,579
27	Boston College	59,034	84	Kentucky	50,204
28	Georgetown	58,997	85	Oregon	50,173
29	Emory	58,890	86	Ohio University	49,683
30	Pennsylvania State	58,627	87	Vanderbilt	49,672
31	Northwestern	58,447	88	Toronto	49,526
32	Indiana	58,406	89	Alberta	48,924
33	George Washington	58,389	90	Boston University	48,591
34	Michigan State	58,335	91	South Carolina	48,445
35	Massachusetts	58,079	92	Missouri	48,397
36	Tennessee	57,623	93	Saskatchewan	48,323
37	Arizona	57,332	94	Howard	48,088
38	Louisville	57,227	95	Florida	47,968
39	Illinois, Urbana	57,026	96	Miami	47,721
40	Duke	57,021	97	Manitoba	47,016
41	Iowa	57,008	98	Houston	46,619
42	New York University	56,774	99	Rochester	46,006
43	Cincinnati	56,733	100	Queen's	45,550
44	Michigan	56,694	101	Texas Tech	45,528
45	Wayne State	56,657	102	Florida State	45,310
46	Pennsylvania	56,632	103	Oklahoma	45,295
47	Maryland	56,149	104	Oklahoma State	45,120
48	Kent State	56,040	105	British Columbia	44,703
49	Colorado	55,958	106	McMaster	44,131
50	Washington	55,892	107	Louisiana State	43,780
51	Illinois, Chicago	55,810	108	Waterloo	43,572
52	North Carolina State	55,687	109	Guelph	43,566
53	Colorado State	55,659	110	McGill	43,252
54	Hawaii	55,541	111	Laval	43,186
55	Syracuse	55,539	112	Alabama	43,027
56	Minnesota	55,305	113	Montreal	41,000
57	Wisconsin	55,193	114	Western Ontario	38,125

\* Reprinted from *ARL Annual Salary Survey 2002-03*. 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 2004-05\***

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	California, Berkeley	\$72,651	58	Manitoba	\$57,169
2	California, Los Angeles	72,036	59	Washington U.-St. Louis	57,064
3	Yale	69,748	60	Purdue	57,050
4	Rutgers	69,319	61	Wisconsin	56,918
5	Princeton	68,399	62	Kansas	56,913
6	California, Davis	68,339	63	North Carolina	56,872
7	Connecticut	68,254	64	Ohio State	56,375
8	California, Irvine	68,236	65	Minnesota	56,176
9	California, Santa Barbara	67,563	66	Pittsburgh	55,963
10	California, San Diego	67,498	67	Miami	55,431
11	SUNY Stony Brook	67,421	68	Saskatchewan	55,404
12	Chicago	66,642	69	Georgia Tech	55,274
13	New York University	66,510	70	Virginia Tech	55,211
14	Columbia	65,991	71	Rice	55,150
15	Massachusetts	65,949	72	SUNY Albany	55,143
16	New Mexico	65,770	73	British Columbia	55,038
17	Southern California	65,332	74	Queen's	54,936
18	Harvard	64,912	75	Nebraska	54,905
19	Dartmouth	64,221	76	Southern Illinois	54,850
20	California, Riverside	64,091	77	Iowa	54,776
21	MIT	63,513	78	Iowa State	54,419
22	Delaware	62,936	79	Texas A&M	54,218
23	York	62,777	80	Kent State	54,216
24	George Washington	61,687	81	SUNY Buffalo	54,022
25	Cornell	61,673	82	Auburn	53,850
26	Georgetown	61,195	83	Tulane	53,398
27	Pennsylvania State	61,145	84	Case Western Reserve	53,387
28	Notre Dame	61,008	85	Arizona State	53,217
29	Boston College	60,321	86	Temple	53,081
30	Brown	60,107	87	Oregon	52,516
31	Indiana	60,025	88	Washington State	52,412
32	Wayne State	59,880	89	Waterloo	52,229
33	Michigan State	59,803	90	McGill	52,073
34	Johns Hopkins	59,759	91	Missouri	52,059
35	Northwestern	59,657	92	McMaster	51,882
36	Tennessee	59,006	93	Utah	51,561
37	Colorado State	59,003	94	Texas Tech	51,482
38	Emory	58,976	95	Georgia	50,847
39	Michigan	58,856	96	Kentucky	50,800
40	Arizona	58,848	97	Guelph	50,616
41	Texas	58,726	98	South Carolina	50,613
42	Pennsylvania	58,659	99	Boston University	50,242
43	Cincinnati	58,623	100	Vanderbilt	49,818
44	Alberta	58,593	101	Florida	49,742
45	Illinois, Urbana	58,423	102	Houston	49,319
46	Duke	58,328	103	Howard	48,931
47	Virginia	58,239	104	Ohio University	48,881
48	Washington	58,113	105	Laval	48,698
49	Toronto	58,020	106	Rochester	47,775
50	Syracuse	57,948	107	Montreal	47,396
51	Maryland	57,943	108	Alabama	45,900
52	North Carolina State	57,932	109	Oklahoma	45,724
53	Illinois, Chicago	57,712	110	Florida State	45,588
54	Brigham Young	57,637	111	Louisiana State	44,141
55	Louisville	57,383	112	Western Ontario	44,131
56	Hawaii	57,357	113	Oklahoma State	43,972
57	Colorado	57,212			

\* 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 2001-02 TO 2004-05\***

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Alabama		109	106	112	108	112	113	113	109	89	93	97	73
Alberta		97	103	89	44	81	82	56	18	103	104	104	98
Arizona		64	66	37	40	68	65	64	70	6	4	7	8
Arizona State		62	64	75	85	54	43	57	76	28	38	30	36
Auburn		77	75	62	82	85	67	63	80	11	16	11	16
Boston University		95	88	90	29	101	96	99	35	100	86	96	99
Boston College		40	26	27	99	31	28	33	98	48	49	52	51
Brigham Young		25	27	23	54	24	23	18	43	14	15	14	11
British Columbia		104	107	105	73	96	103	97	57	106	111	112	94
Brown		34	24	26	30	28	27	25	29	78	62	75	83
California, Berkeley		1	1	1	1	2	2	2	2	20	25	38	44
California, Davis		6	4	5	6	5	2	2	2	20	25	38	44
California, Irvine		5	7	8	8	2	4	5	5	20	25	38	44
California, Los Angeles		3	2	2	2	2	1	1	1	20	25	38	44
California, Riverside		13	14	19	20	11	10	8	10	20	25	38	44
California, San Diego		7	6	6	10	6	6	6	9	20	25	38	44
California, Santa Barbara		9	9	9	9	8	8	8	6	20	25	38	44
Case Western Reserve		80	74	76	84	77	55	81	86	65	78	15	73
Chicago		17	17	10	12	21	16	13	19	10	10	10	10
Cincinnati		69	54	43	43	66	52	26	45	96	86	84	95
Colorado		33	31	49	57	23	31	36	44	65	60	74	36
Colorado State		38	25	53	37	45	20	39	31	19	18	29	29
Columbia		15	11	11	14	18	17	23	27	5	3	4	2
Connecticut		11	8	12	7	10	9	10	14	17	5	2	3
Cornell		29	23	25	25	38	38	40	48	38	33	25	17
Dartmouth		19	18	20	19	15	14	21	12	65	62	75	113
Delaware		28	29	21	22	20	26	14	20	50	33	25	29
Duke		39	43	40	46	37	48	44	53	45	44	53	58
Emory		27	30	29	38	25	24	22	37	80	79	62	73
Florida		96	93	95	101	99	94	96	103	50	53	16	17
Florida State		98	98	102	110	98	99	107	112	89	86	92	63
George Washington		30	35	33	24	17	32	38	26	46	20	30	36
Georgetown		49	48	28	26	44	40	35	34	15	19	16	17
Georgia		71	72	80	95	72	73	80	96	89	94	99	99
Georgia Tech		63	68	66	69	59	50	46	47	38	20	25	17
Guelph		112	112	109	97	110	112	106	90	104	106	106	107
Harvard		16	15	15	18	19	13	17	21	16	48	13	12
Hawaii		65	56	54	56	53	41	37	39	64	50	59	59
Houston		91	96	98	102	87	108	108	106	50	62	62	63
Howard		75	90	94	103	57	88	94	104	37	52	61	72
Illinois, Chicago		72	83	51	53	79	81	68	75	50	62	62	63
Illinois, Urbana		36	50	39	45	52	68	61	69	12	17	16	13

\* Excludes medical and law libraries.

† Not a member during this year.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LIBRARIES  
SUMMARY OF RANKINGS, FYs 2001-02 TO 2004-05\***

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Indiana		26	21	32	31	33	29	29	33	60	59	60	71
Iowa		35	34	41	77	36	39	53	78	80	86	62	73
Iowa State		59	76	82	78	55	56	55	62	65	62	30	36
Johns Hopkins		23	28	22	34	32	36	30	48	4	7	9	1
Kansas		70	82	68	62	74	85	84	71	65	62	62	73
Kent State		50	39	48	80	61	37	47	74	62	8	6	9
Kentucky		92	91	84	96	94	92	85	95	65	62	54	63
Laval		103	111	111	105	95	98	95	73	102	103	102	102
Louisiana State		106	108	107	111	111	110	110	111	65	62	75	73
Louisville		†	47	38	55	†	34	24	38	†	53	75	73
McGill		102	110	110	90	93	97	93	50	111	114	111	108
McMaster		108	109	106	92	108	109	103	81	109	110	109	112
Manitoba		105	102	97	58	89	89	70	22	112	113	114	103
Maryland		54	40	47	51	60	46	42	46	9	14	16	17
Massachusetts		20	22	35	15	13	21	28	7	36	51	98	54
MIT		18	16	13	21	14	17	19	28	17	9	5	7
Miami		67	69	96	67	49	42	78	61	88	86	92	63
Michigan		32	36	44	39	56	51	58	60	63	53	62	73
Michigan State		55	45	34	33	47	47	33	35	28	33	16	14
Minnesota		53	53	56	65	42	44	51	59	38	53	62	63
Missouri		90	92	92	91	103	106	102	100	98	97	92	99
Montreal		111	113	113	107	109	111	112	97	113	109	107	111
Nebraska		56	44	74	75	67	60	75	83	49	60	49	17
New Mexico		10	12	17	16	9	11	12	8	2	79	30	27
New York		14	58	42	13	22	59	49	23	3	5	8	3
North Carolina		66	67	78	63	70	62	82	66	50	62	75	52
North Carolina State		61	57	52	52	78	70	69	64	47	38	25	17
Northwestern		42	37	31	35	35	35	32	32	87	86	91	85
Notre Dame		37	32	24	28	30	25	15	25	50	62	62	63
Ohio University		74	85	86	104	69	84	90	107	84	79	84	95
Ohio State		79	71	71	64	82	71	66	68	34	46	23	28
Oklahoma		93	94	103	109	100	100	111	110	28	33	46	29
Oklahoma State		100	100	104	113	102	102	105	113	65	79	84	85
Oregon		84	87	85	87	88	90	91	87	82	79	84	85
Pennsylvania		57	52	46	42	62	53	48	41	28	12	16	17
Pennsylvania State		31	33	30	27	34	33	31	30	38	20	30	34
Pittsburgh		82	63	60	66	91	77	76	85	89	97	84	110
Princeton		12	10	7	5	12	12	11	15	50	38	23	17
Purdue		58	70	67	60	63	80	77	82	89	94	92	60
Queen's		107	104	100	74	104	105	98	51	110	105	105	105
Rice		22	60	65	71	25	74	71	89	61	77	83	84
Rochester		99	97	99	106	106	104	104	105	65	53	54	63
Rutgers		4	5	4	4	1	5	4	4	33	37	51	62

\* Excludes medical and law libraries.

† Not a member during this year.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LIBRARIES  
SUMMARY OF RANKINGS, FYs 2001-02 TO 2004-05\***

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2002	2003	2004	2005	2002	2003	2004	2005	2002	2003	2004	2005
Saskatchewan		86	95	93	68	51	86	79	58	107	108	110	106
South Carolina		83	89	91	98	92	93	100	102	89	97	99	85
Southern California		8	13	14	17	16	19	27	24	7	2	2	3
Southern Illinois		51	59	63	76	75	83	83	94	27	20	30	35
SUNY Albany		73	73	73	72	80	76	62	54	44	32	45	52
SUNY Buffalo		44	55	69	81	40	61	74	84	65	20	30	36
SUNY Stony Brook		21	19	18	11	29	15	16	13	7	12	16	14
Syracuse		85	61	55	50	86	72	65	72	65	62	62	73
Temple		68	77	77	86	83	91	86	92	85	62	75	85
Tennessee		45	49	36	36	48	57	41	42	82	79	62	60
Texas		46	42	61	41	58	54	72	55	50	38	54	36
Texas A&M		88	78	79	79	97	95	92	91	38	46	30	17
Texas Tech		101	101	101	94	105	107	109	101	59	38	54	36
Toronto		94	99	88	49	50	66	45	17	108	112	113	93
Tulane		89	80	72	83	84	75	60	77	65	62	75	85
Utah		81	79	83	93	76	79	87	93	65	62	54	55
Vanderbilt		87	81	87	100	90	87	88	99	85	86	84	85
Virginia		41	38	58	47	46	30	50	40	50	62	62	29
Virginia Tech		48	65	64	70	43	58	59	65	79	85	75	73
Washington		43	46	50	48	41	49	52	56	38	53	46	36
Washington State		76	84	81	88	64	64	67	79	89	97	84	95
Washington U.-St. Louis		60	62	59	59	73	78	89	88	96	94	62	55
Waterloo		110	105	108	89	107	101	101	63	105	107	108	109
Wayne State		52	41	45	32	71	69	73	67	28	38	46	29
Western Ontario		113	114	114	112	113	114	114	108	101	101	101	92
Wisconsin		47	51	57	61	39	45	43	52	35	45	50	57
Yale		24	20	16	3	27	22	20	11	13	11	12	6
York		78	86	70	23	65	63	54	16	99	102	103	104

\* Excludes medical and law libraries.

† Not a member during this year.



**TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES  
BY SALARY AND POSITION, FY 2004-05\***

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	5								4							
200,000-249,999	10								9							
175,000-199,999	17	3	1	1				1	15	1	0	0				0
150,000-174,999	31	6						1	28	3					0	
140,000-149,999	11	4	1				2		10	2	0				0	
130,000-139,999	13	4	3				1		12	2	1				0	
120,000-129,999	9	14	3	2			1		8	6	1	0			0	
110,000-119,999	5	24	11	5	1		11	2	4	11	5	1	0		1	0
100,000-109,999	4	47	27	11	3	8	13	8	4	21	13	2	0	1	1	0
95,000-99,999	3	18	21	7	7	11	25	4	3	8	10	1	0	1	2	0
90,000-94,999	2	29	12	20	11	3	42	8	2	13	6	4	1	0	3	0
85,000-89,999	1	27	36	32	27	15	56	7	1	12	18	6	2	1	4	0
80,000-84,999	1	14	22	28	26	40	66	41	1	6	11	5	2	4	5	1
76,000-79,999		7	12	34	40	36	84	41		3	6	7	3	4	6	1
74,000-75,999		3	11	19	24	11	62	9		1	5	4	2	1	4	0
72,000-73,999		8	8	25	24	17	74	16		4	4	5	2	2	5	1
70,000-71,999		5	6	26	43	32	64	46		2	3	5	3	3	4	2
68,000-69,999		3	2	19	32	35	84	40		1	1	4	2	3	6	1
66,000-67,999		2	6	35	45	29	81	48		1	3	7	3	3	6	2
64,000-65,999		1	2	32	49	46	89	70		0	1	6	3	5	6	3
62,000-63,999		1	3	29	60	35	76	72		0	1	6	4	3	5	3
60,000-61,999			4	31	66	46	74	87			2	6	4	5	5	3
58,000-59,999		1	2	23	62	46	69	102		0	1	4	4	5	5	4
56,000-57,999			4	22	70	67	68	128			2	4	5	7	5	5
54,000-55,999			1	22	82	56	73	135			0	4	5	6	5	5
52,000-53,999			2	19	75	77	64	185			1	4	5	8	4	7
50,000-51,999		1	1	17	104	81	59	181		0	0	3	7	8	4	7
48,000-49,999			2	18	99	58	43	215			1	3	7	6	3	8
46,000-47,999				9	98	59	36	223				2	6	6	2	8
44,000-45,999				4	92	60	30	199				1	6	6	2	7
42,000-43,999				9	100	57	36	215				2	7	6	2	8
40,000-41,999			2	6	82	29	36	195			1	1	5	3	2	7
38,000-39,999				8	57	24	13	146				2	4	2	1	5
36,000-37,999				1	52	12	15	153				0	3	1	1	6
34,000-35,999				4	50	10	4	107				1	3	1	0	4
32,000-33,999					31	4	1	48					2	0	0	2
30,000-31,999					3	4	2	24					0	0	0	1
Less than 30,000					7	1	2	12					0	0	0	0
<b>TOTAL</b>	112	222	205	518	1522	1009	1457	2768	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 2004-05\***

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	1								4							
200,000-249,999	6								4							
175,000-199,999	9	1	1					1	8	2		1				
150,000-174,999	16	6							15						1	
140,000-149,999	8	3							3	1	1				2	
130,000-139,999	9	3	2						4	1	1				1	
120,000-129,999	6	9	2				1		3	5	1	2				
110,000-119,999	1	11	8				4	2	4	13	3	5	1		7	
100,000-109,999	1	31	11	3	2	5	7	6	3	16	16	8	1	3	6	2
95,000-99,999	1	6	9	2	4	5	14	3	2	12	12	5	3	6	11	1
90,000-94,999	1	18	6	13	6	2	26	3	1	11	6	7	5	1	16	5
85,000-89,999	1	13	20	25	13	5	30	5		14	16	7	14	10	26	2
80,000-84,999		10	15	18	9	27	40	24	1	4	7	10	17	13	26	17
76,000-79,999		3	6	21	16	18	51	26		4	6	13	24	18	33	15
74,000-75,999		2	5	14	13	6	38	6		1	6	5	11	5	24	3
72,000-73,999		8	6	14	9	10	42	11			2	11	15	7	32	5
70,000-71,999		4	4	21	19	17	44	33		1	2	5	24	15	20	13
68,000-69,999		1	1	11	18	20	51	30		2	1	8	14	15	33	10
66,000-67,999		1	2	26	23	18	58	33		1	4	9	22	11	23	15
64,000-65,999		1	1	20	25	30	49	47			1	12	24	16	40	23
62,000-63,999		1	1	21	30	20	52	44			2	8	30	15	24	28
60,000-61,999			2	15	36	25	51	61			2	16	30	21	23	26
58,000-59,999		1		19	32	23	53	72			2	4	30	23	16	30
56,000-57,999			2	16	39	43	47	88			2	6	31	24	21	40
54,000-55,999			1	14	45	34	47	95				8	37	22	26	40
52,000-53,999			1	15	42	47	46	133			1	4	33	30	18	52
50,000-51,999				11	56	56	38	127		1	1	6	48	25	21	54
48,000-49,999			2	13	53	38	29	143				5	46	20	14	72
46,000-47,999				8	51	42	27	148				1	47	17	9	75
44,000-45,999				3	46	37	19	148				1	46	23	11	51
42,000-43,999				6	53	32	24	159				3	47	25	12	56
40,000-41,999			1	5	48	19	24	137			1	1	34	10	12	58
38,000-39,999				8	33	16	10	108					24	8	3	38
36,000-37,999				1	29	8	10	107					23	4	5	46
34,000-35,999				3	26	7	3	78				1	24	3	1	29
32,000-33,999					17	3	1	41					14	1		7
30,000-31,999					1	2	1	19					2	2	1	5
Less than 30,000					3	1	1	5					4		1	7
<b>TOTAL</b>	<b>60</b>	<b>133</b>	<b>109</b>	<b>346</b>	<b>797</b>	<b>616</b>	<b>938</b>	<b>1943</b>	<b>52</b>	<b>89</b>	<b>96</b>	<b>172</b>	<b>725</b>	<b>393</b>	<b>519</b>	<b>825</b>

\* Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2004-05\***

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	\$157,630	60	\$161,370	52	\$159,366	112
Associate Director	100,352	133	99,922	89	100,180	222
Assistant Director	87,438	109	87,004	96	87,235	205
Head, Branch	65,998	346	72,285	172	68,086	518
Functional Specialist	53,477	797	54,819	725	54,116	1,522
Subject Specialist	56,845	616	58,689	393	57,564	1,009
Dept. Head: Acquisitions	63,987	79	68,445	33	65,301	112
Reference	67,903	96	64,658	34	67,054	130
Cataloging	65,204	137	64,469	41	65,035	178
Serials	57,968	26	61,508	10	58,951	36
Documents/Maps	58,720	49	58,252	32	58,535	81
Circulation	60,001	70	59,235	26	59,793	96
Rare Books/Manuscripts	67,435	39	75,505	42	71,619	81
Computer Systems	76,764	32	76,060	60	76,305	92
Other	63,589	410	66,865	241	64,801	651
Reference: Over 14 years experience	56,326	454	57,565	197	56,701	651
10 to 14 years experience	49,325	158	49,467	72	49,369	230
5 to 9 years experience	44,984	214	46,864	73	45,462	287
Under 5 years experience	40,042	239	40,602	88	40,193	327
Cataloging: Over 14 years experience	56,047	285	55,101	142	55,732	427
10 to 14 years experience	47,186	67	51,247	38	48,655	105
5 to 9 years experience	45,104	73	45,725	35	45,305	108
Under 5 years experience	41,068	85	41,501	42	41,211	127
Other: Over 14 years experience	60,085	170	62,165	56	60,601	226
10 to 14 years experience	48,930	43	54,352	14	50,262	57
5 to 9 years experience	46,439	60	43,454	28	45,489	88
Under 5 years experience	39,988	95	42,508	40	40,734	135
<b>All Positions</b>	<b>\$58,770</b>	<b>4,942</b>	<b>\$62,005</b>	<b>2,871</b>	<b>\$59,959</b>	<b>7,813</b>

\* 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 2004-05\***

<b>Position</b>	<b><u>Women</u></b>		<b><u>Men</u></b>		<b><u>Total</u></b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Director	31.5	60	30.5	52	31.0	112
Associate Director	25.6	133	24.2	89	25.1	222
Assistant Director	23.9	109	23.2	96	23.6	205
Head, Branch	21.8	346	23.1	172	22.2	518
Functional Specialist	13.3	797	12.4	725	12.9	1,522
Subject Specialist	17.7	616	17.8	393	17.7	1,009
Dept. Head: Acquisitions	20.7	79	23.1	33	21.4	112
Reference	21.2	96	18.1	34	20.4	130
Cataloging	22.6	137	21.7	41	22.4	178
Serials	18.3	26	21.3	10	19.2	36
Documents/Maps	19.9	49	21.3	32	20.4	81
Circulation	18.5	70	14.2	26	17.3	96
Rare Books/Manuscripts	21.8	39	25.2	42	23.6	81
Computer Systems	18.9	32	16.9	60	17.6	92
Other	19.1	410	18.9	241	19.0	651
Public Services	13.7	147	11.2	63	13.0	210
Technical Services	14.4	112	14.2	42	14.3	154
Administrative Services	15.4	109	16.3	33	15.6	142
Reference	14.3	1,065	15.1	430	14.5	1,495
Cataloger	17.4	510	16.9	257	17.3	767
<b>All Positions</b>	<b>17.2</b>	<b>4,942</b>	<b>17.0</b>	<b>2,871</b>	<b>17.1</b>	<b>7,813</b>

\* 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 2004-05\***

<b>Experience</b>	<b><u>Women</u></b>		<b><u>Men</u></b>		<b><u>Total</u></b>		<b>% of</b>
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Total</b>
0 - 3 years	\$41,163	509	\$43,626	303	\$42,082	812	10%
4 - 7 years	45,841	706	49,085	437	47,081	1,143	15%
8 - 11 years	51,472	560	54,496	330	52,593	890	11%
12 - 15 years	55,399	568	58,154	314	56,380	882	11%
16 - 19 years	60,326	508	63,623	310	61,576	818	10%
20 - 23 years	64,502	549	67,941	282	65,669	831	11%
24 - 27 years	68,292	519	73,100	306	70,075	825	11%
28 - 31 years	71,497	470	75,590	292	73,065	762	10%
32 - 35 years	75,162	337	79,367	179	76,621	516	7%
over 35 years	75,926	216	81,140	118	77,768	334	4%
<b>All Positions</b>	<b>\$58,770</b>	<b>4,942</b>	<b>\$62,005</b>	<b>2,871</b>	<b>\$59,959</b>	<b>7,813</b>	<b>100%</b>

\* 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 2004-05\***

Position	Years of Experience									
	0-3 years	4 - 7 years	8-11 years	12-15 years	16-19 years	20-23 years	24-27 years	28-31 years	32-35 years	over 35 years
Director	N/A	N/A	N/A	N/A	N/A	\$154,154	\$149,760	\$165,467	\$156,620	\$164,091
Associate Director	†	†	\$82,707	\$91,008	\$98,632	97,617	100,761	105,964	103,223	107,361
Assistant Director	†	\$64,230	77,798	79,131	89,399	87,166	92,934	88,772	90,667	87,792
Head, Branch	\$43,622	50,210	57,522	60,050	65,807	67,693	71,568	74,582	77,059	83,288
Functional Specialist	43,169	48,053	53,204	56,573	58,282	62,426	64,796	66,513	65,258	66,446
Subject Specialist	45,646	48,369	50,623	55,005	61,100	60,849	64,863	63,257	69,665	69,164
Dept. Head: Acquisitions	42,397	54,947	52,538	62,830	65,098	67,401	69,049	73,159	71,862	72,271
Reference	†	50,558	65,678	63,947	64,318	69,262	77,210	70,913	73,338	69,204
Cataloging	N/A	48,553	57,584	57,868	67,030	65,670	67,090	70,520	69,830	68,603
Serials	†	48,132	†	63,131	†	†	63,030	†	†	†
Documents/Maps	41,400	47,882	48,949	55,081	54,033	64,760	55,618	71,168	71,866	64,824
Circulation	44,990	47,522	57,269	63,526	61,084	57,661	64,104	70,262	71,049	†
Rare Books/Manuscripts	†	51,788	57,072	†	65,462	75,681	72,950	70,983	78,077	89,958
Computer Systems	N/A	72,396	69,832	73,137	80,906	76,189	80,503	78,789	†	†
Other	53,025	50,348	58,639	61,386	65,449	67,832	71,398	71,954	74,087	74,408
Public Services	39,040	42,547	47,714	49,296	52,967	59,172	63,626	64,216	58,528	66,616
Technical Services	38,872	43,737	50,179	52,160	54,558	51,609	58,342	56,627	54,548	63,116
Administrative Services	43,336	44,966	45,262	58,796	59,087	71,669	59,078	70,403	66,995	108,720
Reference	38,972	44,059	47,548	50,300	53,493	55,156	58,312	58,068	60,161	63,438
Cataloger	40,588	44,807	46,699	49,773	53,679	56,601	54,485	55,303	58,764	59,627
<b>All Positions: Average Salary</b>	<b>\$42,082</b>	<b>\$47,081</b>	<b>\$52,593</b>	<b>\$56,380</b>	<b>\$61,576</b>	<b>\$65,669</b>	<b>\$70,075</b>	<b>\$73,065</b>	<b>\$76,621</b>	<b>\$77,768</b>
<b>No. of Positions</b>	<b>812</b>	<b>1,143</b>	<b>890</b>	<b>882</b>	<b>818</b>	<b>831</b>	<b>825</b>	<b>762</b>	<b>516</b>	<b>334</b>

\* 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 2004-05\***

Position	<u>Canadian (14)</u>		<u>Private (31)</u>		<u>Public (68)</u>		<u>Total (113)</u>	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$103,982	14	\$190,420	31	\$156,571	67	\$159,366	112
Associate Director	78,848	29	110,711	65	99,664	128	100,180	222
Assistant Director	66,187	20	94,723	78	85,710	107	87,235	205
Head, Branch	62,853	56	73,137	137	66,858	325	68,086	518
Functional Specialist	49,893	110	56,903	533	52,954	879	54,116	1,522
Subject Specialist	53,999	78	59,425	366	56,850	565	57,564	1,009
Dept. Head: Acquisitions	57,985	12	67,630	39	65,250	61	65,301	112
Reference	57,720	16	68,514	48	68,256	66	67,054	130
Cataloging	57,528	16	65,785	83	65,766	79	65,035	178
Serials	†	3	57,564	12	58,766	21	58,951	36
Documents/Maps	61,909	7	58,646	23	58,022	51	58,535	81
Circulation	53,975	13	55,656	33	64,037	50	59,793	96
Rare Books/Manuscripts	63,170	8	74,572	29	71,209	44	71,619	81
Computer Systems	63,647	9	80,226	36	75,725	47	76,305	92
Other	56,318	50	66,556	217	64,914	384	64,801	651
Reference: Over 14 years experience	56,283	108	56,733	160	56,805	383	56,701	651
10 to 14 years experience	45,883	22	52,741	54	48,685	154	49,369	230
5 to 9 years experience	45,669	33	47,479	75	44,579	179	45,462	287
Under 5 years experience	36,947	61	44,101	73	39,740	193	40,193	327
Cataloging: Over 14 years experience	56,212	49	57,236	154	54,593	224	55,732	427
10 to 14 years experience	44,585	4	51,256	47	46,693	54	48,655	105
5 to 9 years experience	41,139	8	47,940	44	43,830	56	45,305	108
Under 5 years experience	38,288	10	44,076	45	39,827	72	41,211	127
Other: Over 14 years experience	52,912	19	60,315	82	61,957	125	60,601	226
10 to 14 years experience	†	2	50,791	23	49,989	32	50,262	57
5 to 9 years experience	42,096	9	49,126	26	44,281	53	45,489	88
Under 5 years experience	35,349	10	42,824	50	40,060	75	40,734	135
<b>All Positions</b>	<b>\$54,614</b>	<b>776</b>	<b>\$62,777</b>	<b>2,563</b>	<b>\$59,272</b>	<b>4,474</b>	<b>\$59,959</b>	<b>7,813</b>

\* 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 2004-05\***

Position	Canadian (14)		Private (31)		Public (68)		Total (113)	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	31.4	14	31.6	31	30.7	67	31.0	112
Associate Director	22.9	29	26.1	65	25.1	128	25.1	222
Assistant Director	22.8	20	22.8	78	24.2	107	23.6	205
Head, Branch	22.3	56	22.6	137	22.0	325	22.2	518
Functional Specialist	15.0	110	12.6	533	12.8	879	12.9	1,522
Subject Specialist	20.0	78	17.5	366	17.6	565	17.7	1,009
Dept. Head: Acquisitions	23.5	12	21.6	39	20.8	61	21.4	112
Reference	17.6	16	21.7	48	20.1	66	20.4	130
Cataloging	22.8	16	21.5	83	23.3	79	22.4	178
Serials	23.0	3	19.7	12	18.3	21	19.2	36
Documents/Maps	21.0	7	20.4	23	20.4	51	20.4	81
Circulation	17.6	13	16.2	33	18.0	50	17.3	96
Rare Books/Manuscripts	26.1	8	21.7	29	24.4	44	23.6	81
Computer Systems	23.3	9	16.6	36	17.3	47	17.6	92
Other	18.2	50	19.6	217	18.8	384	19.0	651
Reference: Over 14 years experience	24.5	108	25.5	160	24.5	383	24.8	651
10 to 14 years experience	12.3	22	12.3	54	12.2	154	12.2	230
5 to 9 years experience	6.9	33	6.8	75	6.8	179	6.9	287
Under 5 years experience	2.4	61	2.8	73	2.4	193	2.5	327
Cataloging: Over 14 years experience	26.8	49	25.5	154	25.4	224	25.6	427
10 to 14 years experience	11.8	4	12.1	47	11.9	54	12.0	105
5 to 9 years experience	6.9	8	6.4	44	7.1	56	6.8	108
Under 5 years experience	2.3	10	2.6	45	2.4	72	2.5	127
Other: Over 14 years experience	24.8	19	24.2	82	24.6	125	24.5	226
10 to 14 years experience	13.5	2	11.7	23	12.2	32	12.0	57
5 to 9 years experience	6.8	9	6.8	26	6.7	53	6.7	88
Under 5 years experience	2.4	10	2.7	50	2.4	75	2.5	135
<b>All Positions</b>	<b>18.1</b>	<b>776</b>	<b>17.2</b>	<b>2,563</b>	<b>17.0</b>	<b>4,474</b>	<b>17.1</b>	<b>7,813</b>

\* 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 2004-05\***

Position	<u>Staff Over 110 (11) ‡</u>		<u>Staff 75-110 (21)</u>		<u>Staff 50-74 (46)</u>		<u>Staff 21-49 (35) §</u>	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$188,214	11	\$185,240	21	\$154,421	46	\$140,744	34
Associate Director	113,745	49	110,219	44	93,452	73	89,192	56
Assistant Director	93,973	23	92,291	55	84,370	96	82,135	31
Head, Branch	75,045	144	70,187	126	63,300	159	62,401	89
Functional Specialist	58,239	410	56,000	375	50,850	519	50,896	218
Subject Specialist	63,013	284	57,573	267	54,028	355	54,699	103
Dept. Head: Acquisitions	68,739	15	68,722	26	64,236	39	62,206	32
Reference	73,614	23	68,517	26	62,896	49	67,517	32
Cataloging	72,889	47	63,866	53	58,549	48	65,172	30
Serials	67,448	4	61,277	7	54,557	13	59,523	12
Documents/Maps	64,969	14	62,044	20	54,248	26	56,211	21
Circulation	66,890	14	59,662	24	57,141	39	60,175	19
Rare Books/Manuscripts	87,852	10	75,581	11	67,578	35	69,040	25
Computer Systems	95,377	10	78,812	22	72,773	39	71,154	21
Other	71,790	141	66,698	161	60,133	227	62,908	122
Reference: Over 14 years experience	62,392	101	55,130	161	56,237	212	55,437	177
10 to 14 years experience	52,337	38	51,286	55	46,882	81	49,070	56
5 to 9 years experience	48,043	47	45,700	74	45,018	98	44,060	68
Under 5 years experience	43,616	53	41,190	77	38,723	136	39,236	61
Cataloging: Over 14 years experience	61,202	114	54,284	112	51,971	141	56,885	60
10 to 14 years experience	54,922	19	48,294	35	45,799	31	47,762	20
5 to 9 years experience	47,931	34	44,813	27	43,774	35	43,438	12
Under 5 years experience	45,460	42	40,571	17	38,618	45	39,000	23
Other: Over 14 years experience	62,313	67	61,251	59	59,272	74	58,491	26
10 to 14 years experience	55,323	12	51,172	15	48,127	19	47,186	11
5 to 9 years experience	48,007	24	47,367	25	43,275	28	41,365	11
Under 5 years experience	43,815	28	41,423	50	37,894	43	40,839	14
<b>All Positions</b>	<b>\$64,254</b>	<b>1,778</b>	<b>\$60,641</b>	<b>1,945</b>	<b>\$57,213</b>	<b>2,706</b>	<b>\$58,852</b>	<b>1,384</b>

\*Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 21; Tables 31-34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries.

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

‡ In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98 over 120; in 1998-99 over 115; and since 1999-2000, over 110.

§ No ARL Library has fewer than 21 professional staff members.

**TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2004-05\***

Position	<u>Staff Over 110 (11)†</u>		<u>Staff 75-110 (21)</u>		<u>Staff 50-74 (46)</u>		<u>Staff 24-49 (35)‡</u>	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	30.5	11	31.6	21	30.8	46	31.1	34
Associate Director	25.1	49	25.9	44	24.5	73	25.2	56
Assistant Director	21.9	23	24.9	55	23.3	96	23.1	31
Head, Branch	22.4	144	23.5	126	21.1	159	22.0	89
Functional Specialist	12.5	410	13.8	375	12.3	519	13.5	218
Subject Specialist	17.2	284	18.2	267	18.0	355	17.2	103
Dept. Head: Acquisitions	18.9	15	21.7	26	20.7	39	23.1	32
Reference	20.3	23	20.8	26	20.2	49	20.4	32
Cataloging	23.3	47	21.7	53	22.0	48	22.8	30
Serials	22.5	4	22.3	7	17.2	13	18.4	12
Documents/Maps	23.6	14	21.5	20	20.0	26	17.9	21
Circulation	18.8	14	15.4	24	16.8	39	19.6	19
Rare Books/Manuscripts	25.5	10	25.1	11	24.0	35	21.6	25
Computer Systems	22.8	10	16.5	22	16.0	39	19.1	21
Other	21.0	141	18.9	161	17.4	227	19.7	122
Reference: Over 14 years experience	24.8	101	25.2	161	24.3	212	24.8	177
10 to 14 years experience	12.3	38	12.2	55	12.1	81	12.4	56
5 to 9 years experience	6.6	47	7.0	74	6.8	98	7.0	68
Under 5 years experience	2.8	53	2.5	77	2.3	136	2.6	61
Cataloging: Over 14 years experience	26.0	114	25.2	112	25.6	141	25.5	60
10 to 14 years experience	12.5	19	11.9	35	11.7	31	12.2	20
5 to 9 years experience	6.6	34	6.9	27	6.7	35	7.3	12
Under 5 years experience	2.5	42	2.4	17	2.5	45	2.6	23
Other: Over 14 years experience	25.2	67	24.5	59	24.4	74	22.7	26
10 to 14 years experience	12.3	12	11.6	15	11.9	19	12.3	11
5 to 9 years experience	6.7	24	7.1	25	6.6	28	6.5	11
Under 5 years experience	2.8	28	2.5	50	2.3	43	2.5	14
<b>All Positions</b>	<b>17.1</b>	<b>1,778</b>	<b>17.4</b>	<b>1,945</b>	<b>16.6</b>	<b>2,706</b>	<b>17.9</b>	<b>1,384</b>

\* Excludes medical and law libraries.

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

† In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98, over 120; in 1998-99, over 115; and since 1999-2000, over 110.

‡ No ARL library has fewer than 21 professional staff members.

**TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION,  
FY 2004-05\***

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	\$160,880	\$198,141	\$163,954	\$158,890	\$171,587	\$143,068	\$166,747	\$143,142	\$168,368	\$103,982	\$159,366
Associate Director	120,319	111,151	103,699	98,124	97,011	83,067	96,715	93,911	107,998	78,848	100,180
Assistant Director	87,553	96,945	87,327	87,054	88,954	†	82,264	90,834	93,781	66,187	87,235
Head, Branch	81,821	74,153	67,936	64,557	60,522	59,324	61,778	64,977	71,575	62,853	68,086
Functional Specialist	59,512	55,247	50,425	54,856	52,554	46,375	50,260	52,344	61,289	49,893	54,116
Subject Specialist	64,794	58,596	56,367	54,259	51,905	43,574	49,950	54,755	65,709	53,999	57,564
Dept. Head: Acquisitions	74,173	65,793	65,211	63,456	62,619	65,619	58,167	71,621	67,011	57,985	65,301
Reference	70,888	73,782	67,789	65,692	64,380	69,967	56,451	68,272	79,727	57,720	67,054
Cataloging	73,950	66,425	62,171	60,005	61,242	58,291	59,519	69,050	69,719	57,528	65,035
Serials	†	65,880	†	†	54,502	†	50,519	†	62,097	†	58,951
Documents/Maps	65,449	59,283	55,645	58,908	59,104	†	53,316	48,728	68,116	61,909	58,535
Circulation	65,461	58,950	67,124	60,421	60,431	49,600	57,579	69,566	58,701	53,975	59,793
Rare Books/Manuscripts	81,750	72,664	65,746	72,551	74,516	†	59,276	66,464	79,711	63,170	71,619
Computer Systems	84,584	88,236	74,913	76,185	67,467	69,351	74,858	81,737	81,412	63,647	76,305
Other	72,807	67,324	64,334	62,419	63,533	62,071	56,262	65,671	73,275	56,318	64,801
Reference: Over 14 years experience	64,894	58,235	55,617	51,057	51,814	55,602	45,073	56,260	63,076	56,283	56,701
10 to 14 years experience	55,753	51,114	51,726	42,214	47,633	46,008	39,205	49,892	53,324	45,883	49,369
5 to 9 years experience	50,562	45,685	44,342	44,508	45,386	42,702	38,749	45,245	47,127	45,669	45,462
Under 5 years experience	47,335	42,322	40,583	40,472	39,877	39,840	36,659	38,770	41,377	36,947	40,193
Cataloging: Over 14 years experience	61,543	55,415	52,333	52,528	50,874	51,582	45,423	52,780	65,940	56,212	55,732
10 to 14 years experience	56,681	49,971	48,115	42,944	44,992	43,580	42,440	50,371	51,801	44,585	48,655
5 to 9 years experience	50,347	46,688	45,491	42,485	44,249	†	39,453	44,046	44,141	41,139	45,305
Under 5 years experience	47,671	41,303	41,080	37,997	38,817	37,863	36,141	40,997	42,765	38,288	41,211
Other: Over 14 years experience	59,811	62,488	66,058	46,639	59,289	56,846	52,745	57,802	70,768	52,912	60,601
10 to 14 years experience	55,942	53,340	50,094	†	49,138	†	42,210	†	†	†	50,262
5 to 9 years experience	51,982	46,853	46,280	†	47,055	41,989	38,116	†	50,546	42,096	45,489
Under 5 years experience	45,649	39,808	43,553	36,762	41,130	39,051	37,584	41,641	42,811	35,349	40,734
<b>All Positions: Average Salary</b>	<b>\$65,272</b>	<b>\$62,331</b>	<b>\$59,540</b>	<b>\$57,242</b>	<b>\$57,923</b>	<b>\$53,860</b>	<b>\$53,858</b>	<b>\$58,653</b>	<b>\$66,821</b>	<b>\$54,614</b>	<b>\$59,959</b>
<b>                  No. of Staff</b>	<b>1,026</b>	<b>1,105</b>	<b>1,229</b>	<b>409</b>	<b>1,149</b>	<b>321</b>	<b>540</b>	<b>409</b>	<b>849</b>	<b>776</b>	<b>7,813</b>

\* 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\***

<b>Region</b>	<b>No. of Libs.</b>	<b>ARL University Libraries Included</b>	<b>States/Provinces Included</b>
<b><u>Northeast</u></b>			
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.
<b><u>North Central</u></b>			
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.
<b><u>South</u></b>			
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.
<b><u>West</u></b>			
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.
<b><u>Canada</u></b>	(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 2004-05\***

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	N/A	N/A	170,971	154,128	172,196	164,824	172,082
Associate Director	†	†	84,522	93,330	102,905	102,523	105,047	108,240	104,851	108,640
Assistant Director	†	64,230	82,307	86,356	92,621	87,166	94,034	90,879	95,400	90,365
Head, Branch	43,742	50,538	57,793	60,955	66,128	67,953	72,195	75,088	78,497	84,583
Functional Specialist	43,430	48,481	53,371	57,307	58,740	62,995	65,989	67,094	65,657	67,436
Subject Specialist	45,888	48,871	50,916	55,348	61,532	61,077	65,855	64,197	70,295	68,986
Dept. Head: Acquisitions	42,397	54,947	53,860	62,830	67,107	68,870	69,049	78,878	72,429	72,872
Reference	†	53,805	65,678	65,038	64,318	70,904	78,877	71,630	73,225	69,204
Cataloging	N/A	49,711	57,733	58,513	67,130	66,478	68,179	70,424	70,807	70,740
Serials	†	48,132	†	63,131	†	†	62,079	†	†	†
Documents/Maps	41,400	46,722	48,949	55,324	54,213	64,641	55,618	71,168	72,052	62,096
Circulation	46,174	47,885	57,767	64,355	60,065	58,289	63,791	74,046	76,237	58,530
Rare Books/Manuscripts	†	51,788	57,072	†	67,554	75,681	75,411	71,615	80,631	89,958
Computer Systems	N/A	72,396	72,076	73,408	80,906	79,494	81,826	84,666	†	†
Other	54,225	50,948	58,956	62,284	66,453	68,217	73,014	72,771	73,711	74,596
Public Services	39,134	43,037	48,182	49,397	53,212	58,674	63,370	64,216	57,758	66,536
Technical Services	38,933	44,282	49,096	52,160	54,558	53,158	58,342	59,188	54,548	63,749
Administrative Services	44,406	46,913	45,262	59,679	60,792	74,190	60,378	70,403	66,995	108,720
Reference	39,665	44,433	47,642	50,349	53,283	55,100	58,604	59,144	59,817	62,770
Cataloger	40,850	44,879	47,314	49,904	53,913	56,664	54,867	54,905	59,220	58,398
<b>All Positions</b>										
<b>Average Salary</b>	<b>\$42,640</b>	<b>\$47,578</b>	<b>\$52,871</b>	<b>\$56,867</b>	<b>\$62,021</b>	<b>\$66,277</b>	<b>\$71,175</b>	<b>\$74,676</b>	<b>\$77,802</b>	<b>\$78,721</b>
<b>Number of Staff</b>	<b>736</b>	<b>1,040</b>	<b>829</b>	<b>797</b>	<b>718</b>	<b>760</b>	<b>729</b>	<b>672</b>	<b>460</b>	<b>296</b>

\* 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 2004-05\***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Director	†	3	†	2	\$146,510	5
Associate Director	†	14	†	3	99,298	17
Assistant Director	\$87,687	5	\$97,723	4	92,148	9
Head, Branch	61,282	37	78,389	9	64,629	46
Functional Specialist	51,403	85	53,415	83	52,397	168
Subject Specialist	55,344	123	55,627	56	55,432	179
Dept. Head: Acquisitions	†	8	†	1	62,214	9
Reference	†	7	†	3	64,811	10
Cataloging	†	12	†	3	66,219	15
Serials	N/A		N/A		N/A	
Documents/Maps	†	6	†	1	56,464	7
Circulation	47,752	4	58,244	6	54,047	10
Rare Books/Manuscripts	†	3	†	2	68,813	5
Computer Systems	†	3	†	6	74,414	9
Other	64,303	42	69,644	16	65,776	58
Reference: Over 14 years experience	57,092	48	57,574	12	57,188	60
10 to 14 years experience	50,354	23	51,061	11	50,582	34
5 to 9 years experience	45,555	19	46,357	8	45,792	27
Under 5 years experience	39,971	34	44,510	12	41,155	46
Cataloging: Over 14 years experience	53,475	39	56,462	15	54,304	54
10 to 14 years experience	†	14	†	3	48,733	17
5 to 9 years experience	46,303	19	44,334	10	45,624	29
Under 5 years experience	41,390	18	43,342	6	41,878	24
Other: Over 14 years experience	†	8	†	3	66,324	11
10 to 14 years experience	†	6	†	1	48,698	7
5 to 9 years experience	†	6	†	1	45,305	7
Under 5 years experience	41,138	12	41,995	7	41,454	19
<b>All Positions</b>	<b>\$55,666</b>	<b>598</b>	<b>\$56,937</b>	<b>284</b>	<b>\$56,075</b>	<b>882</b>

\* 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 2004-05\***

<b>Position</b>	<b><u>Women</u></b>		<b><u>Men</u></b>		<b><u>Total</u></b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Director	31.0	3	37.0	2	33.4	5
Associate Director	23.4	14	20.0	3	22.8	17
Assistant Director	23.4	5	22.3	4	22.9	9
Head, Branch	21.2	37	24.2	9	21.8	46
Functional Specialist	12.0	85	10.7	83	11.4	168
Subject Specialist	15.3	123	12.4	56	14.4	179
Dept. Head: Acquisitions	19.5	8	34.0	1	21.1	9
Reference	17.0	7	20.7	3	18.1	10
Cataloging	20.3	12	20.7	3	20.4	15
Documents/Maps	14.7	6	7.0	1	13.6	7
Circulation	19.8	4	11.3	6	14.7	10
Rare Books/Manuscripts	15.0	3	21.0	2	17.4	5
Computer Systems	17.7	3	15.0	6	15.9	9
Other	17.8	42	21.4	16	18.8	58
Public Services	8.5	14	11.3	8	9.5	22
Technical Services	17.6	9	7.0	3	14.9	12
Administrative Services	8.2	9	-	1	7.4	10
Reference	13.4	124	11.8	43	13.0	167
Cataloger	15.0	90	15.2	34	15.0	124
<b>All Positions</b>	<b>15.3</b>	<b>598</b>	<b>13.6</b>	<b>284</b>	<b>14.7</b>	<b>882</b>

\*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 2004-05\***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of Total
	Salary	No.	Salary	No.	Salary	No.	
0 - 3 years	\$41,752	450	\$44,037	286	\$42,640	736	10%
4 - 7 years	46,347	636	49,515	404	47,578	1,040	15%
8 - 11 years	51,721	524	54,847	305	52,871	829	12%
12 - 15 years	55,936	505	58,475	292	56,867	797	11%
16 - 19 years	60,839	439	63,880	279	62,021	718	10%
20 - 23 years	64,941	503	68,891	257	66,277	760	11%
24 - 27 years	69,035	455	74,728	274	71,175	729	10%
28 - 31 years	73,064	411	77,214	261	74,676	672	10%
32 - 35 years	76,305	300	80,610	160	77,802	460	7%
over 35 years	76,064	191	83,554	105	78,721	296	4%
<b>All Positions</b>	<b>\$59,322</b>	<b>4,414</b>	<b>\$62,611</b>	<b>2,623</b>	<b>\$60,548</b>	<b>7,037</b>	<b>100%</b>

\*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 2004-05\***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of Total
	Salary	No.	Salary	No.	Salary	No.	
0 - 3 years	\$42,324	85	\$45,473	54	\$43,547	139	16%
4 - 7 years	45,910	89	48,650	66	47,077	155	18%
8 - 11 years	50,324	85	52,793	33	51,015	118	13%
12 - 15 years	56,316	83	61,966	32	57,888	115	13%
16 - 19 years	59,786	68	64,989	26	61,225	94	11%
20 - 23 years	59,455	51	59,537	15	59,474	66	7%
24 - 27 years	63,824	37	69,799	14	65,464	51	6%
28 - 31 years	76,529	43	65,956	13	74,075	56	6%
32 - 35 years	69,285	29	74,347	18	71,224	47	5%
over 35 years	67,642	28	78,693	13	71,146	41	5%
<b>All Positions</b>	<b>\$55,666</b>	<b>598</b>	<b>\$56,937</b>	<b>284</b>	<b>\$56,075</b>	<b>882</b>	<b>100%</b>

\*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 2004-05\***

<b>Institution</b>	<b><u>Filled Positions</u></b>	<b><u>Average Salaries</u></b>		<b><u>Median Salaries</u></b>		<b><u>Beginning Salaries</u></b>		<b><u>Average Yrs. Exp.</u></b>
	<b>FY 2005</b>	<b>FY 2004</b>	<b>FY 2005</b>	<b>FY2004</b>	<b>FY2005</b>	<b>FY2004</b>	<b>FY2005</b>	<b>FY 2005</b>
Alberta †	60	\$73,887	\$78,706	\$78,108	\$82,364	\$41,640	\$43,910	17.8
British Columbia †	70	67,511	73,931	68,198	72,085	37,593	44,700	17.7
Guelph †	36	65,794	67,991	63,377	65,278	39,910	41,187	19.8
Laval	56	65,221	65,415	68,255	69,620	42,683	42,683	20.0
McGill †	54	65,320	69,949	68,876	73,414	38,000	41,000	20.4
McMaster †	21	66,648	69,692	65,058	68,190	38,456	39,610	20.6
Manitoba †	41	71,005	76,794	75,401	80,379	36,472	42,566	22.6
Montreal †	87	61,919	63,666	60,774	63,214	39,385	40,260	16.4
Queen's †	30	68,791	73,795	68,125	73,355	40,802	42,149	21.0
Saskatchewan †	35	72,979	74,423	73,641	72,008	38,100	41,807	18.3
Toronto †	140	74,796	77,937	80,618	82,426	36,600	45,000	16.2
Waterloo †	35	65,804	70,159	66,466	71,212	39,223	40,517	20.1
Western Ontario †	60	57,578	59,280	55,238	56,795	44,022	45,340	13.9
York †	51	79,999	84,327	78,361	82,738	42,226	42,226	18.2

\* 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. § Not a member during this year.

**TABLE 32: NUMBER AND AVERAGE SALARIES OF  
CANADIAN ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2004-05\***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Director	\$145,841	7	\$133,513	7	\$139,677	14
Associate Director	103,261	20	111,813	9	105,915	29
Assistant Director	88,547	8	89,148	12	88,908	20
Head, Branch	84,968	42	82,810	14	84,429	56
Functional Specialist	66,230	50	67,679	60	67,020	110
Subject Specialist	72,042	50	73,418	28	72,536	78
Dept. Head: Acquisitions	†	9	†	3	77,890	12
Reference	†	13	†	3	77,535	16
Cataloging	†	14	†	2	77,277	16
Serials	†	3	N/A		†	3
Documents/Maps	†	5	†	2	83,161	7
Circulation	†	12	†	1	72,504	13
Rare Books/Manuscripts	89,929	4	79,782	4	84,855	8
Computer Systems	74,416	4	94,360	5	85,496	9
Other	75,785	35	75,338	15	75,651	50
Reference: Over 14 years experience	75,494	82	75,947	26	75,603	108
10 to 14 years experience	62,256	18	58,830	4	61,633	22
5 to 9 years experience	61,281	27	61,643	6	61,347	33
Under 5 years experience	49,490	48	50,149	13	49,630	61
Cataloging: Over 14 years experience	77,986	31	71,243	18	75,509	49
10 to 14 years experience	†	2	†	2	59,891	4
5 to 9 years experience	51,130	4	59,391	4	55,261	8
Under 5 years experience	†	9	†	1	51,431	10
Other: Over 14 years experience	72,051	14	68,347	5	71,076	19
10 to 14 years experience	†	2	N/A		†	2
5 to 9 years experience	†	7	†	2	56,547	9
Under 5 years experience	†	8	†	2	47,484	10
<b>All Positions</b>	<b>\$72,741</b>	<b>528</b>	<b>\$74,685</b>	<b>248</b>	<b>\$73,362</b>	<b>776</b>

\* 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 2004-05\***

<b>Position</b>	<b><u>Women</u></b>		<b><u>Men</u></b>		<b><u>Total</u></b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Director	32.3	7	30.4	7	31.4	14
Associate Director	23.2	20	22.3	9	22.9	29
Assistant Director	22.4	8	23.1	12	22.8	20
Head, Branch	21.8	42	23.5	14	22.3	56
Functional Specialist	13.8	50	15.9	60	15.0	110
Subject Specialist	19.8	50	20.5	28	20.0	78
Dept. Head: Acquisitions	25.2	9	18.3	3	23.5	12
Reference	18.2	13	15.0	3	17.6	16
Cataloging	23.6	14	17.5	2	22.8	16
Serials	23.0	3	N/A		23.0	3
Documents/Maps	24.6	5	12.0	2	21.0	7
Circulation	17.8	12	15.0	1	17.6	13
Rare Books/Manuscripts	28.8	4	23.5	4	26.1	8
Computer Systems	22.3	4	24.2	5	23.3	9
Other	18.9	35	16.5	15	18.2	50
Public Services	16.5	11	8.3	3	14.7	14
Technical Services	17.1	8	18.8	4	17.7	12
Administrations	9.8	12	24.0	2	11.9	14
Reference	14.3	175	16.1	49	14.7	224
Cataloger	19.8	46	21.2	25	20.3	71
<b>All Positions</b>	<b>17.8</b>	<b>528</b>	<b>18.8</b>	<b>248</b>	<b>18.1</b>	<b>776</b>

\* 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 2004-05\***

<b>Experience</b>	<b><u>Women</u></b>		<b><u>Men</u></b>		<b><u>Total</u></b>		<b>% of</b>
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Total</b>
0 - 3 years	\$49,263	59	\$49,295	17	\$49,270	76	10%
4 - 7 years	55,401	70	58,856	33	56,508	103	13%
8 - 11 years	64,269	36	67,440	25	65,568	61	8%
12 - 15 years	68,630	63	72,394	22	69,604	85	11%
16 - 19 years	76,653	69	82,357	31	78,421	100	13%
20 - 23 years	80,187	46	78,149	25	79,470	71	9%
24 - 27 years	84,643	64	79,465	32	82,917	96	12%
28 - 31 years	81,372	59	83,170	31	81,991	90	12%
32 - 35 years	88,519	37	92,555	19	89,888	56	7%
over 35 years	100,571	25	82,797	13	94,490	38	5%
<b>All Positions</b>	<b>\$72,741</b>	<b>528</b>	<b>\$74,685</b>	<b>248</b>	<b>\$73,362</b>	<b>776</b>	<b>100%</b>

\*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 2004-05\***

<b>Institution</b>	<b>Filled Positions</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Beginning Salary</b>	<b>Average Yrs. Exp.</b>
Alabama	3	‡	‡	\$35,000	16.0
Alberta †	6	\$59,477	\$61,494	32,689	16.7
Arizona	16	53,987	51,505	42,773	19.7
Boston University	9	50,070	48,356	34,000	13.1
British Columbia †	11	51,066	52,897	33,277	16.6
California, Davis	10	67,896	67,332	37,920	20.1
California, Irvine	3	‡	‡	37,920	22.3
California, Los Angeles	15	67,256	64,332	37,920	16.0
California, San Diego	9	66,411	60,100	37,920	16.1
Case Western Reserve	9	58,483	61,907	35,000	26.0
Cincinnati	19	58,764	55,185	33,000	23.3
Columbia	9	52,560	51,000	45,700	12.1
Connecticut	14	68,168	66,444	48,211	16.2
Cornell	9	63,770	63,665	43,000	19.4
Dartmouth	10	47,752	45,919	28,119	15.4
Duke	19	55,214	54,245	36,300	17.4
Emory	11	52,430	49,710	35,000	20.3
Florida	21	46,623	40,820	37,000	15.7
Florida State	3	‡	‡	30,000	23.7
George Washington	16	54,777	52,707	42,000	14.6
Georgetown	8	52,526	53,000	38,000	10.5
Harvard	32	63,462	59,969	42,100	15.7
Howard	6	50,330	48,998	39,208	22.3
Illinois, Chicago	19	54,592	50,307	36,000	13.3
Iowa	11	51,639	51,004	35,000	17.5
Johns Hopkins	30	58,838	52,512	42,000	13.0
Kansas §	9	46,780	45,213	35,000	13.2
Kentucky	16	49,111	49,374	36,000	17.4
Louisiana State	2	‡	‡	31,000	20.5
Louisville	7	48,440	45,210	35,000	20.9
McGill †	7	48,709	51,881	30,522	16.7
McMaster †§	10	51,574	45,346	29,488	20.7
Manitoba †	14	44,332	42,799	31,688	12.1
Miami	11	56,974	55,200	38,000	21.5
Michigan	13	51,412	48,452	35,000	15.0
Minnesota	11	47,885	47,617	36,000	13.5
Missouri	9	45,731	44,788	33,000	18.9
Montreal †	10	\$46,977	\$47,060	\$36,070	18.3
Nebraska	13	53,585	48,552	35,000	16.9

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

† Canadian salaries expressed in U.S. dollars.

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

§ See Footnotes.



**TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE  
ARL UNIVERSITY MEDICAL LIBRARIES, FY 2004-05\***

<b>Institution</b>	<b>Filled Positions</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Beginning Salary</b>	<b>Average Yrs. Exp.</b>
New Mexico	26	62,309	56,808	36,750	13.8
New York	22	64,214	60,594	42,000	16.3
North Carolina	31	55,482	53,713	38,000	17.6
Northwestern	12	55,695	57,384	38,000	17.0
Ohio State	10	54,493	54,753	39,500	15.5
Oklahoma	9	47,261	49,079	30,000	14.8
Oklahoma State §	2	‡	‡	30,805	32.0
Pennsylvania	12	54,543	57,707	40,000	17.2
Pennsylvania State	5	53,230	53,988	38,500	17.4
Pittsburgh	26	48,057	45,118	38,000	13.5
Queen's †	7	48,043	46,721	31,378	16.9
Rochester	18	50,723	46,095	36,000	19.1
Saskatchewan †	4	42,482	36,804	31,123	7.3
South Carolina	7	42,700	39,262	30,000	13.6
Southern California	14	66,860	65,781	40,000	19.7
Southern Illinois	6	51,274	53,028	30,000	19.5
SUNY Buffalo	17	52,307	51,842	38,000	17.4
SUNY Stony Brook	21	59,814	57,215	36,000	12.1
Temple	11	46,476	46,654	34,000	16.2
Tennessee, Knoxville §	4	42,737	42,278	40,000	18.8
Tennessee, Memphis §	13	48,661	47,707	41,000	21.4
Texas A&M §	16	52,003	46,410	40,000	13.4
Texas Tech	21	45,961	42,936	33,864	21.9
Toronto †§	19	62,700	64,741	33,500	14.0
Tulane	8	44,182	40,000	31,500	19.5
Utah	15	48,307	47,096	33,000	15.7
Vanderbilt	26	50,098	48,880	35,000	10.7
Virginia	15	55,462	56,200	41,000	16.9
Washington	20	54,330	51,972	38,000	19.6
Washington U.-St. Louis	21	56,446	46,377	38,000	19.8
Wayne State	5	51,453	47,789	39,000	15.4
Wisconsin	20	52,856	50,266	36,968	10.4
Yale	15	63,374	59,757	44,400	14.7

\*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 2004-05\***

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	Connecticut	\$48,211	37	Illinois, Chicago	\$36,000
2	Columbia	45,700	37	Kentucky	36,000
3	Yale	44,400	37	Minnesota	36,000
4	Cornell	43,000	37	Rochester	36,000
5	Arizona	42,773	37	SUNY Stony Brook	36,000
6	Harvard	42,100	42	Alabama	35,000
7	George Washington	42,000	42	Case Western Reserve	35,000
7	Johns Hopkins	42,000	42	Emory	35,000
7	New York	42,000	42	Iowa	35,000
10	Tennessee, Memphis	41,000	42	Kansas	35,000
10	Virginia	41,000	42	Louisville	35,000
12	Pennsylvania	40,000	42	Michigan	35,000
12	Southern California	40,000	42	Nebraska	35,000
12	Tennessee, Knoxville	40,000	42	Vanderbilt	35,000
12	Texas A&M	40,000	51	Boston University	34,000
16	Ohio State	39,500	51	Temple	34,000
17	Howard	39,208	53	Texas Tech	33,864
18	Wayne State	39,000	54	Toronto	33,500
19	Pennsylvania State	38,500	55	British Columbia	33,277
20	Georgetown	38,000	56	Cincinnati	33,000
20	Miami	38,000	56	Missouri	33,000
20	North Carolina	38,000	56	Utah	33,000
20	Northwestern	38,000	59	Alberta	32,689
20	Pittsburgh	38,000	60	Manitoba	31,688
20	SUNY Buffalo	38,000	61	Tulane	31,500
20	Washington	38,000	62	Queen's	31,378
20	Washington-St. Louis	38,000	63	Saskatchewan	31,123
28	Calif. Davis	37,920	64	Louisiana State	31,000
28	Calif. Irvine	37,920	65	Oklahoma State	30,805
28	Calif. Los Angeles	37,920	66	McGill	30,522
28	Calif. San Diego	37,920	67	Florida State	30,000
32	Florida	37,000	67	Oklahoma	30,000
33	Wisconsin	36,968	67	South Carolina	30,000
34	New Mexico	36,750	67	Southern Illinois	30,000
35	Duke	36,300	71	McMaster	29,488
36	Montreal	36,070	72	Dartmouth	28,119

\* 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 2004-05\***

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	California, Davis	\$67,332	35	Illinois, Chicago	\$50,307
2	Connecticut	66,444	36	Wisconsin	50,266
3	Southern California	65,781	37	Emory	49,710
4	Toronto	64,741	38	Kentucky	49,374
5	California, Los Angeles	64,332	39	Oklahoma	49,079
6	Cornell	63,665	40	Howard	48,998
7	Case Western Reserve	61,907	41	Vanderbilt	48,880
8	Alberta	61,494	42	Nebraska	48,552
9	New York University	60,594	43	Michigan	48,452
10	California, San Diego	60,100	44	Boston University	48,356
11	Harvard	59,969	45	Wayne State	47,789
12	Yale	59,757	46	Tennessee, Memphis	47,707
13	Pennsylvania	57,707	47	Minnesota	47,617
14	Northwestern	57,384	48	Utah	47,096
15	SUNY Stony Brook	57,215	49	Montreal	47,060
16	New Mexico	56,808	50	Queen's	46,721
17	Virginia	56,200	51	Temple	46,654
18	Miami	55,200	52	Texas A&M	46,410
19	Cincinnati	55,185	53	Washington U.-St. Louis	46,377
20	Ohio State	54,753	54	Rochester	46,095
21	Duke	54,245	55	Dartmouth	45,919
22	Pennsylvania State	53,988	56	McMaster	45,346
23	North Carolina	53,713	57	Kansas	45,213
24	Southern Illinois	53,028	58	Louisville	45,210
25	Georgetown	53,000	59	Pittsburgh	45,118
26	British Columbia	52,897	60	Missouri	44,788
27	George Washington	52,707	61	Texas Tech	42,936
28	Johns Hopkins	52,512	62	Manitoba	42,799
29	Washington	51,972	63	Tennessee, Knoxville	42,278
30	McGill	51,881	64	Florida	40,820
31	SUNY Buffalo	51,842	65	Tulane	40,000
32	Arizona	51,505	66	South Carolina	39,262
33	Iowa	51,004	67	Saskatchewan	36,804
34	Columbia	51,000			

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

† Canadian salaries expressed in U.S. dollars.

**TABLE 38: AVERAGE PROFESSIONAL SALARIES  
IN ARL UNIVERSITY MEDICAL LIBRARIES  
RANK ORDER TABLE, FY 2004-05\***

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	Connecticut	\$68,168	35	SUNY Buffalo	\$52,307
2	California, Davis	67,896	36	Texas A&M	52,003
3	California, Los Angeles	67,256	37	Iowa	51,639
4	Southern California	66,860	38	McMaster	51,574
5	California, San Diego	66,411	39	Wayne State	51,453
6	New York University	64,214	40	Michigan	51,412
7	Cornell	63,770	41	Southern Illinois	51,274
8	Harvard	63,462	42	British Columbia	51,066
9	Yale	63,374	43	Rochester	50,723
10	Toronto	62,700	44	Howard	50,330
11	New Mexico	62,309	45	Vanderbilt	50,098
12	SUNY Stony Brook	59,814	46	Boston University	50,070
13	Alberta	59,477	47	Kentucky	49,111
14	Johns Hopkins	58,838	48	McGill	48,709
15	Cincinnati	58,764	49	Tennessee, Memphis	48,661
16	Case Western Reserve	58,483	50	Louisville	48,440
17	Miami	56,974	51	Utah	48,307
18	Washington U.-St. Louis	56,446	52	Pittsburgh	48,057
19	Northwestern	55,695	53	Queen`s	48,043
20	North Carolina	55,482	54	Minnesota	47,885
21	Virginia	55,462	55	Dartmouth	47,752
22	Duke	55,214	56	Oklahoma	47,261
23	George Washington	54,777	57	Montreal	46,977
24	Illinois, Chicago	54,592	58	Kansas	46,780
25	Pennsylvania	54,543	59	Florida	46,623
26	Ohio State	54,493	60	Temple	46,476
27	Washington	54,330	61	Texas Tech	45,961
28	Arizona	53,987	62	Missouri	45,731
29	Nebraska	53,585	63	Manitoba	44,332
30	Pennsylvania State	53,230	64	Tulane	44,182
31	Wisconsin	52,856	65	Tennessee, Knoxville	42,737
32	Columbia	52,560	66	South Carolina	42,700
33	Georgetown	52,526	67	Saskatchewan	42,482
34	Emory	52,430			

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

† Canadian salaries expressed in U.S. dollars.

**TABLE 39: NUMBER AND AVERAGE SALARIES OF  
ARL UNIVERSITY MEDICAL LIBRARIANS  
BY POSITION AND SEX, FY 2004-05**

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	\$108,608	40	\$118,782	19	\$111,884	59
Associate Director	77,390	41	78,278	20	77,681	61
Assistant Director	62,940	28	65,487	8	63,506	36
Head, Branch	†	28	†	3	60,984	31
Functional Specialist	52,537	78	52,150	59	52,371	137
Subject Specialist	53,260	33	50,053	6	52,767	39
Dept. Head: Acquisitions	55,340	12	62,950	4	57,242	16
Reference	60,831	18	62,930	10	61,580	28
Cataloging	†	10	†	2	54,955	12
Serials	†	8	†	1	53,049	9
Documents/Maps	N/A		†	2	†	2
Circulation	47,128	10	53,124	4	48,841	14
Rare Books/Manuscripts	64,586	6	75,798	4	69,071	10
Computer Systems	60,477	7	71,212	11	67,037	18
Other	57,679	67	59,721	22	58,184	89
Reference: Over 14 years experience	51,503	84	57,722	20	52,699	104
10 to 14 years experience	47,907	36	48,819	11	48,120	47
5 to 9 years experience	44,861	48	54,303	8	46,210	56
Under 5 years experience	40,380	54	44,173	14	41,161	68
Cataloging: Over 14 years experience	†	6	†	1	45,977	7
10 to 14 years experience	†	5	†	1	55,178	6
5 to 9 years experience	†	4	†	1	42,424	5
Under 5 years experience	†	4	†	1	39,099	5
Other: Over 14 years experience	55,871	30	59,463	14	57,014	44
10 to 14 years experience	50,639	4	47,467	5	48,877	9
5 to 9 years experience	†	10	†	2	45,944	12
Under 5 years experience	†	12	†	2	42,604	14
<b>All Positions</b>	<b>\$56,793</b>	<b>683</b>	<b>\$62,241</b>	<b>255</b>	<b>\$58,274</b>	<b>938</b>

\* 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 2004-05**

<b>Position</b>	<b><u>Women</u></b>		<b><u>Men</u></b>		<b><u>Total</u></b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Head, Medical	28.7	40	27.9	19	28.4	59
Associate Director	25.1	41	21.8	20	24.0	61
Assistant Director	21.7	28	16.4	8	20.5	36
Head, Branch	19.3	28	29.0	3	20.2	31
Functional Specialist	13.9	78	10.0	59	12.2	137
Subject Specialist	15.9	33	7.0	6	14.5	39
Dept. Head: Acquisitions	20.0	12	29.3	4	22.3	16
Reference	21.1	18	17.0	10	19.6	28
Cataloging	19.3	10	26.5	2	20.5	12
Serials	21.6	8	27.0	1	22.2	9
Documents/Maps	N/A		10.5	2	10.5	2
Circulation	15.9	10	7.8	4	13.6	14
Rare Books/Manuscripts	23.0	6	25.3	4	23.9	10
Computer Systems	11.9	7	14.9	11	13.7	18
Other	19.0	67	11.8	22	17.2	89
Public Services	16.3	31	15.4	9	16.1	40
Technical Services	15.2	12	18.0	5	16.0	17
Administrative Services	17.2	13	20.4	9	18.5	22
Reference	12.6	222	12.9	53	12.7	275
Cataloger	12.7	19	11.5	4	12.5	23
<b>All Positions</b>	<b>16.9</b>	<b>683</b>	<b>15.3</b>	<b>255</b>	<b>16.5</b>	<b>938</b>

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 2004-05\***

<b>Experience</b>	<b><u>Women</u></b>		<b><u>Men</u></b>		<b><u>Total</u></b>		<b>% of</b>
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Total</b>
0 - 3 years	\$41,739	78	\$45,508	23	\$42,597	101	11%
4 - 7 years	46,387	96	49,833	48	47,535	144	15%
8 - 11 years	49,562	78	56,525	46	52,145	124	13%
12 - 15 years	53,942	71	60,443	25	55,635	96	10%
16 - 19 years	53,818	70	64,730	23	56,517	93	10%
20 - 23 years	62,097	77	68,940	28	63,922	105	11%
24 - 27 years	64,807	85	75,538	28	67,466	113	12%
28 - 31 years	71,290	62	75,861	13	72,082	75	8%
32 - 35 years	71,503	45	81,827	18	74,453	63	7%
over 35 years	†	21	†	3	84,099	24	3%
<b>All Positions</b>	<b>\$56,793</b>	<b>683</b>	<b>\$62,241</b>	<b>255</b>	<b>\$58,274</b>	<b>938</b>	<b>100%</b>

\* 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 2004-05\***

<b>Institution</b>	<b>Filled Positions</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Beginning Salary</b>	<b>Average Yrs. Exp.</b>
Alabama	10	\$62,738	\$48,780	\$35,000	16.0
Alberta †	3	‡	‡	32,689	24.7
Arizona	9	56,701	56,430	42,000	18.9
Arizona State	7	54,314	54,725	40,000	17.4
Boston University	10	63,322	54,300	50,000	17.1
Boston College	14	65,558	70,850	37,550	19.6
British Columbia †	4	59,264	57,058	33,277	22.5
California, Davis	7	72,056	71,274	37,920	22.7
California, Los Angeles	16	66,566	64,164	37,920	12.6
Case Western Reserve	12	56,464	57,488	35,000	14.7
Cincinnati	9	53,577	52,840	36,996	19.7
Colorado	8	61,842	60,423	36,500	16.1
Columbia	18	65,926	65,988	50,700	12.5
Connecticut	12	62,013	63,228	35,670	14.6
Cornell	8	60,844	57,300	48,000	12.3
Duke	10	64,161	65,300	45,000	16.1
Emory	8	56,192	51,806	35,000	17.3
Florida	10	51,877	49,710	40,000	24.6
Florida State	10	47,257	47,425	35,000	21.3
George Washington	20	68,547	66,461	45,000	12.7
Georgetown	24	68,322	64,500	40,000	13.4
Georgia	9	47,812	44,834	36,000	15.3
Harvard	46	69,329	66,314	42,100	18.4
Hawaii	9	50,752	53,185	34,644	9.8
Houston	13	50,229	48,698	46,000	12.4
Howard	10	42,937	42,328	36,473	15.3
Illinois, Urbana	6	57,289	63,071	47,500	18.2
Indiana	10	59,269	55,505	35,869	16.8
Iowa	15	61,950	54,600	40,000	19.1
Kansas	6	45,254	39,253	29,411	7.8
Kentucky	6	44,199	44,382	36,000	10.2
Louisiana State	9	53,304	50,506	40,000	19.7
Louisville	5	53,697	53,231	35,000	16.8
McGill †	4	65,699	59,518	30,522	28.5
Manitoba †	3	‡	‡	31,688	25.3
Miami	14	49,400	50,947	36,000	15.2
Michigan	9	73,114	68,390	43,200	20.8
Minnesota	15	62,561	57,946	40,000	16.8
Missouri	7	50,045	45,020	35,000	11.9

\* 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

§ See Footnotes.

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE  
IN ARL UNIVERSITY LAW LIBRARIES, FY 2004-05\***

<b>Institution</b>	<b>Filled Positions</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Beginning Salary</b>	<b>Average Yrs. Exp.</b>
Montreal †	6	\$48,814	\$47,060	\$36,070	16.8
Nebraska	4	55,731	59,823	30,000	15.5
New Mexico	6	62,401	54,810	42,000	13.3
New York University	18	68,696	69,000	54,000	16.2
North Carolina	12	61,579	56,200	40,000	14.9
Northwestern	10	61,290	62,081	39,000	19.7
Notre Dame	12	61,137	54,800	36,000	17.8
Ohio State	8	56,993	53,944	39,500	15.9
Oklahoma	6	42,308	38,000	25,000	15.3
Oregon	5	48,931	45,564	36,000	20.2
Pennsylvania	14	62,679	63,666	40,000	17.5
Pennsylvania State	7	59,194	59,682	38,500	20.1
Queen's †	3	‡	‡	31,378	17.0
Rutgers, Camden	9	57,832	61,756	50,000	17.4
Rutgers, Newark	6	60,985	51,295	44,820	18.2
Saskatchewan †	3	‡	‡	31,123	17.0
South Carolina	7	56,472	56,321	45,000	12.9
Southern Illinois	5	64,639	64,487	45,000	22.8
SUNY Buffalo	12	56,647	62,056	38,000	19.3
Syracuse	8	51,957	47,414	38,000	17.4
Temple	10	53,354	46,585	28,928	19.7
Tennessee	9	60,986	58,410	36,000	20.6
Texas	14	57,485	48,315	37,000	19.5
Texas Tech	7	52,586	49,750	35,000	12.6
Toronto †§	7	62,567	60,427	33,500	9.3
Tulane	9	55,060	51,025	35,000	17.4
Utah	8	52,220	55,563	40,000	19.0
Vanderbilt	7	56,815	53,019	34,000	17.6
Virginia §	12	58,445	58,400	47,000	16.0
Washington	14	62,390	60,876	48,000	16.9
Washington U.-St. Louis	9	56,200	56,632	44,500	14.6
Wayne State	4	52,234	47,335	39,000	17.0
Western Ontario †	4	41,330	39,709	33,753	14.8
Wisconsin	14	55,469	53,790	36,968	18.2
Yale	17	74,538	66,287	44,400	22.8
York †	5	61,863	61,845	31,435	25.0

\* 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

§ See Footnotes.

**TABLE 43: BEGINNING PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2004-05\***

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	New York	\$54,000	39	Texas	\$37,000
2	Columbia	50,700	40	Cincinnati	36,996
3	Boston University	50,000	41	Wisconsin	36,968
3	Rutgers, Camden	50,000	42	Colorado	36,500
5	Cornell	48,000	43	Howard	36,473
5	Washington	48,000	44	Montreal	36,070
7	Illinois, Urbana	47,500	45	Georgia	36,000
8	Virginia	47,000	45	Kentucky	36,000
9	Houston	46,000	45	Miami	36,000
10	Duke	45,000	45	Notre Dame	36,000
10	George Washington	45,000	45	Oregon	36,000
10	South Carolina	45,000	45	Tennessee	36,000
10	Southern Illinois	45,000	51	Indiana	35,869
14	Rutgers, Newark	44,820	52	Connecticut	35,670
15	Washington-St. Louis	44,500	53	Alabama	35,000
16	Yale	44,400	53	Case Western Reserve	35,000
17	Michigan	43,200	53	Emory	35,000
18	Harvard	42,100	53	Florida State	35,000
19	Arizona	42,000	53	Louisville	35,000
19	New Mexico	42,000	53	Missouri	35,000
21	Arizona State	40,000	53	Texas Tech	35,000
21	Florida	40,000	53	Tulane	35,000
21	Georgetown	40,000	61	Hawaii	34,644
21	Iowa	40,000	62	Vanderbilt	34,000
21	Louisiana State	40,000	63	Western Ontario	33,753
21	Minnesota	40,000	64	Toronto	33,500
21	North Carolina	40,000	65	British Columbia	33,277
21	Pennsylvania	40,000	66	Alberta	32,689
21	Utah	40,000	67	Manitoba	31,688
30	Ohio State	39,500	68	York	31,435
31	Northwestern	39,000	69	Queen's	31,378
31	Wayne State	39,000	70	Saskatchewan	31,123
33	Pennsylvania State	38,500	71	McGill	30,522
34	SUNY Buffalo	38,000	72	Nebraska	30,000
34	Syracuse	38,000	73	Kansas	29,411
36	Calif. Davis	37,920	74	Temple	28,928
36	Calif. Los Angeles	37,920	75	Oklahoma	25,000
38	Boston College	37,550			

\* 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 2004-05\***

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	California, Davis	\$71,274	37	Indiana	\$55,505
2	Boston College	70,850	38	New Mexico	54,810
3	New York University	69,000	39	Notre Dame	54,800
4	Michigan	68,390	40	Arizona State	54,725
5	George Washington	66,461	41	Iowa	54,600
6	Harvard	66,314	42	Boston University	54,300
7	Yale	66,287	43	Ohio State	53,944
8	Columbia	65,988	44	Wisconsin	53,790
9	Duke	65,300	45	Louisville	53,231
10	Georgetown	64,500	46	Hawaii	53,185
11	Southern Illinois	64,487	47	Vanderbilt	53,019
12	California, Los Angeles	64,164	48	Cincinnati	52,840
13	Pennsylvania	63,666	49	Emory	51,806
14	Connecticut	63,228	50	Rutgers, Newark	51,295
15	Illinois, Urbana	63,071	51	Tulane	51,025
16	Northwestern	62,081	52	Miami	50,947
17	SUNY Buffalo	62,056	53	Louisiana State	50,506
18	York	61,845	54	Texas Tech	49,750
19	Rutgers, Camden	61,756	55	Florida	49,710
20	Washington	60,876	56	Alabama	48,780
21	Toronto	60,427	57	Houston	48,698
22	Colorado	60,423	58	Texas	48,315
23	Nebraska	59,823	59	Florida State	47,425
24	Pennsylvania State	59,682	60	Syracuse	47,414
25	McGill	59,518	61	Wayne State	47,335
26	Tennessee	58,410	62	Montreal	47,060
27	Virginia	58,400	63	Temple	46,585
28	Minnesota	57,946	64	Oregon	45,564
29	Case Western Reserve	57,488	65	Missouri	45,020
30	Cornell	57,300	66	Georgia	44,834
31	British Columbia	57,058	67	Kentucky	44,382
32	Washington U.-St. Louis	56,632	68	Howard	42,328
33	Arizona	56,430	69	Western Ontario	39,709
34	South Carolina	56,321	70	Kansas	39,253
35	North Carolina	56,200	71	Oklahoma	38,000
36	Utah	55,563			

\* Salaries of directors are not included in the calculation of medians. Alberta, Manitoba, Queen's, and Saskatchewan are not ranked because they reported fewer than four individuals.

† Canadian salaries expressed in U.S. dollars.

**TABLE 45: AVERAGE PROFESSIONAL SALARIES  
IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2004-05\***

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	Yale	\$74,538	37	Illinois, Urbana	\$57,289
2	Michigan	73,114	38	Ohio State	56,993
3	California, Davis	72,056	39	Vanderbilt	56,815
4	Harvard	69,329	40	Arizona	56,701
5	New York University	68,696	41	SUNY Buffalo	56,647
6	George Washington	68,547	42	South Carolina	56,472
7	Georgetown	68,322	43	Case Western Reserve	56,464
8	California, Los Angeles	66,566	44	Washington U.-St. Louis	56,200
9	Columbia	65,926	45	Emory	56,192
10	McGill	65,699	46	Nebraska	55,731
11	Boston College	65,558	47	Wisconsin	55,469
12	Southern Illinois	64,639	48	Tulane	55,060
13	Duke	64,161	49	Arizona State	54,314
14	Boston University	63,322	50	Louisville	53,697
15	Alabama	62,738	51	Cincinnati	53,577
16	Pennsylvania	62,679	52	Temple	53,354
17	Toronto	62,567	53	Louisiana State	53,304
18	Minnesota	62,561	54	Texas Tech	52,586
19	New Mexico	62,401	55	Wayne State	52,234
20	Washington	62,390	56	Utah	52,220
21	Connecticut	62,013	57	Syracuse	51,957
22	Iowa	61,950	58	Florida	51,877
23	York	61,863	59	Hawaii	50,752
24	Colorado	61,842	60	Houston	50,229
25	North Carolina	61,579	61	Missouri	50,045
26	Northwestern	61,290	62	Miami	49,400
27	Notre Dame	61,137	63	Oregon	48,931
28	Tennessee	60,986	64	Montreal	48,814
29	Rutgers, Newark	60,985	65	Georgia	47,812
30	Cornell	60,844	66	Florida State	47,257
31	Indiana	59,269	67	Kansas	45,254
32	British Columbia	59,264	68	Kentucky	44,199
33	Pennsylvania State	59,194	69	Howard	42,937
34	Virginia	58,445	70	Oklahoma	42,308
35	Rutgers, Camden	57,832	71	Western Ontario	41,330
36	Texas	57,485			

\* Salaries of directors are not included in the calculation of averages. Alberta, Manitoba, Queen's, and Saskatchewan are not ranked because they reported fewer than four individuals.

† Canadian salaries expressed in U.S. dollars.

**TABLE 46: NUMBER AND AVERAGE SALARIES OF  
ARL UNIVERSITY LAW LIBRARIANS  
BY POSITION AND SEX, FY 2004-05\***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	\$129,965	34	\$139,677	36	\$134,960	70
Associate Director	86,169	34	77,970	15	83,659	49
Assistant Director	76,273	22	80,926	9	77,624	31
Head, Branch	†	1	N/A		†	1
Functional Specialist	52,164	24	53,217	26	52,711	50
Subject Specialist	62,692	24	60,235	13	61,828	37
Dept. Head: Acquisitions	55,616	24	57,659	9	56,173	33
Reference	69,047	17	69,180	11	69,099	28
Cataloging	†	29	†	2	63,836	31
Serials	†	9	†	1	58,705	10
Documents/Maps	†	13	†	1	54,469	14
Circulation	56,382	23	51,554	8	55,136	31
Rare Books/Manuscripts	76,287	4	63,667	4	69,977	8
Computer Systems	53,942	4	65,584	10	62,258	14
Other	67,225	23	66,639	14	67,003	37
Reference: Over 14 years experience	58,017	38	60,915	20	59,016	58
10 to 14 years experience	56,812	24	58,503	7	57,194	31
5 to 9 years experience	51,481	28	55,275	17	52,915	45
Under 5 years experience	50,170	36	47,606	26	49,095	62
Cataloging: Over 14 years experience	54,791	27	59,566	8	55,882	35
10 to 14 years experience	†	6	†	1	45,050	7
5 to 9 years experience	†	4	†	3	46,412	7
Under 5 years experience	†	4	†	2	43,029	6
Other: Over 14 years experience	53,568	14	79,316	5	60,343	19
10 to 14 years experience	†	3	†	2	51,340	5
5 to 9 years experience	†	7	†	2	45,293	9
Under 5 years experience	†	6	†	2	44,549	8
<b>All Positions</b>	<b>\$64,671</b>	<b>482</b>	<b>\$71,454</b>	<b>254</b>	<b>\$67,012</b>	<b>736</b>

\* 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 2004-05**

<b>Position</b>	<b><u>Women</u></b>		<b><u>Men</u></b>		<b><u>Total</u></b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Head, Law	27.0	34	24.9	36	25.9	70
Associate Director	22.4	34	16.4	15	20.6	49
Assistant Director	22.0	22	21.1	9	21.7	31
Head, Branch	30.0	1	.		30.0	1
Functional Specialist	12.8	24	10.3	26	11.5	50
Subject Specialist	17.6	24	21.0	13	18.8	37
Dept. Head: Acquisitions	19.5	24	14.4	9	18.1	33
Reference	18.2	17	19.0	11	18.5	28
Cataloging	22.8	29	15.5	2	22.3	31
Serials	15.6	9	12.0	1	15.2	10
Documents/Maps	21.5	13	7.0	1	20.4	14
Circulation	16.5	23	14.1	8	15.9	31
Rare Books/Manuscripts	20.3	4	14.8	4	17.5	8
Computer Systems	19.0	4	17.4	10	17.9	14
Other	21.0	23	15.8	14	19.1	37
Public Services	17.1	10	9.3	3	15.3	13
Technical Services	14.4	14	16.7	3	14.8	17
Administrative Services	9.0	6	12.8	5	10.7	11
Reference	12.0	126	10.0	70	11.3	196
Cataloger	19.5	41	16.2	14	18.7	55
<b>All Positions</b>	<b>17.7</b>	<b>482</b>	<b>15.4</b>	<b>254</b>	<b>16.9</b>	<b>736</b>



**TABLE 48: NUMBER AND AVERAGE SALARIES OF  
ARL UNIVERSITY LAW LIBRARIANS  
BY YEARS OF EXPERIENCE AND SEX, FY 2004-05\***

<b>Experience</b>	<b><u>Women</u></b>		<b><u>Men</u></b>		<b><u>Total</u></b>		<b>% of</b>
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Total</b>
0 - 3 years	\$46,816	51	\$46,093	30	\$46,548	81	11%
4 - 7 years	51,786	46	52,176	48	51,985	94	13%
8 - 11 years	54,571	68	66,444	28	58,034	96	13%
12 - 15 years	58,936	57	66,946	30	61,698	87	12%
16 - 19 years	70,694	40	75,287	38	72,932	78	11%
20 - 23 years	66,382	50	89,917	14	71,530	64	9%
24 - 27 years	71,952	66	89,405	31	77,530	97	13%
28 - 31 years	82,013	59	85,801	20	82,972	79	11%
32 - 35 years	78,526	26	113,088	8	86,658	34	5%
over 35 years	81,859	19	125,885	7	93,712	26	4%
<b>All Positions</b>	<b>\$64,671</b>	<b>482</b>	<b>\$71,454</b>	<b>254</b>	<b>\$67,012</b>	<b>736</b>	<b>100%</b>

\* Canadian salaries expressed in U.S. dollars.



**UNIVERSITY LIBRARY**

**Questionnaire and Instructions**

# ARL ANNUAL SALARY SURVEY 2004-05

## UNIVERSITY LIBRARY QUESTIONNAIRE

### General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term “professional.” Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.
2. Individual salaries for the general, law, and medical library may be reported on the templates (located online at <ftp://www.arl.org/stat/salary/>), using Microsoft Excel. See “Instructions for Data Input.” Please **DO NOT alter** the formatted worksheets on the templates in any way; do not change any page or line numbers. If you are not able to produce data that can be saved on the templates, please submit your data using the printed forms. [If you have an Excel or word-processing file with your data in properly labeled columns, you may submit a printout of that file in lieu of the preprinted forms.]
3. Salaries should be reported for both full-time and part-time professional positions. Salaries for part-time positions should **NOT** be converted to their full-time equivalents; report the actual part-time salary paid, and indicate the percent appointment for that employee in the appropriate column.
4. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e.  $.75 \times .75 = .56$ .
5. Percent appointment should be rounded to two decimal places; do NOT use whole numbers (e.g., enter .65, not 65 or 65%). All other numbers (e.g. salaries, years of experience) should be rounded to the **nearest whole number**.
6. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds **or from special funds such as research grants**. Please include all professionals involved in the provision of library services, including **contract-supported positions**.
7. The salary figures should be straight gross salary figures. **Do not include fringe benefits**.
8. Salary figures should be reported in digits only; do NOT use “\$” or “,” (e.g., 25470, not \$25,470).
9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.
10. After all data have been entered, make a backup copy of the complete file (including individual names/ID numbers) for your institution’s master file, if you wish to refer to this file in the future. Note: The data submitted to ARL should NOT include individual names or ID numbers, so **ARL will NOT be able to supply a copy of your institution’s complete file next year**.
11. The questionnaire should be returned to the ARL Office by **August 31, 2004**. If you are providing the individual data as an electronic file, please send the files as an email attachment to <stats-ra@arl.org>, and mail or fax Part I of the survey and a printout of the data file (Part II). Alternatively, you can save the files on a disk and mail the disk with the hard copy of Part I and Part II of the survey. **Be sure to keep a complete copy of your return, including the electronic version of the data for your files**.

### Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 2004-05.
2. Please include the Beginning Professional Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.
3. **Question 1.** The Beginning Professional Salary is the salary that **would** be paid to a **newly hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

Please report the **2004-05** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2004. Do not delay returning your survey with the expectation that more information will be available later.

4. The 2004-05 Average and Median Salary figures will be calculated by ARL from the individual data supplied.
5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

### Instructions for Completing Part II: Individual Data

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 2004-05. The survey requests information for individuals; aggregate data for each institution will be generated by computer. Vacant positions should be excluded from your report.
2. Data for the general, law, and medical libraries may be reported on separate templates; see #4 below for specific instructions.
3. **Survey Form.** If you are not able to submit the data in electronic form, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a printout from a word-processing document with all columns correctly ordered and labeled.

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

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

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

General	ARL04xxxx.xls
Law	LAW04xxxx.xls
Medical	MED04xxxx.xls

xxxx = Library identification number; see label on the file. The file names this year have a “04”, standing for 2004-05, preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

The files contain empty worksheets with columns labeled as follows:

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

This year the following additional optional columns are included in anticipation of the changes to the standards for the classification of federal data on race and ethnicity:

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

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

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

5. **Salary.** Enter the individual salaries *as they exist* on July 1, 2004. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

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

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

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

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

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

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

**Functional Specialist sub-categories.** The ARL Statistics and Measurement Committee has accepted 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 in past years, instead please use one of the eight sub-codes (ARCH, BUSI, HUMRES, ITS, ITW, ITP, MEDIA, PRES) to describe that position. **Please use the sub-codes only for those positions which would have been labeled FSPEC in past years. If it cannot be determined which sub-code to use, please use the FSPEC code.**

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

programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

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

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

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

7. **Sex.** Indicate either M or F, for male and female, respectively. Please use only the letter indicated; do not spell out the word.
8. **Minority status code (OEOCat).** U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant.)

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

9. **Total years of professional experience (Yrsexp).** Define “professional experience” as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.
10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

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

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

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

- 0 A rank normally occupied solely by the library director and/or assistant and associate directors.
- 9 Rank unknown; or, there is confusion or controversy regarding how to code this individual’s rank.
- 1 Lowest level in the rank structure.
- 2 Next highest level in the rank structure.



- 3-8 Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

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

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

11. **Percent.** Change the 100% appointment to less than that **only** for part-time people. Enter percent with decimal points. For example, a 65% appointment would be entered as .65. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e.  $.75 \times .75 = .56$ .

**Please continue to enter data in additional categories.**

(Shown on printed forms as the last 6 columns)

**Instructions for Additional Categories**

- Ethnicity:** U.S. university libraries, only, should indicate Hispanic or Latino ethnicity by coding 1 to indicate the presence of the characteristic (1=yes) and 0 to indicate its absence. The definition of Hispanic or Latino ethnicity is: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- Race:** U.S. university libraries, only, should indicate race by choosing one or more responses among the five racial categories provided here. The definitions of the five racial categories are:

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

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

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

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

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

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

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

# ARL ANNUAL SALARY SURVEY 2004-05

## UNIVERSITY LIBRARY QUESTIONNAIRE

### Part I: Summary Data

Reporting Institution \_\_\_\_\_ Date Returned to ARL \_\_\_\_\_  
 Report Prepared by (name) \_\_\_\_\_  
 Title \_\_\_\_\_  
 Email address \_\_\_\_\_ Phone number \_\_\_\_\_  
 Contact person (if different) \_\_\_\_\_  
 Title \_\_\_\_\_  
 Email address \_\_\_\_\_ Phone number \_\_\_\_\_

1.	<b>Beginning Professional Salary</b>	<b>Main</b>	<b>Law</b>	<b>Medical</b>
	Beginning professional salary for 2004-05	_____	_____	_____

*(Note: ARL will calculate the 2004-05 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 **August 31, 2004**.  
For assistance, contact Martha Kyrillidou <martha@arl.org> or Mark Young <stats-ra@arl.org>, or call 202-296-2296.

**ARL ANNUAL SALARY SURVEY 2004-05**  
*UNIVERSITY LIBRARY QUESTIONNAIRE*  
**Part II: Individual Data**

Reporting Library \_\_\_\_\_

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

Duplicate this sheet if you need additional lines. Please return the completed questionnaire to the ARL Statistics and Measurement Program by **August 31, 2004**.  
 For assistance, contact Martha Kyrillidou (martha@arl.org) or Mark Young (stats-ra@arl.org), or call 202-296-2296.

**NONUNIVERSITY LIBRARY**

**Questionnaire and Instructions**

# ARL ANNUAL SALARY SURVEY 2004-05

## 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 2004-05 salaries *as they exist* on July 1, 2004. 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 **August 31, 2004.**

# ARL ANNUAL SALARY SURVEY 2004-05

## *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 2003-04 and 2004-05.

2. Median professional salary for fiscal year 2004-05. \_\_\_\_\_

3. Beginning professional salary for 2004-05. \_\_\_\_\_

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 2003-04 and 2004-05.

Salary Range	Number of Positions	
	2003-04	2004-05
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 **August 31, 2004**.  
For assistance, contact Martha Kyrillidou (martha@arl.org) or Mark Young (stats-ra@arl.org), or call (202) 296-2296.



## FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2004-05

INSTITUTION	NOTE
ALABAMA	Includes Gorgas, McLure (education), Hoole Special Collections, Rodgers Science and Engineering, Bruno Business, and Map libraries, as well as the Social Work Reading Room and the Communications Reading Room.
ALBERTA	Includes Bibliographic Services, H.T. Coumts Education Library, Humanities & Social Sciences Library, Faculte Saint-Jean Library, Winspear Business Reference Room, Office of Staff Development & Training, and the Cameron Library (including Interlibrary Loan, Financial Systems & Analysis, Science & Technology Library, Information Technology Services).
ARIZONA	Includes the Main, Science-Engineering, and Fine Arts libraries.
ARIZONA STATE	Includes the Hayden, Noble, Music, and Architecture & Environmental Design libraries, as well as the ASU East and ASU West branch libraries.
AUBURN	Includes two branch libraries on the main campus.
BOSTON	Includes Main, Special Collections, and Theology libraries.
BOSTON COLLEGE	Includes O'Neill (main), Bapst (Art), Burns (Rare Books), and School of Social Work libraries, as well as the Educational Resource Center.
BOSTON PUBLIC LIBRARY	2003-04 beginning professional salary revised to \$34,298.
BRIGHAM YOUNG	Includes 33 professional staff positions that were not included in the past.
BRITISH COLUMBIA	Includes Asian, David Lam (Management), Education, Fine Arts, Koerner, Law, Life Sciences (including Biomedical Branch, Hamber, St. Paul's Hospital, and Woodward Biomedical), MacMillan, Main, Mathematics, Music, and Robson Square libraries, as well as the First Nations House of Learning (XW17XWA), the Library Processing Centre, the Rare Books and Special Collections Division, and the Science and Engineering Division.
BROWN	Includes the John Carter Brown Library.
CALIFORNIA, BERKELEY	Includes General libraries: Doe, Moffitt, Bancroft, Anthropology, Art History/Classics, Astronomy-Mathematics-Statistics, Bioscience and Natural Resources, Business & Economics, Chemistry, East Asian (including the 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, as well as the Northern Regional Library Facility. Also includes the Affiliated Libraries: Architectural Slide, Continuing Education of the Bar, Earthquake Engineering, Ethnic Studies, Giannini, Institute of Governmental Studies, Institute of Industrial Relations, Institute of International Studies, Institute of Transportation Studies, and Water Resources Center libraries.  Excludes Law, and various departmental libraries (e.g., French, History, Philosophy, Rhetoric, Slavic Languages and Literature).  Librarian department heads have received administrative stipends since July 1, 1999, but they are included in this survey for the first time and will be included in the future.
CALIFORNIA, DAVIS	Includes the Peter J. Shields, Physical Sciences & Engineering, Carlson Health Sciences, and Agricultural & Resource Economics libraries on the Davis campus, as well as the Medical Center Library in Sacramento.  Librarian department heads have received administrative stipends since July 1, 1999, but they are included in this survey for the first time and will be included in the future.
CALIFORNIA, IRVINE	Includes Langson and Science libraries.  Librarian department heads have received administrative stipends since July 1, 1999, but they are included in this survey for the first time and will be included

INSTITUTION	NOTE
<b>CALIFORNIA, LOS ANGELES</b>	<p data-bbox="609 126 730 157">in the future.</p> <p data-bbox="609 178 1359 472">Includes Arts, College (Undergraduate), Eugene &amp; Maxine Rosenfeld (Management), Music, Richard C. Rudolph (East Asian), Science &amp; Engineering, Social Sciences and Humanities, and the Charles E. Young Research Library, as well as the Southern Regional Library Facility. Also includes data for 11 affiliated libraries on the UCLA campus including the American Indian Studies Center, African American Studies Center, Asian American Studies Center, Chicano Studies Research Center, Ethnomusicology Archive, Film &amp; Television Archive, Graduate School of Education &amp; Information Studies, Institute for Social Science Research, Latin American Center, Olive View Medical Center, and William Andrews Clark Memorial Library.</p> <p data-bbox="609 493 1359 661">Excludes the Hugh and Hazel Darling Law Library and the Louise M. Darling Biomedical Library (data for these libraries reported in ARL Law Library and ARL Medical Library surveys respectively). Data for Louise M. Darling Biomedical Library includes information for the Pacific Southwest Regional Medical Library, an NLM-funded program that is part of the National Network/Libraries of Medicine based in the Biomedical Library.</p> <p data-bbox="609 682 1359 766">Librarian department heads have received administrative stipends since July 1, 1999, but they are included in this survey for the first time and will be included in the future.</p> <p data-bbox="609 787 1359 945">An extensive review of UCLA's <i>Salary Survey</i> data was conducted in 2004. Discrepancies in reporting "Total Year of Professional Experience" were identified and corrected. The "Position Code" category was also corrected to reflect recent organizational changes and to ensure accuracy of data. The review also led to the inclusion of 25 individuals that were previously not reported in this survey.</p>
<b>CALIFORNIA, RIVERSIDE</b>	<p data-bbox="609 966 998 997">Includes the Rivera and Science libraries.</p> <p data-bbox="609 1018 1359 1050">Excludes the Media and Music libraries, which have no librarian employees.</p> <p data-bbox="609 1071 1359 1155">Librarian department heads have received administrative stipends since July 1, 1999, but they are included in this survey for the first time and will be included in the future.</p>
<b>CALIFORNIA, SAN DIEGO</b>	<p data-bbox="609 1176 1359 1291">Includes Special Collections, Social Sciences &amp; Humanities, Arts, Science and Engineering, and International Relations &amp; Pacific Studies libraries, as well as the Scripps Institution of Oceanography, the Center for Magnetic Recording &amp; Research, and the Center for Library Instruction and Computing Services.</p> <p data-bbox="609 1312 1359 1396">Librarian department heads have received administrative stipends since July 1, 1999, but they are included in this survey for the first time and will be included in the future.</p>
<b>CALIFORNIA, SANTA BARBARA</b>	<p data-bbox="609 1417 917 1449">Includes Main and Arts libraries.</p> <p data-bbox="609 1470 1359 1554">Librarian department heads have received administrative stipends since July 1, 1999, but they are included in this survey for the first time and will be included in the future.</p>
<b>CHICAGO</b>	<p data-bbox="609 1575 1359 1606">Includes all campus libraries, including medical, science, law, and business.</p>
<b>CANADA INSTITUTE FOR SCIENTIFIC &amp; TECHNICAL INFORMATION</b>	<p data-bbox="609 1627 876 1659">Includes all branch libraries.</p>
<b>CINCINNATI</b>	<p data-bbox="609 1701 925 1732">Includes the University Libraries.</p> <p data-bbox="609 1753 1359 1816">Excludes the Clermont College and Raymond Walters College libraries, which had been included in the past.</p>
<b>COLORADO</b>	<p data-bbox="609 1837 1359 1890">Includes the Norlin, Music, Business, Math/Physics, Engineering, and Earth Sciences libraries.</p>
<b>COLORADO STATE</b>	<p data-bbox="609 1911 1299 1942">Includes the Atmospheric Sciences and the Veterinary Medicine libraries.</p>
<b>CONNECTICUT</b>	<p data-bbox="609 1963 1359 1995">Includes Avery Point, Greater Hartford, Stamford, Torrington, Waterbury,</p>

INSTITUTION	NOTE
	Archives & Special Collections, Culpeper Media, Art & 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.
DUKE	Includes Perkins, Lilly, Music, Vesic, Chemistry, Biological and Environmental Sciences, Marine, Divinity School, Rare Book, and Manuscript & Special Collections libraries.
EMORY	All salaries are effective September 1, 2004 and include Main, Oxford College, and Theology libraries..
FLORIDA	Includes all main campus locations, Architecture & Fine Arts, Education, Humanities & Social Sciences, Journalism, Music, and Science libraries.
GEORGE WASHINGTON	Includes Gelman and Eckles libraries, as well as the Virginia Campus.
GEORGETOWN	Includes the Blommer Science Library (considered to be part of the Main Library), the Woodstock Theological Library and the Bioethics Library.
GEORGIA	Includes Main, Science, and Student Learning Center libraries, as well as several reading rooms and experiment station libraries around the state.
GUELPH	Includes the McLaughlin Library, the OVC Learning Commons, and the Humber Learning Commons.
HARVARD	Includes all libraries on the Boston and Cambridge campuses, including the Schlesinger Library at Radcliffe College.
	Excludes Biblioteca Berenson in Florence, Italy, and Center for Hellenic Studies and Dumbarton Oaks libraries in Washington, D.C.
	Salary minimums are for those persons on the Exempt Staff who are professional librarians.
HAWAII	Bargaining unit contract for all faculty no longer includes a mandated entry-level salary, only a maximum hiring threshold. Beginning professional salary represents a 4% increase over 2003-04 figure.
HOUSTON	Includes M.D. Anderson, Architecture & Art, Music, Optometry, and Pharmacy libraries.
	Law Library salaries are effective September 11, 2004.
ILLINOIS, CHICAGO	All salaries are as of September 1, 2004 and include Peoria, Rockford, and Urbana locations.
	The beginning professional salary is \$36,000 for first-year resident librarians, and \$40,000 for tenure track positions.
INDIANA	Excludes the Indianapolis School of Law, Dentistry, and Medicine Library; IUPUI University Library, Herron School of Art Library, Columbus Library, and Science & Engineering Library; and other campus libraries at IU-East, IU-Kokomo, IU-Northwest, IU-Southeast, IU-South Bend, and IUPUI-Fort Wayne.
IOWA	Includes main 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	Includes the main library and the Lawrence and Edwards campuses. Medical library data includes the Dykes Library.
	Excludes the University of Kansas School of Medicine Library in Wichita, KS, and the Clendenning History of Medicine Library in Kansas City, KS.
KENT STATE	Includes the Kent (main) campus and seven regional campuses.

INSTITUTION	NOTE
<b>KENTUCKY</b>	Includes the William T. Young (main campus), Architecture, Fine Arts, Chemistry/Physics, Education, Engineering, Geological Sciences (including Map Collections), and Mathematical Sciences libraries, as well as the Agricultural Information Center, the Equine Information Center, the International Documents & Research Collections, the Kentucky Transportation Center, the Lexmark Information Center, and Special Collections & Archives.
<b>LAVAL</b>	Beginning Professional Salary has not changed, as it is still under negotiation.
<b>LIBRARY OF CONGRESS</b>	Salaries include professional and administrative positions.
<b>LOUISIANA STATE</b>	Includes the LSU School of Veterinary Medicine.
<b>LOUISVILLE</b>	Includes Ekstrom (main), Art, Kersey (engineering), and Music libraries.
<b>MCGILL</b>	Includes Birks Reading Room, Blackader-Lauterman (architecture/art), Blacker-Wood (biology), Education & Curriculum Lab, Edward Rosenthal Mathematics & Statistics, Electronic Data Resources Service, Health Sciences, Howard Ross (management), Humanities & Social Sciences, Islamic Studies, Macdonald (agricultural & environmental sciences), Marvin Duchow (music), Nahum Gelber (law), Osler (history of medicine), Rare Book and Special Collections, Schulich (science and engineering), and Walter Hirschfield Geographic Information Centre libraries.
<b>McMASTER</b>	Includes Mills Memorial, Thode (science & engineering), Innis (business) libraries. Health Sciences data includes Library Services in northern Ontario.
<b>MANITOBA</b>	Includes Elizabeth Dafoe, Albert Cohen (management), Sciences & Technology, Architecture/Fine Arts/Music, William R. Newman (agriculture), D.S. Woods (education), St. Johns College, and Fr. Harold Drake libraries.
<b>MARYLAND</b>	Includes the main library and all branches.
<b>MASSACHUSETTS</b>	Includes DuBois (main) and the Integrated Science libraries.  Excludes the School of Management Reading Room.  Collective bargaining may cause the beginning professional salary to change from when survey data was submitted.
<b>MIAMI</b>	Includes the Marine branch library.  Salaries include non-librarian professional positions.
<b>MICHIGAN</b>	Includes Film/Video, Fine Arts, Art/Architecture/Engineering, Hatcher (graduate), Taubman (medical), Public Health, Dentistry, Sciences, Museums, Biological Station, Special Collection, and Shapiro (undergraduate) libraries.  Excludes Bentley, Clements, Kresge (business administration), and Gerald R. Ford Presidential libraries.
<b>MINNESOTA</b>	Includes Main, Archives, Journalism, and Engineering libraries.
<b>MONTREAL</b>	Includes Acquisitions, Administrative Services, Botany, Cataloging, Chemistry, Collection Development, Didacthèque (Educational Resources), Education-Communication-Psychology-Psychoeducation-Biology, Environmental Design, Geography, Humanities and Social Sciences, Interlibrary Loan, Kinesiology, Library and Information Sciences, Mathematics and Computer Sciences, Music, Optometry, Physics, Rare Books and Special Collections, Systems Office, and Veterinary libraries, as well as the Ecole Polytechnique and HEC Montreal affiliated schools.
<b>NATIONAL AGRICULTURAL LIBRARY</b>	All salaries are tracked with benefits.
<b>NEBRASKA</b>	Includes all libraries on the Lincoln campus: Love, Architecture, Biological Sciences, Chemistry, Engineering, Geology, Mathematics, Music, Physics, and

INSTITUTION	NOTE
NEW MEXICO	<p>C. Y. Thompson.</p> <p>Includes Centennial Science &amp; Engineering, Fine Arts, Parish, and Zimmerman libraries.</p> <p>Excludes branch campuses in Gallup, Los Alamos, Valencia, and Taos.</p> <p>Increase in positions at the Medical Library is due to a modified method for counting professional and support staff.</p>
NEW YORK	<p>Includes Elmer Holmes Bobst, Institute of Fine Arts, Courant, and Real Estate libraries.</p>
NORTH CAROLINA STATE	<p>Includes D.H. Hill (main), Design, Natural Resources, Textiles, Veterinary Medical, and Learning Resources libraries.</p>
NOTRE DAME	<p>Includes main &amp; branch campus libraries: Hesburgh, Architecture, Art Slide, Business Information Center, Chemistry/Physics, Life Sciences, Mathematics, Engineering, and the Kellogg/Kroc Information Center.</p>
OHIO	<p>Includes all Athens campus libraries: Alden, Music/Dance, and Library Annex.</p> <p>Excludes all regional campus libraries: Eastern, Southern, Chillicothe, Lancaster, and Zanesville.</p>
OHIO STATE	<p>Includes main campus libraries, regional campus libraries, and libraries of the Agricultural Technical Institute and the Ohio Agricultural Research and Development Center.</p> <p>Excludes several specialized departmental research libraries on the main campus which are not of the University Libraries system.</p>
OKLAHOMA STATE	<p>Includes Edmon Low, Architecture, Curriculum Materials, and Veterinary Medicine libraries, as well as branch campuses in Tulsa, Oklahoma City, and Okmulgee.</p> <p>Medical library data excludes the Center for Health Sciences Library in Tulsa.</p>
PENNSYLVANIA	<p>Includes Main, Fine Arts, Chemistry, Music, Rare Book &amp; Manuscript, Engineering, Math/Physics/Astronomy, and Business libraries.</p>
PENNSYLVANIA STATE	<p>Includes main campus and branches at Abington College, Altoona College, Beaver, Behrend College, Berks-Lehigh Valley College, Capital College, Delaware County, DuBois, Fayette, Penn State Great Valley, Hazleton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington, Scranton, and York.</p>
PITTSBURGH	<p>Excludes Law Library and campuses at Titusville, Johnstown, Bradford, and Greensburg.</p>
PRINCETON	<p>Includes Mudd, Art, Music, Architecture, Astrophysics, Psychology, Math/Physics/Biology, Chemistry, Engineering, Plasma Physics, Woodrow Wilson School, and Geosciences libraries.</p> <p>Rank structure reflects a new system, with an additional rank overlaid on the old system.</p>
PURDUE	<p>Includes the library system on the West Lafayette campus, consisting of 13 subject libraries and an undergraduate library.</p> <p>Excludes libraries at regional campuses: Purdue North Central (Westville), Purdue Calumet (Hammond), and Indiana University-Purdue University, Fort Wayne.</p> <p>Figures reflect faculty librarian positions only.</p>
QUEEN'S	<p>Includes Stauffer (humanities &amp; social sciences), Douglas (engineering &amp; science), W.D. Jordan (special collections &amp; music), and Education libraries, as well as the Central Technical Services Unit.</p>
ROCHESTER	<p>Includes River Campus libraries, Edward G. Miner Medical Library and Sibley</p>

INSTITUTION	NOTE
RUTGERS	<p>Music library.</p> <p>Includes the New Brunswick libraries (Alexander, Mabel Smith Douglass, Kilmer, and the Library of Science and Medicine and its branches), John Cotton Dana Library, Paul Roberson Library, and Technical and Automated Services.</p> <p>Excludes the School of Management and Labor Relations and the Center for Alcohol Studies.</p>
SOUTH CAROLINA	<p>Includes the Main Campus libraries: Thomas Cooper, Springs (business), Mathematics, School of Music, and the South Caroliniana library.</p> <p>Excludes all branch libraries.</p>
SOUTHERN CALIFORNIA	<p>Includes Accounting, Architecture &amp; Fine Arts, Business, Cinema-Television, Doheny, East Asian, Education, Gerontology, Grand Depository, Philosophy, Leaney, Music, Research Services, Science &amp; Engineering, Special Collections, Social Work, and Von Kleinsmid libraries, as well as the Academic Resources Gateway Office.</p>
SUNY-ALBANY	<p>Includes the University Library, the Science Library, and the Dewey Graduate Library.</p> <p>Salaries include administrative stipends and across-the-board and discretionary increases for 2004.</p>
SUNY-BUFFALO	<p>Includes Archives, Arts &amp; Sciences (including Architecture &amp; Planning, Access Services, Lockwood, Sciences &amp; Engineering, and Undergraduate libraries), Music, and the Poetry/Rare Books libraries.</p>
SYRACUSE	<p>Includes the Main, Science &amp; Technology, Geology, Math, and Physics libraries.</p> <p>Excludes College Reading Rooms.</p>
TEXAS	<p>All figures are as of September 1, 2004 and include the Center for American History, Harry Ransom Humanities Research Center, and the University of Texas Libraries.</p>
TEXAS A&M	<p>All figures are as of September 1, 2004 and include Main, Policy Sciences &amp; Economics, and the Business and Agricultural libraries.</p> <p>Excludes the Medical Sciences Library and Texas A&amp;M University Library at Galveston.</p>
TEXAS TECH	<p>Includes the University Library, Southwest Collections/Special Collections Library, Architecture Library, and the International Cultural Center Library.</p>
TORONTO	<p>Includes Robarts, Engineering &amp; Computer Science, Ontario Institute for Studies in Education, Dentistry, Chemistry, School of Management, Physics, Faculty of Information Services, Media Commons, University of Toronto at Scarborough, Astronomy, Rare Book, Criminology, Music, University Archives, St. Michael's College, New College, Earth Sciences, East Asian, University of Toronto at Mississauga, and Center for Industrial Relations libraries. Medical Library data includes Gerstein Science &amp; Information Centre and the Family &amp; Community Medicine library.</p>
VANDERBILT	<p>Includes the Central, Divinity, Peabody, Management, and Science &amp; Engineering libraries, as well as the Special Collections/University Archives, centralized Technical Services, and TV News Archive.</p>
VIRGINIA	<p>Includes Alderman (main), Clemons (undergraduate), Fine Arts, Music, Education, Science/Engineering, and Graduate Business libraries.</p> <p>Excludes the University of Virginia College at Wise.</p>
WASHINGTON	<p>Includes the University Libraries on the Seattle campus.</p> <p>Excludes campus libraries at Bothell and Tacoma.</p>
WASHINGTON STATE	<p>Includes WSU-Vancouver, WSU-Tri-Cities, WSU-Spokane, the Energy Library, and the Intercollegiate College of Nursing.</p>

INSTITUTION	NOTE
<b>WASHINGTON-St. LOUIS</b>	Includes the Central Library and departmental libraries in Biology, Business, Chemistry, Art & Architecture, Earth Sciences, East Asian, Music, Math Physics, and Social Work.
<b>WATERLOO</b>	Includes Dana Porter Library, Davis Centre Library, and the University Map and Design Library.
<b>WAYNE STATE</b>	Includes the Undergraduate, Purdy-Kresge, Oakland Center, and Science-Engineering libraries.
<b>WESTERN ONTARIO</b>	Includes General Libraries: Business, Education, Music, Allyn and Betty Taylor (Science, Engineering, Dental, Health Sciences, Medicine), and D.B. Weldon (arts, social sciences, information media).  Excludes Affiliated College Libraries: Brescia University, Huron University, King's University and St. Peter's Seminary.
<b>WISCONSIN</b>	Includes the General Library System: Memorial, College-Undergraduate, Art Biology, Business, Chemistry, Geography, Geology & Geophysics, Mathematics, Music, Physics, Social Science Reference, Social Work, and Steenbock Agricultural and Life Sciences. Also includes Wendt Engineering Library.
<b>YORK</b>	Includes Archives and Special Collections, Peter F. Bronfman (business), Leslie Frost, Law, Map, Scott, Sound & Moving Image, and Steacie Science & Engineering libraries.  Salaries include administrative stipends.

## **APPENDICES**



**APPENDIX A**  
**ARL Member Libraries as of January 1, 2005**

The Association of Research Libraries (ARL) represents the interests of 124 libraries that serve major North American research institutions. ARL operates as a forum for the exchange of ideas and as an agent for collective action to influence the forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement program is organized around identifying, collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The program offers publications and special member services, and collaborates with other national and international library statistics programs. Data collected include salaries, library holdings, expenditures, staff, interlibrary lending, and preservation activities.

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

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

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

\*Formerly known as the National Library of Canada.

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

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

**Old      New**

**SALARY LEVELS FOR STAFF IN ARL LIBRARIES**

1	1	Distribution by Salary Level
12	2	Salary Trends in ARL University Libraries
N/A	3	Salary Trends in U.S. ARL University Libraries
N/A	4	Salary Trends in Canadian ARL University Libraries

**ARL NONUNIVERSITY LIBRARIES**

2	5	Median and Beginning Professional Salaries in ARL Nonuniversity Libraries
3	6	Salary Trends in ARL Nonuniversity Libraries

**ARL UNIVERSITY LIBRARIES**

4	7	Filled Positions; Average, Median, Beginning Professional Salaries; And Average Years of Professional Experience in ARL University Libraries, FY 1999-2000
5	8	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
6	9	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
7	10	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
8	11	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
9	12	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
10	13	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
11	14	Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, FYs 1996-97 to 1999-2000
13	15	Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 1999-2000
14	16	Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 1999-2000
15	17	Number and Average Salaries of ARL University Librarians by Position and Sex, FY 1999-2000
17	18	Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 1999-2000
19	19	Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 1999-2000
21	20	Average Salaries of ARL University Librarians by Years of Experience, FY 1999-2000
22	21	Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 1999-2000
22b	22	Years of Experience of ARL University Librarians by Position and Type of Institution, FY 1999-2000
23	23	Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
23b	24	Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
24	25	Average Salaries of ARL University Librarians by Position and Geographic Region, FY 1999-2000

**Old**      **New**

**U.S. ARL UNIVERSITY LIBRARIES**

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

**CANADIAN ARL UNIVERSITY LIBRARIES**

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

**ARL UNIVERSITY MEDICAL LIBRARIES**

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

**ARL UNIVERSITY LAW LIBRARIES**

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

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