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ABSTRACT

This document reports the 2000-2001 salary data for all professional staff working in ARL (Association of Research Libraries) libraries. Data for 8,882 professional staff members were reported for the 112 ARL university libraries, including their law and medical libraries (811 staff members reported by 68 medical libraries and 708 staff members reported by 72 law libraries). For the 10 non-university ARL members, data were reported for 3,731 professional staff members. The tables are organized in seven major sections: (1) salary figures for all professionals working in ARL member libraries, including law and medical library data; (2) salary information for the 10 non-university research libraries of ARL; (3) data for the general library system of the university ARL members, combining U.S. and Canadian data but excluding law and medical data; (4) data on U.S. ARL university library members excluding law and medical data; (5) data on Canadian ARL university libraries excluding law and medical data; (6) data on medical libraries, combining U.S. and Canadian data; and (7) data on law libraries, 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. All 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. Most tables show Canadian salaries converted into U.S. dollar equivalents at the rate of 1.4719 Canadian dollars per U.S. dollar; however the tables pertaining exclusively to staff in Canadian university libraries express salary data in Canadian dollars. A list of ARL member libraries and a table of numbering changes for 1998-99 to 1999-2000 is appended. (Contains 48 data tables.) (AEF)

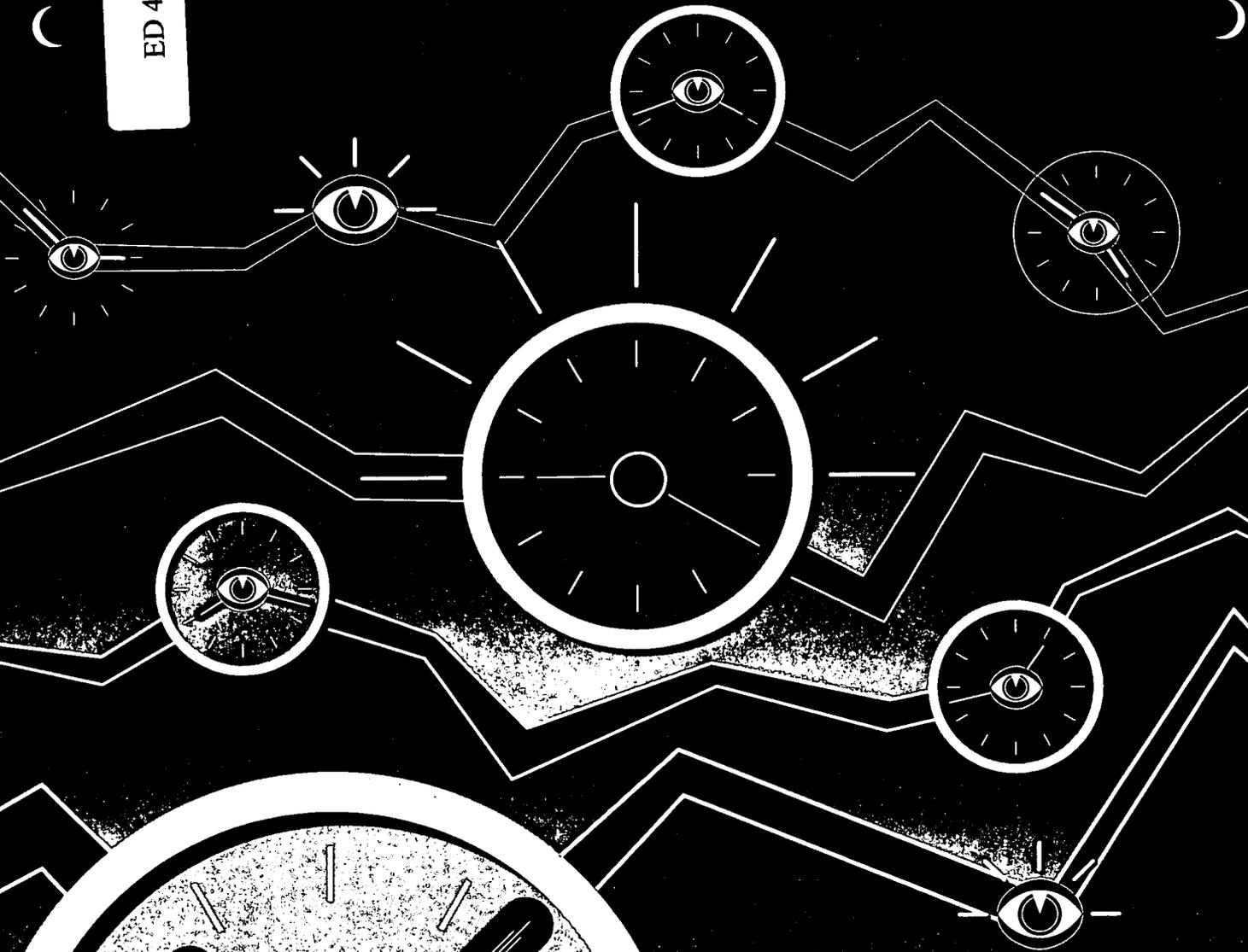
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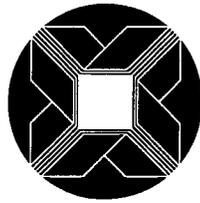
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ARL ANNUAL SALARY SURVEY 2000-2001



Compiled and Edited by

MARTHA KYRILLIDOU
KAREN WETZEL

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21 Dupont Circle, NW, Suite 800
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Custom reports based on the *Salary Survey* data are also available. Contact the ARL Statistics and Measurement Program Officer for further information.

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

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

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INTRODUCTION

INTRODUCTION

The *ARL Annual Salary Survey 2000-2001* reports salary data for all professional staff working in ARL libraries. The Association of Research Libraries (ARL) represents the interests of 122 libraries that serve major North American research institutions.¹ 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 8,882 professional staff members were reported this year for the 112 ARL university libraries, including their law and medical libraries (811 staff members reported by 68 medical libraries and 708 staff members reported by 72 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,731 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, reports data on medical libraries, and the seventh section, Tables 42-48, reports on law libraries, 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. All 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.

Most tables show Canadian salaries converted into U.S. dollar equivalents at the rate of 1.4719 Canadian dollars per U.S. dollar.² 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 Boston College became an ARL member in 2000. This year, its salary survey data are included in the publication for the first time.

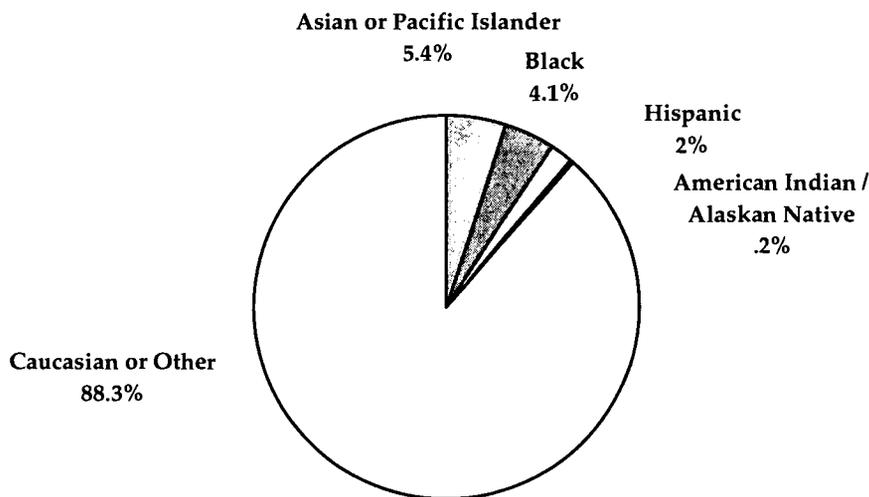
² This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 1999-June 2000.

RACE AND ETHNICITY

There were 952 minority professional staff reported in 98 U.S. ARL university libraries, including law and medical—59 more than last year, the largest increase in the number of minority professionals in recent years. 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, minority staff make up 11.7% of the professional staff in U.S. ARL university libraries (including law and medical). The number of minorities in managerial or administrative positions in the largest U.S. academic libraries is even lower: 5.1% are directors (5 out of 97), 7.5% are associate or assistant directors (27 out of 358), and 10.6% are branch librarians (51 out of 478). The overall racial/ethnic distribution of professional staff in U.S. ARL university libraries is: Caucasian/Other 88.3%, Asian/Pacific Islander 5.4%, Black 4.1%, Hispanic 2%, and American Indian/Alaskan Native .2% (see Graph 1). Recent race and ethnicity data from the American Library Association (ALA) on academic libraries 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 ARL U.S. university libraries have a lower proportion of Hispanics (.1% less) but more Asian/Pacific Islanders (.4% more) compared to last year.

Graph 1
Ethnicity/Race of Professional Staff in
U.S. ARL University Libraries, 2000-01



Minority professional staff in U.S. ARL university libraries continues to be disproportionately distributed across the country. In Figure 1, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been

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>.

relatively stable for the entire history of ARL's data-collection experience. Minorities are underrepresented in the East South Central, West North Central, New England, Mountain, and East North Central regions (see Table 25 for a definition of the regions). Proportionately to other regions, there are more minorities in the Pacific, South Atlantic, West South Central, and Middle Atlantic areas.

Figure 1

MINORITY PROFESSIONALS BY REGION (U.S.)
IN ARL UNIVERSITY LIBRARIES, FY 2000-01

| Race/Ethnicity Category | New England | Middle Atlantic | E North Central | W North Central | South Atlantic | East S Central | West S Central | Mountain | Pacific | TOTAL | % |
|--------------------------------------|-------------|-----------------|-----------------|-----------------|----------------|----------------|----------------|----------|---------|---------|---------|
| Black | 35 | 48 | 52 | 26 | 99 | 17 | 30 | 6 | 24 | 337 | 35.40% |
| Hispanic | 17 | 24 | 16 | 5 | 32 | 1 | 29 | 19 | 22 | 165 | 17.33% |
| Asian | 54 | 76 | 66 | 13 | 59 | 3 | 36 | 17 | 112 | 436 | 45.80% |
| AI/AN ⁴ | | 2 | 6 | 1 | | | | 2 | 3 | 14 | 1.47% |
| Minority Total | 106 | 150 | 140 | 45 | 190 | 21 | 95 | 44 | 161 | 952 | 100.00% |
| Minority Percent | 11.13% | 15.76% | 14.71% | 4.73% | 19.96% | 2.21% | 9.98% | 4.62% | 16.91% | 100.00% | 11.71% |
| Nonminority Total | 1,026 | 1,094 | 1,274 | 475 | 1,155 | 310 | 610 | 411 | 820 | 7,175 | |
| Nonminority Percent | 14.30% | 15.25% | 17.76% | 6.62% | 16.10% | 4.32% | 8.50% | 5.73% | 11.43% | 100.00% | 88.29% |
| Regional Total staff | 13.93% | 15.31% | 17.40% | 6.40% | 16.55% | 4.07% | 8.67% | 5.60% | 12.07% | 100.00% | 100.00% |
| Proportional Minority Representation | -22.13% | 3.34% | -17.18% | -28.60% | 23.98% | -48.94% | 17.38% | -19.31% | 47.98% | | |

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, through such venues as its online publication, *Leading Ideas*.⁵

Women comprise 69.64% of staff in the four racial/ethnic groups that comprise minority staff, as compared to 63.68% of Caucasian/Other staff in all U.S. ARL university libraries. The overall gender balance in the 112 Canadian and U.S. university libraries (including law and

⁴ American Indian/Alaskan Native.

⁵ For more information on the ARL Diversity Program see <<http://www.arl.org/diversity/>>. *Leading Ideas* is available at <<http://www.arl.org/diversity/leading/index.html>>.

medical) is 35.62% male and 64.38% 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 2000-2001**

United States

| | Men | | Women | | Total |
|-----------------------|-----------------|------------------|-----------------|------------------|-------|
| | Number of Staff | Percent of Total | Number of Staff | Percent of Total | |
| Main | 2,486 | 37.02% | 4,229 | 62.98% | 6,715 |
| Medical | 182 | 24.63% | 557 | 75.37% | 739 |
| Law | 227 | 33.73% | 446 | 66.27% | 673 |
| Minority ⁶ | 289 | 30.36% | 663 | 69.64% | 952 |
| Non-minority | 2,606 | 36.32% | 4,569 | 63.68% | 7,175 |
| All | 2,895 | 35.62% | 5,232 | 64.38% | 8,127 |

Canada

| | Men | | Women | | Total |
|---------|-----------------|------------------|-----------------|------------------|-------|
| | Number of Staff | Percent of Total | Number of Staff | Percent of Total | |
| Main | 225 | 34.72% | 423 | 65.28% | 648 |
| Medical | 13 | 18.06% | 59 | 81.94% | 72 |
| Law | 14 | 40.00% | 21 | 60.00% | 35 |
| All | 252 | 33.38% | 503 | 66.62% | 755 |

United States and Canada (Combined)

| | Men | | Women | | Total |
|---------|-----------------|------------------|-----------------|------------------|-------|
| | Number of Staff | Percent of Total | Number of Staff | Percent of Total | |
| Main | 2,711 | 36.82% | 4,652 | 63.18% | 7,363 |
| Medical | 195 | 24.04% | 616 | 75.96% | 811 |
| Law | 241 | 34.04% | 467 | 65.96% | 708 |
| All | 3,147 | 35.43% | 5,735 | 64.57% | 8,882 |

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. For the fifth consecutive year, the average salary for female directors in university libraries is slightly higher than the average salary for male directors (see Table 17). In addition, the number of women in the top administrative library position (for instance, 51 women directors out of 111 total directorships were reported this year) continues to grow.

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. For only 12 categories of the 27 used in the tables do average salaries of women exceed those of men. Moreover, the overall salary for women is still only 93.9% that of men for the 112 ARL university libraries (93% for 98 ARL university libraries reporting data throughout the salary survey history). Table

⁶ Includes staff in medical and law libraries.

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. Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in every one of the experience cohorts, a pattern that is also repeated for minority librarians: the average salary for minority men is higher than that for minority women in nine of the ten experience cohorts (see Table 30).

Looking at the salaries over a longer period of time and holding constant the number of libraries over a 20-year period (Figure 3), we can see that, though the earnings gap lessens with each period and across different job categories, the process is very slow. Women earned more than men in two job categories (Head of Documents and Circulation) in 1980-81; in 1990-91 women earned more than men in three job categories (Director, Head of Serials, and Head of Documents); and most recently women earned more than men in seven job categories (Director, Head of Reference, Head of Documents, Head of Circulation, Head of Computer Systems, Technical Services, and Cataloger). Overall, women earned the equivalent of 87% of men's salaries in 1980-81, 90% in 1990-91, and 93% in 2000-01.

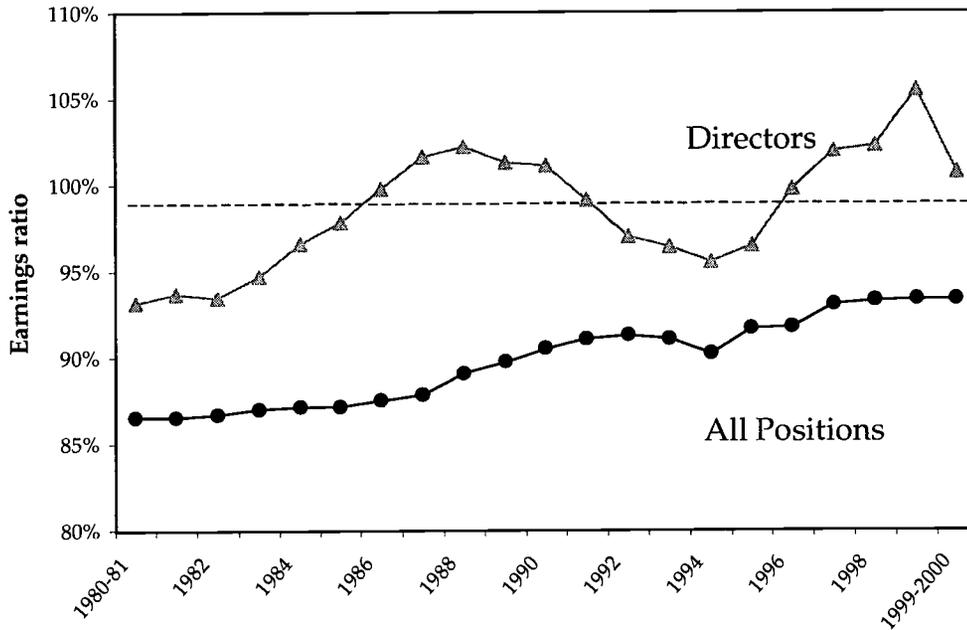
Figure 3

SALARY DIFFERENTIALS FOR MEN AND WOMEN FROM 1980-81 TO 2000-01
(reporting data for 98 ARL university libraries)

| Job Category | 1980-81 | | | 1990-91 | | | 2000-01 | | |
|------------------------|-----------------|-----------------|-------------------------------|-----------------|-----------------|-------------------------------|-----------------|-----------------|-------------------------------|
| | Women | Men | Female-to-Male Earnings Ratio | Women | Men | Female-to-Male Earnings Ratio | Women | Men | Female-to-Male Earnings Ratio |
| | Mean | Mean | | Mean | Mean | | Mean | Mean | |
| Director | \$44,872 | \$48,158 | 93% | \$95,239 | \$94,196 | 101% | \$136,422 | \$135,495 | 101% |
| Associate Director | 34,492 | 37,092 | 93% | 58,761 | 62,882 | 93% | 83,283 | 86,360 | 96% |
| Assistant Director | 28,975 | 31,776 | 91% | 53,517 | 56,041 | 95% | 73,105 | 77,178 | 95% |
| Head, Medical | 33,941 | 36,752 | 92% | 69,632 | 71,077 | 98% | 97,472 | 105,847 | 92% |
| Head, Law | 36,839 | 40,248 | 92% | 76,107 | 85,642 | 89% | 111,825 | 124,969 | 89% |
| Head, Branch | 22,679 | 24,968 | 91% | 41,444 | 45,412 | 91% | 57,471 | 63,542 | 90% |
| Functional Specialist | 20,218 | 22,274 | 91% | 35,574 | 35,659 | 100% | 47,630 | 47,879 | 99% |
| Subject Specialist | 21,083 | 21,911 | 96% | 37,445 | 40,206 | 93% | 50,645 | 54,134 | 94% |
| Head, Acquisitions | N/A | N/A | N/A | 40,485 | 42,413 | 95% | 53,954 | 56,793 | 95% |
| Head, Reference | 22,966 | 24,257 | 95% | 41,546 | 42,655 | 97% | 58,463 | 56,981 | 103% |
| Head, Cataloging | 23,659 | 24,315 | 97% | 40,256 | 43,226 | 93% | 55,193 | 56,911 | 97% |
| Head, Serials | 21,557 | 21,768 | 99% | 40,437 | 39,565 | 102% | 49,427 | 56,438 | 88% |
| Head, Documents | 21,830 | 21,293 | 103% | 40,985 | 37,850 | 108% | 52,760 | 52,510 | 100% |
| Head, Circulation | 20,942 | 20,731 | 101% | 35,649 | 37,291 | 96% | 51,659 | 45,780 | 113% |
| Head, Rare books | 22,043 | 27,138 | 81% | 41,729 | 48,842 | 85% | 57,561 | 67,860 | 85% |
| Head, Computer Systems | N/A | N/A | N/A | 45,571 | 46,266 | 98% | 63,623 | 63,170 | 101% |
| Head, Other | 21,725 | 23,988 | 91% | 39,542 | 43,519 | 91% | 55,120 | 57,842 | 95% |
| Public services | 18,017 | 18,959 | 95% | 32,750 | 34,600 | 95% | 43,099 | 43,716 | 99% |
| Technical services | 18,169 | 18,693 | 97% | 34,190 | 34,804 | 98% | 46,695 | 45,214 | 103% |
| Administration | 20,249 | 21,148 | 96% | 36,833 | 38,370 | 96% | 46,982 | 62,134 | 76% |
| Reference librarian | N/A | N/A | N/A | 33,258 | 33,808 | 98% | 44,181 | 44,976 | 98% |
| Cataloger | N/A | N/A | N/A | 33,211 | 33,637 | 99% | 46,331 | 45,215 | 102% |
| TOTAL | \$20,338 | \$23,515 | 87% | \$38,024 | \$42,089 | 90% | \$52,361 | \$56,245 | 93% |

Graph 2 shows the annual female-to-male earnings ratio since 1980-81. Female directors have closed the earnings gap, but women overall are still being paid less than men. The gender gap in salaries is closing slowly in ARL libraries.

Graph 2
FEMALE-TO-MALE EARNINGS RATIOS
1980-81 to FY2001



There is also 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.⁷ A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. The scarcity of men in the profession has been well documented in many studies—the largest percentage of men employed in ARL libraries was 38.2% in 1980-81; since then men have consistently represented about 35% of the professional staff in ARL libraries.

⁷ 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.

INSTITUTIONAL CHARACTERISTICS AND SALARIES

A. PUBLIC AND PRIVATE INSTITUTIONS

Salaries in private U.S. ARL university libraries continue to exceed those paid in publicly supported U.S. university libraries. In FY 2000-01, the differential has slightly increased from last year to \$2,481, or 4.5%, more for the average position in a private institution. In some cases—Heads of Reference, Serials, Documents/Maps, Circulation, and Rare Books/Manuscripts; Reference Librarians with over 14 years of experience; and Cataloging and Other Librarians with 10 to 14 years of experience—average salaries in the public sector exceed those paid for similar positions in private university libraries (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 has declined since 1995-96, indicating a general trend towards downsizing in the largest cohort of libraries.⁸ For the second time, the second largest cohort of libraries, with staff levels between 75 and 110, has the highest average salary, \$55,420, compared to \$54,579 for the largest cohort (staff over 110). Libraries with staff of 50-74 professionals paid an average salary of \$51,756 and those with staff between 24 and 49 paid \$50,761. The difference in salaries between the highest paying cohort and the lowest paying cohort is \$4,659, a greater difference compared to last year's difference of \$4,060 (see Table 23).

C. GEOGRAPHIC AREA

The highest salaries are found in the Pacific area (see Table 25), followed by New England and the Middle Atlantic. All three areas have overall average salaries higher than \$55,000, with the Pacific area averaging as high as \$61,673. Canadian salaries are the lowest; Canada's currency has had a declining purchasing power against the U.S. dollar since the early '90s (Table 4). Within the U.S., salaries in the East South Central region are the lowest, followed by the West South Central, the West North Central, and the South Atlantic areas.

D. RANK STRUCTURE

Rank structure continues to provide a useful framework for examining professional salaries in ARL university libraries. The following table (Figure 4) 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 nonlibrarians included in the survey (business officers, personnel staff, computer specialists, etc.) to be unranked, as well.

The pattern of relationships between rank and salary seen in past years continues, where higher rank is associated with higher average years of experience and a higher salary. Over 60% (5,356 professionals) of the 8,894 librarians in ARL university member libraries occupy a rank

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

within these three most commonly found ranking systems. And the largest number of librarians (3,246, or 36.5%) 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 2000-01**

| | Three-Step | | Four-Step | | Five-Step | |
|---------------------|------------|------------|-----------|------------|-----------|------------|
| | Salary | Experience | Salary | Experience | Salary | Experience |
| Librarian 1 | \$39,946 | 9.1 | \$37,047 | 5.8 | \$39,621 | 7.0 |
| Librarian 2 | 48,480 | 17.3 | 44,145 | 12.1 | 44,292 | 13.3 |
| Librarian 3 | 64,155 | 22.8 | 52,116 | 19.5 | 48,530 | 18.4 |
| Librarian 4 | | | 64,646 | 24.2 | 61,189 | 21.4 |
| Librarian 5 | | | | | 68,194 | 25.9 |
| No. of Staff | 1,359 | | 3,246 | | 751 | |

INFLATION EFFECT

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

The median salary for all ARL libraries was \$49,068 in 2000-01; for only U.S. ARL libraries it was \$49,753; and for Canadian ARL libraries it was \$43,394 (converted at the rate of 1.4719 Canadian to U.S. dollars⁹), or a median of \$63,873 Canadian dollars.

Table 6 reveals that the median salary for nonuniversity staff has increased about 4.2% in the last year. The median salary for combined U.S. and Canadian salaries increased 3.3% (Table 2); for U.S. salaries 3.5% (Table 3), and for Canadian salaries denominated in Canadian dollars 2.3% (Table 4). At the same time, the U.S. Consumer Price Index increased 3.7% in the last year and the Canadian Consumer Price Index increased 3.0%. Only nonuniversity salaries increased at a rate higher than the rate of inflation.

Further, although salary increases indicate a 15.3% increase in the purchasing power of the median U.S. salary in university libraries and a 11.7% increase in the purchasing power of the median nonuniversity salary since 1984-85, most of these increases took place in the early 1990s and have not been maintained.

Beginning salaries have increased faster than overall salary gains, however, growing 19.8% and 16.5% for university and nonuniversity salaries, respectively. The median beginning salary in ARL university libraries is \$32,879 (a 5.4% increase from last year); in ARL nonuniversity research libraries it is \$31,774 (a 2.9% increase).

⁹ This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 1999-June 2000 and is used in converting 2000-01 figures that are collected as of July 2000.

Libraries are facing serious human resources issues as the need to hire professionals with advanced technological skills and the demand for these skills is pushing salaries up while libraries seem unable to adjust their salary structures beyond accounting for inflation. As people are hired with higher beginning salaries, the inability to adjust the overall salary structure to achieve some equity for the experienced staff members is another factor that contributes to slow salary growth. This, combined with other evidence from the *ARL Statistics*, shows libraries' proportion of materials and operating expenditures increasing faster than salaries, providing a future picture of libraries with fewer staff members, who are in turn being paid salaries that are fighting to keep up with inflation.

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

Martha Kyrillidou
Karen Wetzel
Association of Research Libraries
14 February 2001

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

Tables 1-4

TABLE 1: DISTRIBUTION BY SALARY LEVEL*

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range. For example, in FY 2000-01, 53.4% of all ARL university librarians earned more than \$48,000, as did 75.7% of all ARL nonuniversity librarians.

| Salary Range | <u>University Librarians</u> | | | | <u>Nonuniversity Librarians</u> | | | |
|------------------------|------------------------------|-----------|-----------------|-----------|---------------------------------|-----------|-----------------|-----------|
| | FY 1999- 2000 | cum. % | FY 2000-01 | cum. % | FY 1999- 2000 | cum. % | FY 2000-01 | cum. % |
| More than \$200,000 | 2 | 0.0 | 7 | 0.1 | | | 1 | 0.0 |
| 175,000 - 199,999 | 5 | 0.1 | 12 | 0.2 | | | 0 | 0.0 |
| 150,000 - 174,999 | 32 | 0.5 | 34 | 0.6 | 1 | 0.0 | 1 | 0.1 |
| 140,000 - 149,999 | 22 | 0.7 | 27 | 0.9 | | | 3 | 0.1 |
| 130,000 - 139,999 | 19 | 0.9 | 25 | 1.2 | 5 | 0.2 | 78 | 2.2 |
| 120,000 - 129,999 | 41 | 1.4 | 51 | 1.8 | 81 | 2.3 | 14 | 2.6 |
| 110,000 - 119,999 | 41 | 1.9 | 38 | 2.2 | 17 | 2.8 | 132 | 6.1 |
| 100,000 - 109,999 | 60 | 2.6 | 75 | 3.0 | 165 | 7.2 | 126 | 9.5 |
| 95,000 -99,999 | 41 | 3.1 | 40 | 3.5 | 81 | 9.4 | 67 | 11.3 |
| 90,000 -94,999 | 61 | 3.8 | 97 | 4.6 | 74 | 11.3 | 166 | 15.8 |
| 85,000 -89,999 | 96 | 4.9 | 98 | 5.7 | 158 | 15.6 | 120 | 19.0 |
| 80,000 -84,999 | 108 | 6.1 | 139 | 7.2 | 142 | 19.4 | 80 | 21.1 |
| 75,000 -79,999 | 172 | 8.1 | 240 | 9.9 | 190 | 24.5 | 264 | 28.2 |
| 70,000 -74,999 | 256 | 11.1 | 266 | 12.9 | 132 | 28.0 | 174 | 32.9 |
| 65,000 -69,999 | 460 | 16.5 | 552 | 19.2 | 227 | 34.1 | 372 | 42.8 |
| 60,000 -64,999 | 524 | 22.6 | 637 | 26.3 | 533 | 48.3 | 394 | 53.4 |
| 55,000 -59,999 | 733 | 31.1 | 796 | 35.3 | 440 | 60.1 | 416 | 64.5 |
| 50,000 -54,999 | 966 | 42.3 | 1080 | 47.4 | 363 | 69.8 | 296 | 72.5 |
| 48,000 -49,999 | 491 | 48.1 | 527 | 53.4 | 126 | 73.2 | 122 | 75.7 |
| 46,000 -47,999 | 527 | 54.2 | 562 | 59.7 | 189 | 78.2 | 152 | 79.8 |
| 44,000 -45,999 | 544 | 60.5 | 563 | 66.0 | 77 | 80.3 | 120 | 83.0 |
| 42,000 -43,999 | 576 | 67.2 | 520 | 71.9 | 157 | 84.5 | 134 | 86.6 |
| 40,000 -41,999 | 542 | 73.5 | 549 | 78.1 | 98 | 87.1 | 105 | 89.4 |
| 38,000 -39,999 | 528 | 79.7 | 540 | 84.2 | 113 | 90.2 | 50 | 90.8 |
| 36,000 -37,999 | 494 | 85.4 | 451 | 89.2 | 152 | 94.2 | 73 | 92.7 |
| 34,000 -35,999 | 462 | 90.8 | 362 | 93.3 | 55 | 95.7 | 68 | 94.6 |
| 32,000 -33,999 | 348 | 94.8 | 247 | 96.1 | 69 | 97.5 | 118 | 97.7 |
| 30,000 -31,999 | 216 | 97.3 | 172 | 98.0 | 54 | 99.0 | 58 | 99.3 |
| 29,000 -29,999 | 64 | 98.1 | 44 | 98.5 | 5 | 99.1 | 10 | 99.5 |
| 28,000 -28,999 | 52 | 98.7 | 39 | 99.0 | 3 | 99.2 | 7 | 99.7 |
| 27,000 -27,999 | 38 | 99.1 | 27 | 99.3 | 9 | 99.4 | 6 | 99.9 |
| 26,000 -26,999 | 27 | 99.5 | 19 | 99.5 | 5 | 99.6 | 0 | 99.9 |
| 25,000 -25,999 | 22 | 99.7 | 17 | 99.7 | 12 | 99.9 | 3 | 100.0 |
| 24,000 -24,999 | 18 | 99.9 | 11 | 99.8 | 1 | 99.9 | 1 | 100.0 |
| 23,000 -23,999 | 2 | 99.9 | 10 | 99.9 | | | | |
| 22,000 -22,999 | 1 | 100.0 | 3 | 99.9 | 3 | 100.0 | | |
| 21,000 -21,999 | 2 | 100.0 | | | | | | |
| Less than 21,000 | 2 | 100.0 | 5 | 100.0 | | | | |
| Total Positions | 8,595 | | 8,882 | | 3,737 | | 3,731 | |
| Median Salary | \$47,377 | | \$49,068 | | \$59,916 | | \$62,521 | |

* 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 |
|-------------|--------------|-------------|----------------------------|-------------------------|---------------------|------------------------|------------|--------------|
| 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 | 156.9 |
| 1997-98 | 110 | 8,414 | 44,534 | 28,500 | 170.5 | 172.6 | 160.5 | 154.3 |
| 1996-97 | 109 | 8,325 | 43,170 | 27,687 | 165.3 | 167.7 | 157.0 | 151.0 |
| 1995-96 | 108 | 8,231 | 41,901 | 27,000 | 160.5 | 163.6 | 152.5 | 146.7 |
| 1994-95 | 108 | 8,216 | 41,088 | 26,000 | 157.4 | 157.6 | 148.4 | 142.8 |
| 1993-94 | 108 | 8,132 | 40,225 | 25,834 | 154.1 | 156.6 | 144.4 | 139.0 |
| 1992-93 | 108 | 8,212 | 39,265 | 25,000 | 150.4 | 151.5 | 140.2 | 134.9 |
| 1991-92 | 107 | 8,256 | 38,537 | 24,000 | 147.7 | 145.5 | 136.2 | 131.1 |
| 1990-91 | 107 | 8,382 | 36,701 | 23,800 | 140.6 | 144.2 | 130.7 | 125.8 |
| 1989-90 | 107 | 8,253 | 34,629 | 22,000 | 132.7 | 133.3 | 124.0 | 119.3 |
| 1988-89 | 107 | 8,087 | 32,461 | 20,400 | 124.4 | 123.6 | 118.3 | 113.9 |
| 1987-88 | 106 | 7,962 | 30,534 | 19,460 | 117.0 | 117.9 | 113.6 | 109.3 |
| 1986-87 | 105 | 7,718 | 28,941 | 18,250 | 110.9 | 110.6 | 109.6 | 105.5 |
| 1985-86 | 105 | 7,543 | 27,485 | 17,500 | 105.3 | 106.1 | 107.6 | 103.6 |
| 1984-85 | 104 | 7,161 | 26,100 | 16,500 | 100.0 | 100.0 | 103.9 | 100.0 |

* Canadian salaries expressed in U.S. dollars.

[†] Includes medical and law libraries.

[‡] Beginning professional salary.

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

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

| Fiscal Year | No. of Libs. | Total Staff | Median Salary | Median Salary Change | Median Salary Index | Actual CPI | Adjusted CPI | CPI Change |
|-------------|--------------|-------------|---------------|----------------------|---------------------|------------|--------------|------------|
| 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 17 August 2000 edition of *The Daily*, a Statistics Canada publication, at <<http://www.statcan.ca/Daily/English/000817/d000817a.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 |
|-------------|--------------|-------------|---------------------------------------|-----------------------------------|---------------|--------------------------|----------------------|---------------------|
| 2000-01 | 13 | 755 | \$43,394 | 5.0% | 1.4719 | Can \$ 63,873 | 2.4% | 3.0% |
| 1999-2000 | 13 | 737 | 41,316 | -3.8 | 1.5103 | 62,400 | 2.4 | 1.8 |
| 1998-99 | 13 | 729 | 42,963 | -2.7 | 1.4177 | 60,909 | 0.9 | 1.0 |
| 1997-98 | 13 | 732 | 44,167 | 1.4 | 1.3663 | 60,346 | 1.7 | 1.8 |
| 1996-97 | 13 | 764 | 43,569 | 0.9 | 1.3613 | 59,310 | -0.4 | 1.2 |
| 1995-96 | 13 | 796 | 43,173 | -1.7 | 1.3794 | 59,554 | 1.3 | 2.5 |
| 1994-95 | 13 | 815 | 43,919 | -6.0 | 1.3381 | 58,768 | 0.7 | 0.2 |
| 1993-94 | 13 | 816 | 46,744 | -4.3 | 1.2488 | 58,374 | 2.9 | 1.6 |
| 1992-93 | 13 | 837 | 48,820 | 2.7 | 1.1623 | 56,744 | 3.4 | 1.3 |
| 1991-92 | 13 | 847 | 47,519 | 5.5 | 1.1547 | 54,870 | 3.6 | 5.8 |
| 1990-91 | 13 | 839 | 45,023 | 15.1 | 1.1759 | 52,942 | 12.5 | 4.2 |
| 1989-90 | 13 | 853 | 39,117 | 12.3 | 1.2026 | 47,042 | 5.3 | 5.4 |
| 1988-89 | 13 | 837 | 34,826 | 11.7 | 1.2826 | 44,668 | 5.3 | 3.8 |
| 1987-88 | 13 | 817 | 31,178 | 10.9 | 1.3602 | 42,408 | 9.1 | 4.7 |
| 1986-87 | 13 | 831 | 28,123 | -1.9 | 1.3817 | 38,858 | 1.2 | 4.2 |
| 1985-86 | 13 | 829 | 28,666 | 1.1 | 1.3388 | 38,378 | 7.9 | 3.8 |
| 1984-85 | 12 | 705 | 28,346 | -0.8 | 1.2548 | 35,569 | 0.8 | 4.2 |
| Average | | | | 2.7% | | | 3.6% | 3.0 |

* 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 1999-2000 | FY 2000-01 | FY 1999-2000 | FY 2000-01 |
| Boston Public Library | 206 | \$50,166 | \$49,151 | \$25,421 | \$24,507 |
| Canada Institute for Scientific and Technical Information * † | 144 | 34,761 | 38,112 | 18,337 | 27,238 |
| Center for Research Libraries | 24 | 44,000 | 42,000 | 30,305 | 30,305 |
| Library of Congress † | 2,575 | 63,436 | 66,564 | 33,650 | 35,310 |
| National Agricultural Library † | 107 | 55,303 | 58,031 | 33,650 | 35,310 |
| National Library of Canada * | 156 | 33,656 | 35,525 | 25,051 | 28,381 |
| National Library of Medicine | 169 | 58,556 | 63,151 | 33,650 | 35,310 |
| New York Public Library † | 231 | 42,250 | 41,451 | 31,296 | 31,296 |
| New York State Library | 68 | 47,086 | 49,953 | 30,401 | 32,252 |
| Smithsonian Library | 51 | 56,929 | 56,929 | 34,772 | 34,772 |

* 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.

| Fiscal Year | No. of Libs. | Total Staff | Median Salary* | BPS [†] Median | Median Salary Index | BPS [†] Index | Actual CPI | Adjusted CPI |
|-------------|--------------|-------------|----------------|-------------------------|---------------------|------------------------|------------|--------------|
| 2000-01 | 10 | 3,731 | \$62,521 | \$31,774 | 184.5 | 192.5 | 171.7 | 165.1 |
| 1999-2000 | 10 | 3,737 | 59,916 | 30,849 | 176.8 | 186.9 | 166.7 | 160.3 |
| 1998-99 | 11 | 3,819 | 56,000 | 29,877 | 165.3 | 181.0 | 163.2 | 156.9 |
| 1997-98 | 11 | 3,779 | 55,055 | 28,724 | 162.5 | 174.0 | 160.5 | 154.3 |
| 1996-97 | 11 | 3,799 | 51,150 | 28,380 | 151.0 | 172.0 | 157.0 | 151.0 |
| 1995-96 | 11 | 3,915 | 49,149 | 28,162 | 145.1 | 170.7 | 152.5 | 146.7 |
| 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 2000-2001*

| Institution | Filled Pos. | | Average Salaries | | Median Salaries | | Beginning Salaries | | Average Yrs. Exp. |
|-----------------------------|-------------|----------|------------------|----------|-----------------|----------|--------------------|---------|-------------------|
| | FY 2001 | FY 2000 | FY 2001 | FY 2000 | FY 2001 | FY 2000 | FY 2001 | FY 2001 | |
| Alabama † | 49 | \$38,807 | \$41,431 | \$34,510 | \$39,300 | \$26,000 | \$30,000 | 13.5 | |
| Alberta †† | 51 | 42,650 | 46,279 | 42,300 | 46,041 | 23,521 | 25,101 | 18.9 | |
| Arizona | 60 | 49,080 | 50,378 | 46,556 | 47,258 | 35,460 | 38,789 | 15.3 | |
| Arizona State † | 65 | 48,829 | 48,635 | 49,219 | 48,009 | 30,000 | 36,000 | 17.1 | |
| Auburn † | 44 | 47,246 | 48,970 | 45,500 | 47,080 | 31,500 | 39,050 | 15.6 | |
| Boston University † | 50 | 44,798 | 45,710 | 42,521 | 42,581 | 30,600 | 25,560 | 18.0 | |
| Boston College † | 52 | § | 54,649 | § | 53,900 | § | 33,350 | 16.5 | |
| Brigham Young † | 80 | 50,917 | 53,789 | 48,943 | 51,739 | 32,000 | 32,000 | 20.3 | |
| British Columbia †† | 79 | 46,502 | 45,327 | 42,756 | 44,576 | 22,996 | 24,067 | 19.8 | |
| Brown † | 63 | 51,916 | 53,233 | 50,994 | 52,919 | 31,100 | 32,025 | 20.6 | |
| California, Berkeley † | 81 | 63,250 | 68,414 | 60,636 | 68,112 | 32,292 | 32,940 | 20.4 | |
| California, Davis † | 45 | 62,542 | 64,057 | 66,780 | 68,112 | 32,292 | 32,940 | 22.2 | |
| California Irvine † | 53 | 63,233 | 64,012 | 66,780 | 68,112 | 32,292 | 32,940 | 19.6 | |
| California, Los Angeles † | 98 | 62,733 | 65,174 | 66,780 | 68,112 | 32,292 | 32,940 | 20.7 | |
| California, Riverside † | 37 | 58,824 | 58,851 | 56,844 | 57,984 | 32,292 | 32,940 | 18.8 | |
| California, San Diego † | 65 | 60,363 | 62,118 | 58,008 | 61,848 | 32,292 | 32,940 | 18.1 | |
| California, Santa Barbara † | 47 | 58,822 | 63,487 | 56,844 | 61,848 | 32,292 | 32,940 | 17.5 | |
| Case Western Reserve † | 32 | 43,634 | 45,806 | 40,452 | 43,284 | 31,480 | 32,710 | 16.9 | |
| Chicago † | 69 | 53,991 | 55,925 | 49,808 | 51,120 | 33,475 | 38,000 | 15.3 | |
| Cincinnati † | 65 | 50,350 | 51,300 | 51,923 | 52,993 | 25,000 | 25,000 | 20.4 | |
| Colorado † | 40 | 51,259 | 54,251 | 49,425 | 54,162 | 31,500 | 33,000 | 19.5 | |
| Colorado State † | 41 | 50,968 | 52,567 | 48,665 | 51,000 | 36,000 | 36,000 | 19.2 | |
| Columbia | 97 | 58,392 | 60,862 | 54,762 | 55,951 | 37,500 | 39,000 | 17.4 | |
| Connecticut † | 51 | 56,121 | 58,468 | 56,145 | 57,795 | 36,000 | 37,000 | 18.4 | |
| Cornell † | 115 | 50,044 | 53,598 | 47,256 | 49,035 | 30,500 | 32,500 | 17.0 | |
| Dartmouth † | 44 | 54,719 | 56,541 | 53,500 | 54,140 | 31,200 | 32,200 | 15.3 | |
| Delaware † | 56 | 50,944 | 53,351 | 51,059 | 53,172 | 32,000 | 34,000 | 14.1 | |
| Duke † | 88 | 49,117 | 51,384 | 46,050 | 48,300 | 32,800 | 32,800 | 15.6 | |
| Emory † | 61 | 51,214 | 53,584 | 48,325 | 49,825 | 30,000 | 30,000 | 17.1 | |
| Florida † | 77 | 43,881 | 45,450 | 40,953 | 42,082 | 30,000 | 32,000 | 20.4 | |
| Florida State | 39 | 42,645 | 44,944 | 40,200 | 42,635 | 27,000 | 27,000 | 23.1 | |
| George Washington † | 31 | 49,253 | 49,215 | 47,875 | 48,323 | 30,000 | 31,500 | 14.9 | |
| Georgetown † | 50 | 50,844 | 51,108 | 48,576 | 48,872 | 38,357 | 38,357 | 17.1 | |
| Georgia † | 71 | 47,838 | 49,036 | 45,583 | 45,764 | 29,500 | 30,000 | 16.2 | |
| Georgia Tech | 40 | 48,321 | 50,318 | 47,400 | 48,600 | 31,000 | 34,000 | 16.5 | |
| Guelph † | 26 | 41,555 | 43,918 | 41,274 | 45,150 | 24,315 | 25,223 | 20.0 | |
| Harvard † | 394 | 55,899 | 56,732 | 51,993 | 52,611 | 35,200 | 36,300 | 13.7 | |
| Hawaii | 52 | 51,453 | 49,789 | 51,264 | 49,296 | 33,312 | 33,312 | 16.5 | |
| Houston † | 40 | 43,318 | 43,775 | 41,129 | 41,129 | 30,000 | 31,000 | 15.1 | |
| Howard | 31 | 46,786 | 48,442 | 44,226 | 46,664 | 36,865 | 35,049 | 22.4 | |
| Illinois, Chicago † | 53 | 47,187 | 47,671 | 45,150 | 44,165 | 31,500 | 33,000 | 13.7 | |
| Illinois, Urbana | 113 | 49,942 | 52,781 | 47,470 | 49,542 | 33,000 | 35,000 | 16.8 | |
| Indiana † | 84 | 51,449 | 53,415 | 48,785 | 50,369 | 31,862 | 32,818 | 18.2 | |
| Iowa | 58 | 54,219 | 54,807 | 52,207 | 51,500 | 30,000 | 30,000 | 19.9 | |
| Iowa State † | 40 | 50,243 | 49,052 | 47,093 | 46,834 | 31,000 | 32,000 | 16.7 | |
| Johns Hopkins † | 59 | 50,169 | 53,953 | 48,283 | 50,900 | 34,805 | 39,500 | 14.4 | |
| Kansas † | 78 | 43,963 | 46,280 | 42,311 | 44,193 | 30,000 | 32,000 | 15.7 | |
| Kent State | 49 | 51,008 | 51,493 | 47,500 | 46,759 | 40,333 | 40,333 | 14.0 | |
| Kentucky † | 69 | 44,858 | 46,050 | 42,552 | 43,637 | 30,000 | 32,000 | 16.1 | |
| Laval † | 57 | 39,376 | 43,353 | 39,067 | 43,150 | 22,307 | 26,984 | 23.5 | |
| Louisiana State † | 56 | 38,016 | 37,814 | 35,300 | 35,300 | 29,000 | 30,000 | 12.2 | |
| McGill †† | 53 | 41,287 | 42,935 | 41,081 | 43,609 | 22,512 | 23,099 | 20.5 | |
| McMaster †† | 23 | 40,070 | 41,861 | 39,918 | 40,808 | 22,550 | 23,544 | 20.0 | |
| Manitoba †† | 39 | 39,365 | 42,288 | 40,917 | 43,807 | 21,442 | 22,441 | 22.0 | |
| Maryland | 100 | 48,895 | 48,895 | 47,087 | 47,087 | 31,762 | 33,033 | 17.5 | |
| Massachusetts † | 61 | 53,417 | 57,199 | 53,744 | 58,258 | 33,000 | 33,000 | 18.1 | |

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

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 § Not a member during this year.

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
ARL UNIVERSITY LIBRARIES, FY 2000-2001*

| Institution | Filled Pos. | Average Salaries | | Median Salaries | | Beginning Salaries | | Average Yrs. Exp. |
|--------------------------|-------------|------------------|----------|-----------------|----------|--------------------|----------|-------------------|
| | FY 2001 | FY 2000 | FY 2001 | FY 2000 | FY 2001 | FY 2000 | FY 2001 | FY 2001 |
| MIT | 86 | \$50,052 | \$54,846 | \$46,900 | \$50,700 | \$32,000 | \$36,000 | 14.3 |
| Miami † | 35 | 45,962 | 48,752 | 45,067 | 47,466 | 29,500 | 30,000 | 19.8 |
| Michigan † | 105 | 51,543 | 53,921 | 46,342 | 48,248 | 32,000 | 33,500 | 16.4 |
| Michigan State | 65 | 44,933 | 50,820 | 42,000 | 48,800 | 33,000 | 35,000 | 15.5 |
| Minnesota | 100 | 49,728 | 51,952 | 47,677 | 49,031 | 32,000 | 33,000 | 20.4 |
| Missouri † | 32 | 44,547 | 46,388 | 41,192 | 42,825 | 27,500 | 29,200 | 18.8 |
| Nebraska † | 39 | 47,440 | 49,138 | 45,929 | 45,659 | 31,000 | 32,000 | 16.6 |
| New Mexico † | 35 | 57,474 | 59,542 | 55,677 | 59,089 | 40,000 | 41,400 | 20.1 |
| New York University † | 61 | 56,781 | 57,780 | 51,035 | 50,965 | 38,000 | 39,000 | 15.4 |
| North Carolina | 86 | 44,869 | 48,631 | 42,050 | 46,000 | 30,000 | 33,000 | 17.6 |
| North Carolina State † | 76 | 49,765 | 52,826 | 46,575 | 47,355 | 31,500 | 33,500 | 12.2 |
| Northwestern | 81 | 50,290 | 51,915 | 47,569 | 49,005 | 29,200 | 30,000 | 14.2 |
| Notre Dame † | 48 | 49,895 | 51,677 | 48,720 | 49,526 | 34,000 | 34,000 | 15.9 |
| Ohio University † | 48 | 47,404 | 48,530 | 45,746 | 47,334 | 29,500 | 33,000 | 18.1 |
| Ohio State † | 102 | 48,068 | 49,952 | 45,538 | 46,356 | 30,000 | 35,000 | 16.4 |
| Oklahoma † | 29 | 45,965 | 45,672 | 38,345 | 40,311 | 34,000 | 36,000 | 13.6 |
| Oklahoma State † | 51 | 42,455 | 42,899 | 38,820 | 39,960 | 31,500 | 31,500 | 14.2 |
| Oregon † | 45 | 43,681 | 48,187 | 41,008 | 43,382 | 28,000 | 30,000 | 14.4 |
| Pennsylvania | 75 | 49,243 | 50,303 | 45,325 | 47,054 | 34,000 | 34,000 | 17.0 |
| Pennsylvania State † | 108 | 49,771 | 52,685 | 48,378 | 50,160 | 33,500 | 34,000 | 16.4 |
| Pittsburgh † | 64 | 44,513 | 45,179 | 40,286 | 40,350 | 30,000 | 30,000 | 12.3 |
| Princeton † | 98 | 57,144 | 58,102 | 53,600 | 53,000 | 32,600 | 34,000 | 18.9 |
| Purdue † | 51 | 48,425 | 49,751 | 46,090 | 46,540 | 28,000 | 29,000 | 17.6 |
| Queen's †† | 35 | 37,886 | 41,118 | 36,643 | 40,673 | 21,188 | 23,415 | 19.4 |
| Rice † | 123 | 47,140 | 54,928 | 43,325 | 51,709 | 31,326 | 31,907 | 9.7 |
| Rochester † | 63 | 42,095 | 43,922 | 38,028 | 40,014 | 32,000 | 32,000 | 13.9 |
| Rutgers † | 93 | 63,407 | 66,454 | 67,447 | 70,721 | 34,306 | 35,302 | 18.9 |
| Saskatchewan † | 26 | 43,344 | 45,164 | 46,294 | 44,511 | 20,589 | 21,676 | 19.8 |
| South Carolina † | 57 | 45,788 | 46,830 | 42,812 | 43,502 | 26,000 | 26,000 | 16.3 |
| Southern California † | 84 | 57,038 | 58,511 | 51,706 | 51,145 | 32,500 | 40,000 | 18.5 |
| Southern Illinois | 36 | 48,634 | 49,552 | 43,632 | 43,492 | 35,000 | 36,000 | 15.8 |
| Stanford | 0 | 63,727 | 67,221 | 57,177 | 61,060 | 38,000 | 41,200 | N/A |
| SUNY Albany † | 52 | 45,900 | 48,865 | 44,284 | 45,689 | 33,000 | 35,526 | 17.1 |
| SUNY Buffalo † | 75 | 47,744 | 51,877 | 46,378 | 51,542 | 30,000 | 33,000 | 15.4 |
| SUNY Stony Brook | 30 | 56,802 | 55,132 | 55,584 | 51,863 | 32,000 | 34,500 | 19.3 |
| Syracuse † | 42 | 44,436 | 48,709 | 43,276 | 46,338 | 30,000 | 33,000 | 20.3 |
| Temple | 36 | 49,187 | 50,745 | 45,228 | 46,472 | 30,000 | 31,000 | 19.1 |
| Tennessee † | 38 | 48,977 | 52,831 | 46,531 | 49,382 | 30,000 | 30,000 | 17.8 |
| Texas † | 116 | 49,588 | 50,888 | 45,750 | 47,216 | 32,000 | 32,000 | 18.2 |
| Texas A&M † | 85 | 43,732 | 45,474 | 41,298 | 42,486 | 31,000 | 33,500 | 13.6 |
| Texas Tech † | 48 | 40,024 | 40,549 | 37,616 | 38,000 | 29,328 | 29,916 | 11.5 |
| Toronto †† | 131 | 45,629 | 45,421 | 47,919 | 48,735 | 22,711 | 23,778 | 17.5 |
| Tulane | 34 | 45,345 | 45,232 | 43,946 | 43,725 | 31,500 | 33,000 | 17.2 |
| Utah † | 54 | 44,520 | 46,836 | 42,000 | 44,194 | 30,000 | 31,500 | 15.1 |
| Vanderbilt † | 58 | 43,601 | 45,498 | 39,560 | 41,500 | 28,000 | 30,000 | 16.2 |
| Virginia † | 65 | 52,335 | 52,058 | 48,150 | 47,517 | 30,000 | 31,000 | 17.8 |
| Virginia Tech | 34 | 47,014 | 51,617 | 44,200 | 47,893 | 30,000 | 32,500 | 19.1 |
| Washington † | 102 | 48,769 | 52,348 | 46,164 | 49,296 | 30,600 | 32,000 | 19.1 |
| Washington State † | 47 | 47,045 | 48,335 | 45,667 | 47,701 | 30,000 | 30,000 | 15.6 |
| Washington U.-St.Louis † | 48 | 44,371 | 45,559 | 40,528 | 41,870 | 27,800 | 28,000 | 16.7 |
| Waterloo †† | 38 | 38,708 | 41,251 | 38,294 | 40,965 | 23,469 | 24,321 | 19.1 |
| Wayne State † | 56 | 49,897 | 47,805 | 44,820 | 43,024 | 34,000 | 34,000 | 12.4 |
| Western Ontario †† | 41 | 37,436 | 36,704 | 37,572 | 37,030 | 27,266 | 27,977 | 16.4 |
| Wisconsin † | 142 | 47,773 | 54,367 | 46,175 | 51,102 | 30,636 | 33,906 | 16.9 |
| Yale | 152 | 53,017 | 56,488 | 51,528 | 54,112 | 35,700 | 37,100 | 18.1 |
| York †† | 49 | 44,584 | 48,705 | 42,661 | 47,689 | 26,376 | 27,064 | 17.3 |

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

† 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 § Not a member during this year.

**TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1999-2000***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|----------------------|----------|------|----------------------|----------|
| 1 | Kent State | \$40,333 | 56 | Brown | \$31,100 |
| 2 | New Mexico | 40,000 | 57 | Georgia Tech | 31,000 |
| 3 | Georgetown | 38,357 | 57 | Iowa State | 31,000 |
| 4 | New York | 38,000 | 57 | Nebraska | 31,000 |
| 4 | Stanford | 38,000 | 57 | Texas A&M | 31,000 |
| 6 | Columbia | 37,500 | 61 | Wisconsin | 30,636 |
| 7 | Howard | 36,865 | 62 | Boston | 30,600 |
| 8 | Colorado State | 36,000 | 62 | Washington | 30,600 |
| 8 | Connecticut | 36,000 | 64 | Cornell | 30,500 |
| 10 | Yale | 35,700 | 65 | Arizona State | 30,000 |
| 11 | Arizona | 35,460 | 65 | Emory | 30,000 |
| 12 | Harvard | 35,200 | 65 | Florida | 30,000 |
| 13 | Southern Illinois | 35,000 | 65 | George Washington | 30,000 |
| 14 | Johns Hopkins | 34,805 | 65 | Houston | 30,000 |
| 15 | Rutgers | 34,306 | 65 | Iowa | 30,000 |
| 16 | Notre Dame | 34,000 | 65 | Kansas | 30,000 |
| 16 | Oklahoma | 34,000 | 65 | Kentucky | 30,000 |
| 16 | Pennsylvania | 34,000 | 65 | North Carolina | 30,000 |
| 16 | Wayne State | 34,000 | 65 | Ohio State | 30,000 |
| 20 | Pennsylvania State | 33,500 | 65 | Pittsburgh | 30,000 |
| 21 | Chicago | 33,475 | 65 | SUNY Buffalo | 30,000 |
| 22 | Hawaii | 33,312 | 65 | Syracuse | 30,000 |
| 23 | Illinois, Urbana | 33,000 | 65 | Temple | 30,000 |
| 23 | Massachusetts | 33,000 | 65 | Tennessee | 30,000 |
| 23 | Michigan State | 33,000 | 65 | Utah | 30,000 |
| 23 | SUNY Albany | 33,000 | 65 | Virginia | 30,000 |
| 27 | Duke | 32,800 | 65 | Virginia Tech | 30,000 |
| 28 | Princeton | 32,600 | 65 | Washington State | 30,000 |
| 29 | Southern California | 32,500 | 84 | Georgia | 29,500 |
| 30 | Calif. Berkeley | 32,292 | 84 | Miami | 29,500 |
| 30 | Calif. Davis | 32,292 | 84 | Ohio | 29,500 |
| 30 | Calif. Irvine | 32,292 | 87 | Texas Tech | 29,328 |
| 30 | Calif. Los Angeles | 32,292 | 88 | Northwestern | 29,200 |
| 30 | Calif. Riverside | 32,292 | 89 | Louisiana State | 29,000 |
| 30 | Calif. San Diego | 32,292 | 90 | Oregon | 28,000 |
| 30 | Calif. Santa Barbara | 32,292 | 90 | Purdue | 28,000 |
| 37 | Brigham Young | 32,000 | 90 | Vanderbilt | 28,000 |
| 37 | Delaware | 32,000 | 93 | Washington-St. Louis | 27,800 |
| 37 | MIT | 32,000 | 94 | Missouri | 27,500 |
| 37 | Michigan | 32,000 | 95 | Western Ontario † | 27,266 |
| 37 | Minnesota | 32,000 | 96 | Florida State | 27,000 |
| 37 | Rochester | 32,000 | 97 | York † | 26,376 |
| 37 | SUNY Stony Brook | 32,000 | 98 | Alabama | 26,000 |
| 37 | Texas | 32,000 | 98 | South Carolina | 26,000 |
| 45 | Indiana | 31,862 | 100 | Cincinnati | 25,000 |
| 46 | Maryland | 31,762 | 101 | Guelph † | 24,315 |
| 47 | Auburn | 31,500 | 102 | Alberta † | 23,521 |
| 47 | Colorado | 31,500 | 103 | Waterloo † | 23,469 |
| 47 | Illinois, Chicago | 31,500 | 104 | British Columbia † | 22,996 |
| 47 | North Carolina State | 31,500 | 105 | Toronto † | 22,711 |
| 47 | Oklahoma State | 31,500 | 106 | McMaster † | 22,550 |
| 47 | Tulane | 31,500 | 107 | McGill † | 22,512 |
| 53 | Case Western Reserve | 31,480 | 108 | Laval † | 22,307 |
| 54 | Rice | 31,326 | 109 | Manitoba † | 21,442 |
| 55 | Dartmouth | 31,200 | 110 | Queen's † | 21,188 |
| | | | 111 | Saskatchewan † | 20,589 |

* Reprinted from *ARL Annual Salary Survey 1999-2000*. 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 2000-2001*

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|------------------------|----------|------|----------------------|----------|
| 1 | New Mexico | \$41,400 | 57 | Indiana | \$32,818 |
| 2 | Stanford | 41,200 | 58 | Duke | 32,800 |
| 3 | Kent State | 40,333 | 59 | Case Western Reserve | 32,710 |
| 4 | Southern California | 40,000 | 60 | Cornell | 32,500 |
| 5 | Johns Hopkins | 39,500 | 60 | Virginia Tech | 32,500 |
| 6 | Auburn | 39,050 | 62 | Dartmouth | 32,200 |
| 7 | Columbia | 39,000 | 63 | Brown | 32,025 |
| 7 | New York | 39,000 | 64 | Brigham Young | 32,000 |
| 9 | Arizona | 38,789 | 64 | Florida | 32,000 |
| 10 | Georgetown | 38,357 | 64 | Iowa State | 32,000 |
| 11 | Chicago | 38,000 | 64 | Kansas | 32,000 |
| 12 | Yale | 37,100 | 64 | Kentucky | 32,000 |
| 13 | Connecticut | 37,000 | 64 | Nebraska | 32,000 |
| 14 | Harvard | 36,300 | 64 | Rochester † | 32,000 |
| 15 | Arizona State | 36,000 | 64 | Texas | 32,000 |
| 15 | Colorado State | 36,000 | 64 | Washington | 32,000 |
| 15 | MIT | 36,000 | 73 | Rice | 31,907 |
| 15 | Oklahoma | 36,000 | 74 | George Washington | 31,500 |
| 15 | Southern Illinois | 36,000 | 74 | Oklahoma State | 31,500 |
| 20 | SUNY Albany | 35,526 | 74 | Utah | 31,500 |
| 21 | Rutgers | 35,302 | 77 | Houston | 31,000 |
| 22 | Howard | 35,049 | 77 | Temple | 31,000 |
| 23 | Illinois, Urbana | 35,000 | 77 | Virginia | 31,000 |
| 23 | Michigan State | 35,000 | 80 | Alabama | 30,000 |
| 23 | Ohio State | 35,000 | 80 | Emory | 30,000 |
| 26 | SUNY Stony Brook | 34,500 | 80 | Georgia | 30,000 |
| 27 | Delaware | 34,000 | 80 | Iowa | 30,000 |
| 27 | Georgia Tech | 34,000 | 80 | Louisiana State | 30,000 |
| 27 | Notre Dame | 34,000 | 80 | Miami | 30,000 |
| 27 | Pennsylvania | 34,000 | 80 | Northwestern | 30,000 |
| 27 | Pennsylvania State | 34,000 | 80 | Oregon | 30,000 |
| 27 | Princeton | 34,000 | 80 | Pittsburgh | 30,000 |
| 27 | Wayne State | 34,000 | 80 | Tennessee | 30,000 |
| 34 | Wisconsin | 33,906 | 80 | Vanderbilt | 30,000 |
| 35 | Michigan | 33,500 | 80 | Washington State | 30,000 |
| 35 | North Carolina State | 33,500 | 92 | Texas Tech | 29,916 |
| 35 | Texas A&M | 33,500 | 93 | Missouri | 29,200 |
| 38 | Boston College | 33,350 | 94 | Purdue | 29,000 |
| 39 | Hawaii | 33,312 | 95 | Washington-St. Louis | 28,000 |
| 40 | Maryland | 33,033 | 96 | Western Ontario † | 27,977 |
| 41 | Colorado | 33,000 | 97 | York † | 27,064 |
| 41 | Illinois, Chicago † | 33,000 | 98 | Florida State | 27,000 |
| 41 | Massachusetts | 33,000 | 99 | Laval † | 26,984 |
| 41 | Minnesota | 33,000 | 100 | South Carolina | 26,000 |
| 41 | North Carolina | 33,000 | 101 | Boston University | 25,560 |
| 41 | Ohio | 33,000 | 102 | Guelph † | 25,223 |
| 41 | SUNY Buffalo | 33,000 | 103 | Alberta † | 25,101 |
| 41 | Syracuse | 33,000 | 104 | Cincinnati | 25,000 |
| 41 | Tulane | 33,000 | 105 | Waterloo † | 24,321 |
| 50 | Calif. Berkeley † | 32,940 | 106 | British Columbia † | 24,067 |
| 50 | Calif. Davis † | 32,940 | 107 | Toronto † | 23,778 |
| 50 | Calif. Irvine † | 32,940 | 108 | McMaster † | 23,544 |
| 50 | Calif. Los Angeles † | 32,940 | 109 | Queen's † | 23,415 |
| 50 | Calif. Riverside † | 32,940 | 110 | McGill † | 23,099 |
| 50 | Calif. San Diego † | 32,940 | 111 | Manitoba † | 22,441 |
| 50 | Calif. Santa Barbara † | 32,940 | 112 | Saskatchewan † | 21,676 |

* 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 1999-2000***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|---------------------------|----------|------|-------------------------|----------|
| 1 | Rutgers | \$67,447 | 56 | Washington | \$46,164 |
| 2 | California, Davis | 66,780 | 57 | Purdue | 46,090 |
| 2 | California, Irvine | 66,780 | 58 | Duke | 46,050 |
| 2 | California, Los Angeles | 66,780 | 59 | Nebraska | 45,929 |
| 5 | California, Berkeley | 60,636 | 60 | Texas | 45,750 |
| 6 | California, San Diego | 58,008 | 61 | Ohio University | 45,746 |
| 7 | Stanford | 57,177 | 62 | Washington State | 45,667 |
| 8 | California, Riverside | 56,844 | 63 | Georgia | 45,583 |
| 8 | California, Santa Barbara | 56,844 | 64 | Ohio State | 45,538 |
| 10 | Connecticut | 56,145 | 65 | Auburn | 45,500 |
| 11 | New Mexico | 55,677 | 66 | Pennsylvania | 45,325 |
| 12 | SUNY Stony Brook | 55,584 | 67 | Temple | 45,228 |
| 13 | Columbia | 54,762 | 68 | Illinois, Chicago | 45,150 |
| 14 | Massachusetts | 53,744 | 69 | Miami | 45,067 |
| 15 | Princeton | 53,600 | 70 | Wayne State | 44,820 |
| 16 | Dartmouth | 53,500 | 71 | SUNY Albany | 44,284 |
| 17 | Iowa | 52,207 | 72 | Howard | 44,226 |
| 18 | Harvard | 51,993 | 73 | Virginia Tech | 44,200 |
| 19 | Cincinnati | 51,923 | 74 | Tulane | 43,946 |
| 20 | Southern California | 51,706 | 75 | Southern Illinois | 43,632 |
| 21 | Yale | 51,528 | 76 | Rice | 43,325 |
| 22 | Hawaii | 51,264 | 77 | Syracuse | 43,276 |
| 23 | Delaware | 51,059 | 78 | South Carolina | 42,812 |
| 24 | New York University | 51,035 | 79 | British Columbia † | 42,756 |
| 25 | Brown | 50,994 | 80 | York † | 42,661 |
| 26 | Chicago | 49,808 | 81 | Kentucky | 42,552 |
| 27 | Colorado | 49,425 | 82 | Boston University | 42,521 |
| 28 | Arizona State | 49,219 | 83 | Kansas | 42,311 |
| 29 | Brigham Young | 48,943 | 84 | Alberta † | 42,300 |
| 30 | Indiana | 48,785 | 85 | North Carolina | 42,050 |
| 31 | Notre Dame | 48,720 | 86 | Michigan State | 42,000 |
| 32 | Colorado State | 48,665 | 86 | Utah | 42,000 |
| 33 | Georgetown | 48,576 | 88 | Texas A&M | 41,298 |
| 34 | Pennsylvania State | 48,378 | 89 | Guelph † | 41,274 |
| 35 | Emory | 48,325 | 90 | Missouri | 41,192 |
| 36 | Johns Hopkins | 48,283 | 91 | Houston | 41,129 |
| 37 | Virginia | 48,150 | 92 | McGill † | 41,081 |
| 38 | Toronto | 47,919 | 93 | Oregon | 41,008 |
| 39 | George Washington | 47,875 | 94 | Florida | 40,953 |
| 40 | Minnesota | 47,677 | 95 | Manitoba † | 40,917 |
| 41 | Northwestern | 47,569 | 96 | Washington U.-St. Louis | 40,528 |
| 42 | Kent State | 47,500 | 97 | Case Western Reserve | 40,452 |
| 43 | Illinois, Urbana | 47,470 | 98 | Pittsburgh | 40,286 |
| 44 | Georgia Tech | 47,400 | 99 | Florida State | 40,200 |
| 45 | Cornell | 47,256 | 100 | McMaster † | 39,918 |
| 46 | Iowa State | 47,093 | 101 | Vanderbilt | 39,560 |
| 47 | Maryland | 47,087 | 102 | Laval † | 39,067 |
| 48 | MIT | 46,900 | 103 | Oklahoma State | 38,820 |
| 49 | North Carolina State | 46,575 | 104 | Oklahoma | 38,345 |
| 50 | Arizona | 46,556 | 105 | Waterloo † | 38,294 |
| 51 | Tennessee | 46,531 | 106 | Rochester | 38,028 |
| 52 | SUNY Buffalo | 46,378 | 107 | Texas Tech | 37,616 |
| 53 | Michigan | 46,342 | 108 | Western Ontario † | 37,572 |
| 54 | Saskatchewan † | 46,294 | 109 | Queen's † | 36,643 |
| 55 | Wisconsin | 46,175 | 110 | Louisiana State | 35,300 |
| | | | 111 | Alabama | 34,510 |

* Reprinted from *ARL Annual Salary Survey 1999-2000*. 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 11: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2000-2001***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|---------------------------|----------|------|-------------------------------|----------|
| 1 | Rutgers | \$70,721 | 57 | Virginia | \$47,517 |
| 2 | California, Berkeley | 68,112 | 58 | Miami | 47,466 |
| 2 | California, Davis | 68,112 | 59 | North Carolina State | 47,355 |
| 2 | California, Irvine | 68,112 | 60 | Ohio University | 47,334 |
| 2 | California, Los Angeles | 68,112 | 61 | Arizona | 47,258 |
| 6 | California, San Diego | 61,848 | 62 | Texas | 47,216 |
| 6 | California, Santa Barbara | 61,848 | 63 | Maryland | 47,087 |
| 8 | Stanford | 61,060 | 64 | Auburn | 47,080 |
| 9 | New Mexico | 59,089 | 65 | Pennsylvania | 47,054 |
| 10 | Massachusetts | 58,258 | 66 | Iowa State | 46,834 |
| 11 | California, Riverside | 57,984 | 67 | Kent State | 46,759 |
| 12 | Connecticut | 57,795 | 68 | Howard | 46,664 |
| 13 | Columbia | 55,951 | 69 | Purdue | 46,540 |
| 14 | Colorado | 54,162 | 70 | Temple | 46,472 |
| 15 | Dartmouth | 54,140 | 71 | Ohio State | 46,356 |
| 16 | Yale | 54,112 | 72 | Syracuse | 46,338 |
| 17 | Boston College | 53,900 | 73 | Alberta [†] | 46,041 |
| 18 | Delaware | 53,172 | 74 | North Carolina | 46,000 |
| 19 | Princeton | 53,000 | 75 | Georgia | 45,764 |
| 20 | Cincinnati | 52,993 | 76 | SUNY Albany | 45,689 |
| 21 | Brown | 52,919 | 77 | Nebraska | 45,659 |
| 22 | Harvard | 52,611 | 78 | Guelph [†] | 45,150 |
| 23 | SUNY Stony Brook | 51,863 | 79 | British Columbia [†] | 44,576 |
| 24 | Brigham Young | 51,739 | 80 | Saskatchewan [†] | 44,511 |
| 25 | Rice | 51,709 | 81 | Utah | 44,194 |
| 26 | SUNY Buffalo | 51,542 | 82 | Kansas | 44,193 |
| 27 | Iowa | 51,500 | 83 | Illinois, Chicago | 44,165 |
| 28 | Southern California | 51,145 | 84 | Manitoba [†] | 43,807 |
| 29 | Chicago | 51,120 | 85 | Tulane | 43,725 |
| 30 | Wisconsin | 51,102 | 86 | Kentucky | 43,637 |
| 31 | Colorado State | 51,000 | 87 | McGill [†] | 43,609 |
| 32 | New York University | 50,965 | 88 | South Carolina | 43,502 |
| 33 | Johns Hopkins | 50,900 | 89 | Southern Illinois | 43,492 |
| 34 | MIT | 50,700 | 90 | Oregon | 43,382 |
| 35 | Indiana | 50,369 | 91 | Case Western Reserve | 43,284 |
| 36 | Pennsylvania State | 50,160 | 92 | Laval [†] | 43,150 |
| 37 | Emory | 49,825 | 93 | Wayne State | 43,024 |
| 38 | Illinois, Urbana | 49,542 | 94 | Missouri | 42,825 |
| 39 | Notre Dame | 49,526 | 95 | Florida State | 42,635 |
| 40 | Tennessee | 49,382 | 96 | Boston University | 42,581 |
| 41 | Hawaii | 49,296 | 97 | Texas A&M | 42,486 |
| 41 | Washington | 49,296 | 98 | Florida | 42,082 |
| 43 | Cornell | 49,035 | 99 | Washington U.-St. Louis | 41,870 |
| 44 | Minnesota | 49,031 | 100 | Vanderbilt | 41,500 |
| 45 | Northwestern | 49,005 | 101 | Houston | 41,129 |
| 46 | Georgetown | 48,872 | 102 | Waterloo [†] | 40,965 |
| 47 | Michigan State | 48,800 | 103 | McMaster [†] | 40,808 |
| 48 | Toronto [†] | 48,735 | 104 | Queen's | 40,673 |
| 49 | Georgia Tech | 48,600 | 105 | Pittsburgh | 40,350 |
| 50 | George Washington | 48,323 | 106 | Oklahoma | 40,311 |
| 51 | Duke | 48,300 | 107 | Rochester | 40,014 |
| 52 | Michigan | 48,248 | 108 | Oklahoma State | 39,960 |
| 53 | Arizona State | 48,009 | 109 | Alabama | 39,300 |
| 54 | Virginia Tech | 47,893 | 110 | Texas Tech | 38,000 |
| 55 | Washington State | 47,701 | 111 | Western Ontario [†] | 37,030 |
| 56 | York [†] | 47,689 | 112 | Louisiana State | 35,300 |

* 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 1999-2000***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|---------------------------|----------|------|-------------------------|----------|
| 1 | Stanford | \$63,727 | 56 | Washington | \$48,769 |
| 2 | Rutgers | 63,407 | 57 | Southern Illinois | 48,634 |
| 3 | California, Berkeley | 63,250 | 58 | Purdue | 48,425 |
| 4 | California, Irvine | 63,233 | 59 | Georgia Tech | 48,321 |
| 5 | California, Los Angeles | 62,733 | 60 | Ohio State | 48,068 |
| 6 | California, Davis | 62,542 | 61 | Georgia | 47,838 |
| 7 | California, San Diego | 60,363 | 62 | Wisconsin | 47,773 |
| 8 | California, Riverside | 58,824 | 63 | SUNY Buffalo | 47,744 |
| 9 | California, Santa Barbara | 58,822 | 64 | Nebraska | 47,440 |
| 10 | Columbia | 58,392 | 65 | Ohio University | 47,404 |
| 11 | New Mexico | 57,474 | 66 | Auburn | 47,246 |
| 12 | Princeton | 57,144 | 67 | Illinois, Chicago | 47,187 |
| 13 | Southern California | 57,038 | 68 | Rice | 47,140 |
| 14 | SUNY Stony Brook | 56,802 | 69 | Washington State | 47,045 |
| 15 | New York University | 56,781 | 70 | Virginia Tech | 47,014 |
| 16 | Connecticut | 56,121 | 71 | Howard | 46,786 |
| 17 | Harvard | 55,899 | 72 | British Columbia † | 46,502 |
| 18 | Dartmouth | 54,719 | 73 | Oklahoma | 45,965 |
| 19 | Iowa | 54,219 | 74 | Miami | 45,962 |
| 20 | Chicago | 53,991 | 75 | SUNY Albany | 45,900 |
| 21 | Massachusetts | 53,417 | 76 | South Carolina | 45,788 |
| 22 | Yale | 53,017 | 77 | Toronto † | 45,629 |
| 23 | Virginia | 52,335 | 78 | Tulane | 45,345 |
| 24 | Brown | 51,916 | 79 | Michigan State | 44,933 |
| 25 | Michigan | 51,543 | 80 | North Carolina | 44,869 |
| 26 | Hawaii | 51,453 | 81 | Kentucky | 44,858 |
| 27 | Indiana | 51,449 | 82 | Boston University | 44,798 |
| 28 | Colorado | 51,259 | 83 | York † | 44,584 |
| 29 | Emory | 51,214 | 84 | Missouri | 44,547 |
| 30 | Kent State | 51,008 | 85 | Utah | 44,520 |
| 31 | Colorado State | 50,968 | 86 | Pittsburgh | 44,513 |
| 32 | Delaware | 50,944 | 87 | Syracuse | 44,436 |
| 33 | Brigham Young | 50,917 | 88 | Washington U.-St. Louis | 44,371 |
| 34 | Georgetown | 50,844 | 89 | Kansas | 43,963 |
| 35 | Cincinnati | 50,350 | 90 | Florida | 43,881 |
| 36 | Northwestern | 50,290 | 91 | Texas A&M | 43,732 |
| 37 | Iowa State | 50,243 | 92 | Oregon | 43,681 |
| 38 | Johns Hopkins | 50,169 | 93 | Case Western Reserve | 43,634 |
| 39 | MIT | 50,052 | 94 | Vanderbilt | 43,601 |
| 40 | Cornell | 50,044 | 95 | Saskatchewan † | 43,344 |
| 41 | Illinois, Urbana | 49,942 | 96 | Houston | 43,318 |
| 42 | Wayne State | 49,897 | 97 | Alberta † | 42,650 |
| 43 | Notre Dame | 49,895 | 98 | Florida State | 42,645 |
| 44 | Pennsylvania State | 49,771 | 99 | Oklahoma State | 42,455 |
| 45 | North Carolina State | 49,765 | 100 | Rochester | 42,095 |
| 46 | Minnesota | 49,728 | 101 | Guelph † | 41,555 |
| 47 | Texas | 49,588 | 102 | McGill † | 41,287 |
| 48 | George Washington | 49,253 | 103 | McMaster † | 40,070 |
| 49 | Pennsylvania | 49,243 | 104 | Texas Tech | 40,024 |
| 50 | Temple | 49,187 | 105 | Laval † | 39,376 |
| 51 | Duke | 49,117 | 106 | Manitoba † | 39,365 |
| 52 | Arizona | 49,080 | 107 | Alabama † | 38,807 |
| 53 | Tennessee | 48,977 | 108 | Waterloo † | 38,708 |
| 54 | Maryland | 48,895 | 109 | Louisiana State | 38,016 |
| 55 | Arizona State | 48,829 | 110 | Queen's † | 37,886 |
| | | | 111 | Western Ontario † | 37,436 |

* Reprinted from *ARL Annual Salary Survey 1999-2000*. 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 13: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2000-2001***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|---------------------------|----------|------|-------------------------|----------|
| 1 | California, Berkeley | \$68,414 | 57 | Pennsylvania | \$50,303 |
| 2 | Stanford | 67,221 | 58 | Ohio State | 49,952 |
| 3 | Rutgers | 66,454 | 59 | Hawaii | 49,789 |
| 4 | California, Los Angeles | 65,174 | 60 | Purdue | 49,751 |
| 5 | California, Davis | 64,057 | 61 | Southern Illinois | 49,552 |
| 6 | California, Irvine | 64,012 | 62 | George Washington | 49,215 |
| 7 | California, Santa Barbara | 63,487 | 63 | Nebraska | 49,138 |
| 8 | California, San Diego | 62,118 | 64 | Iowa State | 49,052 |
| 9 | Columbia | 60,862 | 65 | Georgia | 49,036 |
| 10 | New Mexico | 59,542 | 66 | Auburn | 48,970 |
| 11 | California, Riverside | 58,851 | 67 | Maryland | 48,895 |
| 12 | Southern California | 58,511 | 68 | SUNY Albany | 48,865 |
| 13 | Connecticut | 58,468 | 69 | Miami | 48,752 |
| 14 | Princeton | 58,102 | 70 | Syracuse | 48,709 |
| 15 | New York University | 57,780 | 71 | York † | 48,705 |
| 16 | Massachusetts | 57,199 | 72 | Arizona State | 48,635 |
| 17 | Harvard | 56,732 | 73 | North Carolina | 48,631 |
| 18 | Dartmouth | 56,541 | 74 | Ohio University | 48,530 |
| 19 | Yale | 56,488 | 75 | Howard | 48,442 |
| 20 | Chicago | 55,925 | 76 | Washington State | 48,335 |
| 21 | SUNY Stony Brook | 55,132 | 77 | Oregon | 48,187 |
| 22 | Rice | 54,928 | 78 | Wayne State | 47,805 |
| 23 | MIT | 54,846 | 79 | Illinois, Chicago | 47,671 |
| 24 | Iowa | 54,807 | 80 | Utah | 46,836 |
| 25 | Boston College | 54,649 | 81 | South Carolina | 46,830 |
| 26 | Wisconsin | 54,367 | 82 | Missouri | 46,388 |
| 27 | Colorado | 54,251 | 83 | Kansas | 46,280 |
| 28 | Johns Hopkins | 53,953 | 84 | Alberta † | 46,279 |
| 29 | Michigan | 53,921 | 85 | Kentucky | 46,050 |
| 30 | Brigham Young | 53,789 | 86 | Case Western Reserve | 45,806 |
| 31 | Cornell | 53,598 | 87 | Boston University | 45,710 |
| 32 | Emory | 53,584 | 88 | Oklahoma | 45,672 |
| 33 | Indiana | 53,415 | 89 | Washington U.-St. Louis | 45,559 |
| 34 | Delaware | 53,351 | 90 | Vanderbilt | 45,498 |
| 35 | Brown | 53,233 | 91 | Texas A&M | 45,474 |
| 36 | Tennessee | 52,831 | 92 | Florida | 45,450 |
| 37 | North Carolina State | 52,826 | 93 | Toronto † | 45,421 |
| 38 | Illinois, Urbana | 52,781 | 94 | British Columbia † | 45,327 |
| 39 | Pennsylvania State | 52,685 | 95 | Tulane | 45,232 |
| 40 | Colorado State | 52,567 | 96 | Pittsburgh | 45,179 |
| 41 | Washington | 52,348 | 97 | Saskatchewan † | 45,164 |
| 42 | Virginia | 52,058 | 98 | Florida State | 44,944 |
| 43 | Minnesota | 51,952 | 99 | Rochester | 43,922 |
| 44 | Northwestern | 51,915 | 100 | Guelph † | 43,918 |
| 45 | SUNY Buffalo | 51,877 | 101 | Houston | 43,775 |
| 46 | Notre Dame | 51,677 | 102 | Laval † | 43,353 |
| 47 | Virginia Tech | 51,617 | 103 | McGill † | 42,935 |
| 48 | Kent State | 51,493 | 104 | Oklahoma State | 42,899 |
| 49 | Duke | 51,384 | 105 | Manitoba † | 42,288 |
| 50 | Cincinnati | 51,300 | 106 | McMaster † | 41,861 |
| 51 | Georgetown | 51,108 | 107 | Alabama | 41,431 |
| 52 | Texas | 50,888 | 108 | Waterloo † | 41,251 |
| 53 | Michigan State | 50,820 | 109 | Queen's † | 41,118 |
| 54 | Temple | 50,745 | 110 | Texas Tech | 40,549 |
| 55 | Arizona | 50,378 | 111 | Louisiana State | 37,814 |
| 56 | Georgia Tech | 50,318 | 112 | Western Ontario † | 36,704 |

* 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 1997-98 TO 2000-01***

| Institution | Average Salaries | | | | Median Salaries | | | | Beginning Salaries | | | | |
|---------------------------|------------------|------|------|------|-----------------|------|------|------|--------------------|------|------|------|------|
| | FY | 1998 | 1999 | 2000 | 2001 | 1998 | 1999 | 2000 | 2001 | 1998 | 1999 | 2000 | 2001 |
| Alabama | | 109 | 108 | 107 | 107 | 109 | 105 | 111 | 109 | 108 | 93 | 98 | 80 |
| Alberta | | 72 | 94 | 97 | 84 | 77 | 90 | 84 | 73 | 102 | 107 | 102 | 103 |
| Arizona | | 78 | 74 | 52 | 55 | 65 | 68 | 50 | 61 | 33 | 9 | 11 | 9 |
| Arizona State | | 68 | 59 | 55 | 72 | 58 | 50 | 28 | 53 | 61 | 79 | 65 | 15 |
| Auburn | | 99 | 50 | 66 | 66 | 101 | 48 | 65 | 64 | 31 | 46 | 47 | 6 |
| Boston University | | 100 | 75 | 82 | 25 | 104 | 79 | 82 | 17 | 60 | 62 | 62 | 38 |
| Boston College | | † | † | † | 87 | † | † | † | 96 | † | † | † | 101 |
| Brigham Young | | 70 | 39 | 33 | 30 | 68 | 36 | 29 | 24 | 70 | 73 | 37 | 64 |
| British Columbia | | 41 | 55 | 72 | 94 | 36 | 54 | 79 | 79 | 93 | 102 | 104 | 106 |
| Brown | | 31 | 26 | 24 | 35 | 37 | 25 | 25 | 21 | 45 | 48 | 56 | 63 |
| California, Berkeley | | 4 | 4 | 3 | 1 | 3 | 5 | 5 | 2 | 20 | 26 | 30 | 50 |
| Californis, Davis | | 5 | 6 | 6 | 5 | 3 | 4 | 2 | 2 | 20 | 26 | 30 | 50 |
| California, Irvine | | 1 | 3 | 4 | 6 | 1 | 2 | 2 | 2 | 20 | 26 | 30 | 50 |
| California, Los Angeles | | 6 | 5 | 5 | 4 | 3 | 2 | 2 | 2 | 20 | 26 | 30 | 50 |
| California, Riverside | | 10 | 10 | 8 | 11 | 10 | 10 | 8 | 11 | 20 | 26 | 30 | 50 |
| California, San Diego | | 9 | 8 | 7 | 8 | 11 | 9 | 6 | 6 | 20 | 26 | 30 | 50 |
| California, Santa Barbara | | 7 | 7 | 9 | 7 | 7 | 7 | 8 | 6 | 20 | 26 | 30 | 50 |
| Case Western Reserve | | 89 | 86 | 93 | 86 | 95 | 97 | 97 | 91 | 89 | 47 | 53 | 59 |
| Chicago | | 23 | 25 | 20 | 20 | 34 | 38 | 26 | 29 | 19 | 20 | 21 | 11 |
| Cincinnati | | 26 | 24 | 35 | 50 | 19 | 14 | 19 | 20 | 96 | 97 | 100 | 104 |
| Colorado | | 82 | 51 | 28 | 27 | 63 | 53 | 27 | 14 | 70 | 33 | 47 | 41 |
| Colorado State | | 27 | 28 | 31 | 40 | 39 | 44 | 32 | 31 | 3 | 6 | 8 | 15 |
| Columbia | | 11 | 9 | 10 | 9 | 13 | 11 | 13 | 13 | 6 | 6 | 6 | 7 |
| Connecticut | | 8 | 11 | 16 | 13 | 8 | 8 | 10 | 12 | 4 | 8 | 8 | 13 |
| Cornell | | 36 | 49 | 40 | 31 | 61 | 73 | 45 | 43 | 53 | 60 | 64 | 60 |
| Dartmouth | | 20 | 18 | 18 | 18 | 23 | 21 | 16 | 15 | 33 | 36 | 55 | 62 |
| Delaware | | 33 | 29 | 32 | 34 | 24 | 23 | 23 | 18 | 77 | 50 | 37 | 27 |
| Duke | | 29 | 36 | 51 | 49 | 44 | 55 | 58 | 51 | 29 | 43 | 27 | 58 |
| Emory | | 42 | 34 | 29 | 32 | 45 | 32 | 35 | 37 | 49 | 60 | 65 | 80 |
| Florida | | 106 | 97 | 90 | 92 | 105 | 101 | 94 | 98 | 61 | 79 | 65 | 64 |
| Florida State | | 105 | 105 | 98 | 98 | 98 | 98 | 99 | 95 | 104 | 97 | 96 | 98 |
| George Washington | | † | † | 48 | 62 | † | † | 39 | 50 | † | † | 65 | 74 |
| Georgetown | | 32 | 40 | 34 | 51 | 33 | 35 | 33 | 46 | 12 | 2 | 3 | 10 |
| Georgia | | 88 | 67 | 61 | 65 | 88 | 66 | 63 | 75 | 79 | 73 | 84 | 80 |
| Georgia Tech | | 66 | 61 | 59 | 56 | 82 | 57 | 44 | 49 | 61 | 66 | 57 | 27 |
| Guelph | | 52 | 72 | 101 | 100 | 28 | 40 | 89 | 78 | 88 | 90 | 101 | 102 |
| Harvard | | 12 | 13 | 17 | 17 | 20 | 18 | 18 | 22 | 9 | 11 | 12 | 14 |
| Hawaii | | 18 | 16 | 26 | 59 | 12 | 13 | 22 | 41 | 10 | 15 | 22 | 39 |
| Houston | | 94 | 88 | 96 | 101 | 91 | 93 | 91 | 101 | 79 | 87 | 65 | 77 |

* Excludes medical and law libraries.

† Not a member during this year.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYs 1997-98 TO 2000-01***

| Institution | Average Salaries | | | | Median Salaries | | | | Beginning Salaries | | | | |
|----------------------|------------------|------|------|------|-----------------|------|------|------|--------------------|------|------|------|------|
| | FY | 1998 | 1999 | 2000 | 2001 | 1998 | 1999 | 2000 | 2001 | 1998 | 1999 | 2000 | 2001 |
| Howard | | 69 | 45 | 71 | 75 | 64 | 43 | 72 | 68 | 7 | 1 | 7 | 22 |
| Illinois, Chicago | | 57 | 65 | 67 | 79 | 67 | 65 | 68 | 83 | 42 | 44 | 47 | 41 |
| Illinois, Urbana | | 47 | 47 | 41 | 38 | 48 | 49 | 43 | 38 | 33 | 36 | 23 | 23 |
| Indiana | | 28 | 27 | 27 | 33 | 30 | 30 | 30 | 35 | 47 | 35 | 45 | 57 |
| Iowa | | 22 | 19 | 19 | 24 | 16 | 17 | 17 | 27 | 79 | 50 | 65 | 80 |
| Iowa State | | 38 | 54 | 37 | 64 | 56 | 47 | 46 | 66 | 53 | 50 | 57 | 64 |
| Johns Hopkins | | 62 | 71 | 38 | 28 | 57 | 64 | 36 | 33 | 11 | 14 | 14 | 5 |
| Kansas | | 93 | 89 | 89 | 83 | 90 | 88 | 83 | 82 | 96 | 93 | 65 | 64 |
| Kent State | | 49 | 69 | 30 | 48 | 89 | 91 | 42 | 67 | 1 | 5 | 1 | 3 |
| Kentucky | | 84 | 87 | 81 | 85 | 86 | 84 | 81 | 86 | 70 | 79 | 65 | 64 |
| Laval | | 76 | 93 | 105 | 102 | 49 | 81 | 102 | 92 | 99 | 106 | 108 | 99 |
| Louisiana State | | 91 | 109 | 109 | 111 | 107 | 109 | 110 | 112 | 53 | 73 | 89 | 80 |
| McGill | | 79 | 99 | 102 | 105 | 60 | 80 | 92 | 84 | 105 | 104 | 107 | 111 |
| McMaster | | 74 | 98 | 103 | 67 | 55 | 87 | 100 | 63 | 100 | 103 | 106 | 40 |
| Manitoba | | 61 | 95 | 106 | 16 | 32 | 69 | 95 | 10 | 107 | 109 | 109 | 41 |
| Maryland | | 56 | 64 | 54 | 103 | 70 | 70 | 47 | 87 | 106 | 99 | 46 | 110 |
| Massachusetts | | 15 | 21 | 21 | 106 | 9 | 12 | 14 | 103 | 27 | 36 | 23 | 108 |
| MIT | | 67 | 42 | 39 | 69 | 74 | 51 | 48 | 58 | 70 | 36 | 37 | 80 |
| Miami | | 54 | 58 | 74 | 29 | 54 | 52 | 69 | 52 | 79 | 87 | 84 | 35 |
| Michigan | | 35 | 31 | 25 | 53 | 72 | 60 | 53 | 47 | 42 | 36 | 37 | 23 |
| Michigan State | | 64 | 78 | 79 | 43 | 69 | 74 | 86 | 44 | 33 | 16 | 23 | 41 |
| Minnesota | | 34 | 33 | 46 | 82 | 40 | 41 | 40 | 94 | 33 | 50 | 37 | 93 |
| Missouri | | 80 | 76 | 84 | 23 | 84 | 85 | 90 | 34 | 90 | 91 | 94 | 15 |
| Nebraska | | 75 | 81 | 64 | 63 | 71 | 72 | 59 | 77 | 53 | 66 | 57 | 64 |
| New Mexico | | 43 | 23 | 11 | 10 | 41 | 19 | 11 | 9 | 14 | 11 | 2 | 1 |
| New York University | | 14 | 14 | 15 | 15 | 18 | 27 | 24 | 32 | 4 | 4 | 4 | 7 |
| North Carolina | | 77 | 80 | 80 | 73 | 80 | 77 | 85 | 74 | 49 | 66 | 65 | 41 |
| North Carolina State | | 58 | 43 | 45 | 37 | 50 | 58 | 49 | 59 | 48 | 44 | 47 | 35 |
| Northwestern | | 45 | 37 | 36 | 44 | 47 | 45 | 41 | 45 | 70 | 77 | 88 | 80 |
| Notre Dame | | 21 | 32 | 43 | 46 | 27 | 29 | 31 | 39 | 15 | 23 | 16 | 27 |
| Ohio University | | 37 | 57 | 65 | 58 | 38 | 42 | 61 | 71 | 61 | 64 | 84 | 41 |
| Ohio State | | 55 | 63 | 60 | 74 | 53 | 63 | 64 | 60 | 59 | 65 | 65 | 23 |
| Oklahoma | | 87 | 73 | 73 | 88 | 96 | 104 | 104 | 106 | 33 | 23 | 16 | 15 |
| Oklahoma State | | 107 | 103 | 99 | 104 | 108 | 107 | 103 | 108 | 95 | 33 | 47 | 74 |
| Oregon | | 104 | 100 | 92 | 77 | 102 | 103 | 93 | 90 | 87 | 85 | 90 | 80 |
| Pennsylvania | | 44 | 53 | 49 | 57 | 52 | 62 | 66 | 65 | 33 | 23 | 16 | 27 |
| Pennsylvania State | | 40 | 35 | 44 | 39 | 35 | 31 | 34 | 36 | 15 | 20 | 20 | 27 |
| Pittsburgh | | 95 | 90 | 86 | 96 | 99 | 99 | 98 | 105 | 33 | 50 | 65 | 80 |
| Princeton | | 16 | 12 | 12 | 14 | 21 | 16 | 15 | 19 | 30 | 19 | 28 | 27 |

* Excludes medical and law libraries.

† Not a member during this year.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYs 1997-98 TO 2000-01***

| Institution | Average Salaries | | | | Median Salaries | | | | Beginning Salaries | | | | |
|-------------------------|------------------|------|------|------|-----------------|------|------|------|--------------------|------|------|------|------|
| | FY | 1998 | 1999 | 2000 | 2001 | 1998 | 1999 | 2000 | 2001 | 1998 | 1999 | 2000 | 2001 |
| Purdue | | 51 | 46 | 58 | 60 | 46 | 46 | 57 | 69 | 96 | 93 | 90 | 94 |
| Queen's | | 108 | 107 | 110 | 109 | 103 | 106 | 109 | 104 | 109 | 108 | 110 | 109 |
| Rice | | 71 | 66 | 68 | 22 | 66 | 75 | 76 | 25 | 32 | 41 | 54 | 73 |
| Rochester | | 103 | 101 | 100 | 99 | 106 | 108 | 106 | 107 | 61 | 79 | 37 | 64 |
| Rutgers | | 3 | 2 | 2 | 3 | 2 | 1 | 1 | 1 | 13 | 13 | 15 | 21 |
| Saskatchewan | | 63 | 62 | 95 | 97 | 25 | 28 | 54 | 80 | 110 | 110 | 111 | 112 |
| South Carolina | | 102 | 102 | 76 | 81 | 97 | 95 | 78 | 88 | 101 | 101 | 98 | 100 |
| Southern California | | 19 | 15 | 13 | 12 | 26 | 26 | 20 | 28 | 18 | 20 | 29 | 4 |
| Southern Illinois | | 60 | 38 | 57 | 61 | 62 | 37 | 75 | 89 | 27 | 16 | 13 | 15 |
| Stanford | | 2 | 1 | 1 | 2 | 6 | 6 | 7 | 8 | 2 | 3 | 4 | 2 |
| SUNY Albany | | 97 | 77 | 75 | 68 | 81 | 67 | 71 | 76 | 61 | 66 | 23 | 20 |
| SUNY Buffalo | | 53 | 48 | 63 | 45 | 42 | 34 | 52 | 26 | 79 | 87 | 65 | 41 |
| SUNY Stony Brook | | 17 | 20 | 14 | 21 | 17 | 20 | 12 | 23 | 53 | 66 | 37 | 26 |
| Syracuse | | 83 | 92 | 87 | 70 | 87 | 86 | 77 | 72 | 79 | 50 | 65 | 41 |
| Temple | | 65 | 84 | 50 | 54 | 75 | 83 | 67 | 70 | 61 | 50 | 65 | 77 |
| Tennessee | | 50 | 30 | 53 | 36 | 43 | 33 | 51 | 40 | 61 | 66 | 65 | 80 |
| Texas | | 73 | 70 | 47 | 52 | 78 | 71 | 60 | 62 | 49 | 50 | 37 | 64 |
| Texas A&M | | 92 | 91 | 91 | 91 | 93 | 94 | 88 | 97 | 70 | 50 | 57 | 35 |
| Texas Tech | | 110 | 110 | 104 | 110 | 110 | 110 | 107 | 110 | 94 | 78 | 87 | 92 |
| Toronto | | 30 | 52 | 77 | 93 | 15 | 22 | 38 | 48 | 103 | 105 | 105 | 107 |
| Tulane | | 59 | 60 | 78 | 95 | 51 | 59 | 74 | 85 | 42 | 49 | 47 | 41 |
| Utah | | 101 | 96 | 85 | 80 | 94 | 92 | 86 | 81 | 79 | 79 | 65 | 74 |
| Vanderbilt | | 85 | 83 | 94 | 90 | 92 | 100 | 101 | 100 | 70 | 79 | 90 | 80 |
| Virginia | | 25 | 22 | 23 | 42 | 31 | 24 | 37 | 57 | 33 | 50 | 65 | 77 |
| Virginia Tech | | 90 | 82 | 70 | 47 | 83 | 82 | 73 | 54 | 53 | 73 | 65 | 60 |
| Washington | | 46 | 56 | 56 | 41 | 59 | 61 | 56 | 41 | 49 | 63 | 62 | 64 |
| Washington State | | 81 | 85 | 69 | 76 | 76 | 78 | 62 | 55 | 90 | 93 | 65 | 80 |
| Washington U.-St. Louis | | 86 | 79 | 88 | 89 | 100 | 102 | 96 | 99 | 79 | 85 | 93 | 95 |
| Waterloo | | 96 | 104 | 108 | 108 | 79 | 96 | 105 | 102 | 92 | 100 | 103 | 105 |
| Wayne State | | 48 | 44 | 42 | 78 | 85 | 76 | 70 | 93 | 15 | 16 | 16 | 27 |
| Western Ontario | | 98 | 106 | 111 | 112 | 73 | 89 | 108 | 111 | 69 | 72 | 95 | 96 |
| Wisconsin | | 24 | 41 | 62 | 26 | 22 | 39 | 55 | 30 | 46 | 42 | 61 | 34 |
| Yale | | 13 | 17 | 22 | 19 | 14 | 15 | 21 | 16 | 8 | 10 | 10 | 12 |
| York | | 39 | 68 | 83 | 71 | 29 | 56 | 80 | 56 | 78 | 92 | 97 | 97 |

* Excludes medical and law libraries.

† Not a member during this year.

**TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY AND POSITION, FY 2000-2001***

| 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. |
| \$175,000 or more | 11 | 1 | | 1 | | | | | 10 | 1 | | 0 | | | | |
| 150,000-174,999 | 20 | 2 | 2 | 1 | | | 1 | | 18 | 1 | 1 | 0 | | | 0 | |
| 140,000-149,999 | 19 | 2 | | | | | | 1 | 17 | 1 | | | | | | 0 |
| 130,000-139,999 | 8 | 7 | 1 | 1 | | | | 1 | 7 | 4 | 0 | 0 | | | | 0 |
| 120,000-129,999 | 17 | 8 | 1 | | | | | 1 | 15 | 4 | 0 | | | | 0 | 0 |
| 110,000-119,999 | 8 | 5 | 2 | 1 | 3 | | 1 | | 7 | 3 | 1 | 0 | 0 | | 0 | 0 |
| 100,000-109,999 | 13 | 27 | 4 | 4 | 2 | 1 | 3 | | 12 | 14 | 2 | 1 | 0 | 0 | 0 | |
| 95,000-99,999 | | 11 | 8 | 6 | | | 8 | | | 6 | 4 | 1 | | | 1 | |
| 90,000-94,999 | 4 | 23 | 24 | 6 | 2 | 3 | 13 | 4 | 4 | 12 | 11 | 1 | 0 | 0 | 1 | 0 |
| 85,000-89,999 | 1 | 28 | 16 | 10 | 4 | 9 | 13 | 5 | 1 | 14 | 8 | 2 | 0 | 1 | 1 | 0 |
| 80,000-84,999 | 3 | 18 | 24 | 11 | 7 | 7 | 34 | 8 | 3 | 9 | 11 | 2 | 1 | 1 | 2 | 0 |
| 75,000-79,999 | 4 | 12 | 29 | 28 | 24 | 30 | 56 | 24 | 4 | 6 | 14 | 5 | 2 | 3 | 4 | 1 |
| 70,000-74,999 | 2 | 16 | 34 | 28 | 20 | 29 | 79 | 15 | 2 | 8 | 16 | 5 | 2 | 2 | 3 | 1 |
| 65,000-69,999 | 1 | 14 | 20 | 61 | 63 | 59 | 157 | 84 | 1 | 7 | 10 | 11 | 5 | 7 | 11 | 3 |
| 60,000-64,999 | | 10 | 17 | 77 | 85 | 78 | 164 | 113 | | 5 | 8 | 14 | 7 | 9 | 11 | 4 |
| 55,000-59,999 | 7 | 7 | 11 | 81 | 81 | 93 | 227 | 170 | | 4 | 5 | 15 | 7 | 10 | 16 | 6 |
| 50,000-54,999 | 4 | 4 | 6 | 86 | 153 | 129 | 208 | 283 | | 2 | 3 | 16 | 13 | 14 | 15 | 10 |
| 48,000-49,999 | 1 | 1 | 2 | 27 | 58 | 62 | 94 | 178 | | 1 | 1 | 5 | 5 | 7 | 7 | 6 |
| 46,000-47,999 | | | 1 | 26 | 96 | 68 | 76 | 209 | | | 0 | 5 | 8 | 8 | 5 | 8 |
| 44,000-45,999 | | | 3 | 31 | 88 | 65 | 75 | 209 | | | 1 | 6 | 7 | 7 | 5 | 8 |
| 42,000-43,999 | | | 2 | 11 | 53 | 57 | 63 | 237 | | | 1 | 2 | 4 | 6 | 4 | 9 |
| 40,000-41,999 | | | | 10 | 78 | 53 | 48 | 236 | | | | 2 | 6 | 6 | 3 | 9 |
| 38,000-39,999 | | | | 13 | 96 | 73 | 43 | 239 | | | | 2 | 8 | 8 | 3 | 9 |
| 36,000-37,999 | | | | 7 | 97 | 37 | 30 | 219 | | | | 1 | 8 | 4 | 2 | 8 |
| 34,000-35,999 | | | 1 | 5 | 66 | 22 | 14 | 195 | | | 0 | 1 | 5 | 2 | 1 | 7 |
| 32,000-33,999 | | | | | 45 | 5 | 14 | 147 | | | | | 4 | 1 | 1 | 5 |
| 30,000-31,999 | | | 1 | 2 | 42 | 7 | 7 | 86 | | | 0 | 0 | 3 | 1 | 0 | 3 |
| 29,000-29,999 | | | | 1 | 13 | | | 20 | | | | 0 | 1 | | 1 | 1 |
| 28,000-28,999 | | | | | 8 | 2 | 1 | 18 | | | | | 1 | | 0 | 1 |
| 27,000-27,999 | | | | 1 | 3 | | | 19 | | | | 0 | 0 | | | 1 |
| 26,000-26,999 | | | | | 4 | | | 10 | | | | | 0 | | | 0 |
| 25,000-25,999 | | | | 1 | 3 | 1 | 2 | 6 | | | | 0 | 0 | 0 | 0 | 0 |
| 24,000-24,999 | | | | | 2 | 1 | | 6 | | | | | 0 | 0 | | 0 |
| 23,000-23,999 | | | | | 5 | 2 | | 1 | | | | | 0 | 0 | | 0 |
| 22,000-22,999 | | | | | | 1 | | | | | | | 0 | 0 | | 0 |
| 21,000-21,999 | | | | | | | | | | | | | | | | |
| Less than 21,000 | | | | | 1 | 2 | 1 | 1 | | | | | 0 | 0 | 0 | 0 |
| TOTAL | 111 | 196 | 209 | 537 | 1,202 | 896 | 1,434 | 2,745 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

* Excludes medical and law libraries.

**TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY, SEX, AND POSITION, FY 2000-2001***

| 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. |
| \$175,000 or more | 7 | | | | | | | | 4 | 1 | | 1 | | | | |
| 150,000-174,999 | 9 | 1 | 1 | | | | | | 11 | 1 | 1 | 1 | | | 1 | |
| 140,000-149,999 | 7 | 1 | | | | | | | 12 | 1 | | | | | | 1 |
| 130,000-139,999 | 4 | 4 | | | | | 1 | | 4 | 3 | 1 | 1 | | | | |
| 120,000-129,999 | 10 | 7 | 1 | | | | | | 7 | 1 | 1 | | | | 2 | 1 |
| 110,000-119,999 | 4 | 4 | 1 | | 3 | | | | 4 | 1 | 1 | 1 | | | 1 | |
| 100,000-109,999 | 3 | 13 | 2 | 1 | 1 | 1 | | | 10 | 14 | 2 | 3 | 1 | | 3 | |
| 95,000-99,999 | | 5 | 4 | 2 | | | 4 | | | 6 | 4 | 4 | | | 4 | |
| 90,000-94,999 | 2 | 14 | 11 | 3 | 2 | 1 | 5 | 1 | 2 | 9 | 13 | 3 | | 2 | 8 | 3 |
| 85,000-89,999 | 1 | 19 | 10 | 3 | 2 | 3 | 9 | 4 | | 9 | 6 | 7 | 2 | 6 | 4 | 1 |
| 80,000-84,999 | 1 | 12 | 10 | 7 | 4 | 2 | 22 | 6 | 2 | 6 | 14 | 4 | 4 | 5 | 12 | 2 |
| 75,000-79,999 | 3 | 5 | 16 | 17 | 13 | 17 | 31 | 14 | 1 | 7 | 13 | 11 | 11 | 13 | 25 | 10 |
| 70,000-74,999 | | 8 | 19 | 16 | 12 | 11 | 43 | 9 | 2 | 8 | 15 | 12 | 8 | 18 | 36 | 6 |
| 65,000-69,999 | | 9 | 9 | 38 | 37 | 23 | 91 | 61 | 1 | 5 | 11 | 23 | 26 | 36 | 66 | 23 |
| 60,000-64,999 | | 9 | 14 | 47 | 36 | 39 | 106 | 88 | | 1 | 3 | 30 | 49 | 39 | 58 | 25 |
| 55,000-59,999 | | 4 | 7 | 56 | 39 | 57 | 156 | 121 | | 3 | 4 | 25 | 42 | 36 | 71 | 49 |
| 50,000-54,999 | | 3 | 5 | 66 | 92 | 71 | 135 | 198 | | 1 | 1 | 20 | 61 | 58 | 73 | 55 |
| 48,000-49,999 | | 1 | 1 | 19 | 32 | 39 | 65 | 125 | | | 1 | 8 | 26 | 23 | 29 | 53 |
| 46,000-47,999 | | | | 16 | 43 | 38 | 54 | 147 | | | 1 | 10 | 53 | 30 | 22 | 62 |
| 44,000-45,999 | | | 2 | 20 | 42 | 41 | 44 | 147 | | | 1 | 11 | 46 | 24 | 31 | 62 |
| 42,000-43,999 | | | 1 | 7 | 31 | 33 | 35 | 158 | | | 1 | 4 | 22 | 24 | 28 | 79 |
| 40,000-41,999 | | | | 6 | 43 | 29 | 33 | 166 | | | | 4 | 35 | 24 | 15 | 70 |
| 38,000-39,999 | | | | 10 | 49 | 48 | 29 | 160 | | | | 3 | 47 | 25 | 14 | 79 |
| 36,000-37,999 | | | | 3 | 52 | 25 | 22 | 152 | | | | 4 | 45 | 12 | 8 | 67 |
| 34,000-35,999 | | | | 3 | 37 | 16 | 9 | 142 | | | 1 | 2 | 29 | 6 | 5 | 53 |
| 32,000-33,999 | | | | 1 | 25 | 5 | 9 | 109 | | | | 1 | 20 | 5 | 5 | 38 |
| 30,000-31,999 | | | | 1 | 24 | 6 | 5 | 66 | | | 1 | 1 | 18 | 1 | 2 | 20 |
| 29,000-29,999 | | | | 1 | 7 | | 18 | | | | | | 6 | | | 2 |
| 28,000-28,999 | | | | | 6 | 1 | 13 | | | | | | 2 | 1 | | 5 |
| 27,000-27,999 | | | | 1 | 1 | 1 | 14 | | | | | | 2 | | | 5 |
| 26,000-26,999 | | | | | 2 | | 6 | | | | | | 2 | | | 4 |
| 25,000-25,999 | | | | 1 | 2 | 2 | 1 | 5 | | | | | 1 | 1 | 1 | 1 |
| 24,000-24,999 | | | | | 1 | 1 | 5 | | | | | | 1 | | | 1 |
| 23,000-23,999 | | | | | 2 | 2 | | | | | | | 3 | | | 1 |
| 22,000-22,999 | | | | | | 1 | | | | | | | | | | |
| 21,000-21,999 | | | | | | | | | | | | | | | | |
| Less than 21,000 | | | | | | 1 | 1 | 1 | | | | | 1 | 1 | | |
| TOTAL | 51 | 119 | 114 | 344 | 640 | 511 | 910 | 1,937 | 60 | 77 | 95 | 193 | 562 | 385 | 524 | 808 |

* Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2000-2001***

| Position | Women | | Men | | Total | |
|--------------------------------------|-----------------|--------------|-----------------|--------------|-----------------|--------------|
| | Salary | No. | Salary | No. | Salary | No. |
| Director | \$136,216 | 51 | \$133,007 | 60 | \$134,481 | 111 |
| Associate Director | 88,332 | 119 | 91,659 | 77 | 89,639 | 196 |
| Assistant Director | 75,747 | 114 | 78,308 | 95 | 76,911 | 209 |
| Head, Branch | 57,820 | 344 | 63,059 | 193 | 59,703 | 537 |
| Functional Specialist | 47,809 | 640 | 47,561 | 562 | 47,693 | 1,202 |
| Subject Specialist | 50,264 | 511 | 53,954 | 385 | 51,850 | 896 |
| Dept. Head: Acquisitions | 57,435 | 66 | 59,046 | 30 | 57,938 | 96 |
| Reference | 59,529 | 86 | 57,339 | 29 | 58,977 | 115 |
| Cataloging | 55,758 | 148 | 57,941 | 41 | 56,232 | 189 |
| Serials | 51,149 | 22 | 56,327 | 13 | 53,072 | 35 |
| Documents/Maps | 55,135 | 46 | 52,521 | 41 | 53,903 | 87 |
| Circulation | 53,881 | 65 | 49,781 | 21 | 52,880 | 86 |
| Rare Books/Manuscripts | 59,316 | 43 | 67,819 | 38 | 63,305 | 81 |
| Computer Systems | 67,633 | 27 | 66,479 | 52 | 66,873 | 79 |
| Other | 54,903 | 407 | 57,735 | 259 | 56,004 | 666 |
| Reference: Over 14 years experience | 50,550 | 472 | 49,688 | 191 | 50,302 | 663 |
| 10 to 14 years experience | 43,721 | 166 | 45,309 | 71 | 44,197 | 237 |
| 5 to 9 years experience | 39,778 | 202 | 39,404 | 78 | 39,674 | 280 |
| Under 5 years experience | 35,110 | 227 | 36,036 | 86 | 35,365 | 313 |
| Cataloging: Over 14 years experience | 50,318 | 311 | 47,709 | 130 | 49,549 | 441 |
| 10 to 14 years experience | 43,867 | 89 | 44,946 | 53 | 44,269 | 142 |
| 5 to 9 years experience | 39,483 | 74 | 41,705 | 33 | 40,168 | 107 |
| Under 5 years experience | 36,048 | 71 | 35,288 | 25 | 35,850 | 96 |
| Other: Over 14 years experience | 51,837 | 125 | 58,807 | 68 | 54,292 | 193 |
| 10 to 14 years experience | 42,442 | 46 | 46,111 | 16 | 43,389 | 62 |
| 5 to 9 years experience | 41,067 | 52 | 38,848 | 17 | 40,520 | 69 |
| Under 5 years experience | 35,799 | 71 | 35,756 | 33 | 35,786 | 104 |
| All Positions | \$51,922 | 4,595 | \$55,312 | 2,697 | \$53,176 | 7,292 |

* 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 2000-2001***

| Position | Women | | Men | | Total | |
|--------------------------|-------------|--------------|-------------|--------------|-------------|--------------|
| | Years | No. | Years | No. | Years | No. |
| Director | 30.1 | 51 | 28.5 | 59 | 29.2 | 110 |
| Associate Director | 23.6 | 116 | 23.4 | 77 | 23.5 | 193 |
| Assistant Director | 23.8 | 114 | 23.7 | 95 | 23.8 | 209 |
| Head, Branch | 20.9 | 339 | 20.9 | 189 | 20.9 | 528 |
| Functional Specialist | 12.3 | 630 | 11.1 | 555 | 11.7 | 1,185 |
| Subject Specialist | 17.4 | 504 | 18.5 | 369 | 17.9 | 873 |
| Dept. Head: Acquisitions | 20.6 | 66 | 22.9 | 30 | 21.3 | 96 |
| Reference | 20.5 | 86 | 18.6 | 29 | 20.0 | 115 |
| Cataloging | 21.0 | 147 | 21.5 | 41 | 21.1 | 188 |
| Serials | 18.3 | 22 | 20.0 | 13 | 18.9 | 35 |
| Documents/Maps | 22.4 | 46 | 21.2 | 41 | 21.9 | 87 |
| Circulation | 19.6 | 65 | 14.6 | 21 | 18.4 | 86 |
| Rare Books/Manuscripts | 22.1 | 43 | 24.3 | 38 | 23.1 | 81 |
| Computer Systems | 18.1 | 27 | 16.6 | 52 | 17.1 | 79 |
| Other | 18.7 | 405 | 17.9 | 254 | 18.4 | 659 |
| Public Services | 13.2 | 153 | 13.4 | 61 | 13.3 | 214 |
| Technical Services | 15.6 | 75 | 13.4 | 35 | 14.9 | 110 |
| Administrative Services | 13.6 | 66 | 19.9 | 38 | 15.9 | 104 |
| Reference | 14.1 | 1,067 | 14.6 | 426 | 14.2 | 1,493 |
| Cataloger | 18.0 | 545 | 16.9 | 241 | 17.7 | 786 |
| All Positions | 17.0 | 4,567 | 16.8 | 2,664 | 16.9 | 7,231 |

* 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 2000-2001***

| Experience | Women | | Men | | Total | | % of Total |
|----------------------|-----------------|--------------|-----------------|--------------|-----------------|--------------|---------------|
| | Salary | No. | Salary | No. | Salary | No. | |
| 0 - 3 years | \$37,688 | 518 | \$40,528 | 348 | \$38,829 | 866 | 12% |
| 4 - 7 years | 41,097 | 522 | 42,639 | 307 | 41,668 | 829 | 11% |
| 8 - 11 years | 45,043 | 573 | 48,252 | 305 | 46,158 | 878 | 12% |
| 12 - 15 years | 49,126 | 543 | 52,005 | 291 | 50,130 | 834 | 12% |
| 16 - 19 years | 54,105 | 527 | 55,946 | 281 | 54,745 | 808 | 11% |
| 20 - 23 years | 56,657 | 537 | 61,133 | 302 | 58,268 | 839 | 12% |
| 24 - 27 years | 60,964 | 495 | 64,129 | 346 | 62,266 | 841 | 12% |
| 28 - 31 years | 62,573 | 437 | 67,391 | 252 | 64,335 | 689 | 10% |
| 32 - 35 years | 64,498 | 286 | 68,458 | 164 | 65,941 | 450 | 6% |
| over 35 years | 63,996 | 129 | 72,181 | 68 | 66,821 | 197 | 3% |
| All Positions | \$51,811 | 4,567 | \$55,005 | 2,664 | \$52,988 | 7,231 | 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 2000-2001***

| Position | Years of Experience | | | | | | | | | |
|--------------------------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| | 0-3 years | 4-7 years | 8-11 years | 12-15 years | 16-19 years | 20-23 years | 24-27 years | 28-31 years | 32-35 years | over 35 years |
| Director | N/A | N/A | N/A | N/A | † | \$123,019 | \$136,997 | \$133,105 | \$131,498 | \$141,051 |
| Associate Director | † | N/A | \$88,834 | \$73,690 | \$82,197 | 84,331 | 93,049 | 93,104 | 92,852 | † |
| Assistant Director | † | \$70,340 | 78,545 | 71,441 | 71,204 | 80,321 | 78,240 | 80,848 | 76,515 | 77,735 |
| Head, Branch | \$40,934 | 47,003 | 51,659 | 54,592 | 56,660 | 59,838 | 62,766 | 66,251 | 63,090 | 80,210 |
| Functional Specialist | 41,109 | 43,606 | 46,398 | 49,040 | 51,888 | 54,714 | 54,735 | 57,166 | 59,568 | 62,238 |
| Subject Specialist | 39,501 | 41,973 | 45,834 | 50,644 | 53,678 | 55,114 | 55,656 | 60,383 | 57,821 | 62,587 |
| Dept. Head: | | | | | | | | | | |
| Acquisitions | † | † | 54,571 | 50,778 | 57,822 | 56,226 | 63,141 | 61,202 | 66,963 | 68,990 |
| Reference | 49,359 | 47,767 | 48,126 | 53,843 | 61,292 | 61,115 | 59,920 | 64,911 | 68,657 | † |
| Cataloging | † | 42,919 | 46,164 | 56,201 | 55,315 | 57,005 | 59,231 | 59,720 | 61,866 | 63,838 |
| Serials | † | 49,273 | 49,898 | † | N/A | 55,765 | 51,346 | 61,104 | 58,935 | N/A |
| Documents/Maps | † | 41,621 | 43,674 | 44,941 | 55,128 | 54,659 | 58,722 | 59,640 | 61,906 | 59,333 |
| Circulation | 41,563 | 37,756 | 47,828 | 49,195 | 58,602 | 57,466 | 58,515 | 57,961 | 49,280 | † |
| Rare Books/Manuscripts | † | † | † | 49,070 | 60,185 | 62,914 | 64,771 | 73,975 | 66,341 | † |
| Computer Systems | 78,266 | 44,520 | 66,941 | 63,551 | 63,931 | 73,809 | 68,974 | 79,215 | † | N/A |
| Other | 47,305 | 46,105 | 50,523 | 53,097 | 57,811 | 56,546 | 60,355 | 61,572 | 63,704 | 64,517 |
| Public Services | 33,261 | 38,289 | 40,820 | 41,259 | 51,649 | 50,175 | 49,380 | 58,740 | 50,531 | 53,591 |
| Technical Services | 34,984 | 38,423 | 44,103 | 52,087 | 50,447 | 50,800 | 58,009 | 49,837 | 53,814 | † |
| Administrative Services | 38,578 | 44,554 | 46,110 | 47,113 | 54,732 | 54,089 | 68,084 | 55,690 | 45,438 | 80,134 |
| Reference | 35,050 | 38,501 | 41,909 | 45,173 | 47,855 | 50,114 | 51,254 | 51,972 | 55,449 | 50,087 |
| Cataloger | 35,330 | 39,256 | 42,271 | 45,782 | 47,996 | 48,767 | 47,769 | 50,764 | 53,198 | 51,139 |
| All Positions: Average Salary | \$38,829 | \$41,668 | \$46,158 | \$50,130 | \$54,745 | \$58,268 | \$62,266 | \$64,335 | \$65,941 | \$66,821 |
| No. of Positions | 866 | 829 | 878 | 834 | 808 | 839 | 841 | 689 | 450 | 197 |

* Years of experience reflect total professional experience. Canadian salaries expressed in U.S. dollars. Excludes medical and law librarians.
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 2000-2001***

| Position | <u>Canadian (13)</u> | | <u>Private (32)[†]</u> | | <u>Public (67)</u> | | <u>Total (112)</u> | |
|---------------------------|----------------------|------------|---------------------------------|--------------|--------------------|--------------|--------------------|--------------|
| | Salary | No. | Salary | No. | Salary | No. | Salary | No. |
| Director | \$81,019 | 13 | \$159,343 | 32 | \$132,958 | 66 | \$134,481 | 111 |
| Associate Director | 61,499 | 27 | 103,720 | 58 | 89,126 | 111 | 89,639 | 196 |
| Assistant Director | 55,292 | 17 | 81,892 | 80 | 76,636 | 112 | 76,911 | 209 |
| Head, Branch | 48,748 | 50 | 63,265 | 151 | 59,732 | 336 | 59,703 | 537 |
| Functional Specialist | 39,400 | 97 | 51,493 | 455 | 46,270 | 650 | 47,693 | 1,202 |
| Subject Specialist | 43,886 | 59 | 53,557 | 380 | 51,458 | 457 | 51,850 | 896 |
| Dept. Head: | | | | | | | | |
| Acquisitions | 46,993 | 11 | 59,997 | 29 | 59,022 | 56 | 57,938 | 96 |
| Reference | 48,494 | 11 | 59,381 | 39 | 60,509 | 65 | 58,977 | 115 |
| Cataloging | 44,676 | 19 | 57,992 | 67 | 57,218 | 103 | 56,232 | 189 |
| Serials | ‡ | 1 | 51,295 | 12 | 54,463 | 22 | 53,072 | 35 |
| Documents/Maps | 46,631 | 11 | 50,997 | 17 | 56,096 | 59 | 53,903 | 87 |
| Circulation | 44,362 | 12 | 50,868 | 30 | 56,575 | 44 | 52,880 | 86 |
| Rare Books/Manuscripts | 50,070 | 10 | 62,388 | 26 | 66,777 | 45 | 63,305 | 81 |
| Computer Systems | 50,522 | 10 | 71,246 | 29 | 67,791 | 40 | 66,873 | 79 |
| Other | 46,819 | 44 | 58,665 | 228 | 55,490 | 394 | 56,004 | 666 |
| Reference: | | | | | | | | |
| Over 14 years experience | 44,725 | 96 | 49,541 | 161 | 51,922 | 406 | 50,302 | 663 |
| 10 to 14 years experience | 38,509 | 25 | 46,905 | 52 | 44,205 | 160 | 44,197 | 237 |
| 5 to 9 years experience | 35,083 | 27 | 41,354 | 72 | 39,690 | 181 | 39,674 | 280 |
| Under 5 years experience | 30,453 | 23 | 37,827 | 88 | 34,851 | 202 | 35,365 | 313 |
| Cataloging: | | | | | | | | |
| Over 14 years experience | 44,771 | 44 | 50,859 | 164 | 49,529 | 233 | 49,549 | 441 |
| 10 to 14 years experience | 38,403 | 8 | 44,290 | 69 | 44,969 | 65 | 44,269 | 142 |
| 5 to 9 years experience | ‡ | 2 | 42,208 | 53 | 38,203 | 52 | 40,168 | 107 |
| Under 5 years experience | 27,446 | 5 | 37,219 | 44 | 35,462 | 47 | 35,850 | 96 |
| Other: | | | | | | | | |
| Over 14 years experience | 45,567 | 12 | 57,152 | 47 | 54,071 | 134 | 54,292 | 193 |
| 10 to 14 years experience | 35,088 | 4 | 43,086 | 24 | 44,579 | 34 | 43,389 | 62 |
| 5 to 9 years experience | ‡ | 3 | 41,041 | 26 | 40,280 | 40 | 40,520 | 69 |
| Under 5 years experience | 28,431 | 7 | 37,618 | 32 | 35,676 | 65 | 35,786 | 104 |
| All Positions | \$44,681 | 648 | \$55,577 | 2,465 | \$53,077 | 4,179 | \$53,176 | 7,292 |

* 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.

† Includes Boston College.

‡ 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 2000-2001***

| Position | <u>Canadian (13)</u> | | <u>Private (32)[†]</u> | | <u>Public (67)</u> | | <u>Total (112)</u> | |
|--------------------------------------|----------------------|------------|---------------------------------|--------------|--------------------|--------------|--------------------|--------------|
| | Years | No. | Years | No. | Years | No. | Years | No. |
| Director | 30.2 | 13 | 29.2 | 31 | 29.1 | 66 | 29.2 | 110 |
| Associate Director | 21.6 | 27 | 23.2 | 55 | 24.1 | 111 | 23.5 | 193 |
| Assistant Director | 27.4 | 17 | 22.6 | 80 | 24.1 | 112 | 23.8 | 209 |
| Head, Branch | 21.4 | 50 | 20.4 | 142 | 21.0 | 336 | 20.9 | 528 |
| Functional Specialist | 14.6 | 97 | 10.8 | 438 | 11.9 | 650 | 11.7 | 1,185 |
| Subject Specialist | 22.5 | 59 | 17.1 | 357 | 17.9 | 457 | 17.9 | 873 |
| Dept. Head: Acquisitions | 21.1 | 11 | 21.2 | 29 | 21.4 | 56 | 21.3 | 96 |
| Reference | 20.6 | 11 | 20.3 | 39 | 19.7 | 65 | 20.0 | 115 |
| Cataloging | 21.8 | 19 | 21.1 | 66 | 20.9 | 103 | 21.1 | 188 |
| Serials | 24.0 | 1 | 17.5 | 12 | 19.5 | 22 | 18.9 | 35 |
| Documents/Maps | 20.2 | 11 | 18.0 | 17 | 23.3 | 59 | 21.9 | 87 |
| Circulation | 17.4 | 12 | 18.3 | 30 | 18.7 | 44 | 18.4 | 86 |
| Rare Books/Manuscripts | 24.2 | 10 | 22.1 | 26 | 23.5 | 45 | 23.1 | 81 |
| Computer Systems | 21.4 | 10 | 14.9 | 29 | 17.6 | 40 | 17.1 | 79 |
| Other | 20.5 | 44 | 18.0 | 221 | 18.3 | 394 | 18.4 | 659 |
| Reference: Over 14 years experience | 24.8 | 96 | 24.0 | 161 | 23.7 | 406 | 23.9 | 663 |
| 10 to 14 years experience | 12.5 | 25 | 11.9 | 52 | 11.6 | 160 | 11.8 | 237 |
| 5 to 9 years experience | 6.9 | 27 | 6.9 | 72 | 6.8 | 181 | 6.8 | 280 |
| Under 5 years experience | 2.4 | 23 | 2.3 | 88 | 2.1 | 202 | 2.2 | 313 |
| Cataloging: Over 14 years experience | 26.3 | 44 | 25.0 | 164 | 25.7 | 233 | 25.5 | 441 |
| 10 to 14 years experience | 12.0 | 8 | 12.0 | 69 | 11.9 | 65 | 11.9 | 142 |
| 5 to 9 years experience | 8.0 | 2 | 7.1 | 53 | 6.8 | 52 | 7.0 | 107 |
| Under 5 years experience | 1.8 | 5 | 2.0 | 44 | 2.3 | 47 | 2.2 | 96 |
| Other: Over 14 years experience | 25.9 | 12 | 21.9 | 47 | 25.3 | 134 | 24.5 | 193 |
| 10 to 14 years experience | 11.0 | 4 | 11.7 | 24 | 11.8 | 34 | 11.7 | 62 |
| 5 to 9 years experience | 6.7 | 3 | 6.8 | 26 | 6.8 | 40 | 6.8 | 69 |
| Under 5 years experience | 2.3 | 7 | 2.3 | 32 | 1.9 | 65 | 2.0 | 104 |
| All Positions | 19.3 | 648 | 16.1 | 2,404 | 17.0 | 4,179 | 16.9 | 7,231 |

* Excludes medical and law libraries.

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

[†] Includes Boston College.

**TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2000-2001****

| Position | Staff Over 110 (8)† | | Staff 75-110 (25*) | | Staff 50-74 (36) | | Staff 23-49 (42) | |
|--------------------------------------|---------------------|--------------|--------------------|--------------|------------------|--------------|------------------|--------------|
| | Salary | No. | Salary | No. | Salary | No. | Salary | No. |
| Director | \$151,913 | 8 | \$157,152 | 26 | \$132,206 | 36 | \$118,702 | 41 |
| Associate Director | 95,481 | 32 | 102,923 | 60 | 83,449 | 51 | 77,030 | 53 |
| Assistant Director | 82,741 | 34 | 83,445 | 55 | 73,119 | 64 | 71,290 | 56 |
| Head, Branch | 62,105 | 108 | 63,911 | 173 | 57,993 | 133 | 53,523 | 123 |
| Functional Specialist | 50,982 | 323 | 48,503 | 330 | 45,835 | 341 | 44,346 | 208 |
| Subject Specialist | 52,749 | 213 | 54,500 | 330 | 49,125 | 260 | 48,003 | 93 |
| Dept. Head: Acquisitions | 64,226 | 8 | 63,110 | 20 | 57,253 | 34 | 54,102 | 34 |
| Reference | 64,226 | 11 | 62,157 | 24 | 56,685 | 40 | 57,917 | 40 |
| Cataloging | 57,788 | 35 | 57,612 | 65 | 55,438 | 46 | 53,729 | 43 |
| Serials | | 1 | 53,384 | 10 | 51,520 | 12 | 54,245 | 12 |
| Documents/Maps | 56,233 | 9 | 58,366 | 20 | 52,491 | 27 | 51,577 | 31 |
| Circulation | 53,320 | 13 | 55,755 | 23 | 53,323 | 28 | 49,050 | 22 |
| Rare Books/Manuscripts | 68,555 | 8 | 80,170 | 13 | 60,517 | 28 | 57,582 | 32 |
| Computer Systems | 84,089 | 6 | 70,902 | 20 | 65,079 | 30 | 61,219 | 23 |
| Other | 58,804 | 80 | 59,229 | 250 | 54,642 | 181 | 50,950 | 155 |
| Reference: Over 14 years experience | 51,260 | 65 | 51,389 | 209 | 51,987 | 177 | 47,529 | 212 |
| 10 to 14 years experience | 46,823 | 29 | 44,707 | 72 | 43,758 | 73 | 42,912 | 63 |
| 5 to 9 years experience | 42,476 | 25 | 39,379 | 81 | 39,786 | 85 | 39,048 | 89 |
| Under 5 years experience | 37,649 | 35 | 36,145 | 97 | 35,522 | 101 | 33,220 | 80 |
| Cataloging: Over 14 years experience | 52,043 | 91 | 50,779 | 142 | 47,242 | 124 | 48,173 | 84 |
| 10 to 14 years experience | 45,659 | 27 | 45,489 | 55 | 42,799 | 37 | 42,087 | 23 |
| 5 to 9 years experience | 42,525 | 22 | 39,297 | 32 | 40,552 | 27 | 38,848 | 26 |
| Under 5 years experience | 37,426 | 27 | 36,147 | 25 | 35,616 | 26 | 33,411 | 18 |
| Other: Over 14 years experience | 59,021 | 29 | 55,634 | 71 | 52,804 | 60 | 49,956 | 33 |
| 10 to 14 years experience | 44,220 | 13 | 43,695 | 15 | 43,146 | 25 | 42,352 | 9 |
| 5 to 9 years experience | 39,422 | 16 | 43,719 | 18 | 40,139 | 19 | 38,473 | 16 |
| Under 5 years experience | 36,093 | 24 | 37,828 | 37 | 32,986 | 32 | 36,390 | 11 |
| All Positions | \$54,579 | 1,292 | \$55,420 | 2,273 | \$51,756 | 2,097 | \$50,761 | 1,630 |

**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. No ARL library has fewer than 25 professional staff members.

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

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

* Excludes Stanford, which did not report years of experience in 2000-01.

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

**TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2000-2001****

| Position | Staff Over 110(8)† | | Staff 75-110 (25*) | | Staff 50-74 (36) | | Staff 23-49 (42)‡ | |
|---------------------------|--------------------|--------------|--------------------|--------------|------------------|--------------|-------------------|--------------|
| | Years | No. | Years | No. | Years | No. | Years | No. |
| Director | 28.1 | 8 | 29.6 | 25 | 29.3 | 36 | 29.1 | 41 |
| Associate Director | 24.0 | 32 | 22.1 | 57 | 25.0 | 51 | 23.2 | 53 |
| Assistant Director | 21.3 | 34 | 24.2 | 55 | 24.1 | 64 | 24.6 | 56 |
| Head, Branch | 20.5 | 108 | 21.5 | 164 | 21.1 | 133 | 20.2 | 123 |
| Functional Specialist | 9.4 | 317 | 13.1 | 319 | 12.4 | 341 | 12.0 | 208 |
| Subject Specialist | 17.4 | 213 | 19.0 | 307 | 17.4 | 260 | 16.9 | 93 |
| Dept. Head: | | | | | | | | |
| Acquisitions | 21.1 | 8 | 20.7 | 20 | 20.7 | 34 | 22.3 | 34 |
| Reference | 20.3 | 11 | 22.2 | 24 | 18.7 | 40 | 19.9 | 40 |
| Cataloging | 22.5 | 35 | 20.5 | 64 | 20.5 | 46 | 21.3 | 43 |
| Serials | 32.0 | 1 | 18.8 | 10 | 17.7 | 12 | 19.2 | 12 |
| Documents/Maps | 17.6 | 9 | 23.5 | 20 | 22.1 | 27 | 21.8 | 31 |
| Circulation | 19.0 | 13 | 20.9 | 23 | 16.5 | 28 | 17.8 | 22 |
| Rare Books/Manuscripts | 22.3 | 8 | 24.6 | 13 | 24.9 | 28 | 21.3 | 32 |
| Computer Systems | 17.2 | 6 | 15.9 | 20 | 16.3 | 30 | 19.1 | 23 |
| Other | 18.7 | 80 | 18.9 | 243 | 17.5 | 181 | 18.5 | 155 |
| Reference: | | | | | | | | |
| Over 14 years experience | 23.6 | 65 | 24.3 | 209 | 23.1 | 177 | 24.4 | 212 |
| 10 to 14 years experience | 12.1 | 29 | 11.7 | 72 | 11.9 | 73 | 11.7 | 63 |
| 5 to 9 years experience | 6.6 | 25 | 6.6 | 81 | 6.9 | 85 | 7.1 | 89 |
| Under 5 years experience | 2.4 | 35 | 2.2 | 97 | 2.1 | 101 | 2.2 | 80 |
| Cataloging: | | | | | | | | |
| Over 14 years experience | 25.4 | 91 | 25.3 | 142 | 25.4 | 124 | 26.2 | 84 |
| 10 to 14 years experience | 12.1 | 27 | 11.8 | 55 | 11.9 | 37 | 12.0 | 23 |
| 5 to 9 years experience | 7.1 | 22 | 6.7 | 32 | 6.8 | 27 | 7.4 | 26 |
| Under 5 years experience | 1.9 | 27 | 2.7 | 25 | 2.0 | 26 | 2.1 | 18 |
| Other: | | | | | | | | |
| Over 14 years experience | 23.9 | 29 | 23.9 | 71 | 24.8 | 60 | 25.8 | 33 |
| 10 to 14 years experience | 12.6 | 13 | 11.9 | 15 | 11.2 | 25 | 11.2 | 9 |
| 5 to 9 years experience | 6.2 | 16 | 6.7 | 18 | 7.5 | 19 | 6.6 | 16 |
| Under 5 years experience | 2.2 | 24 | 1.9 | 37 | 2.0 | 32 | 2.4 | 11 |
| All Positions | 15.6 | 1,286 | 17.5 | 2,218 | 16.7 | 2,097 | 17.5 | 1,630 |

** Excludes medical and law libraries.

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

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

* Excludes Stanford, which did not report years of experience in 2000-01.

‡ No ARL library has fewer than 25 professional staff members.

**TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION,
FY 2000-2001***

| 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 (5) | West S.Central (9) | Mountain (7) | Pacific (13) | (13) | (13) | (13) | (112) | |
| Director | \$141,462 | \$156,357 | \$145,472 | \$132,674 | \$143,442 | \$121,071 | \$129,250 | \$121,620 | \$150,297 | \$81,019 | \$134,481 | | | |
| Associate Director | 100,530 | 99,620 | 89,881 | 92,223 | 89,490 | 70,571 | 81,263 | 83,296 | 105,855 | 61,499 | 89,639 | | | |
| Assistant Director | 73,896 | 83,146 | 79,626 | 76,412 | 75,446 | 73,733 | 81,736 | 76,359 | 79,740 | 55,292 | 76,911 | | | |
| Head, Branch | 69,288 | 62,650 | 60,832 | 55,046 | 55,459 | 53,421 | 53,255 | 61,045 | 65,779 | 48,748 | 59,703 | | | |
| Functional Specialist | 51,264 | 46,845 | 44,812 | 43,161 | 48,373 | 41,940 | 48,747 | 48,129 | 56,281 | 39,400 | 47,693 | | | |
| Subject Specialist | 55,674 | 53,012 | 50,773 | 51,206 | 46,893 | 41,446 | 41,595 | 50,596 | 61,292 | 43,886 | 51,850 | | | |
| Dept. Head: Acquisitions | 67,303 | 58,685 | 60,725 | 62,789 | 57,033 | 51,061 | 50,070 | 61,626 | 59,738 | 46,993 | 57,938 | | | |
| Reference | 63,338 | 60,984 | 62,327 | 56,150 | 57,189 | 59,987 | 54,278 | 60,106 | 62,394 | 48,494 | 58,977 | | | |
| Cataloging | 64,460 | 60,866 | 59,703 | 58,467 | 51,496 | † | 52,129 | 57,527 | 57,251 | 44,676 | 56,232 | | | |
| Serials | † | 51,154 | 51,362 | † | 51,221 | † | 45,760 | † | 56,961 | † | 53,072 | | | |
| Documents/Maps | 60,252 | 53,526 | 54,693 | 55,944 | 51,537 | † | 47,459 | † | 65,460 | 46,631 | 53,903 | | | |
| Circulation | 57,150 | 57,831 | 56,484 | † | 54,857 | 44,838 | 46,526 | 53,553 | 50,756 | 44,362 | 52,880 | | | |
| Rare Books/Manuscripts | 66,683 | 69,601 | 67,376 | 50,177 | 64,982 | † | 51,483 | † | 81,213 | 50,070 | 63,305 | | | |
| Computer Systems | 79,841 | 74,075 | 66,749 | 63,604 | 61,170 | † | 62,129 | † | 77,446 | 50,522 | 66,873 | | | |
| Other | 60,674 | 58,263 | 57,190 | 55,576 | 55,517 | 49,676 | 49,622 | 52,826 | 63,835 | 46,819 | 56,004 | | | |
| Reference: Over 14 years experience | 56,674 | 51,504 | 48,620 | 45,974 | 45,991 | 48,393 | 45,247 | 51,862 | 60,788 | 44,725 | 50,302 | | | |
| 10 to 14 years experience | 49,850 | 46,028 | 44,407 | 38,680 | 42,797 | 40,772 | 38,646 | 43,817 | 49,777 | 38,509 | 44,197 | | | |
| 5 to 9 years experience | 43,932 | 41,097 | 40,526 | 37,636 | 39,275 | 39,718 | 34,704 | 40,742 | 43,055 | 35,083 | 39,674 | | | |
| Under 5 years experience | 39,843 | 36,570 | 36,505 | 33,124 | 35,690 | 33,895 | 31,150 | 36,133 | 35,603 | 30,453 | 35,365 | | | |
| Cataloging: Over 14 years experience | 55,014 | 49,429 | 46,680 | 48,929 | 45,144 | 45,691 | 40,023 | 49,293 | 58,888 | 44,771 | 49,549 | | | |
| 10 to 14 years experience | 47,027 | 45,620 | 44,327 | 38,852 | 41,786 | 42,658 | 38,427 | 44,389 | 51,790 | 38,403 | 44,269 | | | |
| 5 to 9 years experience | 44,171 | 39,432 | 40,158 | 39,196 | 39,011 | 36,335 | 36,035 | 41,777 | 40,230 | † | 40,168 | | | |
| Under 5 years experience | 40,502 | 36,201 | 36,346 | † | 36,582 | 32,400 | 32,293 | † | 34,500 | 27,446 | 35,850 | | | |
| Other: Over 14 years experience | 55,440 | 59,435 | 55,787 | 56,529 | 45,947 | 49,079 | 50,642 | 52,618 | 61,328 | 45,567 | 54,292 | | | |
| 10 to 14 years experience | 43,780 | 41,078 | 44,921 | 37,548 | 46,803 | † | 39,074 | 45,154 | † | 35,088 | 43,389 | | | |
| 5 to 9 years experience | 46,075 | 41,027 | 41,386 | † | 39,029 | 37,766 | 37,296 | † | † | † | 40,520 | | | |
| Under 5 years experience | 39,289 | 36,333 | 36,638 | 30,502 | 35,147 | 35,917 | 33,858 | † | † | 28,431 | 35,786 | | | |
| All Positions: Average Salary | \$56,531 | \$55,491 | \$52,932 | \$50,934 | \$51,679 | \$47,982 | \$48,427 | \$53,095 | \$61,673 | \$44,681 | \$53,176 | | | |
| No. of Staff | 953 | 1,009 | 1,199 | 395 | 1,056 | 258 | 588 | 375 | 811 | 648 | 7,292 | | | |

* 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.

ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION*

| Region | No. of Libs. | 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 | (5) | Alabama, Auburn, Kentucky, 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; Stanford; Washington; Washington State | Alaska, Calif., Hawaii, Ore., Wash. |
| Canada | | | |
| | (13) | Alberta, British Columbia, Guelph, Laval, McGill, McMaster, Manitoba, 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 2000-2001***

| Position | Years of Experience | | | | | | | | | | |
|--------------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|
| | 0-3 | 4-7 | 8-11 | 12-15 | 16-19 | 20-23 | 24-27 | 28-31 | 32-35 | Over 35 | |
| Director | N/A | N/A | N/A | N/A | † | \$131,736 | \$139,352 | \$143,950 | \$136,371 | \$157,400 | |
| Associate Director | † | N/A | \$88,834 | \$84,605 | \$84,684 | 89,758 | 94,877 | 95,736 | 97,436 | † | |
| Assistant Director | † | \$74,814 | 78,545 | 73,484 | 71,939 | 80,321 | 81,041 | 82,244 | 81,286 | 82,940 | |
| Head, Branch | \$42,609 | 46,906 | 51,535 | 55,595 | 58,099 | 61,694 | 63,608 | 68,233 | 63,854 | 80,210 | |
| Functional Specialist | 41,653 | 44,252 | 47,530 | 49,818 | 52,493 | 57,198 | 55,836 | 58,188 | 61,572 | 62,238 | |
| Subject Specialist | 39,449 | 42,216 | 46,028 | 51,088 | 54,070 | 56,446 | 57,293 | 62,480 | 59,162 | 63,099 | |
| Dept. Head: Acquisitions | † | † | 54,571 | 51,813 | 61,009 | 57,743 | 65,683 | 61,824 | 67,479 | 68,990 | |
| Reference | 49,359 | 47,767 | 49,433 | 54,634 | 62,142 | 63,214 | 62,047 | 65,972 | 68,657 | † | |
| Cataloging | † | 45,297 | 46,250 | 56,424 | 56,412 | 59,090 | 60,753 | 59,720 | 64,965 | 66,204 | |
| Serials | † | 49,273 | 49,898 | † | N/A | 55,765 | † | 61,104 | 58,935 | N/A | |
| Documents/Maps | N/A | 41,621 | 44,488 | 46,045 | 56,416 | 55,904 | 60,983 | 59,640 | 62,128 | 60,329 | |
| Circulation | 42,647 | † | 48,296 | 49,445 | 59,435 | 58,073 | 61,396 | 60,757 | 48,513 | † | |
| Rare Books/Manuscripts | † | † | † | 52,559 | 60,185 | 65,994 | 67,378 | 76,187 | 68,556 | † | |
| Computer Systems | 78,266 | 46,693 | 66,941 | 63,551 | 74,255 | 75,845 | 72,524 | 79,215 | † | N/A | |
| Other | 47,305 | 46,105 | 51,330 | 54,081 | 57,965 | 57,921 | 61,743 | 62,171 | 64,327 | 64,929 | |
| Public Services | 33,987 | 38,590 | 41,191 | 41,598 | 51,783 | 52,706 | 50,728 | 59,765 | 50,694 | 53,591 | |
| Technical Services | 34,984 | 38,423 | 44,103 | 52,087 | 50,447 | 50,800 | 58,009 | 50,366 | 54,668 | † | |
| Administrative Services | 39,112 | 45,471 | 46,555 | 47,113 | 54,732 | 54,089 | 69,233 | 56,006 | 45,438 | 80,134 | |
| Reference | 35,414 | 38,948 | 42,313 | 46,485 | 48,515 | 51,378 | 52,646 | 52,788 | 56,058 | 50,777 | |
| Cataloger | 35,870 | 39,300 | 42,473 | 46,163 | 48,286 | 49,547 | 48,609 | 51,694 | 53,933 | 50,279 | |
| All Positions | | | | | | | | | | | |
| Average Salary | \$39,331 | \$42,125 | \$46,706 | \$50,937 | \$55,519 | \$59,887 | \$64,316 | \$65,992 | \$67,676 | \$67,571 | |
| Number of Staff | 820 | 779 | 822 | 748 | 749 | 741 | 737 | 613 | 392 | 182 | |

* 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 2000-2001***

| Position | Women | | Men | | Total | |
|--------------------------------------|-----------------|------------|-----------------|------------|-----------------|------------|
| | Salary | No. | Salary | No. | Salary | No. |
| Director | † | 2 | † | 2 | \$130,430 | 4 |
| Associate Director | † | 10 | † | 3 | 91,427 | 13 |
| Assistant Director | \$85,884 | 7 | \$86,642 | 7 | 86,263 | 14 |
| Head, Branch | 56,788 | 37 | 66,828 | 14 | 59,544 | 51 |
| Functional Specialist | 46,457 | 61 | 46,800 | 51 | 46,614 | 112 |
| Subject Specialist | 49,158 | 74 | 55,683 | 44 | 51,591 | 118 |
| Dept. Head: Acquisitions | † | 7 | † | 2 | 54,057 | 9 |
| Reference | † | 4 | † | 1 | 55,249 | 5 |
| Cataloging | † | 10 | † | 1 | 51,815 | 11 |
| Serials | † | 2 | N/A | N/A | † | 2 |
| Documents/Maps | 52,512 | 5 | N/A | N/A | 52,512 | 5 |
| Circulation | † | 6 | † | 2 | 49,551 | 8 |
| Rare Books/Manuscripts | † | 1 | † | 1 | † | 2 |
| Computer Systems | † | 2 | † | 6 | 60,551 | 8 |
| Other | 52,522 | 39 | 58,994 | 18 | 54,566 | 57 |
| Reference: Over 14 years experience | 52,373 | 56 | 51,326 | 13 | 52,175 | 69 |
| 10 to 14 years experience | 46,356 | 23 | 46,213 | 10 | 46,313 | 33 |
| 5 to 9 years experience | 42,019 | 26 | 41,351 | 10 | 41,834 | 36 |
| Under 5 years experience | 35,675 | 31 | 36,953 | 8 | 35,937 | 39 |
| Cataloging: Over 14 years experience | 49,600 | 54 | 50,870 | 17 | 49,904 | 71 |
| 10 to 14 years experience | 43,250 | 17 | 48,739 | 6 | 44,682 | 23 |
| 5 to 9 years experience | † | 14 | † | 3 | 40,760 | 17 |
| Under 5 years experience | † | 20 | † | 3 | 35,207 | 23 |
| Other: Over 14 years experience | 50,813 | 6 | 46,586 | 6 | 48,700 | 12 |
| 10 to 14 years experience | † | 4 | † | 1 | 42,530 | 5 |
| 5 to 9 years experience | † | 8 | † | 1 | 42,008 | 9 |
| Under 5 years experience | † | 13 | † | 2 | 33,123 | 15 |
| All Positions | \$49,065 | 539 | \$53,456 | 232 | \$50,386 | 771 |

* 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 2000-2001***

| Position | Women | | Men | | Total | |
|--------------------------|-------------|------------|-------------|------------|-------------|------------|
| | Years | No. | Years | No. | Years | No. |
| Director | 30.0 | 2 | 33.0 | 2 | 31.5 | 4 |
| Associate Director | 22.5 | 10 | 15.7 | 3 | 20.9 | 13 |
| Assistant Director | 30.0 | 7 | 18.7 | 7 | 24.4 | 14 |
| Head, Branch | 19.3 | 36 | 23.8 | 14 | 20.6 | 50 |
| Functional Specialist | 12.4 | 61 | 8.8 | 51 | 10.8 | 112 |
| Subject Specialist | 14.8 | 72 | 16.8 | 42 | 15.6 | 114 |
| Dept. Head: Acquisitions | 19.3 | 7 | 20.5 | 2 | 19.6 | 9 |
| Reference | 19.0 | 4 | 20.0 | 1 | 19.2 | 5 |
| Cataloging | 17.9 | 10 | 6.0 | 1 | 16.8 | 11 |
| Serials | 6.5 | 2 | N/A | N/A | 6.5 | 2 |
| Documents/Maps | 17.6 | 5 | N/A | N/A | 17.6 | 5 |
| Circulation | 24.5 | 6 | 12.5 | 2 | 21.5 | 8 |
| Rare Books/Manuscripts | 30.0 | 1 | 17.0 | 1 | 23.5 | 2 |
| Computer Systems | 16.5 | 2 | 10.7 | 6 | 12.1 | 8 |
| Other | 18.2 | 38 | 16.4 | 16 | 17.7 | 54 |
| Public Services | 10.4 | 18 | 14.6 | 7 | 11.6 | 25 |
| Technical Services | 7.9 | 7 | 17.3 | 3 | 10.7 | 10 |
| Administrative Services | 10.5 | 6 | N/A | N/A | 10.5 | 6 |
| Reference | 13.5 | 136 | 12.1 | 41 | 13.2 | 177 |
| Cataloger | 16.8 | 105 | 19.2 | 29 | 17.3 | 134 |
| All Positions | 15.5 | 535 | 14.8 | 228 | 15.3 | 763 |

*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 2000-2001***

| Experience | Women | | Men | | Total | | % of Total |
|----------------------|-----------------|--------------|-----------------|--------------|-----------------|--------------|---------------|
| | Salary | No. | Salary | No. | Salary | No. | |
| 0 - 3 years | \$38,075 | 495 | \$41,244 | 325 | \$39,331 | 820 | 12% |
| 4 - 7 years | 41,557 | 491 | 43,093 | 288 | 42,125 | 779 | 12% |
| 8 - 11 years | 45,565 | 532 | 48,800 | 290 | 46,706 | 822 | 12% |
| 12 - 15 years | 50,218 | 478 | 52,211 | 270 | 50,937 | 748 | 11% |
| 16 - 19 years | 54,892 | 486 | 56,678 | 263 | 55,519 | 749 | 11% |
| 20 - 23 years | 58,164 | 467 | 62,824 | 274 | 59,887 | 741 | 11% |
| 24 - 27 years | 62,788 | 433 | 66,494 | 304 | 64,316 | 737 | 11% |
| 28 - 31 years | 63,988 | 390 | 69,496 | 223 | 65,992 | 613 | 9% |
| 32 - 35 years | 65,561 | 255 | 71,612 | 137 | 67,676 | 392 | 6% |
| over 35 years | 64,322 | 117 | 73,420 | 65 | 67,571 | 182 | 3% |
| All Positions | \$52,539 | 4,144 | \$55,957 | 2,439 | \$53,806 | 6,583 | 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 2000-2001***

| Experience | Women | | Men | | Total | | % of Total |
|----------------------|-----------------|------------|-----------------|------------|-----------------|------------|---------------|
| | Salary | No. | Salary | No. | Salary | No. | |
| 0 - 3 years | \$36,579 | 84 | \$40,276 | 42 | \$37,811 | 126 | 17% |
| 4 - 7 years | 42,007 | 60 | 46,427 | 32 | 43,545 | 92 | 12% |
| 8 - 11 years | 44,973 | 88 | 53,147 | 37 | 47,392 | 125 | 16% |
| 12 - 15 years | 49,756 | 72 | 56,436 | 24 | 51,426 | 96 | 13% |
| 16 - 19 years | 49,781 | 51 | 52,575 | 19 | 50,540 | 70 | 9% |
| 20 - 23 years | 53,639 | 45 | 55,294 | 15 | 54,052 | 60 | 8% |
| 24 - 27 years | 65,119 | 35 | 56,258 | 17 | 62,222 | 52 | 7% |
| 28 - 31 years | 58,598 | 48 | 65,980 | 22 | 60,918 | 70 | 9% |
| 32 - 35 years | 58,772 | 34 | 68,486 | 12 | 61,306 | 46 | 6% |
| over 35 years | 57,391 | 18 | 67,574 | 8 | 60,525 | 26 | 3% |
| All Positions | \$48,988 | 535 | \$53,056 | 228 | \$50,204 | 763 | 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 2000-2001*

| Institution | <u>Filled Positions</u> | <u>Average Salaries</u> | | <u>Median Salaries</u> | | <u>Beginning Salaries</u> | | <u>Average Yrs. Exp.</u> |
|--------------------|-------------------------|-------------------------|----------|------------------------|----------|---------------------------|----------|--------------------------|
| | FY 2001 | FY 2000 | FY 2001 | FY 2000 | FY2001 | FY 2000 | FY2001 | FY 2001 |
| Alberta † | 51 | \$64,415 | \$68,118 | \$63,886 | \$67,768 | \$35,524 | \$36,946 | 18.9 |
| British Columbia † | 79 | 70,232 | 66,717 | 64,575 | 65,612 | 34,731 | 35,425 | 19.8 |
| Guelph | 26 | 62,760 | 64,643 | 62,337 | 66,457 | 36,723 | 37,126 | 20.0 |
| Laval | 57 | 59,469 | 63,812 | 59,003 | 63,514 | 33,690 | 39,718 | 23.5 |
| McGill † | 53 | 62,355 | 63,197 | 62,045 | 64,190 | 34,000 | 34,000 | 20.5 |
| McMaster † | 23 | 60,517 | 61,617 | 60,288 | 60,066 | 34,058 | 34,655 | 20.0 |
| Manitoba † | 39 | 59,453 | 62,245 | 61,797 | 64,481 | 32,384 | 33,032 | 22.0 |
| Queen's | 35 | 57,219 | 60,522 | 55,342 | 59,867 | 32,000 | 34,465 | 19.4 |
| Saskatchewan | 26 | 65,462 | 66,478 | 69,919 | 65,517 | 31,095 | 31,905 | 19.8 |
| Toronto † | 131 | 68,914 | 66,856 | 72,372 | 71,734 | 34,300 | 35,000 | 17.5 |
| Waterloo † | 38 | 58,460 | 60,719 | 57,835 | 60,297 | 35,445 | 35,799 | 19.1 |
| Western Ontario † | 41 | 56,540 | 54,025 | 56,746 | 54,506 | 41,180 | 41,180 | 16.4 |
| York † | 49 | 67,335 | 71,691 | 64,431 | 70,195 | 39,836 | 39,836 | 17.3 |

* Salaries expressed in Canadian dollars. Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic. 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 2000-2001***

| Position | Women | | Men | | Total | |
|--------------------------------------|-----------------|------------|-----------------|------------|-----------------|------------|
| | Salary | No. | Salary | No. | Salary | No. |
| Director | \$125,111 | 6 | \$114,233 | 7 | \$119,254 | 13 |
| Associate Director | 87,859 | 16 | 94,393 | 11 | 90,521 | 27 |
| Assistant Director | 86,370 | 10 | 74,263 | 7 | 81,385 | 17 |
| Head, Branch | 72,542 | 40 | 68,598 | 10 | 71,753 | 50 |
| Functional Specialist | 58,604 | 41 | 57,547 | 56 | 57,994 | 97 |
| Subject Specialist | 64,286 | 30 | 64,919 | 29 | 64,597 | 59 |
| Dept. Head: Acquisitions | 60,790 | 6 | 79,227 | 5 | 69,170 | 11 |
| Reference | † | 9 | † | 2 | 71,379 | 11 |
| Cataloging | † | 16 | † | 3 | 65,759 | 19 |
| Serials | † | 1 | N/A | N/A | † | 1 |
| Documents/Maps | 72,854 | 6 | 63,578 | 5 | 68,637 | 11 |
| Circulation | 65,297 | 12 | N/A | N/A | 65,297 | 12 |
| Rare Books/Manuscripts | 75,675 | 6 | 70,734 | 4 | 73,698 | 10 |
| Computer Systems | 61,167 | 4 | 83,163 | 6 | 74,364 | 10 |
| Other | 69,760 | 34 | 66,041 | 10 | 68,914 | 44 |
| Reference: Over 14 years experience | 66,204 | 73 | 64,646 | 23 | 65,831 | 96 |
| 10 to 14 years experience | † | 23 | † | 2 | 56,682 | 25 |
| 5 to 9 years experience | 51,431 | 20 | 52,235 | 7 | 51,640 | 27 |
| Under 5 years experience | 43,668 | 18 | 48,984 | 5 | 44,824 | 23 |
| Cataloging: Over 14 years experience | 67,904 | 26 | 63,004 | 18 | 65,899 | 44 |
| 10 to 14 years experience | † | 6 | † | 2 | 56,526 | 8 |
| 5 to 9 years experience | † | 1 | † | 1 | † | 2 |
| Under 5 years experience | † | 4 | † | 1 | 40,398 | 5 |
| Other: Over 14 years experience | 65,652 | 7 | 69,056 | 5 | 67,071 | 12 |
| 10 to 14 years experience | 51,647 | 4 | N/A | N/A | 51,647 | 4 |
| 5 to 9 years experience | † | 2 | † | 1 | † | 3 |
| Under 5 years experience | † | 2 | † | 5 | 41,848 | 7 |
| All Positions | \$65,762 | 423 | \$65,775 | 225 | \$65,766 | 648 |

* 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 2000-2001***

| Position | Women | | Men | | Total | |
|--------------------------|-------------|------------|-------------|------------|-------------|------------|
| | Years | No. | Years | No. | Years | No. |
| Director | 31.5 | 6 | 29.0 | 7 | 30.2 | 13 |
| Associate Director | 22.3 | 16 | 20.7 | 11 | 21.6 | 27 |
| Assistant Director | 27.6 | 10 | 27.1 | 7 | 27.4 | 17 |
| Head, Branch | 21.9 | 40 | 19.3 | 10 | 21.4 | 50 |
| Functional Specialist | 14.1 | 41 | 14.9 | 56 | 14.6 | 97 |
| Subject Specialist | 20.2 | 30 | 24.9 | 29 | 22.5 | 59 |
| Dept. Head: Acquisitions | 18.0 | 6 | 24.8 | 5 | 21.1 | 11 |
| Reference | 20.8 | 9 | 20.0 | 2 | 20.6 | 11 |
| Cataloging | 20.6 | 16 | 28.3 | 3 | 21.8 | 19 |
| Serials | 24.0 | 1 | N/A | N/A | 24.0 | 1 |
| Documents/Maps | 24.8 | 6 | 14.6 | 5 | 20.2 | 11 |
| Circulation | 17.4 | 12 | N/A | N/A | 17.4 | 12 |
| Rare Books/Manuscripts | 24.0 | 6 | 24.5 | 4 | 24.2 | 10 |
| Computer Systems | 16.3 | 4 | 24.8 | 6 | 21.4 | 10 |
| Other | 21.0 | 34 | 18.8 | 10 | 20.5 | 44 |
| Public Services | 17.2 | 9 | 9.9 | 9 | 13.6 | 18 |
| Technical Services | 30.0 | 1 | 35.0 | 1 | 32.5 | 2 |
| Administrations | 11.6 | 5 | 24.0 | 1 | 13.7 | 6 |
| Reference | 16.9 | 134 | 18.1 | 37 | 17.1 | 171 |
| Cataloger | 21.2 | 37 | 22.4 | 22 | 21.7 | 59 |
| All Positions | 19.2 | 423 | 19.7 | 225 | 19.3 | 648 |

* 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.

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**TABLE 34: NUMBER AND AVERAGE SALARIES OF
CANADIAN ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2000-2001***

| Experience | Women | | Men | | Total | | % of Total |
|----------------------|-----------------|------------|-----------------|------------|-----------------|------------|---------------|
| | Salary | No. | Salary | No. | Salary | No. | |
| 0 - 3 years | \$43,202 | 23 | \$44,758 | 23 | \$43,980 | 46 | 7.1% |
| 4 - 7 years | 49,758 | 31 | 52,634 | 19 | 50,851 | 50 | 7.7% |
| 8 - 11 years | 56,330 | 41 | 55,442 | 15 | 56,092 | 56 | 8.6% |
| 12 - 15 years | 60,485 | 65 | 72,649 | 21 | 63,456 | 86 | 13.3% |
| 16 - 19 years | 65,898 | 41 | 66,599 | 18 | 66,112 | 59 | 9.1% |
| 20 - 23 years | 68,602 | 70 | 65,616 | 28 | 67,748 | 98 | 15.1% |
| 24 - 27 years | 70,989 | 62 | 69,199 | 42 | 70,266 | 104 | 16.0% |
| 28 - 31 years | 74,814 | 47 | 75,362 | 29 | 75,023 | 76 | 11.7% |
| 32 - 35 years | 82,070 | 31 | 77,205 | 27 | 79,805 | 58 | 9.0% |
| over 35 years | † | 12 | † | 3 | 84,963 | 15 | 2.3% |
| All Positions | \$65,762 | 423 | \$65,775 | 225 | \$65,766 | 648 | 100.0% |

*Excludes Canadian medical and law libraries. See Tables 41 and 48 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.

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 2000-2001***

| Institution | Filled Positions | Average Salary | Median Salary | Beginning Salary | Average Yrs. Exp. |
|----------------------------|------------------|----------------|---------------|------------------|-------------------|
| Alabama | 2 | † | † | \$27,000 | 14.0 |
| Alberta | 4 | 40,909 | 42,728 | 25,101 | 13.8 |
| Arizona | 16 | 51,890 | 49,559 | 38,789 | 19.9 |
| Boston University | 7 | 47,385 | 49,148 | 28,000 | 12.7 |
| British Columbia | 10 | 42,094 | 42,657 | 24,067 | 15.5 |
| California, Davis | 10 | 58,066 | 61,848 | 32,940 | 17.5 |
| California, Irvine | 3 | † | † | 32,940 | 23.0 |
| California, Los Angeles | 17 | 60,356 | 68,112 | 32,940 | 20.1 |
| California, San Diego | 8 | 59,929 | 57,984 | 32,940 | 17.5 |
| Case Western Reserve | 8 | 44,757 | 43,657 | 31,500 | 21.1 |
| Cincinnati | 22 | 50,156 | 44,095 | 25,000 | 18.7 |
| Columbia | 7 | 48,191 | 48,500 | 39,000 | 9.4 |
| Connecticut | 21 | 57,271 | 54,644 | 44,770 | 11.4 |
| Cornell | 9 | 60,948 | 55,990 | 37,500 | 22.1 |
| Dartmouth [§] | 10 | 42,614 | 42,557 | 32,200 | 12.6 |
| Duke | 18 | 45,426 | 45,150 | 32,800 | 20.2 |
| Emory | 13 | 47,760 | 45,705 | 30,000 | 14.4 |
| Florida | 16 | 40,490 | 41,301 | 32,000 | 15.6 |
| George Washington | 14 | 47,343 | 46,296 | 31,500 | 12.8 |
| Georgetown | 6 | 48,966 | 48,948 | 38,000 | 11.3 |
| Harvard | 35 | 53,196 | 51,598 | 36,300 | 11.8 |
| Howard | 6 | 39,465 | 37,919 | 35,049 | 20.8 |
| Illinois, Chicago | 28 | 44,826 | 40,000 | 33,000 | 11.1 |
| Iowa | 11 | 48,475 | 49,105 | 30,000 | 18.8 |
| Johns Hopkins [§] | 20 | 53,999 | 51,586 | 39,500 | 13.2 |
| Kansas [§] | 8 | 44,363 | 44,462 | 33,000 | 9.3 |
| Kentucky | 13 | 48,828 | 47,878 | 32,000 | 17.7 |
| McGill | 6 | 44,512 | 40,405 | 23,099 | 22.2 |
| McMaster | 6 | 44,967 | 44,195 | 23,544 | 23.0 |
| Manitoba | 11 | 30,391 | 28,214 | 22,441 | 11.6 |
| Miami | 8 | 50,882 | 46,624 | 30,000 | 22.0 |
| Michigan | 14 | 45,352 | 41,282 | 33,500 | 13.1 |
| Minnesota | 15 | 47,829 | 45,522 | 33,000 | 17.2 |
| Missouri | 8 | 37,632 | 36,565 | 29,200 | 14.4 |
| Nebraska | 12 | \$46,263 | \$42,040 | \$25,000 | 16.9 |
| New Mexico [§] | 18 | 51,320 | 50,931 | 41,400 | 21.4 |

*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.

§ See Footnotes.

**TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
ARL UNIVERSITY MEDICAL LIBRARIES, FY 2000-2001***

| Institution | Filled Positions | Average Salary | Median Salary | Beginning Salary | Average Yrs. Exp. |
|-----------------------------|-------------------------|-----------------------|----------------------|-------------------------|--------------------------|
| New York University | 17 | 59,935 | 54,106 | 40,000 | 13.7 |
| North Carolina | 25 | 50,113 | 48,094 | 34,500 | 17.5 |
| Northwestern | 11 | 46,375 | 44,283 | 30,000 | 14.2 |
| Ohio State | 13 | 45,945 | 47,750 | 35,000 | 12.9 |
| Oklahoma | 8 | 39,679 | 40,269 | 25,000 | 11.6 |
| Oklahoma State [‡] | 3 | † | † | 30,000 | 24.3 |
| Pennsylvania | 14 | 47,647 | 48,029 | 34,000 | 18.0 |
| Pennsylvania State | 4 | 47,361 | 48,600 | 34,000 | 16.3 |
| Pittsburgh | 23 | 45,279 | 41,266 | 30,000 | 13.3 |
| Queen's | 7 | 34,007 | 32,930 | 23,415 | 14.1 |
| Rochester | 20 | 42,988 | 41,081 | 33,418 | 13.4 |
| Saskatchewan | 2 | † | † | 21,676 | 5.5 |
| South Carolina | 6 | 42,069 | 40,693 | 30,000 | 12.0 |
| Southern California | 15 | U/A | U/A | 36,804 | 18.1 |
| Southern Illinois | 4 | 49,703 | 49,504 | 30,000 | 18.8 |
| Stanford | 9 | 59,892 | 53,685 | 41,200 | N/A |
| SUNY Buffalo | 16 | 47,392 | 49,307 | 33,000 | 16.9 |
| SUNY Stony Brook | 18 | 55,771 | 52,500 | 34,500 | 10.6 |
| Temple | 9 | 43,130 | 42,936 | 30,000 | 19.7 |
| Texas A&M | 13 | 42,784 | 40,920 | 33,500 | 14.0 |
| Texas Tech [‡] | 19 | 45,193 | 41,243 | 33,912 | 19.1 |
| Toronto | 18 | 43,982 | 48,003 | 23,778 | 12.7 |
| Tulane | 8 | 41,751 | 41,578 | 33,000 | 20.1 |
| Utah | 10 | 47,712 | 43,354 | 29,000 | 18.1 |
| Vanderbilt | 23 | 43,333 | 40,589 | 30,000 | 10.6 |
| Virginia | 12 | 51,582 | 51,500 | 31,000 | 16.3 |
| Washington | 19 | 51,590 | 48,588 | 32,000 | 18.3 |
| Washington U.-St. Louis | 17 | 51,375 | 42,054 | 35,043 | 21.1 |
| Wayne State | 8 | 39,522 | 34,941 | 34,000 | 9.6 |
| Western Ontario | 8 | 34,302 | 34,309 | 27,977 | 13.4 |
| Wisconsin | 11 | 47,074 | 46,490 | 33,906 | 7.2 |
| Yale | 14 | 48,413 | 45,350 | 37,100 | 11.5 |

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

†Canadian salaries expressed in U.S. dollars.

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

§ See Footnotes.

**TABLE 36: BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2000-2001***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|----------------------|----------|------|----------------------|----------|
| 1 | Connecticut | \$44,770 | 36 | Dartmouth | \$32,200 |
| 2 | New Mexico | 41,400 | 37 | Florida | 32,000 |
| 3 | Stanford | 41,200 | 37 | Kentucky | 32,000 |
| 4 | New York | 40,000 | 37 | Washington | 32,000 |
| 5 | Johns Hopkins | 39,500 | 40 | Case Western Reserve | 31,500 |
| 6 | Columbia | 39,000 | 40 | George Washington | 31,500 |
| 7 | Arizona | 38,789 | 42 | Virginia | 31,000 |
| 8 | Georgetown | 38,000 | 43 | Emory | 30,000 |
| 9 | Cornell | 37,500 | 43 | Iowa | 30,000 |
| 10 | Yale | 37,100 | 43 | Miami | 30,000 |
| 11 | Southern California | 36,804 | 43 | Northwestern | 30,000 |
| 12 | Harvard | 36,300 | 43 | Oklahoma State | 30,000 |
| 13 | Howard | 35,049 | 43 | Pittsburgh | 30,000 |
| 14 | Washington-St. Louis | 35,043 | 43 | South Carolina | 30,000 |
| 15 | Ohio State | 35,000 | 43 | Southern Illinois | 30,000 |
| 16 | North Carolina | 34,500 | 43 | Temple | 30,000 |
| 16 | SUNY Stony Brook | 34,500 | 43 | Vanderbilt | 30,000 |
| 18 | Pennsylvania | 34,000 | 53 | Missouri | 29,200 |
| 18 | Pennsylvania State | 34,000 | 54 | Utah | 29,000 |
| 18 | Wayne State | 34,000 | 55 | Boston University | 28,000 |
| 21 | Texas Tech | 33,912 | 56 | Western Ontario † | 27,977 |
| 22 | Wisconsin | 33,906 | 57 | Alabama | 27,000 |
| 23 | Michigan | 33,500 | 58 | Alberta † | 25,101 |
| 23 | Texas A&M | 33,500 | 59 | Cincinnati | 25,000 |
| 25 | Rochester | 33,418 | 59 | Nebraska | 25,000 |
| 26 | Illinois, Chicago | 33,000 | 59 | Oklahoma | 25,000 |
| 26 | Kansas | 33,000 | 62 | British Columbia † | 24,067 |
| 26 | Minnesota | 33,000 | 63 | Toronto † | 23,778 |
| 26 | SUNY Buffalo | 33,000 | 64 | McMaster † | 23,544 |
| 26 | Tulane | 33,000 | 65 | Queen's † | 23,415 |
| 31 | Calif. Davis | 32,940 | 66 | McGill † | 23,099 |
| 31 | Calif. Irvine | 32,940 | 67 | Manitoba † | 22,441 |
| 31 | Calif. Los Angeles | 32,940 | 68 | Saskatchewan † | 21,676 |
| 34 | Duke | 32,800 | | | |
| 35 | Calif. San Diego | 32,490 | | | |

* 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 2000-2001***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|-------------------------|----------|------|-------------------------|----------|
| 1 | California, Los Angeles | \$68,112 | 33 | Duke | \$45,150 |
| 2 | California, Davis | 61,848 | 34 | Kansas | 44,462 |
| 3 | California, San Diego | 57,984 | 35 | Northwestern | 44,283 |
| 4 | Cornell | 55,990 | 36 | McMaster † | 44,195 |
| 5 | Connecticut | 54,644 | 37 | Cincinnati | 44,095 |
| 6 | New York University | 54,106 | 38 | Case Western Reserve | 43,657 |
| 7 | Stanford | 53,685 | 39 | Utah | 43,354 |
| 8 | SUNY Stony Brook | 52,500 | 40 | Temple | 42,936 |
| 9 | Harvard | 51,598 | 41 | Alberta † | 42,728 |
| 10 | Johns Hopkins | 51,586 | 42 | British Columbia † | 42,657 |
| 11 | Virginia | 51,500 | 43 | Dartmouth | 42,557 |
| 13 | New Mexico | 50,931 | 44 | Washington U.-St. Louis | 42,054 |
| 14 | Arizona | 49,559 | 45 | Nebraska | 42,040 |
| 15 | SUNY Buffalo | 49,307 | 46 | Tulane | 41,578 |
| 16 | Boston University | 49,148 | 47 | Florida | 41,301 |
| 17 | Iowa | 49,105 | 48 | Michigan | 41,282 |
| 18 | Georgetown | 48,948 | 49 | Pittsburgh | 41,266 |
| 19 | Pennsylvania State | 48,600 | 50 | Texas Tech | 41,243 |
| 20 | Washington | 48,588 | 51 | Rochester | 41,081 |
| 21 | Columbia | 48,500 | 52 | Texas A&M | 40,920 |
| 22 | North Carolina | 48,094 | 53 | South Carolina | 40,693 |
| 23 | Pennsylvania | 48,029 | 54 | Vanderbilt | 40,589 |
| 24 | Toronto † | 48,003 | 55 | McGill † | 40,405 |
| 25 | Kentucky | 47,878 | 56 | Oklahoma | 40,269 |
| 26 | Ohio State | 47,750 | 57 | Illinois, Chicago | 40,000 |
| 27 | Miami | 46,624 | 58 | Howard | 37,919 |
| 28 | Wisconsin | 46,490 | 59 | Missouri | 36,565 |
| 29 | George Washington | 46,296 | 60 | Wayne State | 34,941 |
| 30 | Emory | 45,705 | 61 | Western Ontario † | 34,309 |
| 31 | Minnesota | 45,522 | 62 | Queen's † | 32,930 |
| 32 | Yale | 45,350 | 63 | Manitoba † | 28,214 |

* Salaries of directors are not included in the calculation of medians. Alabama; California, Irvine; Oklahoma State; Saskatchewan; and Southern Illinois are not ranked because they reported fewer than four individuals. Southern California is not ranked because its median is unavailable.

† Canadian salaries expressed in U.S. dollars.

**TABLE 38: AVERAGE PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2000-2001***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|-------------------------|----------|------|----------------------|----------|
| 1 | Cornell | \$60,948 | 33 | Wisconsin | \$47,074 |
| 2 | California, Los Angeles | 60,356 | 34 | Northwestern | 46,375 |
| 3 | New York University | 59,935 | 35 | Nebraska | 46,263 |
| 4 | California, San Diego | 59,929 | 36 | Ohio State | 45,945 |
| 5 | Stanford | 59,892 | 37 | Duke | 45,426 |
| 6 | California, Davis | 58,066 | 38 | Michigan | 45,352 |
| 7 | Connecticut | 57,271 | 39 | Pittsburgh | 45,279 |
| 8 | SUNY Stony Brook | 55,771 | 40 | Texas Tech | 45,193 |
| 9 | Johns Hopkins | 53,999 | 41 | McMaster † | 44,967 |
| 10 | Harvard | 53,196 | 42 | Illinois, Chicago | 44,826 |
| 11 | Arizona | 51,890 | 43 | Case Western Reserve | 44,757 |
| 12 | Washington | 51,590 | 44 | McGill † | 44,512 |
| 13 | Virginia | 51,582 | 45 | Kansas | 44,363 |
| 15 | Washington U.-St. Louis | 51,375 | 46 | Toronto † | 43,982 |
| 16 | New Mexico | 51,320 | 47 | Vanderbilt | 43,333 |
| 17 | Miami | 50,882 | 48 | Temple | 43,130 |
| 18 | Cincinnati | 50,156 | 49 | Rochester | 42,988 |
| 19 | North Carolina | 50,113 | 50 | Texas A&M | 42,784 |
| 20 | Georgetown | 48,966 | 51 | Dartmouth | 42,614 |
| 21 | Kentucky | 48,828 | 52 | British Columbia † | 42,094 |
| 22 | Iowa | 48,475 | 53 | South Carolina | 42,069 |
| 23 | Yale | 48,413 | 54 | Tulane | 41,751 |
| 24 | Columbia | 48,191 | 55 | Alberta † | 40,909 |
| 25 | Minnesota | 47,829 | 56 | Florida | 40,490 |
| 26 | Emory | 47,760 | 57 | Oklahoma | 39,679 |
| 27 | Utah | 47,712 | 58 | Wayne State | 39,522 |
| 28 | Pennsylvania | 47,647 | 59 | Howard | 39,465 |
| 29 | SUNY Buffalo | 47,392 | 60 | Missouri | 37,632 |
| 30 | Boston University | 47,385 | 61 | Western Ontario | 34,302 |
| 31 | Pennsylvania State | 47,361 | 62 | Queen's | 34,007 |
| 32 | George Washington | 47,343 | 63 | Manitoba † | 30,391 |

* Salaries of directors are not included in the calculation of averages. Alabama; California, Irvine; Oklahoma State; Saskatchewan; and Southern Illinois are not ranked because they reported fewer than four individuals. Southern California is not ranked because its average is unavailable.

† Canadian salaries expressed in U.S. dollars.

**TABLE 39: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2000-2001***

| Position | Women | | Men | | Total | |
|--------------------------------------|-----------------|------------|-----------------|------------|-----------------|------------|
| | Salary | No. | Salary | No. | Salary | No. |
| Head, Medical | \$95,271 | 38 | \$106,496 | 19 | \$99,013 | 57 |
| Associate Director | 68,009 | 43 | 69,208 | 15 | 68,319 | 58 |
| Assistant Director | 57,762 | 23 | 58,985 | 7 | 58,047 | 30 |
| Head, Branch | 50,141 | 24 | 57,125 | 4 | 51,138 | 28 |
| Functional Specialist | 44,796 | 60 | 47,570 | 41 | 45,922 | 101 |
| Subject Specialist | 47,005 | 38 | 45,059 | 6 | 46,740 | 44 |
| Dept. Head: Acquisitions | 44,898 | 10 | 55,594 | 5 | 48,463 | 15 |
| Reference | 51,618 | 23 | 53,760 | 8 | 52,171 | 31 |
| Cataloging | † | 15 | † | 2 | 52,082 | 17 |
| Serials | 45,966 | 5 | N/A | N/A | 45,966 | 5 |
| Circulation | 48,965 | 13 | 37,642 | 4 | 46,300 | 17 |
| Rare Books/Manuscripts | † | 6 | † | 3 | 56,576 | 9 |
| Computer Systems | 55,071 | 7 | 55,596 | 10 | 55,380 | 17 |
| Other | 54,290 | 57 | 53,859 | 10 | 54,226 | 67 |
| Reference: Over 14 years experience | 45,861 | 70 | 48,427 | 19 | 46,409 | 89 |
| 10 to 14 years experience | 45,909 | 30 | 47,156 | 7 | 46,145 | 37 |
| 5 to 9 years experience | 39,976 | 46 | 40,951 | 9 | 40,136 | 55 |
| Under 5 years experience | 35,135 | 56 | 43,119 | 11 | 36,446 | 67 |
| Cataloging: Over 14 years experience | † | 6 | † | 1 | 42,739 | 7 |
| 10 to 14 years experience | † | 1 | N/A | N/A | † | 1 |
| 5 to 9 years experience | † | 4 | † | 1 | 44,019 | 5 |
| Under 5 years experience | † | 5 | † | 1 | 38,735 | 6 |
| Other: Over 14 years experience | 48,319 | 30 | 45,261 | 9 | 47,613 | 39 |
| 10 to 14 years experience | 38,649 | 7 | N/A | N/A | 38,649 | 7 |
| 5 to 9 years experience | 41,887 | 7 | 39,700 | 5 | 40,976 | 12 |
| Under 5 years experience | 36,644 | 15 | 38,860 | 5 | 37,198 | 20 |
| All Positions | \$50,514 | 639 | \$55,343 | 202 | \$51,674 | 841 |

* 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 2000-2001**

| Position | Women | | Men | | Total | |
|--------------------------|-------------|------------|-------------|------------|-------------|------------|
| | Years | No. | Years | No. | Years | No. |
| Head, Medical | 25.4 | 38 | 26.1 | 18 | 25.6 | 56 |
| Associate Director | 22.6 | 43 | 19.6 | 15 | 21.8 | 58 |
| Assistant Director | 21.0 | 23 | 15.3 | 7 | 19.6 | 30 |
| Head, Branch | 20.4 | 24 | 22.3 | 4 | 20.6 | 28 |
| Functional Specialist | 11.6 | 59 | 9.7 | 40 | 10.8 | 99 |
| Subject Specialist | 16.6 | 37 | 8.2 | 6 | 15.4 | 43 |
| Dept. Head: Acquisitions | 18.1 | 10 | 24.2 | 5 | 20.1 | 15 |
| Reference | 18.9 | 23 | 13.3 | 8 | 17.4 | 31 |
| Cataloging | 18.1 | 15 | 23.0 | 2 | 18.6 | 17 |
| Serials | 19.8 | 5 | N/A | N/A | 19.8 | 5 |
| Circulation | 14.2 | 13 | 5.3 | 4 | 12.1 | 17 |
| Rare Books/Manuscripts | 23.0 | 6 | 21.0 | 3 | 22.3 | 9 |
| Computer Systems | 14.1 | 7 | 8.3 | 9 | 10.9 | 16 |
| Other | 18.1 | 56 | 16.7 | 10 | 17.9 | 66 |
| Public Services | 14.7 | 35 | 11.5 | 11 | 13.9 | 46 |
| Technical Services | 17.5 | 10 | 8.6 | 5 | 14.5 | 15 |
| Administrative Services | 11.9 | 14 | 25.0 | 3 | 14.2 | 17 |
| Reference | 11.5 | 202 | 12.8 | 46 | 11.8 | 248 |
| Cataloger | 12.1 | 16 | 11.0 | 3 | 11.9 | 19 |
| All Positions | 15.7 | 636 | 14.4 | 199 | 15.4 | 835 |

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 2000-2001***

| Experience | <u>Women</u> | | <u>Men</u> | | <u>Total</u> | | <u>% of Total</u> |
|----------------------|-----------------|------------|-----------------|------------|-----------------|------------|-----------------------|
| | Salary | No. | Salary | No. | Salary | No. | |
| 0 - 3 years | \$37,328 | 82 | \$43,668 | 34 | \$39,186 | 116 | 14% |
| 4 - 7 years | 40,873 | 84 | 46,973 | 34 | 42,631 | 118 | 14% |
| 8 - 11 years | 45,122 | 78 | 48,537 | 18 | 45,763 | 96 | 11% |
| 12 - 15 years | 49,042 | 70 | 53,591 | 21 | 50,092 | 91 | 11% |
| 16 - 19 years | 52,094 | 70 | 56,020 | 28 | 53,216 | 98 | 12% |
| 20 - 23 years | 53,068 | 96 | 60,594 | 25 | 54,623 | 121 | 14% |
| 24 - 27 years | 60,505 | 71 | 57,271 | 12 | 60,037 | 83 | 10% |
| 28 - 31 years | 63,965 | 59 | 71,300 | 20 | 65,822 | 79 | 9% |
| 32 - 35 years | † | 19 | † | 3 | 77,308 | 22 | 3% |
| over 35 years | 63,424 | 7 | 77,244 | 4 | 68,450 | 11 | 1% |
| All Positions | \$50,470 | 636 | \$54,722 | 199 | \$51,484 | 835 | 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

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TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2000-2001*

| Institution | Filled Positions | Average Salary | Median Salary | Beginning Salary | Average Yrs. Exp. |
|-------------------------|------------------|----------------|---------------|------------------|-------------------|
| Alabama | 8 | \$42,755 | \$41,296 | \$32,000 | 14.3 |
| Alberta | 3 | † | † | 25,101 | 25.3 |
| Arizona | 9 | 50,387 | 51,084 | 40,000 | 14.9 |
| Arizona State | 8 | 47,954 | 50,000 | 36,000 | 12.6 |
| Boston University | 10 | 57,733 | 50,000 | 45,000 | 14.5 |
| Boston College | 12 | 57,959 | 59,650 | 33,350 | 16.8 |
| British Columbia † | 3 | † | † | 24,067 | 27.0 |
| California, Davis | 6 | 64,858 | 68,112 | 32,940 | 22.0 |
| California, Los Angeles | 13 | 57,418 | 61,848 | 32,940 | 11.7 |
| Case Western Reserve | 11 | 51,964 | 50,800 | 37,500 | 12.6 |
| Cincinnati | 8 | 52,450 | 54,563 | 25,000 | 16.6 |
| Colorado | 7 | 49,608 | 46,229 | 33,500 | 14.3 |
| Columbia | 15 | 62,048 | 61,145 | 39,000 | 12.6 |
| Connecticut | 13 | 54,880 | 54,733 | 36,900 | 12.2 |
| Cornell | 7 | 51,355 | 49,830 | 39,000 | 11.4 |
| Duke | 10 | 56,372 | 54,000 | 32,800 | 17.9 |
| Emory | 9 | 55,203 | 52,360 | 30,000 | 16.0 |
| Florida | 11 | 47,184 | 46,175 | 35,000 | 24.5 |
| Florida State | 10 | 43,002 | 43,825 | 27,000 | 18.0 |
| George Washington | 17 | 55,703 | 55,840 | 40,000 | 11.2 |
| Georgetown | 22 | 61,857 | 56,000 | 38,357 | 12.9 |
| Georgia | 10 | 46,903 | 46,459 | 35,000 | 13.9 |
| Harvard | 43 | 61,800 | 62,918 | 36,300 | 17.6 |
| Hawaii | 4 | 50,032 | 45,576 | 33,312 | 14.8 |
| Houston | 16 | 43,414 | 45,501 | 31,000 | 14.9 |
| Howard | 9 | 41,316 | 39,687 | 35,049 | 9.7 |
| Illinois, Urbana | 5 | 51,973 | 51,946 | 35,000 | 9.6 |
| Indiana | 8 | 52,717 | 52,059 | 32,818 | 17.5 |
| Iowa | 14 | 56,711 | 49,750 | 30,000 | 16.7 |
| Kansas | 6 | 39,742 | 40,000 | 28,500 | 9.3 |
| Kentucky | 8 | 38,517 | 40,000 | 32,000 | 7.8 |
| Louisiana State | 10 | 51,339 | 44,799 | 35,000 | 21.0 |
| McGill † | 5 | 41,364 | 42,494 | 23,099 | 16.6 |
| Manitoba † | 3 | † | † | 22,441 | 21.3 |
| Miami | 15 | 44,229 | 45,015 | 30,000 | 12.7 |
| Michigan † | 10 | 62,284 | 57,001 | 41,000 | 16.8 |
| Minnesota | 13 | 55,456 | 52,288 | 33,000 | 16.9 |

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

† Canadian salaries expressed in U.S. dollars.

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

§ See Footnotes.

TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2000-2001*

| Institution | Filled Positions | Average Salary | Median Salary | Beginning Salary | Average Yrs. Exp. |
|------------------------------|------------------|----------------|---------------|------------------|-------------------|
| Missouri | 7 | \$40,811 | \$37,447 | \$29,200 | 9.6 |
| Nebraska | 6 | 43,074 | 40,092 | 30,000 | 10.2 |
| New Mexico [§] | 5 | 53,765 | 55,803 | 38,000 | 15.8 |
| New York University | 17 | 63,668 | 57,905 | 43,000 | 17.4 |
| North Carolina | 9 | 50,114 | 46,990 | 34,500 | 15.6 |
| Northwestern | 11 | 56,221 | 57,133 | 30,000 | 16.9 |
| Notre Dame | 12 | 53,575 | 53,595 | 34,000 | 13.3 |
| Ohio State | 8 | 49,165 | 47,000 | 35,000 | 12.6 |
| Oklahoma | 6 | 36,330 | 35,190 | 25,000 | 12.3 |
| Oregon | 5 | 41,374 | 37,814 | 32,000 | 17.6 |
| Pennsylvania | 14 | 56,355 | 57,400 | 34,000 | 15.1 |
| Pennsylvania State | 6 | 49,882 | 50,364 | 34,000 | 16.0 |
| Queen's [†] | 3 | † | † | 23,415 | 16.0 |
| Rutgers, Camden | 9 | 51,061 | 48,007 | 42,369 | 14.2 |
| Rutgers, Newark | 9 | 65,368 | 57,844 | 42,369 | 17.2 |
| Saskatchewan [†] | 3 | † | † | 21,676 | 11.0 |
| South Carolina | 10 | 50,441 | 44,000 | 36,000 | 13.9 |
| Southern Illinois | 5 | 62,995 | 68,754 | 35,000 | 18.2 |
| Stanford | 7 | 67,008 | 64,414 | 41,200 | N/A |
| SUNY Buffalo | 11 | 47,366 | 51,363 | 33,000 | 16.9 |
| Temple | 10 | 45,343 | 41,196 | 28,500 | 16.1 |
| Tennessee | 10 | 53,990 | 50,715 | 30,000 | 18.2 |
| Texas | 20 | 50,328 | 45,000 | 28,000 | 15.2 |
| Texas Tech | 4 | 48,612 | 48,307 | 29,916 | 18.5 |
| Toronto [†] | 7 | 51,326 | 51,196 | 23,778 | 7.6 |
| Tulane | 10 | 48,251 | 45,441 | 35,000 | 12.6 |
| Utah | 7 | 48,301 | 50,860 | 30,000 | 14.7 |
| Vanderbilt | 9 | 51,896 | 47,433 | 30,000 | 15.4 |
| Virginia | 13 | 61,225 | 52,500 | 31,000 | 17.5 |
| Washington | 16 | 53,232 | 53,868 | 40,000 | 15.7 |
| Washington U.-St. Louis | 8 | 47,041 | 51,116 | 37,500 | 11.8 |
| Wayne State | 4 | 47,345 | 42,000 | 34,000 | 15.8 |
| Western Ontario [†] | 3 | † | † | 27,977 | 15.3 |
| Wisconsin | 14 | 53,691 | 49,400 | 33,906 | 17.0 |
| Yale | 14 | 60,638 | 57,700 | 37,100 | 22.4 |
| York [†] | 5 | 42,710 | 38,661 | 27,064 | 20.2 |

* 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.

[†] See Footnotes.

**TABLE 43: BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2000-2001***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|----------------------|----------|------|--------------------|----------|
| 1 | Boston | \$45,000 | 37 | Minnesota | \$33,000 |
| 2 | New York | 43,000 | 37 | SUNY Buffalo | 33,000 |
| 3 | Camden - Law | 42,369 | 40 | Calif. Davis | 32,940 |
| 3 | Newark - Law | 42,369 | 40 | Calif. Los Angeles | 32,940 |
| 5 | Stanford | 41,200 | 42 | Indiana | 32,818 |
| 6 | Michigan | 41,000 | 43 | Duke | 32,800 |
| 7 | Arizona | 40,000 | 44 | Boston College | 32,300 |
| 7 | George Washington | 40,000 | 45 | Alabama | 32,000 |
| 7 | Washington | 40,000 | 45 | Kentucky | 32,000 |
| 10 | Columbia | 39,000 | 45 | Oregon | 32,000 |
| 10 | Cornell | 39,000 | 48 | Houston | 31,000 |
| 12 | Georgetown | 38,357 | 48 | Virginia | 31,000 |
| 13 | New Mexico | 38,000 | 50 | Emory | 30,000 |
| 14 | Case Western Reserve | 37,500 | 50 | Iowa | 30,000 |
| 14 | Washington-St. Louis | 37,500 | 50 | Miami | 30,000 |
| 16 | Yale | 37,100 | 50 | Nebraska | 30,000 |
| 17 | Connecticut | 36,900 | 50 | Northwestern | 30,000 |
| 18 | Harvard | 36,300 | 50 | Tennessee | 30,000 |
| 19 | Arizona State | 36,000 | 50 | Utah | 30,000 |
| 19 | South Carolina | 36,000 | 50 | Vanderbilt | 30,000 |
| 21 | Howard | 35,049 | 58 | Texas Tech | 29,916 |
| 22 | Florida | 35,000 | 59 | Missouri | 29,200 |
| 22 | Georgia | 35,000 | 60 | Kansas | 28,500 |
| 22 | Illinois, Urbana | 35,000 | 60 | Temple | 28,500 |
| 22 | Louisiana State | 35,000 | 62 | Texas | 28,000 |
| 22 | Ohio State | 35,000 | 63 | Western Ontario † | 27,977 |
| 22 | Southern Illinois | 35,000 | 64 | York † | 27,064 |
| 22 | Tulane | 35,000 | 65 | Florida State | 27,000 |
| 29 | North Carolina | 34,500 | 66 | Alberta † | 25,101 |
| 30 | Notre Dame | 34,000 | 67 | Cincinnati | 25,000 |
| 30 | Pennsylvania | 34,000 | 67 | Oklahoma | 25,000 |
| 30 | Pennsylvania State | 34,000 | 69 | British Columbia † | 24,067 |
| 30 | Wayne State | 34,000 | 70 | Toronto † | 23,778 |
| 34 | Wisconsin | 33,906 | 71 | Queen's † | 23,415 |
| 35 | Colorado | 33,500 | 72 | McGill † | 23,099 |
| 36 | Hawaii | 33,312 | 73 | Manitoba † | 22,441 |
| 37 | Illinois, Chicago | 33,000 | 74 | Saskatchewan † | 21,676 |

* 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 2000-2001***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|-------------------------|----------|------|--------------------|----------|
| 1 | Southern Illinois | \$68,754 | 33 | Tennessee | \$50,715 |
| 2 | California, Davis | 68,112 | 34 | Pennsylvania State | 50,364 |
| 3 | Stanford | 64,414 | 35 | Arizona State | 50,000 |
| 4 | Harvard | 62,918 | 35 | Boston University | 50,000 |
| 5 | California, Los Angeles | 61,848 | 37 | Cornell | 49,830 |
| 6 | Columbia | 61,145 | 38 | Iowa | 49,750 |
| 7 | Boston College | 59,650 | 39 | Wisconsin | 49,400 |
| 8 | New York University | 57,905 | 40 | Rutgers, Camden | 48,007 |
| 9 | Rutgers, Newark | 57,844 | 41 | Vanderbilt | 47,433 |
| 10 | Yale | 57,700 | 42 | Ohio State | 47,000 |
| 11 | Pennsylvania | 57,400 | 43 | North Carolina | 46,990 |
| 12 | Northwestern | 57,133 | 44 | Georgia | 46,459 |
| 13 | Michigan | 57,001 | 45 | Colorado | 46,229 |
| 14 | Georgetown | 56,000 | 46 | Florida | 46,175 |
| 15 | George Washington | 55,840 | 47 | Houston | 45,501 |
| 16 | New Mexico | 55,803 | 48 | Tulane | 45,441 |
| 17 | Connecticut | 54,733 | 49 | Miami | 45,015 |
| 18 | Cincinnati | 54,563 | 50 | Texas | 45,000 |
| 19 | Duke | 54,000 | 51 | Louisiana State | 44,799 |
| 20 | Washington | 53,868 | 52 | South Carolina | 44,000 |
| 21 | Notre Dame | 53,595 | 53 | Florida State | 43,825 |
| 22 | Virginia | 52,500 | 54 | McGill † | 42,494 |
| 23 | Emory | 52,360 | 55 | Alabama | 41,296 |
| 24 | Minnesota | 52,288 | 56 | Temple | 41,196 |
| 25 | Indiana | 52,059 | 57 | Nebraska | 40,092 |
| 26 | Illinois, Urbana | 51,946 | 58 | Kansas | 40,000 |
| 27 | SUNY Buffalo | 51,363 | 58 | Kentucky | 40,000 |
| 28 | Toronto † | 51,196 | 60 | Howard | 39,687 |
| 29 | Washington U.-St. Louis | 51,116 | 61 | York † | 38,661 |
| 30 | Arizona | 51,084 | 62 | Oregon | 37,814 |
| 31 | Utah | 50,860 | 63 | Missouri | 37,447 |
| 32 | Case Western Reserve | 50,800 | 64 | Oklahoma | 35,190 |

* Salaries of directors are not included in the calculation of medians. Alberta; British Columbia; Hawaii; Manitoba; Queen's; Saskatchewan; Texas Tech; Wayne State; 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 2000-2001***

| Rank | Institution | Salary | Rank | Institution | Salary |
|------|-------------------------|----------|------|-------------------------|----------|
| 1 | Stanford | \$67,008 | 33 | Cornell | \$51,355 |
| 2 | Rutgers, Newark | 65,368 | 34 | Louisiana State | 51,339 |
| 3 | California, Davis | 64,858 | 35 | Toronto † | 51,326 |
| 4 | New York University | 63,668 | 36 | Rutgers, Camden | 51,061 |
| 5 | Southern Illinois | 62,995 | 37 | South Carolina | 50,441 |
| 6 | Michigan | 62,284 | 38 | Arizona | 50,387 |
| 7 | Columbia | 62,048 | 39 | Texas | 50,328 |
| 8 | Georgetown | 61,857 | 40 | North Carolina | 50,114 |
| 9 | Harvard | 61,800 | 41 | Pennsylvania State | 49,882 |
| 10 | Virginia | 61,225 | 42 | Colorado | 49,608 |
| 11 | Yale | 60,638 | 43 | Ohio State | 49,165 |
| 12 | Boston College | 57,959 | 44 | Utah | 48,301 |
| 13 | Boston University | 57,733 | 45 | Tulane | 48,251 |
| 14 | California, Los Angeles | 57,418 | 46 | Arizona State | 47,954 |
| 15 | Iowa | 56,711 | 47 | SUNY Buffalo | 47,366 |
| 16 | Duke | 56,372 | 48 | Florida | 47,184 |
| 17 | Pennsylvania | 56,355 | 49 | Washington U.-St. Louis | 47,041 |
| 18 | Northwestern | 56,221 | 50 | Georgia | 46,903 |
| 19 | George Washington | 55,703 | 51 | Temple | 45,343 |
| 20 | Minnesota | 55,456 | 52 | Miami | 44,229 |
| 21 | Emory | 55,203 | 53 | Houston | 43,414 |
| 22 | Connecticut | 54,880 | 54 | Nebraska | 43,074 |
| 23 | Tennessee | 53,990 | 55 | Florida State | 43,002 |
| 24 | New Mexico | 53,765 | 56 | Alabama | 42,755 |
| 25 | Wisconsin | 53,691 | 57 | York † | 42,710 |
| 26 | Notre Dame | 53,575 | 58 | Oregon | 41,374 |
| 27 | Washington | 53,232 | 59 | McGill † | 41,364 |
| 28 | Indiana | 52,717 | 60 | Howard | 41,316 |
| 29 | Cincinnati | 52,450 | 61 | Missouri | 40,811 |
| 30 | Illinois, Urbana | 51,973 | 62 | Kansas | 39,742 |
| 31 | Case Western Reserve | 51,964 | 63 | Kentucky | 38,517 |
| 32 | Vanderbilt | 51,896 | 64 | Oklahoma | 36,330 |

* Salaries of directors are not included in the calculation of averages. Alberta; British Columbia; Hawaii; Manitoba; Queen's; Saskatchewan; Texas Tech; Wayne State; 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 2000-2001***

| Position | Women | | Men | | Total | |
|--------------------------------------|-----------------|------------|-----------------|------------|-----------------|------------|
| | Salary | No. | Salary | No. | Salary | No. |
| Head, Law | \$112,410 | 36 | \$122,326 | 33 | \$117,152 | 69 |
| Associate Director | 77,880 | 28 | 71,309 | 14 | 75,690 | 42 |
| Assistant Director | 66,617 | 22 | 64,785 | 12 | 65,970 | 34 |
| Functional Specialist | 44,041 | 22 | 48,835 | 19 | 46,263 | 41 |
| Subject Specialist | 57,990 | 27 | 53,753 | 15 | 56,477 | 42 |
| Dept. Head: Acquisitions | 49,034 | 21 | 51,462 | 8 | 49,704 | 29 |
| Reference | 62,348 | 20 | 57,997 | 14 | 60,557 | 34 |
| Cataloging | † | 34 | † | 2 | 54,991 | 36 |
| Serials | 46,504 | 7 | N/A | N/A | 46,504 | 7 |
| Documents/Maps | † | 14 | † | 1 | 47,345 | 15 |
| Circulation | 49,081 | 23 | 43,857 | 8 | 47,733 | 31 |
| Rare Books/Manuscripts | † | 2 | † | 3 | 54,528 | 5 |
| Computer Systems | 56,331 | 5 | 55,423 | 12 | 55,690 | 17 |
| Other | 54,413 | 29 | 56,634 | 20 | 55,320 | 49 |
| Reference: Over 14 years experience | 54,038 | 33 | 54,425 | 12 | 54,141 | 45 |
| 10 to 14 years experience | 48,061 | 13 | 52,618 | 11 | 50,150 | 24 |
| 5 to 9 years experience | 44,444 | 25 | 45,907 | 12 | 44,918 | 37 |
| Under 5 years experience | 41,490 | 39 | 44,798 | 16 | 42,452 | 55 |
| Cataloging: Over 14 years experience | 51,857 | 16 | 49,712 | 7 | 51,204 | 23 |
| 10 to 14 years experience | † | 5 | † | 2 | 42,355 | 7 |
| 5 to 9 years experience | † | 12 | † | 1 | 39,456 | 13 |
| Under 5 years experience | † | 3 | † | 3 | 39,710 | 6 |
| Other: Over 14 years experience | † | 12 | † | 3 | 57,597 | 15 |
| 10 to 14 years experience | 52,723 | 7 | 47,371 | 4 | 50,777 | 11 |
| 5 to 9 years experience | † | 3 | † | 4 | 40,659 | 7 |
| Under 5 years experience | † | 7 | † | 3 | 38,305 | 10 |
| All Positions | \$57,221 | 465 | \$62,947 | 239 | \$59,165 | 704 |

* 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 2000-2001**

| Position | <u>Women</u> | | <u>Men</u> | | <u>Total</u> | |
|--------------------------|--------------|------------|-------------|------------|--------------|------------|
| | Years | No. | Years | No. | Years | No. |
| Head, Law | 25.9 | 36 | 24.0 | 32 | 25.0 | 68 |
| Associate Director | 22.3 | 28 | 14.1 | 14 | 19.5 | 42 |
| Assistant Director | 17.7 | 21 | 16.6 | 12 | 17.3 | 33 |
| Functional Specialist | 12.4 | 22 | 10.5 | 19 | 11.5 | 41 |
| Subject Specialist | 17.6 | 27 | 14.1 | 15 | 16.4 | 42 |
| Dept. Head: Acquisitions | 18.5 | 21 | 11.5 | 8 | 16.6 | 29 |
| Reference | 16.7 | 20 | 14.6 | 14 | 15.8 | 34 |
| Cataloging | 19.5 | 34 | 17.5 | 2 | 19.4 | 36 |
| Serials | 9.9 | 7 | N/A | N/A | 9.9 | 7 |
| Documents/Maps | 18.4 | 14 | 3.0 | 1 | 17.3 | 15 |
| Circulation | 13.9 | 23 | 9.1 | 8 | 12.6 | 31 |
| Rare Books/Manuscripts | 19.5 | 2 | 12.3 | 3 | 15.2 | 5 |
| Computer Systems | 12.0 | 5 | 12.8 | 12 | 12.5 | 17 |
| Other | 16.2 | 29 | 12.9 | 19 | 14.9 | 48 |
| Public Services | 13.4 | 11 | 10.0 | 5 | 12.3 | 16 |
| Technical Services | 15.5 | 12 | 7.5 | 4 | 13.5 | 16 |
| Administrative Services | 16.8 | 6 | 14.2 | 5 | 15.6 | 11 |
| Reference | 11.2 | 110 | 10.3 | 51 | 10.9 | 161 |
| Cataloger | 14.6 | 36 | 13.9 | 13 | 14.4 | 49 |
| All Positions | 16.1 | 464 | 13.8 | 237 | 15.3 | 701 |

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

**TABLE 48: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY LAW LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2000-2001***

| Experience | Women | | Men | | Total | | % of Total |
|----------------------|-----------------|------------|-----------------|------------|-----------------|------------|---------------|
| | Salary | No. | Salary | No. | Salary | No. | |
| 0 - 3 years | \$40,297 | 55 | \$43,701 | 36 | \$41,644 | 91 | 13% |
| 4 - 7 years | 45,214 | 57 | 49,369 | 41 | 46,952 | 98 | 14% |
| 8 - 11 years | 50,330 | 70 | 53,729 | 27 | 51,276 | 97 | 14% |
| 12 - 15 years | 54,604 | 50 | 57,858 | 51 | 56,247 | 101 | 14% |
| 16 - 19 years | 59,255 | 43 | 81,529 | 14 | 64,726 | 57 | 8% |
| 20 - 23 years | 64,529 | 68 | 74,328 | 25 | 67,163 | 93 | 13% |
| 24 - 27 years | 68,352 | 57 | 74,706 | 22 | 70,121 | 79 | 11% |
| 28 - 31 years | 69,825 | 31 | 90,795 | 11 | 75,317 | 42 | 6% |
| 32 - 35 years | 75,665 | 27 | 126,641 | 4 | 82,242 | 31 | 4% |
| over 35 years | 73,485 | 6 | 108,353 | 6 | 90,919 | 12 | 2% |
| All Positions | \$57,171 | 464 | \$62,436 | 237 | \$58,951 | 701 | 100% |

* Canadian salaries expressed in U.S. dollars.

UNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2000-2001

UNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

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

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.
10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL should NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.
11. The questionnaire should be returned to the ARL Office by August 31, 2000. If you are providing the individual data as an electronic file, please send the files as an email attachment to stats-ra@arl.org, and mail or fax Part I of the survey and a printout of the data file (Part II). Alternatively, you can save the files on a disk and mail the disk with the hard copy of Part I and Part II of the survey. **Be sure to keep a complete copy of your return, including the electronic version of the data for your files.**

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 2000-2001.
2. Please include the Beginning Professional Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.
3. **Question 1.** The Beginning Professional Salary is the salary that **would** be paid to a **newly hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

Please report the 2000-2001 Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2000. Do not delay returning your survey with the expectation that more information will be available later.

4. The 2000-2001 Average and Median Salary figures will be calculated by ARL from the individual data supplied.
5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 2000-2001. The survey requests information for individuals; aggregate data for each institution will be generated by computer. Vacant positions should be excluded from your report.
2. Data for the general, law, and medical libraries may be reported on separate templates; see #4 below for specific instructions.

3. **Survey Form.** If you are not able to submit the data in electronic form, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a printout from a word-processing document with all columns correctly ordered and labeled.

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

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

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

| | |
|---------|--------------|
| General | ARL0xxxx.xls |
| Law | LAW0xxxx.xls |
| Medical | MED0xxxx.xls |

xxxx = Library identification number; see label on the file. The file names this year have a "0", standing for 2000-2001, preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

The files contain empty worksheets with columns labeled as follows:

| | | | | | | | | | |
|----------------|----------------|-------------------|----------------|-----------------|-------------------|------------|---------------|---------------|-------------|
| <u>Name/ID</u> | <u>LibID</u> | <u>Page</u> | <u>Line</u> | <u>Salary</u> | <u>Job</u> | <u>Sex</u> | <u>OEOcat</u> | <u>Yrsexp</u> | <u>Rank</u> |
| | <u>Percent</u> | <u>Year Birth</u> | <u>Job Add</u> | <u>Lib Deg.</u> | <u>Other Deg.</u> | | | | |

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

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

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

Detailed instructions for inputting data in each format are enclosed. **Please do not alter any formats, page or line numbers.**

After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note:

The data submitted to ARL does NOT include individual names or ID numbers, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. **Salary.** Enter the individual salaries *as they exist* on July 1, 2000. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

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

6. **Position Code (Job).** The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes.

| | |
|--------|--|
| DIRLIB | Director of Libraries (or equivalent title; refers to chief executive) |
| ASCDIR | Associate Director |
| ASTDIR | Assistant Director |
| HDMED | Head, Medical Library (Human Medicine only) |
| HDLAW | Head, Law Library |
| HDBR | Head, Other Branch Library (including Veterinary Medicine) |
| FSPEC | Functional Specialist |
| SSPEC | Subject Specialist |
| HDACQ | Head, Acquisitions Department |
| HDCAT | Head, Catalog Department/Unit |
| HDCIRC | Head, Circulation |
| HDCOMP | Head, Library and Computer Systems |
| HDDOC | Head, Documents Department |
| HDMAP | Head, Map Room/Department |
| HDRBM | Head, Rare Book/Manuscripts Department |
| HDREF | Head, Reference Department |
| HDSER | Head, Serials Department |
| HDOTH | Head, Other Department/Service/Agency |
| CAT | Catalogers, both general and specialized |
| REF | Reference librarians, both general and specialized |
| PUBS | Public Services, non-supervisory, <u>except</u> reference librarians |
| TECH | Technical Services, non-supervisory, <u>except</u> catalogers |
| ADMIN | Administrative and other units, non-supervisory position |

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

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

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the 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).

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.]

7. **Sex.** Indicate either M or F, for male and female, respectively. Please use only the letter indicated; do not spell out the word.
8. **Minority status code (OEOCat).** U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant.)
 - 1 Black
 - 2 Hispanic
 - 3 Asian or Pacific Islander
 - 4 American Indian or Native Alaskan
 - 5 Caucasian/Other
9. **Total years of professional experience (Yrsexp).** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an

individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

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

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

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

Complete the column labeled "Rank Code" using the following codes:

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

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

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

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

Please continue to enter data in additional categories.
(Shown on printed forms as the last 11 columns)

Instructions for Additional Categories

1. Year of Birth (YrBirth). For each individual, record the year of birth using only the last two digits of the birth year; e.g., if born in 1937, enter 37 in this column.
2. Position Code Addenda (JobAdd). Use this column to provide additional information only for the following position categories.

NOTE: In a 25 August 2000 e-mail to Salary Survey participants, the following new JobAdd codes for FSPEC positions were added:

| | |
|------------------------------|-----|
| Marketing and Communications | COM |
| R&D of Digital Resources | DIG |
| Development Officer | DVP |
| Website Management | WEB |

- a. **Associate and Assistant Directors (ASCDIR and ASTDIR).** For each category, indicate if the person has a defined area of responsibility using the codes below. Use the code that most closely reflects the general duties of the person in the position.

| | | | |
|-------------------------|-----|--------------------|-----|
| Administrative Services | ADM | Systems/Automation | SYS |
| Collection Development | CDV | Technical Services | TS |
| Public Services | PBS | Other or unspec. | OTH |

- b. **Head, Other Branch Library (HDBR).** Use the codes below to indicate the subject area of the branch:

| | | | |
|------------------------|-----|-----------------------|-----|
| Science & Tech. | SCI | Undergraduate Library | UGL |
| Social/Behavioral Sci. | SBS | Other | OTH |
| Humanities/Fine Arts | HFA | | |

- c. **Functional Specialists (FSPEC).** Indicate any non-supervisory staff who are primarily responsible for the following activities using the codes below:

| | | | |
|-----------------------|-----|-------------------|-----|
| Acquisitions | ACQ | Serials | SER |
| Personnel | PER | Audiovisual/Media | AVM |
| Preservation | PRS | Interlibrary Loan | ILL |
| Staff Training | TRN | Archivist | ARC |
| Systems Anal./Program | SYS | | |

- d. **Subject Specialists, Reference Librarians, Catalogers, and Public Services (SSPEC, REF, CAT, PUBS).** Use these codes to indicate non-supervisory main and/or branch library staff who specialize in one of the following subject areas (either a sub-field, or the entire area). Do not add codes for staff in these positions who have broader, other, or mixed subject responsibilities (e.g. more than one field specialty); but do include subject specialists who also have some (i.e. 50% or less) general or other assignments.

| | | | |
|------------------------|-----|-----------------------|-----|
| Science & Tech. | SCI | Humanities/Fine Arts | HFA |
| Social/Behavioral Sci. | SBS | Undergraduate Library | UGL |

e. **Head, Cataloging Department/Unit (HDCAT).** Use the codes below to indicate whether the person is the head of the entire cataloging department for the library, or the head of a specialized unit. If the person is head of the whole department, repeat the same HDCAT code as in the earlier column.

| | | | |
|-----------------------|-------|--------------------------|-----|
| Head, all cataloging | HDCAT | Head, foreign languages | HDF |
| Head, copy cataloging | HDC | Head, non-book formats | HDN |
| Head, serials cat. | HDS | Head, other special cat. | HDO |

f. **Head, Other Department/Service/Agency (HDOTH).** For heads of departments not given a separate category in the major list, please add one of the following codes:

| | | | |
|---------------------------------|------------|------------------------------------|------------|
| Audio Visual/Media Preservation | AVM PRS | Business/Personnel Office Other | BPO OTH |
| Interlibrary Loan | | ILL | Archivist |
| ARC | | | |

3. **Library degrees earned (LibDeg).** Use the following codes to indicate the highest academic degree earned in the field of librarianship:

| | |
|---|------------------------------|
| 0 | None |
| 1 | Bachelor |
| 2 | Master |
| 3 | CAGS (6th yr. certificate) |
| 4 | Doctorate (Other than Ph.D.) |
| 5 | Ph.D. |

4. **Other degrees earned (OtherDeg).** Use the following codes to indicate the highest degree earned in fields other than librarianship, including basic undergraduate education:

| | |
|---|--|
| 0 | None |
| 1 | Bachelor |
| 2 | Master |
| 3 | Second Master (i.e., 2 subject fields) |
| 4 | CAGS (6th-year certificate) |
| 5 | LLB/JD |
| 6 | Doctorate (Other than Ph.D.) |
| 7 | Ph.D. |

5. **Years of professional experience at reporting institution (YrsLib).** Use this line to report the number of years of professional experience each librarian has had at your institution. This figure should not exceed the number reported as Total Years of Professional Experience on the main part of the form.

6. Please complete as much of this section as possible (US libraries only), but do not hold up the reporting process if some of the data requested are not available. Canadian libraries should leave these columns blank. The major change in the revised standard for the classification of federal data on race and ethnicity is that now respondents are able to report more than one race by choosing multiple responses to the following questions.

7. **Ethnicity:** U.S. university libraries, only, should indicate Hispanic or Latino ethnicity by coding 1 to indicate the presence of the characteristic (1=yes) and 0 to indicate its absence. The definition of Hispanic or Latino ethnicity is: A person of Cuban, Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race.

8. **Race:** U.S. university libraries, only, should indicate race by choosing one or more responses among the five racial categories provided here. The definitions of the five racial categories are:

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

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

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

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

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

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

1= yes 0 = no American Indian or Native Alaska (AI/NA)

1= yes 0 = no Asian

1= yes 0 = no Black or African American

1= yes 0 = no Native Hawaiian or Other Pacific Islander (NH/OPI)

1= yes 0 = no White

ARL ANNUAL SALARY SURVEY 2000-2001

UNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution _____ Date Returned to ARL _____

Report Prepared by (name) _____

Title _____

Email address _____ Phone number _____

Contact person (if different) _____

Title _____

Email address _____ Phone number _____

| | | | | |
|----|---|-------------|------------|----------------|
| 1. | Beginning Professional Salary | Main | Law | Medical |
| | Beginning professional salary for 2000-2001 | _____ | _____ | _____ |

(Note: ARL will calculate the 2000-2001 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.

For your convenience, a copy of your library's footnotes as they appear in the published *ARL Annual Salary Survey 1999-2000* is attached. Please indicate revisions, additions, and deletions as appropriate. If any footnotes published last year are unchanged, please mark them to indicate that they are still valid.

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 2000**.
Please contact Martha Kyrillidou at (202) 296-2296 or martha@arl.org for assistance.

ARL ANNUAL SALARY SURVEY 2000-2001
 UNIVERSITY LIBRARY QUESTIONNAIRE
 Part II: Individual Data

Reporting Library _____

| Confidential Detach before mailing to the ARL Office Name/ID | Line | Salary | Job | Sex | OEO cat | Yrs Exp | Rank | % App | Year Birth | Job Add | Lib Deg. | Other Deg. | Yrs. Lib. | Ethnicity | Race: | Race: | Race: | Race: | | |
|--|------|--------|-----|-----|------------|------------|------|-------|---------------|------------|-------------|---------------|--------------|-----------|-------|-------|-------|-------|-------|--|
| | 1 | | | | | | | | | | | | | | NatAm | Asian | Black | HawPI | White | |
| | 2 | | | | | | | | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | | | | | | | | |
| | 4 | | | | | | | | | | | | | | | | | | | |
| | 5 | | | | | | | | | | | | | | | | | | | |
| | 6 | | | | | | | | | | | | | | | | | | | |
| | 7 | | | | | | | | | | | | | | | | | | | |
| | 8 | | | | | | | | | | | | | | | | | | | |
| | 9 | | | | | | | | | | | | | | | | | | | |
| | 10 | | | | | | | | | | | | | | | | | | | |
| | 11 | | | | | | | | | | | | | | | | | | | |
| | 12 | | | | | | | | | | | | | | | | | | | |
| | 13 | | | | | | | | | | | | | | | | | | | |
| | 14 | | | | | | | | | | | | | | | | | | | |
| | 15 | | | | | | | | | | | | | | | | | | | |
| | 16 | | | | | | | | | | | | | | | | | | | |
| | 17 | | | | | | | | | | | | | | | | | | | |
| | 18 | | | | | | | | | | | | | | | | | | | |
| | 19 | | | | | | | | | | | | | | | | | | | |
| | 20 | | | | | | | | | | | | | | | | | | | |
| | 21 | | | | | | | | | | | | | | | | | | | |
| | 22 | | | | | | | | | | | | | | | | | | | |
| | 23 | | | | | | | | | | | | | | | | | | | |
| | 24 | | | | | | | | | | | | | | | | | | | |
| | 25 | | | | | | | | | | | | | | | | | | | |

Please duplicate this sheet if you need additional lines, and return the completed questionnaire to the ARL Statistics and Measurement Program by August 31, 2000.
 Please contact Martha Kyrillidou at (202) 296-2296 or martha@arl.org for assistance.

NONUNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2000-2001

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 2000-2001 salaries *as they exist* on July 1, 2000. 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. (If you had footnotes in 1999-2000, a copy is provided with this mailing for your reference.)
11. Provide the name of the reporting library and the name of the person who prepares the report.
12. Please return the questionnaire to the ARL Statistics and Measurement Program Office by August 31, 2000.

ARL ANNUAL SALARY SURVEY 2000-2001

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 1999-2000 and 2000-2001.

2. Median professional salary for fiscal year 2000-2001. _____

3. Beginning professional salary for 2000-2001. _____

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 1999-2000 and 2000-2001.

| Salary Range | Number of Positions | |
|---------------------------|---------------------|-----------|
| | 1999-2000 | 2000-2001 |
| \$200,000 or more | | |
| 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 | | |
| 75,000 – 79,999 | | |
| 70,000 – 74,999 | | |
| 65,000 – 69,999 | | |
| 60,000 – 64,999 | | |
| 55,000 – 59,999 | | |
| 50,000 – 54,999 | | |
| 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 | | |
| 29,000 – 29,999 | | |
| 28,000 – 28,999 | | |
| 27,000 – 27,999 | | |
| 26,000 – 26,999 | | |
| 25,000 – 25,999 | | |
| 24,000 – 24,999 | | |
| 23,000 – 23,999 | | |
| 22,000 – 22,999 | | |
| 21,000 – 21,999 | | |
| Less than 21,000 | | |
| Total Number of Positions | | |

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 2000**.
Please contact Martha Kyrillidou at (202) 296-2296 or martha@arl.org for assistance.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

| | |
|----------------------|--|
| ALABAMA | Includes Gorgas, Bruno Business, Rodgers Science and Engineering, McLure Education, and Hoole Special Collections libraries. |
| ALBERTA | Includes the Winspear Business Reference Room and the H.T. Coutts Education, Humanities and Social Sciences, Faculté Saint-Jean, Office of Staff Development & Training, and Cameron libraries (Cameron includes Interlibrary Loans, Financial Systems and Analysis, Science and Technology Library, Bibliographic Services, and Information Technology Services). |
| ARIZONA STATE | Includes Hayden, Noble Science and Engineering, Architecture and Environmental Design, and Music libraries. |
| AUBURN | Includes Auburn University Libraries (main campus). |
| BOSTON UNIVERSITY | Includes Law, Medical, and Theology libraries; also, Special Collections in Mugar. |
| BOSTON COLLEGE | Includes O'Neill, Bapst, Educational Resource Center, Social Work, and Burn Rare Book libraries. |
| BRIGHAM YOUNG | Excludes Law library. Salaries reported for faculty only and do not include professional salaries for non-librarian positions. |
| BRITISH COLUMBIA | Includes Asian, David Lam Management, Education, Extension, Fine Arts, First Nation House of Learning, Walter C. Koerner, Main, Law, MacMillan, Mathematics, and Music libraries; Science and Engineering and Special Collections divisions; University Archives; and the Life Science libraries: Biomedical, Hamber, St. Paul's Hospital, and Woodward Biomedical. |
| BROWN | Includes the John Carter Brown Library. |
| CALIFORNIA, BERKELEY | Includes 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 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, Law, and Water Resources Center libraries. Also excluded are various departmental libraries: e.g., French, History, Philosophy, Rhetoric, and Slavic Languages and Literature. Librarians-only ranking includes five (5) levels: Assistant, Associate, Librarian, Assistant University Librarian, and Associate University Librarian. See California, Irvine note regarding UC salary scale changes. |
| CALIFORNIA, DAVIS | Includes Peter J. Shields; Physical Sciences and Engineering; Agricultural and Resource Economics; and the Carlson Health Sciences libraries on the Davis campus and the Medical Center Library in Sacramento. The Head of Serials also serves as the Head of Cataloging. See California, Irvine note regarding UC salary scale changes. |

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

CALIFORNIA, IRVINE

The beginning professional salary reported is for librarians covered by the bargaining unit. Negotiations are currently underway between the University of California and the union representing UC librarians; a new salary scale for UC librarians has been proposed by the University. This new salary scale was implemented for non-represented librarians on July 1, 2000; the beginning professional salary for non-represented librarians is \$36,276. Non-represented librarians are being transitioned to the new salary scale over a three-year period. Therefore, individual salaries reported in the survey for five (5) non-represented librarians are from the new salary scale; individual salaries reported in the survey for all represented librarians are from the old salary scale.

CALIFORNIA, LOS ANGELES

See California, Irvine note regarding UC salary scale changes.

CALIFORNIA, RIVERSIDE

Includes Rivera and Science libraries.

See California, Irvine note regarding UC salary scale changes.

CALIFORNIA, SAN DIEGO

See California, Irvine note regarding UC salary scale changes.

CALIFORNIA, SANTA BARBARA

Includes main and Arts libraries.

See California, Irvine note regarding UC salary scale changes.

CISTI

A minor change in the definition of which professional categories to include has resulted in a decline in the total number of professional staff reported over the 1999-2000 data.

CASE WESTERN RESERVE

Includes University and Harris libraries.

Equity adjustments have been given to professional librarians effective FY 2000/2001.

In the past we have reported salaries of individuals who have provided support for electronic library services and integrated library systems. Effective July 1, 2000 this group has been reassigned and only two positions are reporting directly to the library.

CHICAGO

Salaries for Law, Medical, and Science libraries are included in the reporting for the main library.

CINCINNATI

Includes main campus libraries and branch campuses at Clermont and Raymond Walters College.

COLORADO

Includes Norlin, Music, Business, Math/Physics, Engineering, and Earth Sciences libraries.

COLORADO STATE

Includes main library and Atmospheric Sciences and Veterinary Medicine branches.

CONNECTICUT

Includes branch campus 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 Memorial, Feldberg Business and Engineering, Kresge Physical Sciences, Cook Mathematics, Sherman Art, Sanborn English, Paddock Music, Storage, and Rauner Special Collections libraries.

Medical library data includes Dana Biomedical Library and Matthews-Fuller Health Sciences Library.

DELAWARE

Includes Morris, Agriculture, Chemistry, Marine Studies, and Physics libraries.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

- DUKE** Includes Perkins; Lilly; Vesic Library for Engineering, Mathematics and Physics; Biological and Environmental Sciences; Music; and Rare Book, Manuscript and Special Collections libraries. Also includes Fuqua School of Business Library and the Divinity School library, both of which are independent and separately administered.
- EMORY** Includes Woodruff, Candler, Chemistry, Oxford College, and Theology libraries.
Salaries effective September 1, 2000.
Rank structure is used in Woodruff, Candler, and Chemistry libraries only.
- FLORIDA** Includes George Smathers Libraries and one campus library.
- GEORGE WASHINGTON** Includes Gelman, Eckles, and Virginia campus libraries.
Includes salary for one administrative non-librarian position.
- GEORGETOWN** Includes Reiss Science, Woodstock Theological, Bioethics, and National Center for Education in Maternal and Child Health libraries.
- GEORGIA** Includes Main and Science libraries and the research facility libraries in Griffin, GA and Tifton, GA.
- GUELPH** Includes MacLaughlin and Veterinary Science branch (on main campus) libraries.
- HARVARD** Includes all libraries on the Boston and Cambridge campuses, including the Schlesinger Library at Radcliffe College.
Excludes Biblioteca Berenson in Florence, Italy, and Center for Hellenic Studies and Dumbarton Oaks libraries in Washington, D.C.
- HOUSTON** Includes M. D. Anderson, Architecture and Art, Music, Optometry, and Pharmacy libraries.
Excludes O'Quinn Law Library.
- ILLINOIS, CHICAGO** Excludes Library of the Health Sciences.
Salaries effective September 1, 2000.
Beginning salary for first-year Resident Librarians is \$33,000.
Beginning salary for tenure track positions is \$37,000.
- INDIANA** Excludes Indianapolis School of Law, Dentistry, and Medicine Library; IU/PUI University, Herron School of Art, Columbus, and Science & Engineering libraries; and other campus libraries at IU East, IU Kokomo, IU Northwest, IU Southeast, IU South Bend, and IUPU at Fort Wayne.
- IOWA STATE** Includes main library, one branch, and four reading rooms.
- JOHNS HOPKINS** Excludes Applied Physics Laboratory and School of Advanced International Studies in Bologna, Italy.
Figures from the Welch Medical Library include data from the Lilienfeld Library in the School of Hygiene and Public Health.
Figures from the Welch Medical Library do not include the Genome Database or the Welch Laboratory for Applied Bioinformatics.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

| | |
|--------------------------------------|--|
| 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 University of Kansas School of Medicine Library (Wichita) and Clendening History of Medicine Library (Kansas City).</p> |
| KENTUCKY | <p>Includes William T. Young, Architecture, Art, Chemistry/Physics, Education, Engineering, Equine Center, Geological Sciences, Kentucky Transportation Center, Lexmark Technical, Mathematical Sciences, and Music libraries; Agriculture and Business & Economics information centers; and the Communications Reading Room.</p> |
| LIBRARY OF CONGRESS | <p>Salaries include professional and administrative positions.</p> |
| LOUISIANA STATE | <p>Includes Veterinary Medicine library.</p> |
| McGILL | <p>Includes Blackader-Lautermann, Blacker-Wood Biology, Education, Edward Rosenthal Mathematics & Statistics, Health Sciences, Howard Ross Management, Humanities & Social Sciences, Islamic Studies, Nahum Gelber Law, Macdonald Campus, Marvin Duchow Music, Osler, Physical Sciences & Engineering, and W. Hirschfeld Geographic Information Centre libraries; and the Birks Reading Room.</p> <p>Beginning professional salary for sessional librarians is Can \$30,760 (US \$20,898).</p> |
| McMASTER | <p>Salaries include increases effective June 16, 2000.</p> |
| MANITOBA | <p>Includes Elizabeth Dafoe, Albert D. Cohen Management, Sciences & Technology, Architecture/Fine Arts, Eckhardt-Grammate Music, William R. Newman Agricultural, D. S. Woods Education, Fr. Harold Drake, and St. John's College libraries.</p> |
| MASSACHUSETTS | <p>Includes Du Bois, Biological Sciences, Music, and Physical Sciences and Engineering libraries.</p> |
| MIAMI | <p>Includes Richter, Music, Business, Architecture, and Marine Science libraries.</p> <p>Excludes Law and Medical libraries.</p> |
| MICHIGAN | <p>Includes University Library (Ann Arbor campus).</p> <p>Excludes Bentley, Clements, Kresge Business, and dormitory libraries.</p> <p>Beginning law salary is \$41,000 without J.D., \$46,000 with J.D.</p> |
| MINNESOTA | <p>Does not track race and ethnicity at this time.</p> |
| MISSOURI | <p>Includes Main, Math, Journalism, Engineering, Newspaper, Geology, and Veterinary Medicine libraries; also includes Archives.</p> |
| NATIONAL AGRICULTURAL LIBRARY | <p>All salaries are now tracked with benefits.</p> |
| NEBRASKA | <p>Includes all University of Nebraska-Lincoln campus libraries (Love, Architecture, Biological Sciences, Chemistry, Engineering, Geology, Mathematics, Music, Physics, and C. Y. Thompson).</p> |
| NEW MEXICO | <p>Excludes Bainbridge Bunting Slide Library, College of Education Tireman Education Resource Center, Harwood Foundation, Native American Studies Center Library, Gallup Branch Campus Library, Los Alamos Branch Campus Library, Santa Fe Graduate Center Library, Taos Education Center, and Valencia Branch Campus.</p> <p>The UNM Health Sciences Center, Law, and the UNM General libraries are autonomous libraries, administered and funded separately from one another.</p> <p>Medical Library did not report a separate beginning salary.</p> |

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

| | |
|-------------------------|---|
| NEW MEXICO (cont.) | Notes on the four-step rank: 1= lecturer, 2= assistant professor, 3=associate professor, 4=professor. |
| NEW YORK PUBLIC LIBRARY | Excludes positions at branch libraries. |
| NEW YORK UNIVERSITY | Includes Elmer Holmes Bobst, Courant Institute of Mathematics, Jack Brause Real Estate, and Institute of Fine Arts libraries. |
| NORTH CAROLINA STATE | Includes main campus and branch campus libraries (Design, Natural Resources, Textiles, and Veterinary Medicine), and separately administered (Learning Resources). |
| NOTRE DAME | Includes both campus and branch libraries. |
| OHIO | Excludes Ohio University campus libraries in Chillicothe, Eastern, Lancaster, Southern, and Zanesville. |
| OHIO STATE | Includes the main campus and regional campus libraries as well as the libraries of the Agricultural Technical Institute and the Ohio Agricultural Research and Development Center. Excludes several specialized departmental research libraries on the main campus that are not part of the University Libraries system. |
| OKLAHOMA | Includes Architecture, Chemistry/Math, Engineering, Fine Arts, Geology, and Physics/Astronomy libraries. |
| OKLAHOMA STATE | Includes main campus libraries: Edmon Low, Architecture, Curriculum Materials, Patent & Trademark, and Veterinary Medicine. Also included are branch campus libraries in Tulsa, Oklahoma City, and Okmulgee. Medical salary figures are for the College of Osteopathic Medicine library. Library faculty on the main campus will receive a salary increase averaging 3% beginning on October 1, 2000. Increases for each position will be based upon merit and certain other variables. A new beginning professional salary of \$32,500 will also take effect on October 1. |
| OREGON | Includes the Knight, Science & Math, Architecture & Allied Arts, and Map & Aerial Photography libraries. |
| PENNSYLVANIA STATE | Includes main campus and branches libraries at Abington College, Altoona College, Beaver, Behrend College, Berks-Lehigh Valley College, Capital College, Delaware County, DuBois, Fayette, Penn State Great Valley, Hazleton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton, and York. |
| PITTSBURGH | Includes the University Library System. Excludes Law, Titusville, Johnstown, Bradford, and Greensburg libraries. |
| PRINCETON | Includes main and branch libraries. |
| PURDUE | Includes the library system on the West Lafayette campus consisting of fifteen (15) departmental libraries under a single library management. Excludes regional campus libraries: Purdue Calumet, Purdue North Central, and Purdue Fort Wayne. |

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

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| RICE | <p>To enable focused leadership and longer-term planning for information services as they pertain to the support of the University's research and teaching mission, Rice University has made the strategic decision to administer jointly its library and its Information Technology Department through the Vice Provost and the University Librarian. This change has resulted in significant increases in numbers of professional staff, salaries, and other operating expenditures reported in this year's statistics.</p> <p>Five cases missing years of experience information.</p> |
| ROCHESTER | <p>Includes River Campus, Edward G. Miner Medical, and Sibley Music libraries.</p> <p>Beginning salary for Sibley Music Library is \$30,000.</p> <p>Last year's survey reported fifty-six (56) positions, mistakenly excluding nine (9) positions from the Sibley Music Library.</p> |
| RUTGERS | <p>Includes the New Brunswick Libraries (comprised of Alexander, Mabel Smith Douglass, and Kilmer Area libraries and the Library of Science and Medicine and branches), the John Cotton Dana Library, Paul Robeson Library, and Technical and Automated Services.</p> <p>Excludes Center for Alcohol Studies and School of Management and Labor Relations libraries.</p> <p>Number of employees reported is based on those working in the library as of July 2, 2000.</p> |
| SOUTH CAROLINA | <p>Includes Thomas Cooper, South Caroliniana, Music, Business, and Mathematics libraries.</p> |
| SOUTHERN CALIFORNIA | <p>Excludes Law library.</p> |
| STANFORD | <p>Did not report years of experience information.</p> |
| SUNY ALBANY | <p>Includes Main, Science, and Dewey Graduate libraries.</p> |
| SUNY BUFFALO | <p>Includes University Archives, Central Technical Services, General Libraries Access Services, and Lockwood, Music, Poetry/Rare Books, Science & Engineering, Undergraduate, and Architecture and Planning libraries.</p> |
| SYRACUSE | <p>Includes E.S. Bird, Science & Technology, Mathematics, Geology, and Physics libraries and the Belfer Audio Archive and Laboratory.</p> |
| TENNESSEE | <p>Includes main and branch libraries.</p> |
| TEXAS | <p>Includes Center for American History, General Libraries, and the Harry Ransom Humanities Research Center.</p> |
| TEXAS A&M | <p>Eliminated the Instructor ranking as of September 1, 1999.</p> |
| TEXAS TECH | <p>Includes the University Library; the Architecture, Southwest/Special Collections, and International Cultural Center libraries; and the Vietnam Archive.</p> <p>Health Sciences library has four (4) ranks for staff.</p> <p>Salaries are effective September 1, 2000.</p> |
| TORONTO | <p>Includes Robarts, Engineering, OISE, Dentistry, Chemistry, School of Management, Physics, Faculty of Information Services, Audio Visual, Scarborough College, Astronomy, Rare Book, Criminology, Music, University Archives, St. Michael's College, New College, Earth Sciences, East Asian, Erindale (at Mississauga), and the Centre for Industrial Relations libraries.</p> |
| UTAH | <p>Includes Marriott Library.</p> |

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

| | |
|--------------------------------|--|
| VANDERBILT | Includes Central, Divinity, Education, Management, Music, and Science and Engineering libraries; the Special Collections & University Archives; and Centralized Technical Services. |
| VIRGINIA | Includes Graduate Business, Fine Arts, Education, Music, Science & Engineering, Undergraduate, Biology/Psychology, Chemistry, Math, Physics, and Astronomy libraries. Salaries effective July 1, 2000. |
| WASHINGTON | Includes the University Libraries on the Seattle campus. Excludes campus libraries at Bothell and Tacoma. |
| WASHINGTON STATE | Includes Pullman, Spokane, Tri-Cities, Vancouver, and Energy libraries and the Intercollegiate Center for Nursing Education (ICNE). |
| WASHINGTON U.-ST. LOUIS | Includes Central, Art & Architecture, Biology, Business, Chemistry, East Asian, Earth & Planetary Sciences, Mathematics, Music, Physics, and Social Work libraries. |
| WATERLOO | Includes Dana Porter, Davis Centre, and University Map and Design libraries. |
| WAYNE STATE | Includes Science and Engineering, Purdy/Kresge, Undergraduate, and Oakland Center libraries. Excludes Reuther Archives of Labor and Urban Affairs. |
| WESTERN ONTARIO | Includes D.B. Weldon, Business, Education, and Music libraries. Excludes affiliated college libraries (King's College, Brescia College, and Huron College). |
| WISCONSIN | Includes Steenbock Agriculture, Kohler Art, Biology, Business, Chemistry, College, Geography, Geology and Geophysics, Kleene Mathematics, Memorial, Mills Music, Physics, Somers Social Science Reference, and Franks Social Work libraries. Excludes Wendt Engineering, Library School, and Education libraries. |
| YORK | Includes Leslie Frost, Law, Map, Scott, Sound and Moving Image, and Steacie Science libraries; Archives and Special Collections; and Business & Government Publications. Includes administrative stipends. |

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APPENDIXES

APPENDIX A

ARL MEMBER LIBRARIES

The Association of Research Libraries (ARL) represents the interests of 122 libraries that serve major North American research institutions. ARL operates as a forum for the exchange of ideas and as an agent for collective action to influence the forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement program is organized around identifying, collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The program offers publications and special member services, and collaborates with other national and international library statistics programs. Data collected include salaries, library holdings, expenditures, staff, interlibrary lending, and preservation activities.

The members of the Association are:

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

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

| <u>Institution</u> | <u>Category</u> | <u>Full Name of Institution</u> | <u>Location</u> |
|---------------------------|-----------------|---|-------------------------------|
| 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 |
| 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 |
| Stanford | P | Stanford University | Stanford, California |
| SUNY-Albany | S | State University of New York at Albany | Albany, New York |
| SUNY-Buffalo | S | State University of New York at Buffalo | Buffalo, New York |
| SUNY-Stony Brook | S | State University of New York at Stony Brook | Stony Brook, New York |
| Syracuse | P | Syracuse University | Syracuse, New York |
| Temple | S | Temple University | Philadelphia, Pennsylvania |
| Tennessee | S | University of Tennessee | Knoxville, Tennessee |
| Texas | S | University of Texas | Austin, Texas |
| Texas A&M | S | Texas A&M University | College Station, Texas |
| Texas Tech | S | Texas Tech | 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 |
| VPI & SU | S | Virginia Polytechnic Institute & State University | Blacksburg, Virginia |
| Washington | S | University of Washington | Seattle, Washington |
| Washington State | S | Washington State University | Pullman, Washington |
| Washington U.-St. Louis | P | Washington University | St. Louis, Missouri |
| Waterloo | C | University of Waterloo | Waterloo, Ontario |
| Wayne State | S | Wayne State University | Detroit, Michigan |
| Western Ontario | C | University of Western Ontario | London, Ontario |
| Wisconsin | S | University of Wisconsin | Madison, Wisconsin |
| Yale | P | Yale University | New Haven, Connecticut |
| York | C | York University | North York, Ontario |
| Boston Public Library | N | Boston Public Library | Boston, Massachusetts |
| Canada Inst. SciTech Info | X | Canada Inst. for Scientific & Technical Information | Ottawa, Ontario |
| Center for Research Libs. | N | Center for Research Libraries | Chicago, Illinois |
| Library of Congress | N | Library of Congress | Washington, D.C. |
| Natl. Agricultural Lib. | N | National Agricultural Library | Beltsville, Maryland |
| Natl. Library of Canada | X | National Library of Canada | Ottawa, Ontario |
| Natl. Library of Medicine | N | National Library of Medicine | Bethesda, Maryland |
| New York Public Library | N | New York Public Library | New York, New York |
| New York State Library | N | New York State Library | Albany, New York |
| Smithsonian Institution | N | Smithsonian Institution | Washington, D.C. |

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

APPENDIX B

TABLE NUMBERING CHANGES 1998-99 TO 1999-2000

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

Old New

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

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

ARL NONUNIVERSITY LIBRARIES

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

ARL UNIVERSITY LIBRARIES

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

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Old New

U.S. ARL UNIVERSITY LIBRARIES

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

CANADIAN ARL UNIVERSITY LIBRARIES

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

ARL UNIVERSITY MEDICAL LIBRARIES

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

ARL UNIVERSITY LAW LIBRARIES

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

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