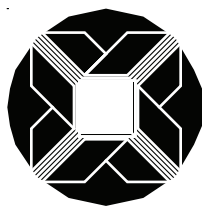


ARL ANNUAL SALARY SURVEY 2007–2008



Compiled and Edited by

MARTHA KYRILLIDOU
MARK YOUNG
JASON BARBER

ASSOCIATION OF RESEARCH LIBRARIES
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21 Dupont Circle, NW, Suite 800
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FAX: (202) 872-0884
email: pubs@arl.org

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

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

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

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TABLE OF CONTENTS

	Page
SALARY SURVEY TRENDS 2007–2008	7
 SALARY LEVELS FOR STAFF IN ARL LIBRARIES	
Table 1: Distribution by Salary Level	18
Table 2: Salary Trends in ARL University Libraries	19
Table 3: Salary Trends in U.S. ARL University Libraries	20
Table 4: Salary Trends in Canadian ARL University Libraries	21
 ARL NONUNIVERSITY LIBRARIES	
Table 5: Median and Beginning Professional Salaries in ARL Nonuniversity Libraries	24
Table 6: Salary Trends in ARL Nonuniversity Libraries	25
 ARL UNIVERSITY LIBRARIES	
Table 7: Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Libraries, FY 2007–2008	28
Table 8: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 2006–2007	30
Table 9: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 2007–2008	31
Table 10: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 2006–2007	32
Table 11: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 2007–2008	33
Table 12: Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 2006–2007	34
Table 13: Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 2007–2008	35
Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, FYs 2004–2005 to 2007–2008	36
Table 15: Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 2007–2008	40

Table 16:	Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2007–2008	41
Table 17:	Number and Average Salaries of ARL University Librarians by Position and Sex, FY 2007–2008	42
Table 18:	Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 2007–2008	43
Table 19:	Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 2007–2008	44
Table 20:	Average Salaries of ARL University Librarians by Position and Years of Experience, FY 2007–2008	45
Table 21:	Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 2007–2008.....	46
Table 22:	Years of Experience of ARL University Librarians by Position and Type of Institution, FY 2007–2008.....	47
Table 23:	Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 2007–2008.....	48
Table 24:	Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 2007–2008.....	49
Table 25:	Average Salaries of ARL University Librarians by Position and Geographic Region, FY 2007–2008	50
	ARL University Libraries by Geographic Region.....	51

U.S. ARL UNIVERSITY LIBRARIES

Table 26:	Average Salaries of U.S. ARL University Librarians by Position and Years of Experience, FY 2007–2008	54
Table 27:	Number and Average Salaries of Minority U.S. ARL University Librarians by Position and Sex, FY 2007–2008	55
Table 28:	Number and Average Years of Experience of Minority U.S. ARL University Librarians by Position and Sex, FY 2007–2008	56
Table 29:	Number and Average Salaries of U.S. ARL University Librarians by Years of Experience and Sex, FY 2007–2008	57
Table 30:	Number and Average Salaries of Minority U.S. ARL University Librarians by Years of Experience and Sex, FY 2007–2008	57

CANADIAN ARL UNIVERSITY LIBRARIES

Table 31:	Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 2007–2008	60
Table 32:	Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 2007–2008	61
Table 33:	Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 2007–2008	62
Table 34:	Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 2007–2008	63

ARL UNIVERSITY MEDICAL LIBRARIES

Table 35:	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Medical Libraries, FY 2007–2008	66
Table 36:	Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2007–2008	68
Table 37:	Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2007–2008	69
Table 38:	Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2007–2008	70
Table 39:	Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 2007–2008	71
Table 40:	Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 2007–2008	72
Table 41:	Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 2007–2008	73

ARL UNIVERSITY LAW LIBRARIES

Table 42:	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Law Libraries, FY 2007–2008	76
Table 43:	Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2007–2008	78
Table 44:	Median Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2007–2008	79
Table 45:	Average Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2007–2008	80

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

ARL ANNUAL SALARY SURVEY 2007–2008

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

FOOTNOTES	101
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APPENDIX A: ARL MEMBER LIBRARIES	110
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APPENDIX B: TABLE NUMBERING CHANGES FOR 1998-99 to 1999-2000	113
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SALARY SURVEY TRENDS 2007-2008

The *ARL Annual Salary Survey 2007–2008* reports salary data for all professional staff working in ARL libraries. The Association of Research Libraries (ARL) represents the interests of libraries that serve major North American research institutions. The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement program, which produces the *Salary Survey*, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The *ARL Annual Salary Survey* is the most comprehensive and thorough guide to current salaries in large U.S. and Canadian academic and research libraries, and is a valuable management and research tool.

Data for 9,983 professional staff members were reported this year for the 113 ARL university libraries, including their law and medical libraries (937 staff members reported by 73 medical libraries and 732 staff members reported by 75 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,797 professional staff members.

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

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

In all tables where data from U.S. and Canadian institutions are combined, Canadian salaries are converted into U.S. dollar equivalents at the rate of 1.1323 Canadian dollars per U.S. dollar.¹ Tables 4 and 31 through 34, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

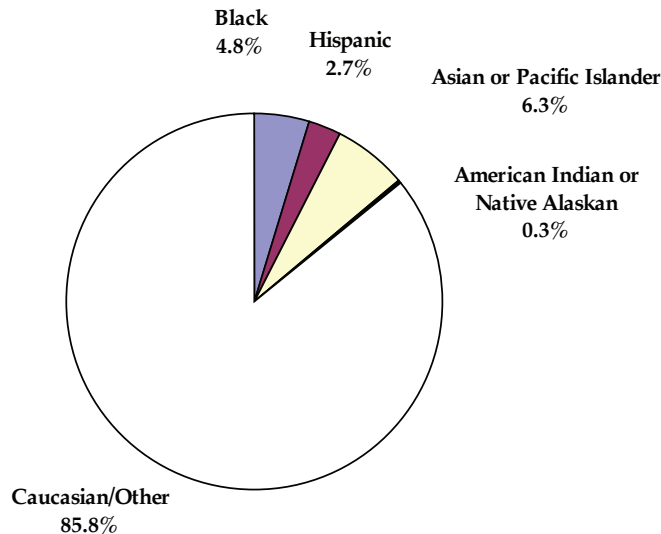
¹ This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2006–June 2007 and is used in converting 2007–2008 figures that are collected as of July 2007.

RACE AND ETHNICITY

There were 1,280 minority professional staff reported in 99 U.S. ARL university libraries, including law and medical.² Note that the data for minority professionals comes only from the U.S. ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions; Canadian law prohibits the identification of Canadians by ethnic category.

Currently, 14.1% of the professional staff in U.S. ARL university libraries (including law and medical) belongs to one of the four non-Caucasian categories for which ARL keeps records. The number of minorities in managerial or administrative positions in the largest U.S. academic libraries is far lower: 5.2% are directors (5 out of 97), 6.3% are associate or assistant directors (26 out of 411), and 11.7% are branch librarians (52 out of 445). Graph 1, below, depicts the overall racial/ethnic distribution of professional staff in U.S. ARL university libraries: Caucasian/Other 85.8%, Asian/Pacific Islander 6.3%, Black 4.8%, Hispanic 2.7%, and American Indian/Alaskan Native 0.3%. According to a 1998 survey by Mary Jo Lynch, data from the American Library Association (ALA) show that the sample of academic libraries surveyed by ALA has a higher representation of Blacks, Asian/Pacific Islanders, and American Indian/Alaskan Native than ARL libraries.³

Graph 1
Ethnicity/Race of Professional Staff in
U.S. ARL University Libraries, 2007-08



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

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

Minority professional staff in U.S. ARL university libraries continues to be disproportionately distributed across the country. Using Figure 1, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of ARL's data-collection experience. Minorities are underrepresented by more than 30% in the New England, West North Central, and East South Central regions (see Table 25 for a definition of the regions). Proportionately to other regions, there are more minorities in the South Atlantic, West South Central, and Pacific regions.

FIGURE 1
MINORITY PROFESSIONALS BY REGION (U.S.)
IN ARL UNIVERSITY LIBRARIES, FY 2007–2008

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

* American Indian/Alaskan Native

ARL recognizes the difficulties that the profession has in attracting a diverse workforce and continues to work actively in the development of workplace climates that embrace diversity. The ARL Diversity Program, through its Leadership and Career Development Program and the Initiative to Recruit a Diverse Workforce, emphasizes ARL and its members' commitment to creating a diverse academic and research library community to better meet the new challenges of global competition and changing demographics.

Further, the Diversity Program focuses on issues surrounding work relationships in libraries while considering the impact of diversity on library services, interactions with library users, and the development of collections, at its homepage, <http://www.arl.org/diversity/index.html>.

Women comprise 69.38% of the four racial/ethnic groups that comprise minority staff, as compared to 63.04% of Caucasian/Other staff in all U.S. ARL university libraries. The overall gender balance in the 113 Canadian and U.S. university libraries (including law and medical) is 35.47% male and 64.35% female. See Figure 1, above, and Figure 2, below, for more detail on race/ethnic and gender distribution.

**FIGURE 2
RACE/ETHNICITY AND SEX DISTRIBUTION OF PROFESSIONAL STAFF
IN ARL UNIVERSITY LIBRARIES FY 2007–2008**

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

* Includes staff in medical and law libraries.

GENDER DATA

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Data on salary comparisons for directors also are frequently requested. The average salary

for male directors was higher than that of their female counterparts (see Table 17); however, the number of women in the top administrative library position has been growing steadily in recent years (62 women directors out of 111 total directorships reported).

Looking at other job categories, though, as Table 17 demonstrates, average salaries for men in most cases still surpass those of women in the same job category. In only nine categories of the 27 used in the table do the average salaries of women exceed those of men. The overall salary for women is 95.39% that of men for the 113 ARL university libraries, compared to 95.69% in 2006–2007. This shows a marked closure of the gender gap in ARL libraries over the long term — in 1980–1981, women in ARL libraries made roughly 87% that of men.

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

There is a sense that the gender gap persists in academe in areas beyond the library and that a renewed commitment to resolve the problem is needed.⁴ A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. The scarcity of men in the profession has been well documented in many studies — the largest percentage of men employed in ARL libraries was 38.2% in 1980–1981; since then men have consistently represented about 35% of the professional staff in ARL libraries.

THE FUNCTIONAL SPECIALIST BREAKDOWN

In 2004, the ARL Statistics and Measurement Committee accepted a proposal from the ACRL Personnel Administrators and Staff Development Officers Discussion Group to break down the Functional Specialist category. The Group's major concern was that so many different types of positions, with their varying job descriptions and salaries, were being labeled with the code FSPEC that data reported for the category were beginning to lose meaning. For each position that would have been labeled FSPEC in past years, the proposal offered ARL institutions two options: either use one of eight new codes to describe that position; or, if none of the eight new codes could adequately describe that position, use FSPEC. As seen in Figure 3a, only 5.8% of Functional Specialists in all libraries did not use an alternative code, a significant decrease from 20.2% in 2006–2007. Of the positions that did use an alternate code, 50.5% of them were Archivists or Information Technology specialists.

⁴ There are many instances citing the continuation of gender inequity in academia. See, for example: Denise K. Manger's articles in the *Chronicle of Higher Education*, "Faculty Salaries Increased 3.7% in 1999-2000" (14 Apr. 2000: A20) and "Faculty Salaries are Up 3.6%, Double the Rate of Inflation" (23 Apr. 1999: A16); D. W. Miller, "Salary Gap Between Male and Female Professors Grows Over the Years, Study Suggests," *Chronicle of Higher Education*, Today's News, 27 Apr. 2000, <<http://chronicle.com/daily/2000/04/2000042702n.htm>>; and Yolanda Moses, "Salaries in Academe: The Gender Gap Persists," *Chronicle of Higher Education* 12 Dec. 1997: A60.

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

Position	Main		Law		Medical		All	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Archivist	333	17.0%	32	23.9%	23	41.8%	388	18.0%
Business Manager	409	20.8%	16	11.9%	6	10.9%	431	20.0%
Human Resources	129	6.6%	13	9.7%	2	3.6%	144	6.7%
IT – Programming	94	4.8%	1	0.7%	0	0.0%	95	4.4%
IT – Systems	406	20.7%	39	29.1%	14	25.5%	459	21.3%
IT – Web Development	129	6.6%	15	11.2%	3	5.5%	147	6.8%
Media/Multimedia	246	12.5%	11	8.2%	2	3.6%	259	12.0%
Preservation/Conservation	99	5.0%	4	3.0%	2	3.6%	105	4.9%
Other Functional Specialists	118	6.0%	3	2.2%	3	5.5%	124	5.8%
Total	1,963		134		55		2,152	

Figure 3b, below, displays the average salaries of the subcategories by position and sex in main libraries, in the same fashion as Table 17. The salaries in each of the sub-categories deviate widely about the combined Functional Specialist average salary of \$60,748. Programming specialists have the highest average of all subcategories, with an average salary of \$69,804; specialists in Preservation/Conservation have the lowest average salary of \$51,024.

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

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

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

INSTITUTIONAL CHARACTERISTICS AND SALARIES

A. PUBLIC AND PRIVATE INSTITUTIONS

The gap between salaries paid in private U.S. ARL university libraries and those paid in publicly supported U.S. university libraries is 6.2%, or an average of \$4,061 more paid for a position in a private institution. There are four job categories in which average salaries in the public sector exceeded those in private university libraries: Heads of Circulation, Heads of Documents and Maps, Heads of Rare Books and Manuscripts, and Reference librarians with more than 14 years of experience were paid more on average in public institutions (see Table 21).

B. LIBRARY SIZE

Library size, as measured by the number of professional staff, is another significant determinant of salary. As a rule, the largest libraries pay the highest average salaries, not only overall, but for specific positions as well. The cutoff staffing levels used to determine the largest cohort of libraries, after declining in every year since 1995–1996, continued to hold steady at 110 in 2007–2008.⁵ The largest libraries, those with more than 110 staff, reported the highest average salary, \$69,603, compared to \$67,902 for the libraries with between 75 and 110 staff. The smallest libraries (22–49 staff) had the third-highest average salary of the cohorts, followed by those libraries with 50 to 74 staff. The gap between the highest paying cohort and the lowest paying cohort is \$4,613, about 22% smaller than last year's difference of \$5,948 (see Table 23). The sharp decrease in the gap between highest-paying and lowest-paying cohorts is related to the strengthening of the Canadian dollar relative to the U.S. dollar (see Table 4 for a list of exchange rates since 1984–1985), as 11 of the 14 Canadian ARL members have less than 74 staff.

C. GEOGRAPHIC AREA

The highest salaries are found in New England (see Table 25), followed by the Pacific and Middle Atlantic regions. All three areas have overall average salaries higher than \$70,000, with New England averaging as high as \$72,947. The U.S./Canadian exchange rate has dropped precipitously over the past four years; as a result, Canada has moved from being the lowest-paying region to the third-highest-paying region, with an average salary in U.S. dollars of \$70,667. Instead the West South Central region had the lowest average salary, with an average of \$60,600.

D. RANK STRUCTURE

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

⁵ In 1995–1996, the largest cohort of libraries was determined based on staff over 124; in 1996–1998, over 120; in 1998–1999, over 115; and since 1999–2000, over 110. See Table 23.

The pattern of relationships between rank and salary seen in past years continues, where higher rank is associated with higher average years of experience and a higher salary. 6,104 of the 9,983 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,437) occupies a rank in a four-step rank structure.

FIGURE 4
AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS
IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES
FY 2007–2008

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

INFLATION EFFECT

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

For a second consecutive year, the median U.S. salary has been exceeded by the median Canadian salary converted to U.S. dollars. The median salary for all ARL university libraries was \$61,833 in 2007–2008; for U.S. libraries only it was \$61,329; and for Canadian libraries converted into U.S. dollars it was \$67,331, or a median of \$76,239 Canadian dollars. In addition to the gains made by the Canadian dollar against the U.S. dollar, Canadian salaries also increased sharply when denominated in Canadian dollars, by 3.9% (Table 4), while U.S. salaries increased 3.5% (Table 3). The median salary for combined U.S. and Canadian university libraries increased 3.6% (Table 2); At the same time, the U.S. Consumer Price Index increased 2.4% in the last year and the Canadian Consumer Price Index increased 2.5%.

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

Libraries need staff with high-level technical skills to operate at the more sophisticated and complex information environments that are in place. As people are hired with higher beginning salaries, the inability

to adjust the overall salary structure to achieve some equity for the experienced staff members is another factor that contributes to slow salary growth for higher salaries.

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

Martha Kyrillidou
Mark Young
Jason Barber
Association of Research Libraries
August 21, 2008

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

Tables 1–4

TABLE 1: DISTRIBUTION BY SALARY LEVEL*

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range.

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

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

TABLE 2: SALARY TRENDS IN ARL UNIVERSITY LIBRARIES*

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

Fiscal Year	No. of Libs.	Total Staff	Median Salary[†]	BPS[‡] Median	Median Salary Index	BPS[‡] Index	Actual CPI	Adjusted CPI
2007-08	113	9,983	\$61,833	\$41,125	236.9	249.7	208.3	200.5
2006-07	113	9,824	59,648	40,000	228.5	242.4	203.5	195.9
2005-06	113	9,655	57,074	37,920	218.7	229.8	195.4	188.1
2004-05	113	9,487	55,250	36,984	211.7	224.1	189.4	182.3
2003-04	114	9,492	53,000	36,000	203.1	218.2	183.9	177.0
2002-03	114	9,469	51,636	35,000	197.8	212.1	180.1	173.3
2001-02	113	9,198	50,724	34,000	194.3	206.1	177.5	170.8
2000-01	112	8,882	49,068	32,879	188.0	199.3	172.8	166.3
1999-2000	111	8,595	47,377	31,100	181.5	188.5	166.7	160.4
1998-99	110	8,400	45,775	30,000	175.2	181.7	163.2	157.1
1997-98	110	8,414	44,534	28,500	170.5	172.6	160.5	154.5
1996-97	109	8,325	43,170	27,687	165.3	167.7	157.0	151.1
1995-96	108	8,231	41,901	27,000	160.5	163.6	152.5	146.8
1994-95	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-94	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-93	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1991-92	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-91	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1989-90	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1988-89	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1987-88	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1986-87	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1985-86	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6
1984-85	104	7,161	26,100	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.

† Includes medical and law libraries.

‡ Beginning professional salary.

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

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

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median Salary Change	Median Salary Index	Actual CPI	Adjusted CPI	CPI Change
2007-08	99	9,026	\$61,329	3.5%	236.4	208.3	200.5	2.4%
2006-07	99	8,866	59,280	3.7	228.5	203.5	195.9	4.1
2005-06	99	8,700	57,173	2.8	220.4	195.4	188.1	3.2
2004-05	99	8,581	55,600	3.2	214.3	189.4	182.3	3.0
2003-04	100	8,581	53,859	2.0	207.6	183.9	177.0	2.1
2002-03	100	8,544	52,789	1.9	203.5	180.1	173.3	1.5
2001-02	99	8,337	51,806	4.1	199.7	177.5	170.8	2.7
2000-01	99	8,127	49,753	3.7	191.8	172.8	166.3	3.7
1999-2000	98	7,858	48,000	4.1	185.0	166.7	160.4	2.1
1998-99	97	7,671	46,130	3.6	177.8	163.2	157.1	1.7
1997-98	97	7,682	44,544	3.4	171.7	160.5	154.5	2.2
1996-97	96	7,562	43,084	3.4	166.1	157.0	151.1	3.0
1995-96	95	7,435	41,651	2.7	160.5	152.5	146.8	2.8
1994-95	95	7,401	40,573	3.4	156.4	148.4	142.8	2.8
1993-94	95	7,390	39,257	3.0	151.3	144.4	139.0	3.0
1992-93	95	7,375	38,124	3.0	146.9	140.2	134.9	2.9
1991-92	94	7,408	37,009	3.5	142.6	136.2	131.1	4.2
1990-91	94	7,543	35,761	5.2	137.8	130.7	125.8	5.4
1989-90	94	7,344	34,000	5.8	131.0	124.0	119.3	4.8
1988-89	94	7,252	32,149	5.4	123.9	118.3	113.9	4.1
1987-88	93	7,145	30,492	5.1	117.5	113.6	109.3	3.6
1986-87	92	6,886	29,021	6.5	111.9	109.6	105.5	1.9
1985-86	91	6,707	27,249	5.0	105.0	107.6	103.6	3.6
1984-85	91	6,456	25,946	6.9	100.0	103.9	100.0	—

* Includes medical and law libraries in median salary.

TABLE 4: SALARY TRENDS IN CANADIAN ARL UNIVERSITY LIBRARIES*

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

Fiscal Year	No. of Libs.	Total Staff	Median Salary in U.S. \$†	Median Salary Change†	Exchange Rate	Median Salary in Can. \$	Median Salary Change	Canadian CPI Change
2007-08	14	957	\$67,331	6.7%	1.13230	\$76,239	3.9%	2.5%
2006-07	14	958	63,112	11.8	1.16289	73,392	4.0	2.4
2005-06	14	955	56,474	7.1	1.24971	70,576	-0.3	2.0
2004-05	14	906	52,707	16.3	1.34328	70,800	3.5	2.3
2003-04	14	911	45,310	6.2	1.51023	68,429	2.3	2.2
2002-03	14	925	42,657	-0.6	1.56878	66,919	2.6	2.1
2001-02	14	861	42,928	-1.1	1.51919	65,215	2.1	2.6
2000-01	13	755	43,394	5.0	1.47192	63,873	2.4	3.0
1999-2000	13	737	41,316	-3.8	1.5103	62,400	2.4	1.8
1998-99	13	729	42,963	-2.7	1.4177	60,909	0.9	1.0
1997-98	13	732	44,167	1.4	1.3663	60,346	1.7	1.8
1996-97	13	764	43,569	0.9	1.3613	59,310	-0.4	1.2
1995-96	13	796	43,173	-1.7	1.3794	59,554	1.3	2.5
1994-95	13	815	43,919	-6.0	1.3381	58,768	0.7	0.2
1993-94	13	816	46,744	-4.3	1.2488	58,374	2.9	1.6
1992-93	13	837	48,820	2.7	1.1623	56,744	3.4	1.3
1991-92	13	847	47,519	5.5	1.1547	54,870	3.6	5.8
1990-91	13	839	45,023	15.1	1.1759	52,942	12.5	4.2
1989-90	13	853	39,117	12.3	1.2026	47,042	5.3	5.4
1988-89	13	837	34,826	11.7	1.2826	44,668	5.3	3.8
1987-88	13	817	31,178	10.9	1.3602	42,408	9.1	4.7
1986-87	13	831	28,123	-1.9	1.3817	38,858	1.2	4.2
1985-86	13	829	28,666	1.1	1.3388	38,378	7.9	3.8
1984-85	12	705	28,346	-0.8	1.2548	35,569	0.8	4.2

* Canadian salaries expressed in U.S. dollars.

† Includes medical and law libraries in median salary.

ARL NONUNIVERSITY LIBRARIES

Tables 5-6

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

	No. of Staff	Median Salaries		Beginning Salaries	
		FY 2006–07	FY 2007–08	FY 2006–07	FY 2007–08
Boston Public Library	183	\$56,406	\$58,099	\$37,907	\$37,907
Canada Institute for Scientific and Technical Information *	190	59,751	61,365	40,040	44,105
Center for Research Libraries	31	48,076	51,000	39,000	44,584
Library of Congress †	2,625	87,664	89,985	44,856	46,041
National Agricultural Library †	100	73,720	75,671	44,856	46,041
Library & Archives of Canada *	119	53,881	55,337	46,967	44,133
National Library of Medicine	191	82,391	80,123	44,856	46,041
New York Public Library	239	54,478	58,674	35,912	39,295
New York State Library	64	59,000	58,849	40,673	42,693
Smithsonian Library	55	73,720	75,671	44,856	46,041

* Canadian salaries expressed in U.S. dollars.

† See footnotes.

TABLE 6: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES*

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

Fiscal Year	No. of Libs.	Total Staff	Median Salary*	BPS[†] Median	Median Salary Index	BPS[†] Index	Actual CPI	Adjusted CPI
2007-08	10	3,797	\$80,261	\$44,359	236.9	268.7	208.3	200.5
2006-07	10	3,832	80,124	42,765	236.5	259.1	203.5	195.9
2005-06	10	3,921	76,083	38,673	224.6	234.3	195.4	188.1
2004-05	10	3,946	74,022	34,764	218.5	210.6	189.4	182.3
2003-04	10	3,877	70,020	34,739	206.8	210.4	183.9	177.0
2002-03	10	3,804	65,289	34,739	192.7	210.4	180.1	173.3
2001-02	10	3,717	65,025	34,389	191.9	208.3	177.5	170.8
2000-01	10	3,731	62,521	31,774	184.5	192.5	172.8	166.3
1999-2000	10	3,737	59,916	30,849	176.8	186.9	166.7	160.4
1998-99	11	3,819	56,000	29,877	165.3	181.0	163.2	157.1
1997-98	11	3,779	55,055	28,724	162.5	174.0	160.5	154.5
1996-97	11	3,799	51,150	28,380	151.0	172.0	157.0	151.1
1995-96	11	3,915	49,149	28,162	145.1	170.7	152.5	146.8
1994-95	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1993-94	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1992-93	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
1991-92	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1990-91	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1989-90	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1988-89	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1987-88	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1986-87	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1985-86	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
1984-85	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.

† Beginning professional salary.

ARL UNIVERSITY LIBRARIES

Tables 7-25

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

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

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

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

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

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

† Canadian salaries expressed in U.S. dollars.

‡ See Footnotes.

**TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2006–2007***

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

* Reprinted from *ARL Annual Salary Survey 2006-07*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries.

‡ Canadian salaries expressed in U.S. dollars.

**TABLE 9: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2007–2008***

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

* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries.

† See Footnotes.

‡ Canadian salaries expressed in U.S. dollars.

TABLE 10: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2006–2007*

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

* Reprinted from *ARL Annual Salary Survey 2006-07*. Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.

† See Footnotes.

*Canadian salaries expressed in U.S. dollars.

**TABLE 11: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2007–2008***

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

* Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.

† Canadian salaries expressed in U.S. dollars.

**TABLE 12: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2006–2007***

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

* Reprinted from *ARL Annual Salary Survey 2006-07*. Salaries of directors are not included in the calculation of averages. Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

† See Footnotes.

‡ Canadian salaries expressed in U.S. dollars.

**TABLE 13: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2007–2008***

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

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

† Canadian salaries expressed in U.S. dollars.

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

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

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

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

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

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

* Excludes medical and law libraries.

† Not a member during this year.

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

SALARY INTERVALS	NUMBER OF STAFF										PERCENTAGE AT EACH LEVEL†									
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.				
\$250,000 and above	11								10											
200,000–249,999	22	2		1					20	1		0								
175,000–199,999	23	6	2				1	1	21	2	1				0	0				
150,000–174,999	33	9	3	2			2		30	3	2	0			0					
140,000–149,999	8	8	5	1	3		1		7	3	3	0	0							
130,000–139,999	6	20	5	2	1		3	1	5	7	3	0	0		0	0				
120,000–129,999	3	34	9	5	6		8	2	3	12	5	1	0		1	0				
110,000–119,999	3	59	30	13	9		20	6	3	21	16	3	0		1	0				
100,000–109,999	1	58	27	23	23		51	15	1	20	15	5	1		1	4				
95,000–99,999		33	20	32	20		50	12		12	11	6	1		4	0				
90,000–94,999		18	21	38	47		65	38		6	12	8	2		5	1				
85,000–89,999		20	17	32	44		99	56		7	9	6	2		7	2				
80,000–84,999	1	8	14	42	98		127	70	1	3	8	8	5		9	2				
76,000–79,999		2	7	42	81		128	89		1	4	8	4		9	3				
74,000–75,999			2	13	53		55	44			1	3	3		4	2				
72,000–73,999		2	4	28	56		80	80		1	2	6	3		6	3				
70,000–71,999		2	4	28	57		71	56		1	2	6	3		5	2				
68,000–69,999			1	22	57		66	69			1	4	3		5	2				
66,000–67,999			2	31	76		74	105			1	6	4		5	4				
64,000–65,999		1	2	16	87		44	89		0	1	3	4		5	3				
62,000–63,999		1		16	76		68	113		0		3	4		5	4				
60,000–61,999			2	17	87		39	117			1	3	4		3	4				
58,000–59,999		1		18	89		46	194		0		4	5		3	7				
56,000–57,999		1		12	97		42	166		0		2	5		3	6				
54,000–55,999			1	17	111		41	189			1	3	6		3	7				
52,000–53,999				19	114		36	205				4	6		4	7				
50,000–51,999			1	5	110		30	213			1	1	6		3	7				
48,000–49,999			1	6	98		24	207			1	1	5		2	7				
46,000–47,999			1	3	107		19	191			1	1	5		1	7				
44,000–45,999			1	7	109		19	163			1	1	6		4	6				
42,000–43,999				5	91		11	128				1	5		3	1				
40,000–41,999				4	58		6	86				1	3		2	0				
38,000–39,999				2	37		2	60				0	2		1	0				
36,000–37,999				1	33		5	37				0	2		0	1				
34,000–35,999				1	11		2	20				0	1		0	1				
32,000–33,999					11			8					1			0				
30,000–31,999					4		2	6					0		0	0				
Less than 30,000					2		1	5					0		0	0				
TOTAL	111	285	182	504	1963	1074	1354	2841	100	100	100	100	100	100	100	100				

* Excludes medical and law libraries.
† A "0" percentage indicates less than one-half of one percent.

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY, SEX, AND POSITION, FY 2007–2008*

SALARY INTERVALS	WOMEN							MEN								
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
\$250,000 and above	5								6							
200,000–249,999	12	2							10			1				
175,000–199,999	15	5					1	1	8	1	2					
150,000–174,999	20	5	1						13	4	2	2			2	
140,000–149,999	5	3	3		2		1		3	5	2	1	1			
130,000–139,999	1	11	3		1		2		5	9	2	2			1	1
120,000–129,999	1	19	4	1	4	2	3	2	2	15	5	4	2		5	
110,000–119,999	1	31	16	9	5	2	13	5	2	28	14	4	4	5	7	1
100,000–109,999	1	38	16	15	14	4	25	9		20	11	8	9	6	26	6
95,000–99,999		19	9	22	13	11	31	9		14	11	10	7	5	19	3
90,000–94,999		9	16	25	18	20	34	26		9	5	13	29	15	31	12
85,000–89,999		16	11	20	18	13	63	35		4	6	12	26	27	36	21
80,000–84,999	1	3	7	30	42	23	79	45		5	7	12	56	14	48	25
76,000–79,999		1	2	27	41	32	78	67		1	5	15	40	22	50	22
74,000–75,999			1	10	28	18	39	29		1	1	3	25	9	16	15
72,000–73,999		1	2	17	29	20	51	61		1	2	11	27	15	29	19
70,000–71,999		1	2	19	27	21	52	40		1	2	9	30	8	19	16
68,000–69,999			1	16	28	22	43	49				6	29	10	23	20
66,000–67,999			1	20	46	34	53	71			1	11	30	23	21	34
64,000–65,999		1	2	11	42	27	47	56				5	45	17	18	33
62,000–63,999				15	42	48	39	77		1		1	34	30	29	36
60,000–61,999			2	9	47	34	25	86				8	40	23	14	31
58,000–59,999		1		12	40	36	33	137				6	49	23	13	57
56,000–57,999				10	51	37	25	119		1		2	46	18	17	47
54,000–55,999			1	12	61	41	22	125				5	50	25	19	64
52,000–53,999				14	67	24	21	141				5	47	19	15	64
50,000–51,999			1	3	65	45	20	141				2	45	15	10	72
48,000–49,999				6	52	37	15	153		1			46	21	9	54
46,000–47,999			1	2	64	40	12	134				1	43	12	7	57
44,000–45,999				5	53	35	14	114			1	2	56	9	5	49
42,000–43,999				3	61	26	7	100				2	30	11	4	28
40,000–41,999				1	25	16	4	61				3	33	6	2	25
38,000–39,999				2	22	5	2	46					15	3		14
36,000–37,999					23	4		25				1	10	1	1	12
34,000–35,999				1	6	1	1	19					5	1	1	1
32,000–33,999					7			7					4			1
30,000–31,999					2	1	1	6					2	1		
Less than 30,000					2		1	4						1		1
TOTAL	62	166	102	337	1048	679	857	2000	49	119	80	167	915	395	497	841

* Excludes medical and law libraries.

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

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

* Canadian salaries expressed in U.S. dollars. See Table 32 for salaries of Canadian librarians expressed in Canadian dollars.
Excludes medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries.

**TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2007–2008***

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

* Includes Canadian libraries. See Table 33 for comparable figures in Canadian libraries only.
Excludes medical and law libraries. See Tables 40 and 47 for comparable figures in medical and law libraries.

**TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2007–2008***

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

* Canadian salaries expressed in U.S. dollars. See Table 34 for salaries in Canadian dollars.
Excludes medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.

**TABLE 20: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2007–2008***

Position	Years of Experience									
	0–3 Years	4–7 years	8–11 years	12–15 years	16–19 years	20–23 years	24–27 years	28–31 years	32–35 years	over 35 years
Director	*		*			\$159,675	\$177,380	\$175,668	\$193,326	\$191,771
Associate Director	\$127,548		\$99,194	\$99,573	\$107,312	112,066	106,044	115,253	123,377	115,847
Assistant Director	*	\$86,687	80,454	100,098	95,243	101,552	99,239	100,332	108,988	108,574
Head, Branch	49,154	58,858	63,044	70,058	72,220	77,899	76,346	85,762	87,101	94,380
Functional Specialist	48,020	54,227	58,863	62,096	65,549	71,132	71,329	74,346	76,849	72,529
Subject Specialist	48,508	53,494	59,243	62,037	64,379	69,497	69,138	73,964	76,990	78,124
Dept. Head: Acquisitions	55,754	60,004	61,789	61,614	71,566	71,074	74,258	76,294	85,467	81,462
Reference	*	65,558	65,485	74,114	76,335	70,582	83,017	89,186	91,856	*
Cataloging		56,996	66,235	63,105	70,921	75,284	73,867	76,782	76,292	79,199
Serials		*	59,131	67,606	66,138	*	75,560	67,268	*	*
Documents/Maps	46,408	50,990	67,285	53,570	*	64,883	76,793	*	79,611	84,132
Circulation	*	56,811	60,814	67,411	68,325	67,819	77,099	76,052	75,374	69,115
Rare Books/Manuscripts	*	72,499	65,516	68,570	68,693	80,756	85,363	86,772	89,114	87,371
Computer Systems	*	82,486	87,321	89,998	82,000	90,743	91,858	89,728	90,329	
Other	58,620	58,320	64,786	69,168	75,161	76,399	78,951	79,455	78,227	88,496
Public Services	44,099	49,832	55,840	55,273	59,309	58,287	65,935	68,190	70,028	66,064
Technical Services	46,669	50,009	55,428	61,510	62,638	61,476	66,553	66,507	65,688	71,838
Administrative Services	48,960	55,311	60,836	66,624	68,874	69,148	68,676	76,830	74,475	84,016
Reference	45,571	51,868	54,498	57,370	60,016	63,278	66,537	66,859	69,537	72,711
Cataloger	46,420	50,040	54,978	57,236	58,717	62,697	62,493	61,924	65,407	65,729
All Positions: Average Salary	\$48,024	\$53,599	\$59,650	\$64,245	\$68,180	\$73,573	\$77,385	\$81,719	\$87,294	\$88,364
No. of Positions	969	1,169	1,109	881	878	807	727	696	621	453

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

N/A - No positions reported in this category.

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

**TABLE 21: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2007–2008***

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

* Canadian salaries expressed in U.S. dollars. Tables 31-34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries.

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

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

**TABLE 22: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2007–2008***

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

* Excludes medical and law libraries.

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

**TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2007–2008***

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

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

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

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

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

**TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2007–2008***

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

* Excludes medical and law libraries.

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

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

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

TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION, FY 2007–2008*

Position	Northeast			North Central			South			West			Canada	Total
	New England (9)	Middle Atlantic (14)	East N.Central (17)	West N.Central (7)	South Atlantic (18)	East S.Central (6)	West S.Central (9)	Mountain (7)	Pacific (12)	(14)	(113)			
Director	\$200,815	\$219,026	\$190,997	\$178,599	\$205,162	\$166,974	\$189,240	\$158,688	\$168,517	\$139,594	\$184,654			
Associate Director	134,102	115,853	107,429	106,948	115,164	90,356	106,229	105,089	115,271	102,608	111,578			
Assistant Director	102,200	113,626	94,760	97,152	98,825	93,271	96,191	103,770	104,013	83,991	99,452			
Head, Branch	87,998	83,135	72,247	71,513	66,178	71,495	70,809	80,713	77,617	82,937	76,396			
Functional Specialist	69,418	62,327	53,447	59,721	58,323	54,994	55,500	58,614	66,141	63,357	60,748			
Subject Specialist	71,719	64,893	58,540	61,995	56,188	50,206	53,489	61,063	68,028	65,868	62,882			
Dept. Head: Acquisitions	79,371	70,328	70,151	68,540	69,461	71,690	59,110	71,341	70,258	74,342	70,484			
Reference	82,645	82,670	72,544	72,873	77,658	†	67,638	71,969	82,547	73,102	76,648			
Cataloging	83,025	71,931	68,394	66,629	65,633	66,469	66,362	68,927	76,680	80,201	72,177			
Serials	68,113	76,402	70,800	NA/UA	59,667	†	†	†	70,005	†	68,339			
Documents/Maps	†	65,858	61,154	65,696	59,330	62,770	60,547	58,305	77,783	84,306	66,898			
Circulation	72,191	65,571	71,722	†	66,794	†	58,722	†	66,951	69,737	67,839			
Rare Books/Manuscripts	88,318	84,008	84,033	72,053	79,867	73,669	72,456	74,169	83,786	83,543	80,628			
Computer Systems	95,862	95,074	77,853	84,907	86,977	88,880	76,833	86,540	88,211	78,770	87,126			
Other	78,300	76,061	71,392	66,794	71,696	66,592	60,942	69,341	81,504	77,266	73,186			
Reference: Over 14 years experience	68,896	63,210	61,299	54,235	59,975	63,163	49,835	61,149	67,970	75,356	64,818			
10 to 14 years experience	59,881	56,129	56,543	51,991	53,418	50,320	48,141	56,089	58,657	65,868	56,513			
5 to 9 years experience	59,290	52,481	52,011	52,383	50,437	52,117	44,171	49,152	51,743	58,128	53,234			
Under 5 years experience	50,309	45,078	45,391	46,659	44,660	45,813	40,590	45,014	43,358	50,207	46,126			
Cataloging: Over 14 years experience	69,407	61,760	57,727	57,480	57,098	56,104	51,300	58,640	70,593	72,146	62,411			
10 to 14 years experience	63,173	55,104	55,042	49,898	53,028	†	51,214	†	60,320	52,677	56,077			
5 to 9 years experience	58,804	47,795	48,717	49,155	47,023	47,141	48,453	49,940	48,825	56,059	52,081			
Under 5 years experience	51,857	50,693	44,646	41,619	45,863	43,148	39,811	38,906	48,425	60,014	47,189			
Other: Over 14 years experience	71,699	69,267	65,417	60,594	63,007	62,774	57,341	64,867	76,880	69,943	66,873			
10 to 14 years experience	60,667	60,952	60,417	52,553	54,734	†	56,326	49,779	72,370	62,719	59,314			
5 to 9 years experience	60,635	54,982	48,942	46,297	56,704	51,570	40,582	55,659	58,817	54,454	54,108			
Under 5 years experience	52,301	46,623	46,310	38,696	45,496	†	44,533	45,943	43,599	56,080	46,560			
All Positions: Average Salary	\$72,947	\$70,196	\$62,811	\$63,208	\$64,677	\$63,181	\$60,600	\$65,523	\$70,994	\$70,667	\$67,215			
No. of Staff	1,121	1,179	1,346	455	1,172	300	550	433	929	828	8,313			

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

() Indicates number of ARL libraries included.

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

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

ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION*

Region	No. of Libraries	ARL University Libraries Included	States/Provinces Included
Northeast			
1. New England	(9)	Boston University, Boston College, Brown, Connecticut, Dartmouth, Harvard, Massachusetts Institute of Technology, Massachusetts, Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
North Central			
3. East North Central	(17)	Case Western Reserve, Chicago, Cincinnati, Illinois-Chicago, Illinois-Urbana, Indiana, Kent State, Michigan, Michigan State, Notre Dame, Northwestern, Ohio University, Ohio State, Purdue, Southern Illinois, Wayne State, Wisconsin	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	(7)	Iowa, Iowa State, Kansas, Minnesota, Missouri, Nebraska, Washington U.-St. Louis	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
South			
5. South Atlantic	(18)	Delaware, Duke, Emory, Florida, Florida State, Georgia, Georgia Tech., Georgetown, George Washington, Howard, Johns Hopkins, Maryland, Miami, North Carolina, North Carolina State, South Carolina, Virginia, Virginia Tech	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(6)	Alabama, Auburn, Kentucky, Louisville, Tennessee, Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(9)	Houston, Louisiana State, Oklahoma, Oklahoma State, Rice, Texas, Texas A&M, Texas Tech, Tulane	Ark., La., Okla., Tex.
West			
8. Mountain	(7)	Arizona, Arizona State, Brigham Young, Colorado, Colorado State, New Mexico, Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Washington; Washington State	Alaska, Calif., Hawaii, Ore., Wash.
Canada			
	(14)	Alberta, British Columbia, Guelph, Laval, McGill, McMaster, Manitoba, Montreal, Queen's, Saskatchewan, Toronto, Waterloo, Western Ontario, York	Alta., B.C., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

* Regions are based on the classification used by the U.S. Bureau of the Census in tabulations of the Current Population Survey.

U.S. ARL UNIVERSITY LIBRARIES

Tables 26–30

**TABLE 26: AVERAGE SALARIES OF U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2007–2008***

Position	Years of Experience										
	0–3	4–7	8–11	12–15	16–19	20–23	24–27	28–31	32–35	Over 35	
Director	N/A	N/A	†	N/A	†	\$170,100	\$186,261	\$179,398	\$198,762	\$197,194	
Associate Director	\$127,548	N/A	\$100,155	\$101,464	\$109,570	111,927	107,734	116,138	124,383	115,628	
Assistant Director	†	\$92,988	79,947	102,918	100,578	105,234	99,987	101,879	110,163	108,574	
Head, Branch	47,734	56,751	62,482	69,884	72,162	76,143	75,793	85,471	85,708	94,290	
Functional Specialist	48,107	54,224	58,756	61,679	65,377	71,013	71,887	74,088	77,111	71,151	
Subject Specialist	48,392	53,462	59,140	61,847	64,069	68,631	68,469	74,082	76,781	77,965	
Dept. Head: Acquisitions	55,754	58,947	62,884	61,614	69,387	69,603	74,957	75,647	83,355	81,462	
Reference	†	65,558	66,702	75,288	77,035	69,961	83,017	88,720	91,856	†	
Cataloging	N/A	56,996	66,235	62,034	70,502	74,738	73,959	76,205	74,997	79,294	
Serials	N/A	†	59,131	67,606	66,138	N/A	75,560	66,425	†	†	
Documents/Maps	46,408	50,990	65,891	50,056	†	63,023	75,182	†	79,611	80,057	
Circulation	†	57,105	60,928	67,411	66,628	69,242	73,842	76,259	76,303	69,115	
Rare Books/Manuscripts	†	72,499	65,516	68,570	73,430	81,846	85,869	85,896	89,188	88,032	
Computer Systems	†	82,486	90,685	89,998	81,425	93,637	91,858	89,728	†	N/A	
Other	58,620	57,793	64,500	68,870	75,017	75,232	78,454	78,820	78,623	88,464	
Public Services	43,847	49,424	55,495	54,888	59,309	57,616	65,935	68,190	70,028	66,064	
Technical Services	46,669	49,986	55,056	61,119	62,025	61,130	63,013	66,507	64,169	71,838	
Administrative Services	48,126	56,275	61,286	66,624	68,874	71,662	70,736	76,830	73,463	83,902	
Reference	44,209	50,860	53,262	55,633	57,868	60,192	64,739	66,260	66,621	69,726	
Cataloger	46,071	49,410	55,094	57,059	58,586	61,716	61,520	61,173	64,292	64,176	
All Positions : Average Salary	\$47,694	\$53,311	\$59,432	\$63,818	\$67,526	\$72,499	\$76,991	\$81,795	\$87,473	\$87,884	
Number of Staff	879	1,037	1,013	804	784	712	662	624	562	405	

* Excludes Canadian libraries. Excludes medical and law libraries.

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

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

**TABLE 27: NUMBER AND AVERAGE SALARIES OF
MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2007–2008***

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	†	3	†	2	\$165,796	5
Associate Director	\$115,845	17	\$95,512	4	111,972	21
Assistant Director	†	3	†	2	116,389	5
Head, Branch	67,569	40	77,643	12	69,894	52
Functional Specialist	57,472	148	59,230	120	58,259	268
Subject Specialist	59,787	140	60,398	53	59,955	193
Dept. Head: Acquisitions	79,060	5	†	2	74,999	7
Reference	78,982	5	†	1	77,879	6
Cataloging	74,688	10	†	1	76,920	11
Serials	†	3	N/A	N/A	†	3
Documents/Maps	59,784	5	65,730	2	61,483	7
Circulation	60,873	7	67,939	6	64,134	13
Rare Books/Manuscripts	75,092	6	†	1	73,602	7
Computer Systems	†	2	80,461	10	79,966	12
Other	76,487	32	73,309	14	75,520	46
Reference: Over 14 years experience	62,003	55	63,771	18	62,439	73
10 to 14 years experience	56,487	16	53,502	6	55,673	22
5 to 9 years experience	49,922	18	54,805	9	51,550	27
Under 5 years experience	45,457	38	47,750	10	45,935	48
Cataloging: Over 14 years experience	59,206	41	65,498	12	60,631	53
10 to 14 years experience	59,616	10	†	2	58,709	12
5 to 9 years experience	50,729	17	52,093	10	51,234	27
Under 5 years experience	46,145	22	51,065	9	47,573	31
Other: Over 14 years experience	76,990	14	76,730	4	76,932	18
10 to 14 years experience	58,778	9	†	2	58,649	11
5 to 9 years experience	54,454	8	†	3	53,631	11
Under 5 years experience	44,323	26	†	2	43,770	28
All Positions	\$61,251	700	\$62,853	317	\$61,750	1,017

* Excludes Canadian libraries. Excludes medical and law libraries.

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

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

**TABLE 28: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2007–2008***

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

*Excludes Canadian libraries. Excludes medical and law libraries.

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

**TABLE 29: NUMBER AND AVERAGE SALARIES OF
U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2007–2808***

Experience	Women		Men		Total		% of
	Salary	No.	Salary	No.	Salary	No.	Total
0 – 3 years	\$46,815	578	\$49,383	301	\$47,694	879	12%
4 – 7 years	52,127	610	55,001	427	53,311	1,037	14%
8 – 11 years	58,193	621	61,395	392	59,432	1,013	14%
12 – 15 years	62,472	500	66,032	304	63,818	804	11%
16 – 19 years	66,846	490	68,659	294	67,526	784	10%
20 – 23 years	71,257	461	74,781	251	72,499	712	10%
24 – 27 years	75,228	427	80,193	235	76,991	662	9%
28 – 31 years	78,977	388	86,427	236	81,795	624	8%
32 – 35 years	86,776	339	88,533	223	87,473	562	8%
over 35 years	85,055	275	93,868	130	87,884	405	5%
All Positions	\$65,559	4,689	\$68,970	2,793	\$66,833	7,482	100%

*Excludes Canadian libraries. Excludes medical and law libraries.

**TABLE 30: NUMBER AND AVERAGE SALARIES OF MINORITY
U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2007–2008***

Experience	Women		Men		Total		% of
	Salary	No.	Salary	No.	Salary	No.	Total
0 – 3 years	\$46,785	117	\$48,594	53	\$47,349	170	17%
4 – 7 years	50,673	108	54,704	72	52,286	180	18%
8 – 11 years	57,335	83	59,963	59	58,427	142	14%
12 – 15 years	59,957	84	68,774	26	62,041	110	11%
16 – 19 years	68,556	78	69,060	32	68,703	110	11%
20 – 23 years	70,163	73	74,415	16	70,928	89	9%
24 – 27 years	66,115	40	72,455	20	68,228	60	6%
28 – 31 years	72,127	46	86,409	12	75,082	58	6%
32 – 35 years	86,403	36	72,111	11	83,058	47	5%
over 35 years	74,040	35	87,775	16	78,349	51	5%
All Positions	\$61,251	700	\$62,853	317	\$61,750	1,017	100%

*Excludes Canadian libraries. Excludes medical and law libraries.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 31–34

**TABLE 31: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING
PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL
EXPERIENCE
IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 2007-08***

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

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

‡ See Footnotes.

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

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	\$157,931	8	\$158,237	6	\$158,062	14
Associate Director	114,822	21	118,380	13	116,183	34
Assistant Director	95,071	12	95,142	10	95,103	22
Head, Branch	94,259	46	92,673	13	93,909	59
Functional Specialist	70,261	65	73,153	68	71,740	133
Subject Specialist	72,774	52	77,826	29	74,583	81
Dept. Head: Acquisitions	80,815	7	88,884	5	84,177	12
Reference	81,218	11	†	1	82,773	12
Cataloging	90,812	10	N/A	N/A	90,812	10
Serials	†	3	N/A	N/A	†	3
Documents/Maps	97,793	6	†	2	95,460	8
Circulation	81,170	12	†	2	78,963	14
Rare Books/Manuscripts	†	3	89,856	4	94,595	7
Computer Systems	†	3	91,375	4	89,191	7
Other	87,516	33	87,423	14	87,488	47
Reference: Over 14 years experience	83,969	85	89,595	27	85,325	112
10 to 14 years experience	73,265	15	77,054	8	74,583	23
5 to 9 years experience	65,782	51	65,944	15	65,819	66
Under 5 years experience	56,748	52	57,130	19	56,850	71
Cataloging: Over 14 years experience	84,969	23	75,892	13	81,691	36
10 to 14 years experience	59,476	4	†	1	59,646	5
5 to 9 years experience	62,570	10	68,001	2	63,475	12
Under 5 years experience	69,983	4	†	1	67,954	5
Other: Over 14 years experience	77,531	7	81,529	5	79,197	12
10 to 14 years experience	†	2	70,212	4	71,017	6
5 to 9 years experience	62,425	10	†	1	61,658	11
Under 5 years experience	64,486	4	†	2	63,499	6
All Positions	\$79,352	559	\$81,397	269	\$80,016	828

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

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

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

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

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

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

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

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

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

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

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 35–41

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

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

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

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

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

† Canadian salaries expressed in U.S. dollars.

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

§ See Footnotes.

**TABLE 36: BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2007–2008***

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

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

† Canadian salaries expressed in U.S. dollars.

**TABLE 37: MEDIAN PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2007–2008***

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

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

† Canadian salaries expressed in U.S. dollars.

**TABLE 38: AVERAGE PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2007–2008***

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

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

† Canadian salaries expressed in U.S. dollars.

**TABLE 39: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2007–2008**

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	\$83,530	35	\$88,216	12	\$84,726	47
Associate Director	65,047	41	60,450	6	64,460	47
Assistant Director	115,586	48	129,238	19	119,457	67
Head, Branch	62,608	28	78,448	3	64,141	31
Functional Specialist	56,667	71	59,774	63	58,128	134
Subject Specialist	57,793	51	56,534	10	57,586	61
Dept. Head: Acquisitions	64,015	15	†	3	65,044	18
Reference	66,909	15	74,848	11	70,268	26
Cataloging	67,351	9	†	2	64,525	11
Serials	59,396	5	†	1	59,519	6
Documents/Maps	†	1	N/A	N/A	†	1
Circulation	62,938	9	61,430	8	62,228	17
Rare Books/Manuscripts	64,145	5	69,048	5	66,596	10
Computer Systems	70,599	9	87,653	7	78,060	16
Other	63,165	54	80,663	13	66,560	67
Reference: Over 14 years experience	60,373	97	66,005	15	61,127	112
10 to 14 years experience	58,682	20	59,289	12	58,909	32
5 to 9 years experience	51,332	62	61,480	10	52,741	72
Under 5 years experience	44,866	48	44,100	13	44,703	61
Cataloging: Over 14 years experience	56,536	7	†	1	57,261	8
10 to 14 years experience	†	1	†	1	†	2
5 to 9 years experience	†	3	†	1	48,691	4
Under 5 years experience	†	3	N/A	N/A	†	3
Other: Over 14 years experience	65,973	32	61,176	8	65,014	40
10 to 14 years experience	56,024	8	53,224	5	54,947	13
5 to 9 years experience	52,675	13	†	2	53,503	15
Under 5 years experience	44,684	12	48,172	4	45,556	16
All Positions	\$63,563	702	\$69,262	235	\$64,992	937

* Canadian salaries expressed in U.S. dollars.

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

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

**TABLE 40: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2007–2008**

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

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

**TABLE 41: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY MEDICAL LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2007–2008***

Experience	Women		Men		Total		% of Total
	Salary	No.	Salary	No.	Salary	No.	
0 – 3 years	\$45,929	81	\$53,207	36	\$48,168	117	12%
4 – 7 years	52,485	99	60,330	32	54,401	131	14%
8 – 11 years	58,836	89	59,212	28	58,926	117	12%
12 – 15 years	62,244	71	68,832	36	64,460	107	11%
16 – 19 years	61,084	58	74,428	21	64,631	79	8%
20 – 23 years	65,391	79	75,523	19	67,355	98	10%
24 – 27 years	70,378	69	80,285	18	72,427	87	9%
28 – 31 years	75,164	73	76,689	28	75,587	101	11%
32 – 35 years	89,896	43	112,976	9	93,891	52	6%
over 35 years	78,293	40	85,944	8	79,569	48	5%
All Positions	\$63,563	702	\$69,262	235	\$64,992	937	100%

* Canadian salaries expressed in U.S. dollars.

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

ARL UNIVERSITY LAW LIBRARIES

Tables 42–48

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

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

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

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

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

† Canadian salaries expressed in U.S. dollars.

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

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

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

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

† Canadian salaries expressed in U.S. dollars.

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

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

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

† Canadian salaries expressed in U.S. dollars.

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

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

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

† Canadian salaries expressed in U.S. dollars.

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

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	\$95,375	32	\$93,235	24	\$94,458	56
Associate Director	80,196	29	75,680	7	79,318	36
Assistant Director	141,438	36	150,388	36	145,913	72
Functional Specialist	56,513	27	59,065	28	57,813	55
Subject Specialist	69,426	28	67,012	15	68,584	43
Dept. Head: Acquisitions	60,401	24	61,375	10	60,687	34
Reference	77,893	20	72,450	10	76,079	30
Cataloging	70,730	25	67,160	2	70,465	27
Serials	68,056	8	65,325	3	67,311	11
Documents/Maps	62,342	9	72,486	1	63,357	10
Circulation	61,933	22	56,878	6	60,850	28
Rare Books/Manuscripts	124,516	2	62,962	2	93,739	4
Computer Systems	71,118	5	75,557	5	73,338	10
Other	71,959	18	71,547	11	71,803	29
Reference: Over 14 years experience	69,563	41	66,689	27	68,422	68
10 to 14 years experience	62,023	19	57,903	8	60,802	27
5 to 9 years experience	54,780	27	59,758	13	56,398	40
Under 5 years experience	55,890	49	55,332	24	55,707	73
Cataloging: Over 14 years experience	63,153	23	65,569	7	63,717	30
10 to 14 years experience	50,173	6	50,251	1	50,184	7
5 to 9 years experience	48,237	6	59,798	2	51,127	8
Under 5 years experience	51,054	8	47,868	1	50,700	9
Other: Over 14 years experience	57,199	8	62,396	4	58,931	12
10 to 14 years experience	60,065	3	N/A	N/A	60,065	3
5 to 9 years experience	53,004	4	54,500	1	53,303	5
Under 5 years experience	44,822	4	49,993	1	45,856	5
All Positions	\$72,074	483	\$78,767	249	\$74,350	732

* Canadian salaries expressed in U.S. dollars.

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

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

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

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

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

Experience	Women		Men		Total		% of
	Salary	No.	Salary	No.	Salary	No.	Total
0 – 3 years	\$53,825	71	\$52,956	39	\$53,517	110	15%
4 – 7 years	59,333	54	62,713	31	60,566	85	12%
8 – 11 years	63,742	51	67,210	33	65,104	84	11%
12 – 15 years	65,617	55	81,094	21	69,894	76	10%
16 – 19 years	82,607	39	79,148	31	81,075	70	10%
20 – 23 years	73,996	34	77,104	31	75,478	65	9%
24 – 27 years	79,165	50	105,345	23	87,414	73	10%
28 – 31 years	83,534	54	106,948	22	90,312	76	10%
32 – 35 years	90,474	50	96,034	15	91,757	65	9%
over 35 years	87,835	25	207,489	3	100,655	28	4%
All Positions	\$72,074	483	\$78,767	249	\$74,350	732	100%

* Canadian salaries expressed in U.S. dollars.

UNIVERSITY LIBRARY

Questionnaire and Instructions

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

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

GENERAL OVERVIEW

- **Use the newly available Web form for your data submission.** Fill in Part I on the Web and upload your file for Part II through the same interface.
NOTE: You must complete the entire submission in a single session. The Web interface does **NOT** allow you to return and edit your information once it is submitted.
- **This survey is concerned with professional positions only.** Since the criteria for determining professional status vary among libraries, there is no attempt to define the term “professional.” Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.
- **Report individual salaries for the Main, Law, and Medical library on the separate template using Microsoft Excel (see <http://www.arl.org/stats/annualsurveys/salary/salform07.shtml>).** A generic template is available. Add your institution’s ARL Library Institution Code [LibID]. (See http://www.arl.org/stats/annualsurveys/surveycoord/instno_inam.shtml if you do not know your code.)
- **Use “Percent” to determine if an employee works full-time or part-time.** All full-time employees have Percent = 1.00, i.e., they work 100% of a full-time schedule. If Percent is less than 1.00, then the employee works that fraction of a full-time schedule. For example, a 65% time appointment would be entered as 0.65. Calculate the percent appointment by dividing the amount of time an employee works by the amount considered to be the norm for full-time employment at your institution. For example, if a full-time appointment at your institution is 12 months at 40 hours per week:
 - A 9-month part-time appointment has Percent = 9/12, or 0.75.
 - An appointment at 30 hours per week has Percent = 30/40, also 0.75.
 - An appointment at 30 hours and 9 months has Percent = 0.75 x 0.75 = 0.56.Enter Percent with two decimal points.
- **Report salaries for both full-time and part-time professional positions.** Salaries for part-time positions should **NOT** be converted to their full-time equivalents. Report the actual part-time salary paid and indicate the percent appointment for that employee in the appropriate column.
- **Include salaries for all professional positions, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.** Please include all professionals involved in the provision of library services, including **contract-supported positions**.
- **The salary figures should be straight gross salary figures. Do not include fringe benefits.**

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

INSTRUCTIONS

Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 2007-08.
2. Include the Beginning Professional Salary for Law and Medical libraries if included in the survey.
3. The Beginning Professional Salary is the salary that **would** be paid to a **newly hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.
4. Please report the **2007–2008** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2007. Do not delay returning your survey with the expectation that more information will be available later.
5. The 2007–2008 Average and Median Salary figures will be calculated by ARL from the individual data supplied.
6. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Part II: Individual Data

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 2007–2008. The survey requests information for individuals; aggregate data for each institution will be generated by computer. Vacant positions should be excluded from your report.
2. Data for the Main, Law, and Medical libraries should be reported on separate Excel files.
3. **Obtain the Excel file.** These instructions assume that you have Microsoft Excel available for use. If not, or if you have trouble opening the files in Excel, please call the ARL Statistics and Measurement Program at (202) 296-2296 or email stats-ra@arl.org.
4. The template Excel file is available at: <http://www.arl.org/stats/annualsurveys/salary/salform07.shtml>. This is a generic, blank file that can hold data for Main, Law, or Medical libraries. The file's name is "sal07xxxx.xls"; open the file and save it to your own computer by choosing "Save

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

The file contains columns labeled as follows:

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

Optional: Hisp NatAm Asian Black HawPI White

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

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

Entering Data for Part II: Individual Data

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

DIRLIB	Director of Libraries (includes Dean of Libraries and equivalent titles)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
ARCH	Archivists/Curators
BUSI	Budget/Fiscal/Business Manager/Facilities
HUMRES	Human Resources/Training/Staff Development
ITS	Information Technology Systems
ITW	Information Technology Web Development

ITP	Information Technology Programming/Application Development
MEDIA	Media/Multimedia Specialists (including graphics)
PRES	Preservation/Conservation
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDCAT	Head, Catalog Department/Unit
HDCIRC	Head, Circulation
HDCOMP	Head, Library and Computer Systems
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDRBM	Head, Rare Book/Manuscripts Department
HDREF	Head, Reference Department
HDSER	Head, Serials Department
HDOOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMIN	Administrative and other units, non-supervisory position

The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use these categories in the manner you feel best applies to your library. If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties.

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

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

Functional Specialist sub-codes. Starting with the 2004–2005 Salary Survey, the ARL Statistics and Measurement Committee adopted a proposal from the ACRL Personnel Administrators and Staff Development Officers Discussion Group to break down the Functional Specialist category. For each position which would have been labeled FSPEC prior to 2004–2005, instead please use one of the eight sub-codes (ARCH, BUSI, HUMRES, ITS, ITW, ITP, MEDIA, PRES) to describe that position. If you cannot determine which sub-code to use, please use the FSPEC code.

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

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

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

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

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

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

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

7. “YrsExp,” or total years of professional experience. For most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract

interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. The figure should be rounded off to the nearest whole number; for example, a position with 14.5 years of experience would appear as 15.

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

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

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

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

The maximum number of ranks reported here should not exceed the maximum number of rank-levels reported in Part I for individual data under Rank structure. When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

9. **“Percent”** is used to determine if an employee works full-time or part-time. All full-time employees have Percent = 1.00, i.e., they work 100% of a full-time schedule. If Percent is less than 1.00, then the employee works that fraction of a full-time schedule. For example, a 65% time appointment would be entered as 0.65. Calculate the percent appointment by dividing the amount of time an employee works by the amount considered to be the norm for full-time employment at your institution. For example, if a full-time appointment at your institution is 12 months at 40 hours per week:

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

Enter Percent with two decimal points.

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

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

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

Ethnicity should be indicated by coding 1 to indicate if the person is of Hispanic or Latino ethnicity, and coding 0 otherwise. The definition of Hispanic or Latino ethnicity is: A person of Cuban, Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ARL ANNUAL SALARY SURVEY 2007-08

UNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution _____ Date Returned to ARL _____

Report Prepared by (name) _____

Title _____

Email address _____ Phone number _____

Contact person (if different) _____

Title _____

E-mail address _____ Phone number _____

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

(Note: ARL will calculate the 2007-08 median and average professional salaries for your library from the individual data you supply in Part II of this questionnaire.)

2. Rank Structure.

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

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

3. FOOTNOTES

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

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

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

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **September 30, 2007**.
For assistance, contact Martha Kyrillidou (martha@arl.org) or Mark Young (stats-ra@arl.org), or call 202-296-2296.

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

Reporting Library _____

Confidential <i>Detach before mailing to the ARL Office</i>	Line	Salary	Job	Sex	OEO cat	Yrs Exp	Rank	Percent	Ethnicity	Race:	Race:	Race:	Race:
	1								Hispanic or Latino	NatAm	Asian	Black	HawPI
	2												
	3												
	4												
	5												
	6												
	7												
	8												
	9												
	10												
	11												
	12												
	13												
	14												
	15												
	16												
	17												
	18												
	19												
	20												
	21												
	22												
	23												
	24												
	25												

Duplicate this sheet if you need additional lines. Please return to the ARL Statistics and Measurement Program by **September 30, 2007**.
 For assistance, contact Martha Kyriillidou (martha@arl.org) or Mark Young (stats-ra@arl.org), or call 202-296-2296.

NONUNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2007–2008

NONUNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term “professional.” Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.
2. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.
3. Report 2007-08 salaries *as they exist on July 1, 2007*. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.
4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.
5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.
6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.
7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.
8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.
9. The salary figures should be straight gross salary figures. Do not include fringe benefits.
10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.
11. Provide the name of the reporting library and the name of the person who prepares the report.
12. Please return the questionnaire to the ARL Statistics and Measurement Program Office by **September 30, 2007**.

ARL ANNUAL SALARY SURVEY 2007–2008

NONUNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution _____ Date Returned to ARL _____

Report Prepared by (name) _____

Title _____

Email address _____ Phone number _____

Contact person (if different) _____

Title _____

Email address _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 2006–2007 and 2007–2008.

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

3. Beginning professional salary for 2007–2008: _____

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

a. Law Library salaries are included.

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

b. Medical Library salaries are included.

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

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

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

Indicate the number of filled professional positions
in each salary range for fiscal years 2006–2007 and 2007–2008.

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

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

FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2007–2008

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

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

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

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

CALIFORNIA, LOS ANGELES

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

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

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

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

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

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

CALIFORNIA, RIVERSIDE

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

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

CALIFORNIA, SAN DIEGO

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

CALIFORNIA, SANTA BARBARA

Includes the Main and Arts libraries.

CASE WESTERN RESERVE

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

**CANADA INSTITUTE FOR
SCIENTIFIC
AND TECHNICAL INFORMATION**

Includes all branch libraries.

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

INSTITUTION	NOTE
HOWARD	<p>In 2005, a large number of positions were upgraded to “exempt” status. For the previous three years the UH Libraries had been reporting salaries for all exempt positions. However, the large reclassification had an impact on the data that does not reflect the salaries accurately, so starting in 2006-07 the UH libraries will report librarian salaries and staff salaries of positions that could conceivably be replaced by a librarian.</p> <p>Moorland Springarn Research Center is a separate library housed in the building of the Main Library and is included in the Main Library data.</p>
ILLINOIS, CHICAGO	UIC is one campus, including Peoria, Rockford, and Urbana locations.
ILLINOIS, URBANA	Includes all main campus libraries.
INDIANA	<p>Includes all main campus libraries.</p> <p>Excludes the Indianapolis School of Law, Dentistry, and Medicine Library; IUPUI University Library; Herron School of Art Library; Columbus Library; and Science and Engineering Library; as well as branch campuses at IU-East, IU-Kokomo, IU-Northwest, IU-Southeast, IU-South Bend, and IUPUI-Fort Wayne.</p>
IOWA	Includes Main Library and 10 branch libraries.
IOWA STATE	Includes Parks (main) Library and the Veterinary Medical branch library.
JOHNS HOPKINS	Includes the Sheridan Libraries, the Friedheim Library, and the School of Advanced International Studies Library.
KANSAS	<p>Salaries reported for the Main Library include the Lawrence and Edwards campuses. Salaries reported for the Medical Library include the Dykes Library.</p> <p>Excludes the University of Kansas School of Medicine Library in Wichita, KS, and the Clendening History of Medicine Library in Kansas City, KS.</p>
KENT STATE	<p>Includes the Kent Campus (main) library, the Kent Campus branch libraries (Music, Architecture, Chemistry/Physics, Fashion, Map), and the regional campuses in Ashtabula, East Liverpool, Geauga, Salem, Stark, Trumbull, and Tuscarawas.</p> <p>In previous years, faculty librarians were hired at the assistant professor level or above. In 2007, some faculty librarians were hired at the level of instructor, which is one step below assistant professor.</p>
KENTUCKY	<p>Includes the William T. Young Library (Main campus library), the Agricultural Information Center, Chemistry/Physics Library, Design Library, Education Library, Engineering Library, Equine Library, Fine Arts Library, Geological Sciences Library and Map Collections, Kentucky Transportation Center, Lexmark Information Center Mathematical Sciences Library, and Special Collections and Digital Programs.</p>
LAVAL	Includes the law and medical libraries.
LIBRARY OF CONGRESS	Salaries include Professional and Administrative positions.
LOUISIANA STATE	<p>Includes Middleton Library and Hill Memorial Library.</p> <p>While geographically in the same location (Baton Rouge), the Law School and School of Veterinary Medicine are considered separate campuses.</p>
LOUISVILLE	Includes the Ekstrom (main) Library, the Art Library, the Music Library, and the University Archives.

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

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

INSTITUTION	NOTE
RUTGERS	Includes New Brunswick Libraries (Alexander, Mabel Smith Douglass, and Kilmer libraries, as well as the Library of Science and Medicine and its branches), John Cotton Dana Library, Paul Robeson Library, and Technical & Automated Services. Excludes the School of Management and Labor Relations, and the Center for Alcohol Studies.
SASKATCHEWAN	Includes Main, Natural Sciences, Veterinary Medicine, Education, and Engineering Libraries. Number of employees reported is effective July 1, 2007.
SOUTH CAROLINA	Includes Thomas Cooper Library, South Caroliniana Library, Mathematics Library, Business Library, Music Library, and Film Library.
SOUTHERN CALIFORNIA	Includes Accounting, Applied Social Sciences, Architecture & Fine Arts, Business, Science & Engineering, Cinema-Television, Doheny (Research), East Asian, Gerontology, Grand (Depository), Leavey (Undergraduate), Music, Philosophy, and Special Collections.
SUNY-ALBANY SUNY-BUFFALO	Includes main campus and branch libraries. Includes Arts & Sciences libraries, Music Library, Special Collections (Archives, Poetry and Rare Books). Excludes temporary hires, classified staff, employees at SL-2 level or discretionary increases.
SUNY-STONY BROOK	Includes Main Campus, Math/Physics, Chemistry, Marine and Atmospheric Sciences libraries.
SYRACUSE	Includes Main campus Library, Science & Technology Library, Geology Library, Math Library and Physics Library. Excludes the College Reading Rooms.
TEMPLE	Includes Paley (main) Library; Science Engineering and Architecture Library (SEAL); Blockson Afro-American Collection; Ambler Campus Library; Tyler School of Art Library. In the Main Library, minimum beginning professional salary of \$39,000 is based on a 10-month contract, and minimum beginning salary for an 11-month contract is \$42,744.
TEXAS	Includes the University of Texas Libraries, the Center for American History, and the Harry Ransom Humanities Research Center.
TEXAS TECH	Some data for the Center for American History are not available. All salaries are as of September 1, 2007, and include the University, Southwest Collection/Special Collections, Architecture, and Vietnam Archives libraries.
TORONTO	Includes Robarts, Engineering & Computer Science, Chemistry, Mathematics, School of Management, Physics, Faculty of Information Services, Media Commons, Astronomy, Rare Book, Criminology, Music, Earth Sciences, Dentistry, Pharmacy and East Asian libraries, as well as the Ontario Institute for Studies in Education, the University of Toronto branches at Scarborough and Mississauga, the University Archives, St. Michael's College, New College, and the Center for Industrial Relations, School of Management. Medical Library includes Gerstein Science and Information Center and Family and Community Medicine.
VANDERBILT	Includes the Central Library, Divinity Library, Peabody Library, Management Library, Science & Engineering Library, Special Collections and University Archives, centralized Technical Services, Library Information Services, Administration, and TV News Archive.

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

APPENDICES

APPENDIX A
ARL Member Libraries as of January 1, 2007

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

Institution	Category	Full Name of Institution	Location
Alabama	S	University of Alabama	Tuscaloosa, Alabama
Alberta	C	University of Alberta	Edmonton, Alberta
Arizona	S	University of Arizona	Tucson, Arizona
Arizona State	S	Arizona State University	Tempe, Arizona
Auburn	S	Auburn University	Auburn, Alabama
Boston	P	Boston University	Boston, Massachusetts
Boston College	P	Boston College	Boston, Massachusetts
Brigham Young	P	Brigham Young University	Provo, Utah
British Columbia	C	University of British Columbia	Vancouver, British Columbia
Brown	P	Brown University	Providence, Rhode Island
Berkeley, California	S	University of California, Berkeley	California, Berkeley
California, Davis	S	University of California, Davis	Davis, California
California, Irvine	S	University of California, Irvine	Irvine, California
California, Los Angeles	S	University of California, Los Angeles	Los Angeles, California
California, Riverside	S	University of California, Riverside	Riverside, California
California, San Diego	S	University of California, San Diego	La Jolla, California
California, Santa Barbara	S	University of California, Santa Barbara	Santa Barbara, California
Case Western Reserve	P	Case Western Reserve University	Cleveland, Ohio
Chicago	P	University of Chicago	Chicago, Illinois
Cincinnati	S	University of Cincinnati	Cincinnati, Ohio
Colorado	S	University of Colorado	Boulder, Colorado
Colorado State	S	Colorado State University	Fort Collins, Colorado
Columbia	P	Columbia University	New York, New York
Connecticut	S	University of Connecticut	Storrs, Connecticut
Cornell	P	Cornell University	Ithaca, New York
Dartmouth	P	Dartmouth College	Hanover, New Hampshire
Delaware	S	University of Delaware	Newark, Delaware
Duke	P	Duke University	Durham, North Carolina
Emory	P	Emory University	Atlanta, Georgia
Florida	S	University of Florida	Gainesville, Florida
Florida State	S	Florida State University	Tallahassee, Florida
George Washington	P	George Washington University	Washington, D.C.
Georgetown	P	Georgetown University	Washington, D.C.
Georgia	S	University of Georgia	Athens, Georgia
Georgia Tech	S	Georgia Institute of Technology	Atlanta, Georgia
Guelph	C	University of Guelph	Guelph, Ontario
Harvard	P	Harvard University	Cambridge, Massachusetts
Hawaii	S	University of Hawaii	Honolulu, Hawaii
Houston	S	University of Houston	Houston, Texas
Howard	P	Howard University	Washington, D.C.
Illinois, Chicago	S	University of Illinois at Chicago	Chicago, Illinois
Illinois, Urbana	S	University of Illinois at Urbana	Urbana, Illinois
Indiana	S	Indiana University	Bloomington, Indiana
Iowa	S	University of Iowa	Iowa City, Iowa
Iowa State	S	Iowa State University	Ames, Iowa

Institution	Category	Full Name of Institution	Location
Johns Hopkins	P	Johns Hopkins University	Baltimore, Maryland
Kansas	S	University of Kansas	Lawrence, Kansas
Kent State	S	Kent State University	Kent, Ohio
Kentucky	S	University of Kentucky	Lexington, Kentucky
Laval	C	Laval University	Quebec, Quebec
Louisiana State	S	Louisiana State University	Baton Rouge, Louisiana
Louisville	S	University of Louisville	Louisville, Kentucky
McGill	C	McGill University	Montreal, Quebec
McMaster	C	McMaster University	Hamilton, Ontario
Manitoba	C	University of Manitoba	Winnipeg, Manitoba
Maryland	S	University of Maryland	College Park, Maryland
Massachusetts	S	University of Massachusetts	Amherst, Massachusetts
MIT	P	Massachusetts Institute of Technology	Cambridge, Massachusetts
Miami	P	University of Miami	Coral Gables, Florida
Michigan	S	University of Michigan	Ann Arbor, Michigan
Michigan State	S	Michigan State University	East Lansing, Michigan
Minnesota	S	University of Minnesota	Minneapolis, Minnesota
Missouri	S	University of Missouri	Columbia, Missouri
Montreal	C	University of Montreal	Montreal, Quebec
Nebraska	S	University of Nebraska-Lincoln	Lincoln, Nebraska
New Mexico	S	University of New Mexico	Albuquerque, New Mexico
New York	P	New York University	New York, New York
North Carolina	S	University of North Carolina	Chapel Hill, North Carolina
North Carolina State	S	North Carolina State University	Raleigh, North Carolina
Northwestern	P	Northwestern University	Evanston, Illinois
Notre Dame	P	University of Notre Dame	Notre Dame, Indiana
Ohio	S	Ohio University	Athens, Ohio
Ohio State	S	Ohio State University	Columbus, Ohio
Oklahoma	S	University of Oklahoma	Norman, Oklahoma
Oklahoma State	S	Oklahoma State University	Stillwater, Oklahoma
Oregon	S	University of Oregon	Eugene, Oregon
Pennsylvania	P	University of Pennsylvania	Philadelphia, Pennsylvania
Pennsylvania State	S	Pennsylvania State University	University Park, Pennsylvania
Pittsburgh	S	University of Pittsburgh	Pittsburgh, Pennsylvania
Princeton	P	Princeton University	Princeton, New Jersey
Purdue	S	Purdue University	West Lafayette, Indiana
Queen's	C	Queen's University	Kingston, Ontario
Rice	P	Rice University	Houston, Texas
Rochester	P	University of Rochester	Rochester, New York
Rutgers	S	Rutgers University	New Brunswick, New Jersey
Saskatchewan	C	University of Saskatchewan	Saskatoon, Saskatchewan
South Carolina	S	University of South Carolina	Columbia, South Carolina
Southern California	P	University of Southern California	Los Angeles, California
Southern Illinois	S	Southern Illinois University	Carbondale, Illinois
SUNY-Albany	S	University at Albany, State University of New York	Albany, New York
SUNY-Buffalo	S	University at Buffalo, State University of New York	Buffalo, New York
SUNY-Stony Brook	S	State University of New York at Stony Brook	Stony Brook, New York
Syracuse	P	Syracuse University	Syracuse, New York
Temple	S	Temple University	Philadelphia, Pennsylvania
Tennessee	S	University of Tennessee	Knoxville, Tennessee
Texas	S	University of Texas	Austin, Texas

Institution	Category	Full Name of Institution	Location
Texas A&M	S	Texas A&M University	College Station, Texas
Texas Tech	S	Texas Tech University	Lubbock, Texas
Toronto	C	University of Toronto	Toronto, Ontario
Tulane	P	Tulane University	New Orleans, Louisiana
Utah	S	University of Utah	Salt Lake City, Utah
Vanderbilt	P	Vanderbilt University	Nashville, Tennessee
Virginia	S	University of Virginia	Charlottesville, Virginia
Virginia Tech	S	Virginia Polytechnic Institute & State University	Blacksburg, Virginia
Washington	S	University of Washington	Seattle, Washington
Washington State	S	Washington State University	Pullman, Washington
Washington U.-St. Louis	P	Washington University	St. Louis, Missouri
Waterloo	C	University of Waterloo	Waterloo, Ontario
Wayne State	S	Wayne State University	Detroit, Michigan
Western Ontario	C	University of Western Ontario	London, Ontario
Wisconsin	S	University of Wisconsin	Madison, Wisconsin
Yale	P	Yale University	New Haven, Connecticut
York	C	York University	North York, Ontario
Boston Public Library	N	Boston Public Library	Boston, Massachusetts
Canada Inst. SciTech Info.	X	Canada Institute for Scientific & Technical Information	Ottawa, Ontario
Center for Research Libs.	N	Center for Research Libraries	Chicago, Illinois
Library of Congress	N	Library of Congress	Washington, D.C.
Natl. Agricultural Lib.	N	National Agricultural Library	Beltsville, Maryland
Library & Archives of Canada	X	Library and Archives of Canada*	Ottawa, Ontario
Natl. Library of Medicine	N	National Library of Medicine	Bethesda, Maryland
New York Public Library	N	New York Public Library	New York, New York
New York State Library	N	New York State Library	Albany, New York
Smithsonian Institution	N	Smithsonian Institution	Washington, D.C.

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

APPENDIX B

TABLE NUMBERING CHANGES 1998–1999 TO 1999–2000

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

Old New

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

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

ARL NONUNIVERSITY LIBRARIES

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

ARL UNIVERSITY LIBRARIES

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

21	20	Average Salaries of ARL University Librarians by Years of Experience, FY 1999-2000
22	21	Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 1999-2000
22b	22	Years of Experience of ARL University Librarians by Position and Type of Institution, FY 1999-2000
23	23	Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
23b	24	Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
24	25	Average Salaries of ARL University Librarians by Position and Geographic Region, FY 1999-2000

U.S. ARL UNIVERSITY LIBRARIES

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

CANADIAN ARL UNIVERSITY LIBRARIES

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

ARL UNIVERSITY MEDICAL LIBRARIES

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

- 34 40 Number and Average Years of Experience of ARL University Medical Librarians
by Position and Sex, FY 1999-2000
- 35 41 Number and Average Salaries of ARL University Medical Librarians
by Years of Experience and Sex, FY 1999-2000

ARL UNIVERSITY LAW LIBRARIES

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

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