

ARL ANNUAL SALARY SURVEY 2003-04



Compiled and Edited by

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

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

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SALARY SURVEY TRENDS 2003-04

The *ARL Annual Salary Survey 2003-04* reports salary data for all professional staff working in ARL libraries. The Association of Research Libraries (ARL) represents the interests of libraries that serve major North American research institutions. The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement program, which produces the *Salary Survey*, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The *ARL Annual Salary Survey* is the most comprehensive and thorough guide to current salaries in large U.S. and Canadian academic and research libraries, and is a valuable management and research tool.

Data for 9,492 professional staff members were reported this year for the 114 ARL university libraries, including their law and medical libraries (907 staff members reported by 73 medical libraries and 744 staff members reported by 75 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,877 professional staff members.

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

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

In all tables where data from U.S. and Canadian institutions are combined, Canadian salaries are converted into U.S. dollar equivalents at the rate of 1.51023 Canadian dollars per U.S. dollar.¹ Tables 4 and 31 through 34, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

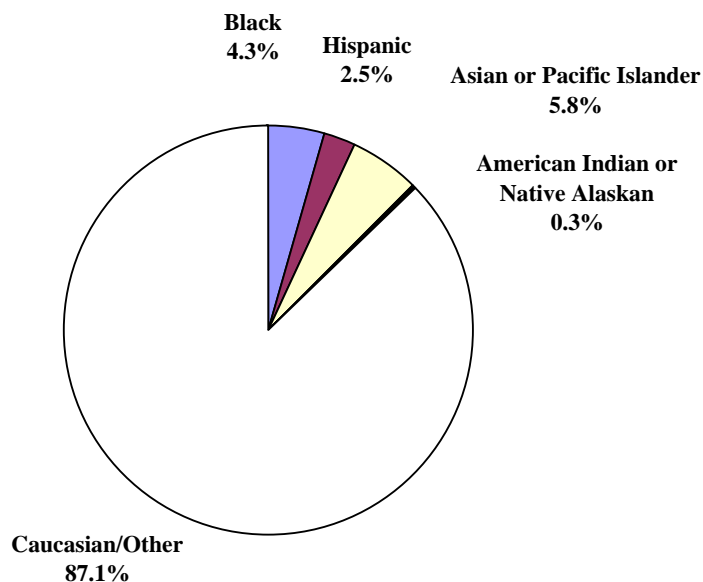
¹ This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2002-June 2003 and is used in converting 2003-04 figures that are collected as of July 2003.

RACE AND ETHNICITY

There were 1,100 minority professional staff reported in 100 U.S. ARL university libraries, including law and medical.² Note that the data for minority professionals comes only from the U.S. ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions; Canadian law prohibits the identification of Canadians by ethnic category.

Currently, 12.82% of the professional staff in U.S. ARL university libraries (including law and medical) belongs to one of the four non-Caucasian categories for which ARL keeps records. The number of minorities in managerial or administrative positions in the largest U.S. academic libraries is far lower: 8% are directors (8 out of 100), 7% are associate or assistant directors (26 out of 369), and 10% are branch librarians (46 out of 461). Graph 1, below, depicts the overall racial/ethnic distribution of professional staff in U.S. ARL university libraries: Caucasian/Other 87.1%, Asian/Pacific Islander 5.8%, Black 4.3%, Hispanic 2.5%, and American Indian/Alaskan Native 0.3%. According to a 1998 survey by Mary Jo Lynch, data from the American Library Association (ALA) show that the sample of academic libraries surveyed by ALA has a higher representation of Blacks, Asian/Pacific Islanders, and American Indian/Alaskan Native than ARL libraries.³

Graph 1
Ethnicity/Race of Professional Staff in
U.S. ARL University Libraries, 2003-04



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

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

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

Proportionately to other regions, there are more minorities in the South Atlantic, West South Central, and Pacific regions.

Figure 1

**MINORITY PROFESSIONALS BY REGION (U.S.)
IN ARL UNIVERSITY LIBRARIES, FY 2003-04**

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	31	60	66	24	115	24	23	7	22	372	34%
Hispanic	22	28	24	5	40	2	34	25	32	212	19%
Asian	57	79	78	17	63	8	40	25	127	494	45%
AI/AN⁴	1	2	3	2	5		2	5	2	22	2%
Minority Total	111	169	171	48	223	34	99	62	183	1,100	100%
Minority Percent	10.09%	15.36%	15.55%	4.36%	20.27%	3.09%	9.00%	5.64%	16.64%	100%	
Nonminority Total	1,071	1,214	1,251	489	1,225	375	577	404	875	7,481	
Nonminority Percent	14.32%	16.23%	16.72%	6.54%	16.37%	5.01%	7.71%	5.40%	11.70%	100%	
Regional Percent Total staff	13.77%	16.12%	16.57%	6.26%	16.87%	4.77%	7.88%	5.43%	12.33%	100%	
Proportional Minority Representation	-29.51%	-5.33%	-7.04%	-33.24%	23.80%	-38.34%	16.69%	4.37%	42.24%		

ARL recognizes the difficulties that the profession has in attracting a diverse workforce and continues to work actively in the development of workplace climates that embrace diversity. The ARL Diversity Program, through its Leadership and Career Development Program and the Initiative to Recruit a Diverse Workforce, emphasizes ARL and its members' commitment to creating a diverse academic and research library community to better meet the new challenges of global competition and changing demographics. Further, the Diversity Program focuses on issues surrounding work relationships in libraries while considering the impact of diversity on library services, interactions with library users, and the development of collections, at its homepage, <<http://www.arl.org/diversity/index.html>>.

Women comprise 68.73% of staff in the four racial/ethnic groups that comprise minority staff, as compared to 63.67% of Caucasian/Other staff in all U.S. ARL university libraries. The overall gender balance in the 114 Canadian and U.S. university libraries (including law and medical) is 35.68% male and 64.32% female. See Figure 1, above, and Figure 2, below, for more detail on race/ethnic and gender distribution.

⁴ American Indian/Alaskan Native.

Figure 2

RACE/ETHNICITY AND SEX DISTRIBUTION OF PROFESSIONAL STAFF
IN ARL UNIVERSITY LIBRARIES FY 2003-04

United States

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,613	37.01%	4,447	62.99%	7,060
Medical	211	25.67%	611	74.33%	822
Law	238	34.05%	461	65.95%	699
Minority ⁵	344	31.27%	756	68.73%	1,100
Non-minority	2,718	36.33%	4,763	63.67%	7,481
All	3,062	35.68%	5,519	64.32%	8,581

Canada

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	251	32.14%	530	67.86%	781
Medical	13	15.29%	72	84.71%	85
Law	16	35.56%	29	64.44%	45
All	280	30.74%	631	69.26%	911

United States and Canada (Combined)

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,864	36.53%	4,977	63.47%	7,841
Medical	224	24.70%	683	75.30%	907
Law	254	34.14%	490	65.86%	744
All	3,342	35.21%	6,150	64.79%	9,492

GENDER DATA

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Data on salary comparisons for directors also are frequently requested. The average salary for male directors was higher than that of their female counterparts (see Table 17); however, the number of women in the top administrative library position has been growing steadily in recent years (60 women directors out of 114 total directorships reported).

Looking at other job categories, though, as Table 17 demonstrates, average salaries for men in most cases still surpass those of women in the same job category. In only eight categories of the 27 used in the tables do the average salaries of women exceed those of men. The overall salary for women is 94.4% that of men for the 114 ARL university libraries, compared to 94.1% in 2002-03. While this shows a marked closure of the gender gap in ARL libraries in the long term – in 1980-81, women in ARL libraries made roughly 87% that of men – it also raises the possibility that the closure has peaked, and that a five or six percent gap between men's and women's salaries may persist.

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

⁵ Includes staff in medical and law libraries.

have more experience and less pay (Director, Associate Director, and Functional Specialist are examples). Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in 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 seven of the ten experience cohorts (see Table 30).

There is a sense that the gender gap persists in academe in areas beyond the library and that a renewed commitment to resolve the problem is needed.⁶ 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.

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 2003-04, the differential widened to 7.2%, or an average of \$4,134 more paid for a position in a private institution. However, in some cases—Heads of Acquisitions, Reference, Serials, Documents/Maps, and Circulation; Reference Librarians with over 14 years of experience, 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, after declining in every year since 1995-96, continued to hold steady at 110 in 2003-04.⁷ For the second consecutive year, the cohort of "largest" libraries (those with staff levels above 110) has the highest average salary, \$60,451, compared to \$59,763 for the cohort with between 75 and 110 staff. Libraries with staff of 50-74 professionals paid an average salary of \$55,100 and those with staff between 24 and 49 paid \$55,420. The gap between the highest paying cohort and the lowest paying cohort is \$5,351, about 26% larger than last year's difference of \$4,249 (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 \$60,000, with the Pacific region averaging as high as \$66,374. Canada is the region with the lowest average salary; Canadian salaries, as converted into U.S. dollars, have declined irregularly since the early 1990s as a result of the declining purchasing power of the Canadian dollar (Table 4). Among U.S. libraries, salaries in the West South

⁶ 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.

⁷ In 1995-96, the largest cohort of libraries was determined based on staff over 124; in 1996-98, over 120; in 1998-99, over 115; and since 1999-2000, over 110. See Table 23.

Central region are lowest, followed by the East South Central, West North Central, and South Atlantic regions.

D. RANK STRUCTURE

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

The pattern of relationships between rank and salary seen in past years continues, where higher rank is associated with higher average years of experience and a higher salary. 5,442 of the 9,492 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,179) occupies a rank in a four-step rank structure.

Figure 3

**AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS
IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES
FY 2003-04**

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	\$42,023	7.4	\$41,495	7.9	\$40,812	7.4
Librarian 2	53,082	16.6	46,684	12.2	48,871	11.3
Librarian 3	70,270	23.6	56,656	20.1	57,287	18.7
Librarian 4			70,502	25.3	69,145	22.5
Librarian 5					81,968	28.3
No. of Staff	1,232		3,179		1,031	

INFLATION EFFECT

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

The median salary for all ARL university libraries was \$53,000 in 2003-04; for only U.S. ARL libraries it was \$53,859; and for Canadian ARL libraries converted into U.S. dollars it was \$45,310, or a median of \$68,429 Canadian dollars.

Table 6 reveals that the median salary for nonuniversity staff has increased about 7.3% in the last year. The median salary for combined U.S. and Canadian university libraries increased 2.6% (Table 2); for U.S. salaries 2% (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 2.1% in the last year and the Canadian Consumer Price Index increased 2.2%.

Beginning salaries in the university sector continue to increase at a steady rate. The median beginning salary in ARL university libraries increased to \$36,000; this 2.9% increase is identical to the increase reported in 2002-03. There was no change in the median beginning salary for ARL nonuniversity research libraries; in both 2002-03 and 2003-04 the median beginning professional salary was reported as \$34,739.

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

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

Martha Kyrillidou
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Association of Research Libraries
March 1, 2004

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 2003-04, 58.1% of all ARL university librarians earned more than \$50,000, as did 81.3% of all ARL nonuniversity librarians.

Salary Range	University Librarians				Nonuniversity Librarians			
	FY 2002-03	cum. %	FY 2003-04	cum. %	FY 2002-03	cum. %	FY 2003-04	cum. %
More than \$200,000	14	0.1	19	0.2	1	0.0	1	0.0
175,000 - 199,999	24	0.4	25	0.5	0	0.0	0	0.0
150,000 - 174,999	40	0.8	50	1.0	4	0.1	5	0.2
140,000 - 149,999	36	1.2	30	1.3	2	0.2	91	2.5
130,000 - 139,999	32	1.5	36	1.7	94	2.7	12	2.8
120,000 - 129,999	42	2.0	54	2.3	10	2.9	188	7.7
110,000 - 119,999	56	2.6	67	3.0	239	9.2	102	10.3
100,000 - 109,999	117	3.8	118	4.2	192	14.2	251	16.8
95,000 -99,999	93	4.8	96	5.2	112	17.2	138	20.3
90,000 -94,999	105	5.9	117	6.4	99	19.8	71	22.2
85,000 -89,999	155	7.5	190	8.4	188	24.7	257	28.8
80,000 -84,999	217	9.8	260	11.2	149	28.7	263	35.6
75,000 -79,999	363	13.7	359	15.0	294	36.4	357	44.8
70,000 -74,999	436	18.3	472	19.9	422	47.5	240	51.0
65,000 -69,999	517	23.7	556	25.8	316	55.8	322	59.3
62,000 -64,999	474	28.7	497	31.0	137	59.4	161	63.4
60,000 -61,999	323	32.1	339	34.6	200	64.6	178	68.0
58,000 -59,999	308	35.4	358	38.4	84	66.9	156	72.0
56,000 -57,999	417	39.8	426	42.9	125	70.1	71	73.9
54,000 -55,999	353	43.5	429	47.4	163	74.4	66	75.6
52,000 -53,999	536	49.2	509	52.7	103	77.1	105	78.3
50,000 -51,999	495	54.4	512	58.1	107	79.9	117	81.3
48,000 -49,999	544	60.2	529	63.7	113	82.9	136	84.8
46,000 -47,999	579	66.3	586	69.9	137	86.5	95	87.3
44,000 -45,999	548	72.1	568	75.9	67	88.3	73	89.1
42,000 -43,999	570	78.1	519	81.3	73	90.2	68	90.9
40,000 -41,999	519	83.6	479	86.4	61	91.8	99	93.4
38,000 -39,999	453	88.4	325	89.8	93	94.2	69	95.2
36,000 -37,999	355	92.1	358	93.6	95	96.7	116	98.2
34,000 -35,999	264	94.9	233	96.0	64	98.4	27	98.9
32,000 -33,999	195	96.9	163	97.8	31	99.2	23	99.5
30,000 -31,999	114	98.2	99	98.8	17	99.7	9	99.7
29,000 -29,999	30	98.5	22	99.0	5	99.8	5	99.9
28,000 -28,999	40	98.9	22	99.3	5	99.9	1	99.9
27,000 -27,999	26	99.2	26	99.5	0	99.9	1	99.9
26,000 -26,999	25	99.4	13	99.7	1	100.0	2	100.0
25,000 -25,999	24	99.7	15	99.8	0	100.0	0	100.0
Less than 25,000	30	100.0	16	100.0	1	100.0	1	100.0
Total Positions	9,469		9,492		3,804		3,877	
Median Salary	\$51,636		\$53,000		\$65,289		\$70,048	

* 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
2003-04	114	9,492	\$53,000	\$36,000	203.1	218.2	183.9	177.0
2002-03	114	9,469	51,636	35,000	197.8	212.1	180.1	173.3
2001-02	113	9,198	50,724	34,000	194.3	206.1	177.5	170.8
2000-01	112	8,882	49,068	32,879	188.0	199.3	172.8	166.3
1999-2000	111	8,595	47,377	31,100	181.5	188.5	166.7	160.4
1998-99	110	8,400	45,775	30,000	175.2	181.7	163.2	157.1
1997-98	110	8,414	44,534	28,500	170.5	172.6	160.5	154.5
1996-97	109	8,325	43,170	27,687	165.3	167.7	157.0	151.1
1995-96	108	8,231	41,901	27,000	160.5	163.6	152.5	146.8
1994-95	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-94	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-93	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1991-92	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-91	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1989-90	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1988-89	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1987-88	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1986-87	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1985-86	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6
1984-85	104	7,161	26,100	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.

† Includes medical and law libraries.

‡ Beginning professional salary.

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

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

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

* Includes medical and law libraries in median salary.

TABLE 4: SALARY TRENDS IN CANADIAN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of previous years. Canadian salaries are presented in both U.S. \$ and Canadian \$ denominations and the annual exchange rate used in the salary surveys is also listed. Canadian salaries are also compared to the changes in the Canadian Consumer Price Index (CPI) to show trends in the purchasing power of median Canadian salaries. CPI number changes are based on July CPI figures. The Canadian CPI change is indicated in the 19 August 2003 edition of *The Daily*, a Statistics Canada publication, at < <http://www.statcan.ca/english/Subjects/Cpi/cpi-en.htm> >

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

* Canadian salaries expressed in U.S. dollars.

† Includes medical and law libraries in median salary.

ARL NONUNIVERSITY LIBRARIES

Tables 5-6

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

	No. of Staff	<u>Median Salaries</u>		<u>Beginning Salaries</u>	
		FY 2002-03	FY 2003-04	FY 2002-03	FY 2003-04
Boston Public Library	185	\$50,841	\$50,841	\$34,928	\$34,928
Canada Institute for Scientific and Technical Information *	174	39,872	42,146	28,956	30,079
Center for Research Libraries	23	47,612	44,818	30,305	30,000
Library of Congress †	2,678	72,400	75,961	38,406	40,044
National Agricultural Library †	103	63,119	65,813	38,406	40,044
Library & Archives of Canada *	162	36,245	37,651	28,250	30,079
National Library of Medicine	187	68,687	71,620	38,406	40,044
New York Public Library	250	50,477	50,211	33,850	33,850
New York State Library	56	53,512	53,512	34,549	34,549
Smithsonian Library	59	64,047	63,877	38,406	40,044

* Canadian salaries expressed in U.S. dollars.

† See footnotes.

TABLE 6: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES*

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

Fiscal Year	No. of Libs.	Total Staff	Median Salary*	BPS† Median	Median Salary Index	BPS† Index	Actual CPI	Adjusted CPI
2003-04	10	3,877	\$70,048	\$34,739	206.8	210.4	183.9	177.0
2002-03	10	3,804	65,289	34,739	192.7	210.4	180.1	173.3
2001-02	10	3,717	65,025	34,389	191.9	208.3	177.5	170.8
2000-01	10	3,731	62,521	31,774	184.5	192.5	172.8	166.3
1999-2000	10	3,737	59,916	30,849	176.8	186.9	166.7	160.4
1998-99	11	3,819	56,000	29,877	165.3	181.0	163.2	157.1
1997-98	11	3,779	55,055	28,724	162.5	174.0	160.5	154.5
1996-97	11	3,799	51,150	28,380	151.0	172.0	157.0	151.1
1995-96	11	3,915	49,149	28,162	145.1	170.7	152.5	146.8
1994-95	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1993-94	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1992-93	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
1991-92	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1990-91	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1989-90	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1988-89	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1987-88	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1986-87	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1985-86	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
1984-85	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.

† Beginning professional salary.

ARL UNIVERSITY LIBRARIES

Tables 7-25

**TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
ARL UNIVERSITY LIBRARIES, FY 2003-04***

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2004	FY 2003	FY 2004	FY 2003	FY 2004	FY 2003	FY 2004	FY 2004
Alabama †	47	\$41,872	\$43,027	\$37,927	\$38,349	\$31,200	\$31,200	13.8
Alberta ††	61	43,383	48,924	46,630	51,719	25,412	27,572	17.4
Arizona	66	52,325	57,332	49,220	50,685	42,086	42,773	15.6
Arizona State †	74	52,620	52,177	52,161	51,650	36,000	38,000	17.4
Auburn †	43	51,358	54,050	49,070	50,865	39,050	41,320	15.3
Boston University	55	48,825	48,591	43,950	44,650	32,000	31,500	17.4
Boston College †	56	57,881	59,034	55,650	55,250	35,400	36,450	17.8
Brigham Young	70	57,777	59,987	56,264	58,231	39,400	41,000	20.2
British Columbia ††	79	41,560	44,703	41,790	45,157	23,012	24,892	16.4
Brown †	63	57,974	59,049	56,049	56,951	34,000	34,000	22.4
California, Berkeley †	107	71,591	72,247	70,500	70,500	37,920	37,920	17.9
California, Davis †	43	68,812	69,149	70,500	70,500	37,920	37,920	21.3
California, Irvine	57	66,064	66,517	70,250	69,473	37,920	37,920	16.6
California, Los Angeles	112	70,556	72,136	76,860	76,860	37,920	37,920	18.3
California, Riverside †	37	63,249	61,795	63,113	64,164	37,920	37,920	17.3
California, San Diego †	75	67,718	68,314	67,600	66,150	37,920	37,920	16.9
California, Santa Barbara †	49	65,034	65,226	64,164	64,164	37,920	37,920	17.1
Case Western Reserve	34	51,516	52,122	50,815	48,506	33,600	40,500	13.9
Chicago	63	62,050	65,001	57,407	59,640	40,300	41,408	17.9
Cincinnati †	58	54,374	56,733	50,933	56,819	32,000	33,000	18.4
Colorado †	45	57,107	55,958	54,920	54,750	34,500	34,500	16.2
Colorado State †	42	57,914	55,659	56,550	54,100	38,500	38,500	17.3
Columbia	97	64,027	64,913	56,900	57,215	42,200	43,900	17.6
Connecticut †	53	65,748	64,862	63,672	61,500	42,000	45,000	15.7
Cornell †	121	58,040	59,608	53,200	53,818	37,000	39,000	15.9
Dartmouth †	47	61,853	61,059	57,841	58,034	34,000	34,000	15.7
Delaware †	54	57,542	60,818	56,087	58,717	37,000	39,000	16.3
Duke †	111	55,295	57,021	51,425	53,592	35,800	36,300	16.1
Emory †	68	57,526	58,890	56,243	57,400	33,000	35,000	16.0
Florida †	86	47,211	47,968	44,767	45,165	35,000	40,000	18.7
Florida State †	45	45,118	45,310	42,638	41,128	32,000	32,000	17.7
George Washington †	34	56,641	58,389	54,913	54,634	38,000	38,000	14.8
Georgetown †	48	54,879	58,997	53,142	54,998	38,357	40,000	19.5
Georgia †	71	51,602	51,142	48,629	48,536	31,000	31,000	16.2
Georgia Tech	43	52,210	53,398	51,244	53,280	38,000	39,000	15.6
Guelph ††	34	40,434	43,566	38,030	41,965	24,694	26,426	19.4
Harvard †	453	62,253	63,647	57,938	58,587	35,496	41,200	15.8
Hawaii	56	54,031	55,541	52,704	54,704	35,316	35,316	16.9
Houston †	54	45,295	46,619	40,126	41,045	34,000	35,000	14.1
Howard	35	48,174	48,088	45,547	45,547	35,049	35,049	22.8
Illinois, Chicago †	45	49,605	55,810	46,794	50,169	34,000	35,000	18.0
Illinois, Urbana	138	54,825	57,026	49,000	50,957	39,000	40,000	14.7
Indiana †	82	59,092	58,406	55,392	56,054	34,817	35,165	18.9
Iowa	65	56,800	57,008	53,199	52,012	32,000	35,000	19.1
Iowa State †	48	50,759	50,940	50,707	51,848	34,000	38,000	16.6
Johns Hopkins	69	57,674	60,680	53,550	56,030	41,850	41,850	14.2
Kansas †	70	49,618	53,248	46,356	47,894	34,000	35,000	16.4
Kent State †	52	55,572	56,040	53,235	52,940	41,556	42,778	14.6
Kentucky †	65	47,843	50,204	45,018	47,386	34,000	36,000	17.8
Laval †	55	40,822	43,186	42,657	45,195	26,674	28,263	20.2
Louisiana State	54	41,417	43,780	39,472	40,752	34,000	34,000	12.2
Louisville †	36	55,004	57,227	54,218	56,980	35,000	34,000	19.9
McGill ††	55	41,048	43,252	43,077	45,606	21,673	25,162	19.7
McMaster ††	24	41,050	44,131	40,053	43,078	23,799	25,464	21.1
Manitoba ††	42	43,511	47,016	45,535	49,927	22,440	24,150	21.2
Maryland †	101	55,493	56,149	51,923	53,666	39,948	40,000	18.2
Massachusetts †	50	58,040	58,079	56,436	56,746	35,134	31,065	17.9
MIT †	91	62,090	64,122	56,900	58,175	41,500	42,800	14.9

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

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

† Canadian salaries expressed in U.S. dollars.

‡ See Footnotes.

**TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
ARL UNIVERSITY LIBRARIES, FY 2003-04***

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2004	FY 2003	FY 2004	FY 2003	FY 2004	FY 2003	FY 2004	FY 2004
Miami †	48	52,161	47,721	52,607	48,895	32,000	32,000	17.0
Michigan †	108	\$56,234	\$56,694	\$51,118	\$51,350	\$35,000	\$35,000	17.0
Michigan State	61	55,116	58,335	51,900	55,250	37,000	40,000	17.2
Minnesota	101	54,452	55,305	52,159	52,370	35,000	35,000	19.6
Missouri †	36	47,707	48,397	41,057	43,142	30,000	32,000	18.6
Montreal †	80	39,277	41,000	38,740	40,242	24,276	26,079	17.4
Nebraska †	39	55,238	52,189	49,897	49,332	34,500	36,750	16.4
New Mexico †	39	63,879	62,650	61,815	59,681	33,000	38,000	21.3
New York	85	53,288	56,774	50,000	52,800	42,000	42,000	16.1
North Carolina	90	52,288	51,571	49,517	48,500	34,000	34,000	17.7
North Carolina State †	84	53,782	55,687	48,813	50,000	36,000	39,000	10.3
Northwestern †	79	56,217	58,447	54,158	55,644	32,000	32,500	17.0
Notre Dame †	50	57,004	59,982	56,242	58,689	34,000	35,000	18.6
Ohio University †	52	49,489	49,683	46,592	46,803	33,000	33,000	15.0
Ohio State †	100	51,950	52,658	48,723	50,196	35,500	39,500	18.7
Oklahoma	38	46,210	45,295	42,105	40,462	37,000	37,000	13.8
Oklahoma State †	55	44,671	45,120	41,796	42,210	33,000	33,000	14.5
Oregon	50	49,044	50,173	45,458	46,178	33,000	33,000	14.4
Pennsylvania †	84	54,461	56,632	50,853	52,859	40,000	40,000	17.1
Pennsylvania State †	130	56,992	58,627	54,438	55,656	38,000	38,000	16.9
Pittsburgh †	62	52,749	54,286	47,709	49,102	30,000	33,000	15.6
Princeton †	109	64,682	67,935	60,100	61,175	36,000	39,500	18.5
Purdue †	53	52,043	53,315	47,260	49,040	31,000	32,000	17.5
Queen's ††	27	42,008	45,550	41,636	45,109	25,374	27,017	21.6
Rice †	58	53,200	53,727	48,500	49,665	33,850	33,850	16.1
Rochester †	74	45,245	46,006	41,751	43,001	35,000	36,000	12.9
Rutgers †	92	68,149	69,951	68,792	70,124	36,469	36,469	20.1
Saskatchewan †	34	46,006	48,323	46,247	48,761	24,286	25,228	20.1
South Carolina †	51	48,364	48,445	44,842	44,292	30,000	31,000	16.3
Southern California †	83	63,745	64,060	56,750	56,774	45,000	45,000	20.4
Southern Illinois	35	53,226	53,907	46,604	47,992	38,000	38,000	16.2
Stanford	102	70,073	69,961	66,620	66,069	46,000	46,000	U/A
SUNY Albany †	60	51,532	52,387	48,019	50,903	37,404	37,500	16.5
SUNY Buffalo †	99	54,360	53,136	49,814	49,340	38,000	38,000	13.5
SUNY Stony Brook †	28	61,040	62,336	57,503	58,663	40,000	40,000	19.3
Syracuse †	50	53,126	55,539	48,670	50,446	34,000	35,000	18.3
Temple	47	50,171	51,622	45,182	47,327	34,000	34,000	17.0
Tennessee †	46	54,830	57,623	50,641	53,673	33,000	35,000	14.8
Texas †	122	55,387	54,171	50,851	49,600	36,000	36,000	17.4
Texas A&M †	87	49,898	51,404	44,660	45,781	35,500	38,000	14.3
Texas Tech †	55	44,429	45,528	41,010	40,905	36,000	36,000	10.8
Toronto ††	144	44,979	49,526	49,096	53,381	22,629	24,235	16.6
Tulane	36	49,710	52,472	48,055	51,151	34,000	34,000	16.7
Utah	50	49,743	50,579	47,314	47,295	34,000	36,000	17.6
Vanderbilt †	66	49,640	49,672	46,154	46,923	32,000	33,000	15.7
Virginia †	61	55,844	55,021	55,350	52,750	34,000	35,000	17.9
Virginia Tech	34	52,349	53,792	50,079	51,304	32,500	34,000	17.8
Washington †	99	55,066	55,892	51,312	52,194	35,000	37,000	19.2
Washington State †	48	49,604	51,091	49,355	50,190	30,000	33,000	17.5
Washington U.-St.Louis †	51	52,830	54,723	47,705	46,902	31,000	35,000	15.8
Waterloo ††	39	41,971	43,572	41,955	44,011	24,369	25,972	18.7
Wayne State †	54	55,449	56,657	48,998	49,530	36,000	37,000	13.2
Western Ontario ††	57	35,554	38,125	33,884	36,576	27,244	29,149	13.9
Wisconsin †	143	54,769	55,193	52,082	53,612	35,725	36,475	16.6
Yale	138	60,346	62,914	56,333	58,142	40,100	41,300	18.6
York ††	50	49,451	52,972	49,366	51,887	26,916	27,960	17.0

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

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

† Canadian salaries expressed in U.S. dollars.

‡ See Footnotes.

**TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2002-03***

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	\$46,000	53	Washington	\$35,000
2	Southern California	45,000	59	Indiana	34,817
3	Columbia	42,200	60	Colorado	34,500
4	Arizona	42,086	60	Nebraska	34,500
5	Connecticut	42,000	62	Brown	34,000
5	New York	42,000	62	Dartmouth	34,000
7	Johns Hopkins	41,850	62	Houston	34,000
8	Kent State	41,556	62	Illinois, Chicago	34,000
9	MIT	41,500	62	Iowa State	34,000
10	Chicago	40,300	62	Kansas	34,000
11	Yale	40,100	62	Kentucky	34,000
12	Pennsylvania	40,000	62	Louisiana State	34,000
12	SUNY Stony Brook	40,000	62	North Carolina	34,000
14	Maryland	39,948	62	Notre Dame	34,000
15	Brigham Young	39,400	62	Syracuse	34,000
16	Auburn	39,050	62	Temple	34,000
17	Illinois, Urbana	39,000	62	Tulane	34,000
18	Colorado State	38,500	62	Utah	34,000
19	Georgetown	38,357	62	Virginia	34,000
20	George Washington	38,000	77	Rice	33,850
20	Georgia Tech	38,000	78	Case Western Reserve	33,600
20	Pennsylvania State	38,000	79	Emory	33,000
20	Southern Illinois	38,000	79	New Mexico	33,000
20	SUNY Buffalo	38,000	79	Ohio	33,000
25	Calif. Berkeley	37,920	79	Oklahoma State	33,000
25	Calif. Davis	37,920	79	Oregon	33,000
25	Calif. Irvine	37,920	79	Tennessee	33,000
25	Calif. Los Angeles	37,920	85	Virginia Tech	32,500
25	Calif. Riverside	37,920	86	Boston University	32,000
25	Calif. San Diego	37,920	86	Cincinnati	32,000
25	Calif. Santa Barbara	37,920	86	Florida State	32,000
32	SUNY Albany	37,404	86	Iowa	32,000
33	Cornell	37,000	86	Miami	32,000
33	Delaware	37,000	86	Northwestern	32,000
33	Michigan State	37,000	86	Vanderbilt	32,000
33	Oklahoma	37,000	93	Alabama	31,200
37	Rutgers	36,469	94	Georgia	31,000
38	Arizona State	36,000	94	Purdue	31,000
38	North Carolina State	36,000	94	Washington-St. Louis	31,000
38	Princeton	36,000	97	Missouri	30,000
38	Texas	36,000	97	Pittsburgh	30,000
38	Texas Tech	36,000	97	South Carolina	30,000
38	Wayne State	36,000	97	Washington State	30,000
44	Duke	35,800	101	Western Ontario †	27,244
45	Wisconsin	35,725	102	York †	26,916
46	Ohio State	35,500	103	Laval †	26,674
46	Texas A&M	35,500	104	Alberta †	25,412
48	Harvard	35,496	105	Queen's †	25,374
49	Boston College	35,400	106	Guelph †	24,694
50	Hawaii	35,316	107	Waterloo †	24,369
51	Massachusetts	35,134	108	Saskatchewan †	24,286
52	Howard	35,049	109	Montreal †	24,276
53	Florida	35,000	110	McMaster †	23,799
53	Louisville	35,000	111	British Columbia †	23,012
53	Michigan	35,000	112	Toronto †	22,629
53	Minnesota	35,000	113	Manitoba †	22,440
53	Rochester	35,000	114	McGill †	21,673

* Reprinted from *ARL Annual Salary Survey 2002-03*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries.

† Canadian salaries expressed in U.S. dollars.

**TABLE 9: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2003-04***

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

* 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 2002-03***

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	\$76,860	58	Virginia Tech	\$50,079
2	California, Berkeley	70,500	59	New York University	50,000
2	California, Davis	70,500	60	Nebraska	49,897
4	California, Irvine	70,250	61	SUNY Buffalo	49,814
5	Rutgers	68,792	62	North Carolina	49,517
6	California, San Diego	67,600	63	York †	49,366
7	Stanford	66,620	64	Washington State	49,355
8	California, Santa Barbara	64,164	65	Arizona	49,220
9	Connecticut	63,672	66	Toronto †	49,096
10	California, Riverside	63,113	67	Auburn	49,070
11	New Mexico	61,815	68	Illinois, Urbana	49,000
12	Princeton	60,100	69	Wayne State	48,998
13	Harvard	57,938	70	North Carolina State	48,813
14	Dartmouth	57,841	71	Ohio State	48,723
15	SUNY Stony Brook	57,503	72	Syracuse	48,670
16	Chicago	57,407	73	Georgia	48,629
17	Columbia	56,900	74	Rice	48,500
17	MIT	56,900	75	Tulane	48,055
19	Southern California	56,750	76	SUNY Albany	48,019
20	Colorado State	56,550	77	Pittsburgh †	47,709
21	Massachusetts	56,436	78	Washington U.-St. Louis	47,705
22	Yale	56,333	79	Utah	47,314
23	Brigham Young	56,264	80	Purdue	47,260
24	Emory	56,243	81	Illinois, Chicago	46,794
25	Notre Dame	56,242	82	Alberta †	46,630
26	Delaware	56,087	83	Southern Illinois	46,604
27	Brown	56,049	84	Ohio University	46,592
28	Boston College	55,650	85	Kansas	46,356
29	Indiana	55,392	86	Saskatchewan †	46,247
30	Virginia	55,350	87	Vanderbilt	46,154
31	Colorado	54,920	88	Howard	45,547
32	George Washington	54,913	89	Manitoba †	45,535
33	Pennsylvania State	54,438	90	Oregon	45,458
34	Louisville	54,218	91	Temple	45,182
35	Northwestern	54,158	92	Kentucky	45,018
36	Johns Hopkins	53,550	93	South Carolina	44,842
37	Kent State	53,235	94	Florida	44,767
38	Cornell	53,200	95	Texas A&M	44,660
39	Iowa	53,199	96	Boston University	43,950
40	Georgetown	53,142	97	McGill †	43,077
41	Hawaii	52,704	98	Laval †	42,657
42	Miami	52,607	99	Florida State	42,638
43	Arizona State	52,161	100	Oklahoma	42,105
44	Minnesota	52,159	101	Waterloo †	41,955
45	Wisconsin	52,082	102	Oklahoma State	41,796
46	Maryland	51,923	103	British Columbia †	41,790
47	Michigan State	51,900	104	Rochester	41,751
48	Duke	51,425	105	Queen's †	41,636
49	Washington	51,312	106	Missouri	41,057
50	Georgia Tech	51,244	107	Texas Tech	41,010
51	Michigan	51,118	108	Houston	40,126
52	Cincinnati	50,933	109	McMaster †	40,053
53	Pennsylvania	50,853	110	Louisiana State	39,472
54	Texas	50,851	111	Montreal †	38,740
55	Case Western Reserve	50,815	112	Guelph †	38,030
56	Iowa State	50,707	113	Alabama	37,927
57	Tennessee	50,641	114	Western Ontario †	33,884

* Reprinted from *ARL Annual Salary Survey 2002-03*. Salaries of directors are not included in the calculation of medians.

Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.

† See Footnotes.

‡ Canadian salaries expressed in U.S. dollars.

**TABLE 11: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2003-04***

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

* 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 2002-03***

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Berkeley	\$71,591	58	New York University	\$53,288
2	California, Los Angeles	70,556	59	Southern Illinois	53,226
3	Stanford	70,073	60	Rice	53,200
4	California, Davis	68,812	61	Syracuse	53,126
5	Rutgers	68,149	62	Washington U.-St. Louis	52,830
6	California, San Diego	67,718	63	Pittsburgh †	52,749
7	California, Irvine	66,064	64	Arizona State	52,620
8	Connecticut	65,748	65	Virginia Tech	52,349
9	California, Santa Barbara	65,034	66	Arizona	52,325
10	Princeton	64,682	67	North Carolina	52,288
11	Columbia	64,027	68	Georgia Tech	52,210
12	New Mexico	63,879	69	Miami	52,161
13	Southern California	63,745	70	Purdue	52,043
14	California, Riverside	63,249	71	Ohio State	51,950
15	Harvard	62,253	72	Georgia	51,602
16	MIT	62,090	73	SUNY Albany	51,532
17	Chicago	62,050	74	Case Western Reserve	51,516
18	Dartmouth	61,853	75	Auburn	51,358
19	SUNY Stony Brook	61,040	76	Iowa State	50,759
20	Yale	60,346	77	Temple	50,171
21	Indiana	59,092	78	Texas A&M	49,898
22	Massachusetts	58,040	79	Utah	49,743
23	Cornell	58,040	80	Tulane	49,710
24	Brown	57,974	81	Vanderbilt	49,640
25	Colorado State	57,914	82	Kansas	49,618
26	Boston College	57,881	83	Illinois, Chicago	49,605
27	Brigham Young	57,777	84	Washington State	49,604
28	Johns Hopkins	57,674	85	Ohio University	49,489
29	Delaware	57,542	86	York ‡	49,451
30	Emory	57,526	87	Oregon	49,044
31	Colorado	57,107	88	Boston University	48,825
32	Notre Dame	57,004	89	South Carolina	48,364
33	Pennsylvania State	56,992	90	Howard	48,174
34	Iowa	56,800	91	Kentucky	47,843
35	George Washington	56,641	92	Missouri	47,707
36	Michigan	56,234	93	Florida	47,211
37	Northwestern	56,217	94	Oklahoma	46,210
38	Virginia	55,844	95	Saskatchewan ‡	46,006
39	Kent State	55,572	96	Houston	45,295
40	Maryland	55,493	97	Rochester	45,245
41	Wayne State	55,449	98	Florida State	45,118
42	Texas	55,387	99	Toronto ‡	44,979
43	Duke	55,295	100	Oklahoma State	44,671
44	Nebraska	55,238	101	Texas Tech	44,429
45	Michigan State	55,116	102	Manitoba ‡	43,511
46	Washington	55,066	103	Alberta ‡	43,383
47	Louisville	55,004	104	Queen's ‡	42,008
48	Georgetown	54,879	105	Waterloo ‡	41,971
49	Tennessee	54,830	106	Alabama	41,872
50	Illinois, Urbana	54,825	107	British Columbia ‡	41,560
51	Wisconsin	54,769	108	Louisiana State	41,417
52	Pennsylvania	54,461	109	McMaster ‡	41,050
53	Minnesota	54,452	110	McGill ‡	41,048
54	Cincinnati	54,374	111	Laval ‡	40,822
55	SUNY Buffalo	54,360	112	Guelph ‡	40,434
56	Hawaii	54,031	113	Montreal ‡	39,277
57	North Carolina State	53,782	114	Western Ontario ‡	35,554

* Reprinted from *ARL Annual Salary Survey 2002-03*. Salaries of directors are not included in the calculation of averages.

Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

† See Footnotes.

‡ Canadian salaries expressed in U.S. dollars.

**TABLE 13: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2003-04***

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

* 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 2000-01 TO 2003-04***

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2001	2002	2003	2004	2001	2002	2003	2004	2001	2002	2003	2004
Alabama		107	109	106	112	109	112	113	113	80	89	93	97
Alberta		84	97	103	89	73	81	82	56	103	103	104	104
Arizona		55	64	66	37	61	68	65	64	9	6	4	7
Arizona State		72	62	64	75	53	54	43	57	15	28	38	30
Auburn		66	77	75	62	64	85	67	63	6	11	16	11
Boston University		87	95	88	90	96	101	96	99	101	100	86	96
Boston College		25	40	26	27	17	31	28	33	38	48	49	52
Brigham Young		30	25	27	23	24	24	23	18	64	14	15	14
British Columbia		94	104	107	105	79	96	103	97	106	106	111	112
Brown		35	34	24	26	21	28	27	25	63	78	62	75
California, Berkeley		1	1	1	1	2	2	2	2	50	20	25	38
California, Davis		5	6	4	5	2	5	2	2	50	20	25	38
California, Irvine		6	5	7	8	2	2	4	5	50	20	25	38
California, Los Angeles		4	3	2	2	2	2	1	1	50	20	25	38
California, Riverside		11	13	14	19	11	11	10	8	50	20	25	38
California, San Diego		8	7	6	6	6	6	6	6	50	20	25	38
California, Santa Barbara		7	9	9	9	6	8	8	8	50	20	25	38
Case Western Reserve		86	80	74	76	91	77	55	81	59	65	78	15
Chicago		20	17	17	10	29	21	16	13	11	10	10	10
Cincinnati		50	69	54	43	20	66	52	26	104	96	86	84
Colorado		27	33	31	49	14	23	31	36	41	65	60	74
Colorado State		40	38	25	53	31	45	20	39	15	19	18	29
Columbia		9	15	11	11	13	18	17	23	7	5	3	4
Connecticut		13	11	8	12	12	10	9	10	13	17	5	2
Cornell		31	29	23	25	43	38	38	40	60	38	33	25
Dartmouth		18	19	18	20	15	15	14	21	62	65	62	75
Delaware		34	28	29	21	18	20	26	14	27	50	33	25
Duke		49	39	43	40	51	37	48	44	58	45	44	53
Emory		32	27	30	29	37	25	24	22	80	80	79	62
Florida		92	96	93	95	98	99	94	96	64	50	53	16
Florida State		98	98	98	102	95	98	99	107	98	89	86	92
George Washington		62	30	35	33	50	17	32	38	74	46	20	30
Georgetown		51	49	48	28	46	44	40	35	10	15	19	16
Georgia		65	71	72	80	75	72	73	80	80	89	94	99
Georgia Tech		56	63	68	66	49	59	50	46	27	38	20	25
Guelph		100	112	112	109	78	110	112	106	102	104	106	106
Harvard		17	16	15	15	22	19	13	17	14	16	48	13
Hawaii		59	65	56	54	41	53	41	37	39	64	50	59
Houston		101	91	96	98	101	87	108	108	77	50	62	62
Howard		75	75	90	94	68	57	88	94	22	37	52	61
Illinois, Chicago		79	72	83	51	83	79	81	68	41	50	62	62
Illinois, Urbana		38	36	50	39	38	52	68	61	23	12	17	16

* 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 2000-01 TO 2003-04***

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2001	2002	2003	2004	2001	2002	2003	2004	2001	2002	2003	2004
Indiana		33	26	21	32	35	33	29	29	57	60	59	60
Iowa		24	35	34	41	27	36	39	53	80	80	86	62
Iowa State		64	59	76	82	66	55	56	55	64	65	62	30
Johns Hopkins		28	23	28	22	33	32	36	30	5	4	7	9
Kansas		83	70	82	68	82	74	85	84	64	65	62	62
Kent State		48	50	39	48	67	61	37	47	3	62	8	6
Kentucky		85	92	91	84	86	94	92	85	64	65	62	54
Laval		102	103	111	111	92	95	98	95	99	102	103	102
Louisiana State		111	106	108	107	112	111	110	110	80	65	62	75
Louisville		†	†	47	38	†	†	34	24	†	†	53	75
McGill		103	102	110	110	87	93	97	93	110	111	114	111
McMaster		106	108	109	106	103	108	109	103	108	109	110	109
Manitoba		105	105	102	97	84	89	89	70	111	112	113	114
Maryland		67	54	40	47	63	60	46	42	40	9	14	16
Massachusetts		16	20	22	35	10	13	21	28	41	36	51	98
MIT		23	18	16	13	34	14	17	19	15	17	9	5
Miami		69	67	69	96	58	49	42	78	80	88	86	92
Michigan		29	32	36	44	52	56	51	58	35	63	53	62
Michigan State		53	55	45	34	47	47	47	33	23	28	33	16
Minnesota		43	53	53	56	44	42	44	51	41	38	53	62
Missouri		82	90	92	92	94	103	106	102	93	98	97	92
Montreal		†	111	113	113	†	109	111	112	†	113	109	107
Nebraska		63	56	44	74	77	67	60	75	64	49	60	49
New Mexico		10	10	12	17	9	9	11	12	1	2	79	30
New York		15	14	58	42	32	22	59	49	7	3	5	8
North Carolina		73	66	67	78	74	70	62	82	41	50	62	75
North Carolina State		37	61	57	52	59	78	70	69	35	47	38	25
Northwestern		44	42	37	31	45	35	35	32	80	87	86	91
Notre Dame		46	37	32	24	39	30	25	15	27	50	62	62
Ohio University		74	74	85	86	60	69	84	90	41	84	79	84
Ohio State		58	79	71	71	71	82	71	66	23	34	46	23
Oklahoma		88	93	94	103	106	100	100	111	15	28	33	46
Oklahoma State		104	100	100	104	108	102	102	105	74	65	79	84
Oregon		77	84	87	85	90	88	90	91	80	82	79	84
Pennsylvania		57	57	52	46	65	62	53	48	27	28	12	16
Pennsylvania State		39	31	33	30	36	34	33	31	27	38	20	30
Pittsburgh		96	82	63	60	105	91	77	76	80	89	97	84
Princeton		14	12	10	7	19	12	12	11	27	50	38	23
Purdue		60	58	70	67	69	63	80	77	94	89	94	92
Queen's		109	107	104	100	104	104	105	98	109	110	105	105
Rice		22	22	60	65	25	25	74	71	73	61	77	83
Rochester		99	99	97	99	107	106	104	104	64	65	53	54

* 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 2000-01 TO 2003-04***

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2001	2002	2003	2004	2001	2002	2003	2004	2001	2002	2003	2004
Rutgers		3	4	5	4	1	1	5	4	21	33	37	51
Saskatchewan		97	86	95	93	80	51	86	79	112	107	108	110
South Carolina		81	83	89	91	88	92	93	100	100	89	97	99
Southern California		12	8	13	14	28	16	19	27	4	7	2	2
Southern Illinois		61	51	59	63	89	75	83	83	15	27	20	30
Stanford		2	2	3	3	8	7	7	7	2	1	1	1
SUNY Albany		68	73	73	73	76	80	76	62	20	44	32	45
SUNY Buffalo		45	44	55	69	26	40	61	74	41	65	20	30
SUNY Stony Brook		21	21	19	18	23	29	15	16	26	7	12	16
Syracuse		70	85	61	55	72	86	72	65	41	65	62	62
Temple		54	68	77	77	70	83	91	86	77	85	62	75
Tennessee		36	45	49	36	40	48	57	41	80	82	79	62
Texas		52	46	42	61	62	58	54	72	64	50	38	54
Texas A&M		91	88	78	79	97	97	95	92	35	38	46	30
Texas Tech		110	101	101	101	110	105	107	109	92	59	38	54
Toronto		93	94	99	88	48	50	66	45	107	108	112	113
Tulane		95	89	80	72	85	84	75	60	41	65	62	75
Utah		80	81	79	83	81	76	79	87	74	65	62	54
Vanderbilt		90	87	81	87	100	90	87	88	80	85	86	84
Virginia		42	41	38	58	57	46	30	50	77	50	62	62
Virginia Tech		47	48	65	64	54	43	58	59	60	79	85	75
Washington		41	43	46	50	41	41	49	52	64	38	53	46
Washington State		76	76	84	81	55	64	64	67	80	89	97	84
Washington U.-St. Louis		89	60	62	59	99	73	78	89	95	96	94	62
Waterloo		108	110	105	108	102	107	101	101	105	105	107	108
Wayne State		78	52	41	45	93	71	69	73	27	28	38	46
Western Ontario		112	113	114	114	111	113	114	114	96	101	101	101
Wisconsin		26	47	51	57	30	39	45	43	34	35	45	50
Yale		19	24	20	16	16	27	22	20	12	13	11	12
York		71	78	86	70	56	65	63	54	97	99	102	103

* Excludes medical and law libraries.

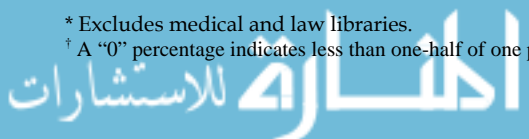
† Not a member during this year.

**TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY AND POSITION, FY 2003-04***

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.
\$200,000 and above	15								13							
175,000-199,999	15	1		1					13	0		0				
150,000-174,999	27	7	2						24	3	1					
140,000-149,999	11	5	1				1		10	2	1				0	
130,000-139,999	13	5		1			1		11	2		0			0	
120,000-129,999	14	10	6	1			2		12	5	3	0			0	
110,000-119,999	5	24	10	5	3	1	5		4	11	5	1	0	0	0	
100,000-109,999	1	34	22	9	1	3	18	5	1	15	11	2	0	0	1	0
95,000-99,999	3	29	10	8	4	6	14	8	3	13	5	2	0	1	1	0
90,000-94,999		21	18	11	5	8	31	3		10	9	2	0	1	2	0
85,000-89,999	3	29	26	21	15	14	50	8	3	13	13	4	1	1	3	0
80,000-84,999	2	11	31	28	14	28	69	26	2	5	16	5	1	3	4	1
75,000-79,999	3	12	17	36	38	50	105	42	3	5	9	7	3	5	7	1
70,000-74,999	1	12	16	56	60	47	168	44	1	5	8	11	4	4	11	2
65,000-69,999	1	6	7	52	73	57	176	98	1	3	4	10	5	5	11	3
62,000-64,999		3	6	43	54	73	137	94		1	3	8	4	7	9	3
60,000-61,999		3	2	31	53	40	80	70		1	1	6	4	4	5	2
58,000-59,999		4	2	32	39	43	87	92		2	1	6	3	4	6	3
56,000-57,999		3		32	67	50	80	113		1		6	5	5	5	4
54,000-55,999		1	6	25	62	59	77	129		0	3	5	5	6	5	5
52,000-53,999				24	73	64	67	175				5	5	6	4	6
50,000-51,999			3	25	73	75	60	166			2	5	5	7	4	6
48,000-49,999				21	94	78	65	197				4	7	7	4	7
46,000-47,999			4	12	109	82	50	224			2	2	8	8	3	8
44,000-45,999			3	7	92	74	59	225			2	1	7	7	4	8
42,000-43,999			1	12	96	75	35	218			1	2	7	7	2	8
40,000-41,999			1	8	85	34	46	234			1	2	6	3	3	8
38,000-39,999				7	72	22	15	145				1	5	2	1	5
36,000-37,999			1	6	61	28	20	194			1	1	4	3	1	7
34,000-35,999				5	53	14	16	109				1	4	1	1	4
32,000-33,999				1	34	3	4	92				0	2	0	0	3
30,000-31,999				1	17	12	5	50				0	1	1	0	2
29,000-29,999					3	3		13					0	0		0
28,000-28,999					9	2	1	7					1	0	0	0
27,000-27,999					3	3	3	16					0	0	0	1
26,000-26,999					5			5					0			0
25,000-25,999						2	1	8						0	0	0
Less than 25,000					4			12					0			0
TOTAL	114	220	195	521	1,371	1,050	1,548	2,822	100	100	100	100	100	100	100	100

* Excludes medical and law libraries.

† A "0" percentage indicates less than one-half of one percent.



**TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY, SEX, AND POSITION, FY 2003-04***

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.
\$200,000 and above	6								9							
175,000-199,999	7								8	1		1				
150,000-174,999	15	6	1						12	1	1					
140,000-149,999	7	3							4	2	1				1	
130,000-139,999	10	4		1					3	1					1	
120,000-129,999	8	7	4				1		6	3	2	1			1	
110,000-119,999	1	12	5		2	1	1		4	12	5	5	1		4	
100,000-109,999	1	21	10	2	1	2	9	4		13	12	7		1	9	1
95,000-99,999	1	19	5	4	4	2	5	3	2	10	5	4		4	9	5
90,000-94,999		12	7	5	3	4	20	3		9	11	6	2	4	11	
85,000-89,999	1	15	12	15	8	6	32	4	2	14	14	6	7	8	18	4
80,000-84,999	1	7	17	20	6	16	40	20	1	4	14	8	8	12	29	6
75,000-79,999	1	8	10	22	15	23	55	26	2	4	7	14	23	27	50	16
70,000-74,999	1	8	8	35	29	18	105	30		4	8	21	31	29	63	14
65,000-69,999		5	5	40	43	31	116	71	1	1	2	12	30	26	60	27
62,000-64,999		3	3	31	30	37	79	65			3	12	24	36	58	29
60,000-61,999		1	2	22	29	30	59	43		2		9	24	10	21	27
58,000-59,999		3	1	19	21	23	64	61		1	1	13	18	20	23	31
56,000-57,999		3		21	38	22	55	81				11	29	28	25	32
54,000-55,999		1	3	18	35	39	52	90			3	7	27	20	25	39
52,000-53,999				17	39	47	43	129				7	34	17	24	46
50,000-51,999				17	43	37	43	110			3	8	30	38	17	56
48,000-49,999				16	47	57	43	135				5	47	21	22	62
46,000-47,999			3	8	64	53	33	146			1	4	45	29	17	78
44,000-45,999			1	4	53	55	42	149			2	3	39	19	17	76
42,000-43,999				8	51	42	22	159			1	4	45	33	13	59
40,000-41,999			1	6	44	23	31	165				2	41	11	15	69
38,000-39,999				7	30	14	12	108					42	8	3	37
36,000-37,999				5	32	19	13	133			1	1	29	9	7	61
34,000-35,999				4	34	9	9	76				1	19	5	7	33
32,000-33,999				1	25	2	4	72					9	1		20
30,000-31,999				1	8	3	4	38					9	9	1	12
29,000-29,999					2	2		9					1	1		4
28,000-28,999					2	1	1	4					7	1		3
27,000-27,999					1	2	2	14					2	1	1	2
26,000-26,999					3			4					2			1
25,000-25,999						2		6							1	2
Less than 25,000					4			11								1
TOTAL	60	138	98	349	746	622	995	1,969	54	82	97	172	625	428	553	853

* Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2003-04***

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	\$151,081	60	\$155,172	54	\$153,019	114
Associate Director	96,899	138	98,732	82	97,582	220
Assistant Director	84,660	98	85,177	97	84,917	195
Head, Branch	63,117	349	69,160	172	65,112	521
Functional Specialist	51,178	746	51,471	625	51,311	1,371
Subject Specialist	54,068	622	56,996	428	55,261	1,050
Dept. Head: Acquisitions	62,590	81	64,123	34	63,043	115
Reference	65,685	94	65,008	32	65,513	126
Cataloging	63,143	152	62,609	42	63,027	194
Serials	54,679	24	60,081	13	56,577	37
Documents/Maps	60,295	43	56,718	37	58,640	80
Circulation	58,186	69	55,287	25	57,415	94
Rare Books/Manuscripts	63,775	44	74,002	38	68,514	82
Computer Systems	75,574	32	72,019	61	73,242	93
Other	60,148	456	64,651	271	61,827	727
Reference: Over 14 years experience	54,074	463	54,689	201	54,261	664
10 to 14 years experience	46,937	179	46,837	70	46,909	249
5 to 9 years experience	42,779	206	43,902	83	43,102	289
Under 5 years experience	38,399	246	39,958	96	38,836	342
Cataloging: Over 14 years experience	53,503	277	52,760	133	53,262	410
10 to 14 years experience	48,018	75	48,959	47	48,380	122
5 to 9 years experience	43,492	79	43,200	35	43,403	114
Under 5 years experience	38,382	81	39,657	51	38,874	132
Other: Over 14 years experience	57,105	138	61,689	58	58,461	196
10 to 14 years experience	48,500	43	50,905	15	49,122	58
5 to 9 years experience	43,881	56	44,336	22	44,009	78
Under 5 years experience	36,380	91	39,466	30	37,145	121
All Positions	\$56,330	4,942	\$59,670	2,852	\$57,552	7,794

* 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 2003-04***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Director	30.8	60	29.3	53	30.1	113
Associate Director	26.3	135	24.5	82	25.7	217
Assistant Director	23.7	98	23.6	97	23.7	195
Head, Branch	21.8	349	22.1	172	21.9	521
Functional Specialist	12.8	739	11.5	623	12.2	1,362
Subject Specialist	17.0	615	17.7	417	17.3	1,032
Dept. Head: Acquisitions	20.1	81	21.1	34	20.4	115
Reference	21.2	94	17.7	32	20.3	126
Cataloging	22.8	151	22.4	42	22.7	193
Serials	17.7	24	21.6	13	19.1	37
Documents/Maps	22.2	43	20.0	37	21.2	80
Circulation	18.8	69	12.6	25	17.1	94
Rare Books/Manuscripts	21.3	44	25.6	38	23.3	82
Computer Systems	17.8	32	17.5	61	17.6	93
Other	18.3	445	19.2	259	18.6	704
Public Services	14.2	141	11.5	62	13.4	203
Technical Services	12.2	104	14.7	37	12.8	141
Administrative Services	13.5	83	22.7	26	15.7	109
Reference	14.3	1,094	14.6	450	14.4	1,544
Cataloger	17.3	512	16.0	266	16.8	778
All Positions	17.0	4,913	16.8	2,826	16.9	7,739

* 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 2003-04***

Experience	Women		Men		Total		% of Total
	Salary	No.	Salary	No.	Salary	No.	
0 - 3 years	\$39,173	540	\$42,068	330	\$40,271	870	11%
4 - 7 years	43,515	678	46,877	408	44,778	1,086	14%
8 - 11 years	49,809	571	51,744	321	50,505	892	12%
12 - 15 years	53,594	564	55,654	317	54,335	881	11%
16 - 19 years	58,432	540	62,114	308	59,769	848	11%
20 - 23 years	62,704	534	66,380	250	63,876	784	10%
24 - 27 years	64,301	491	69,352	320	66,294	811	10%
28 - 31 years	70,179	481	73,593	300	71,490	781	10%
32 - 35 years	71,003	336	73,853	161	71,926	497	6%
over 35 years	70,570	178	78,975	111	73,798	289	4%
All Positions	\$56,199	4,913	\$59,417	2,826	\$57,375	7,739	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 2003-04***

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	†	\$141,275	\$141,210	\$160,426	\$149,204	\$156,426
Associate Director	N/A	†	\$79,925	\$95,594	\$89,055	93,558	97,943	102,522	97,280	100,285
Assistant Director	†	\$51,242	74,090	84,775	84,966	86,387	87,355	87,504	82,932	96,476
Head, Branch	\$41,243	48,467	55,575	59,709	63,034	66,425	68,652	70,946	71,387	81,624
Functional Specialist	42,717	45,391	51,312	53,658	56,516	59,250	60,952	59,506	61,450	66,355
Subject Specialist	42,444	45,784	49,895	53,976	58,264	58,737	60,967	62,717	66,097	64,946
Dept. Head: Acquisitions	†	51,281	53,530	60,473	64,945	64,728	66,596	67,794	68,503	71,868
Reference	†	55,009	62,032	61,285	61,939	70,881	67,669	73,900	64,550	76,337
Cataloging	†	46,837	48,936	60,597	64,433	62,936	65,220	67,738	68,399	63,553
Serials	†	†	46,067	64,009	†	61,841	56,880	†	62,775	N/A
Documents/Maps	38,388	45,278	49,390	53,802	53,264	63,879	58,936	70,705	68,905	64,895
Circulation	43,403	46,734	56,019	60,100	55,418	61,309	62,408	64,266	63,612	†
Rare Books/Manuscripts	†	57,794	†	†	60,602	73,257	75,593	66,228	72,345	97,030
Computer Systems	†	69,663	71,671	69,496	75,811	73,573	75,954	77,541	†	†
Other	42,861	47,732	57,175	56,306	63,461	65,291	66,610	70,358	71,217	69,266
Public Services	34,173	40,564	47,092	49,962	55,485	59,754	54,661	59,793	58,887	55,478
Technical Services	38,039	41,437	49,676	49,344	59,537	58,417	52,747	56,811	62,557	64,937
Administrative Services	40,212	44,343	46,749	54,133	58,574	60,242	56,314	64,049	64,636	72,258
Reference	38,104	41,608	45,076	47,867	51,142	54,173	55,246	56,811	56,851	54,347
Cataloger	38,266	42,637	45,231	49,390	52,475	53,462	51,850	53,191	54,905	57,494
All Positions: Average Salary	\$40,271	\$44,778	\$50,505	\$54,335	\$59,769	\$63,876	\$66,294	\$71,490	\$71,926	\$73,798
No. of Positions	870	1,086	892	881	848	784	811	781	497	289

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

N/A - No positions reported in this category.

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

**TABLE 21: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2003-04***

Position	Canadian (14)		Private (32)		Public (68)		Total (114)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$87,341	14	\$188,002	32	\$150,078	68	\$153,019	114
Associate Director	66,958	27	110,963	66	97,138	127	97,582	220
Assistant Director	57,216	19	93,202	74	84,067	102	84,917	195
Head, Branch	53,029	60	71,791	134	64,592	327	65,112	521
Functional Specialist	42,935	105	55,791	472	49,756	794	51,311	1,371
Subject Specialist	45,118	83	57,948	398	54,861	569	55,261	1,050
Dept. Head: Acquisitions	48,706	12	64,590	37	64,783	66	63,043	115
Reference	53,802	13	66,201	49	67,365	64	65,513	126
Cataloging	50,395	22	64,748	87	64,537	85	63,027	194
Serials †		2	56,773	15	57,016	20	56,577	37
Documents/Maps	51,523	5	58,652	22	59,307	53	58,640	80
Circulation	46,370	14	54,080	36	63,658	44	57,415	94
Rare Books/Manuscripts	53,873	9	71,007	28	69,891	45	68,514	82
Computer Systems	54,594	9	78,942	35	72,595	49	73,242	93
Other	48,181	51	65,025	268	61,431	408	61,827	727
Reference: Over 14 years experience	47,936	113	55,379	173	55,639	378	54,261	664
10 to 14 years experience	41,345	26	49,206	56	47,005	167	46,909	249
5 to 9 years experience	39,053	29	45,560	78	42,694	182	43,102	289
Under 5 years experience	31,794	68	43,671	84	39,219	190	38,836	342
Cataloging: Over 14 years experience	47,240	42	55,592	155	52,754	213	53,262	410
10 to 14 years experience	38,599	6	50,002	56	47,844	60	48,380	122
5 to 9 years experience	33,201	7	45,725	45	42,869	62	43,403	114
Under 5 years experience	31,971	13	41,726	58	37,635	61	38,874	132
Other: Over 14 years experience	42,623	10	61,240	50	58,605	136	58,461	196
10 to 14 years experience	41,819	5	47,502	17	50,902	36	49,122	58
5 to 9 years experience	32,377	5	46,039	25	44,164	48	44,009	78
Under 5 years experience	28,807	12	40,392	31	37,138	78	37,145	121
All Positions	\$46,325	781	\$61,415	2,581	\$57,281	4,432	\$57,552	7,794

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

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

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

**TABLE 22: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2003-04***

Position	<u>Canadian (14)</u>		<u>Private (32)</u>		<u>Public (68)</u>		<u>Total (114)</u>	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	30.4	14	30.6	31	29.8	68	30.1	113
Associate Director	24.6	27	26.7	63	25.4	127	25.7	217
Assistant Director	22.2	19	22.8	74	24.5	102	23.7	195
Head, Branch	21.7	60	21.5	134	22.1	327	21.9	521
Functional Specialist	15.4	105	12.4	463	11.7	794	12.2	1,362
Subject Specialist	19.3	83	17.3	380	17.0	569	17.3	1,032
Dept. Head: Acquisitions	22.2	12	20.6	37	20.0	66	20.4	115
Reference	22.3	13	20.4	49	19.8	64	20.3	126
Cataloging	23.0	22	22.1	86	23.2	85	22.7	193
Serials	22.0	2	20.1	15	18.0	20	19.1	37
Documents/Maps	19.0	5	19.9	22	22.0	53	21.2	80
Circulation	19.1	14	15.9	36	17.5	44	17.1	94
Rare Books/Manuscripts	26.8	9	21.5	28	23.7	45	23.3	82
Computer Systems	23.2	9	17.1	35	16.9	49	17.6	93
Other	18.5	51	18.9	245	18.5	408	18.6	704
Reference: Over 14 years experience	25.0	113	24.7	173	24.6	378	24.7	664
10 to 14 years experience	12.3	26	12.1	56	12.1	167	12.1	249
5 to 9 years experience	6.9	29	6.9	78	6.8	182	6.9	289
Under 5 years experience	2.5	68	2.6	84	2.5	190	2.5	342
Cataloging: Over 14 years experience	26.7	42	26.0	155	25.1	213	25.6	410
10 to 14 years experience	12.7	6	12.3	56	12.1	60	12.2	122
5 to 9 years experience	6.9	7	6.8	45	7.0	62	6.9	114
Under 5 years experience	1.9	13	2.5	58	2.3	61	2.3	132
Other: Over 14 years experience	24.3	10	23.2	50	24.6	136	24.3	196
10 to 14 years experience	12.4	5	11.7	17	12.0	36	12.0	58
5 to 9 years experience	5.8	5	6.6	25	6.8	48	6.6	78
Under 5 years experience	3.0	12	2.3	31	2.2	78	2.3	121
All Positions	18.0	781	16.9	2,526	16.7	4,432	16.9	7,739

* Excludes medical and law libraries.

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

**TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2003-04****

Position	Staff Over 110 (10) ‡		Staff 75-110 (24)*		Staff 50-74 (45)		Staff 24-49 (35) §	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$177,651	10	\$183,076	24	\$143,494	45	\$137,616	35
Associate Director	105,884	36	110,008	62	91,644	77	83,980	45
Assistant Director	89,162	29	90,566	54	80,931	82	81,541	30
Head, Branch	70,967	135	69,651	141	59,977	157	58,019	88
Functional Specialist	54,459	357	53,486	341	48,484	467	48,668	206
Subject Specialist	59,050	261	56,936	326	52,039	372	51,564	91
Dept. Head: Acquisitions	67,302	20	65,231	23	60,370	37	61,998	35
Reference	69,612	21	70,017	26	62,655	48	63,385	31
Cataloging	67,177	54	64,384	54	60,043	52	58,848	34
Serials	62,259	4	58,095	8	53,864	15	57,159	10
Documents/Maps	60,930	10	62,776	19	55,565	26	57,779	25
Circulation	62,491	17	56,793	26	55,082	33	57,797	18
Rare Books/Manuscripts	85,827	10	75,198	9	65,970	37	63,162	26
Computer Systems	89,498	11	78,711	23	68,556	39	67,149	20
Other	65,037	116	66,649	221	57,354	263	59,765	127
Reference: Over 14 years experience	59,325	95	53,891	195	54,321	210	51,689	164
10 to 14 years experience	50,855	35	47,623	68	44,563	75	46,758	71
5 to 9 years experience	44,133	45	44,584	82	42,528	100	41,319	62
Under 5 years experience	40,954	59	40,330	95	36,799	113	38,348	75
Cataloging: Over 14 years experience	58,304	93	52,681	114	50,589	140	52,812	63
10 to 14 years experience	54,597	29	47,247	33	45,895	43	46,259	17
5 to 9 years experience	45,871	29	44,134	37	42,049	33	39,803	15
Under 5 years experience	41,615	42	40,048	23	36,676	45	36,913	22
Other: Over 14 years experience	65,247	45	58,944	69	53,213	43	55,565	39
10 to 14 years experience	56,416	11	50,959	12	47,307	26	43,004	9
5 to 9 years experience	44,962	20	47,362	19	43,122	25	39,683	14
Under 5 years experience	40,941	18	38,052	49	34,922	31	35,240	23
All Positions	\$60,451	1,612	\$59,763	2,153	\$55,100	2,634	\$55,420	1,395

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

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

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

* Excludes Stanford, which has not reported years of experience since 2000-01.

§ No ARL Library has fewer than 24 professional staff members.

**TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2003-04****

Position	<u>Staff Over 110 (10)†</u>		<u>Staff 75-110 (23)*</u>		<u>Staff 50-74 (45)</u>		<u>Staff 24-49 (35)‡</u>	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	30.1	10	31.0	23	30.3	45	29.3	35
Associate Director	26.6	36	24.8	59	26.2	77	25.2	45
Assistant Director	23.1	29	24.4	54	23.8	82	22.6	30
Head, Branch	21.6	135	23.0	141	20.8	157	22.4	88
Functional Specialist	11.6	357	13.4	332	11.5	467	13.1	206
Subject Specialist	17.0	261	17.2	308	17.6	372	17.4	91
Dept. Head: Acquisitions	16.8	20	20.5	23	18.6	37	24.3	35
Reference	21.4	21	21.7	26	18.7	48	20.8	31
Cataloging	22.4	54	22.6	53	22.6	52	23.4	34
Serials	21.5	4	21.1	8	17.7	15	18.5	10
Documents/Maps	22.0	10	22.4	19	19.1	26	22.2	25
Circulation	17.9	17	14.3	26	17.8	33	19.2	18
Rare Books/Manuscripts	24.3	10	23.7	9	24.1	37	21.7	26
Computer Systems	19.5	11	16.4	23	16.7	39	19.6	20
Other	20.5	116	19.3	198	16.9	263	19.3	127
Reference: Over 14 years experience	24.8	95	24.9	195	24.1	210	25.1	164
10 to 14 years experience	12.3	35	12.2	68	12.1	75	11.9	71
5 to 9 years experience	6.7	45	7.0	82	6.9	100	6.7	62
Under 5 years experience	2.6	59	2.6	95	2.3	113	2.6	75
Cataloging: Over 14 years experience	26.4	93	25.4	114	25.5	140	25.1	63
10 to 14 years experience	12.8	29	12.1	33	12.3	43	11.3	17
5 to 9 years experience	6.4	29	7.4	37	6.8	33	6.9	15
Under 5 years experience	2.6	42	2.6	23	2.1	45	2.1	22
Other: Over 14 years experience	23.6	45	24.3	69	24.8	43	24.4	39
10 to 14 years experience	12.5	11	11.6	12	11.8	26	12.2	9
5 to 9 years experience	6.7	20	6.9	19	6.5	25	6.5	14
Under 5 years experience	2.4	18	2.3	49	2.4	31	2.0	23
All Positions	16.5	1,612	17.3	2,098	16.5	2,634	17.6	1,395

** Excludes medical and law libraries.

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

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

* Excludes Stanford, which has not reported years of experience since 2000-01.

‡ No ARL library has fewer than 24 professional staff members.

**TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION,
FY 2003-04***

Position	Northeast		North Central		South			West		Canada	Total
	New England (9)	Middle Atlantic (14)	East N.Central (17)	West N.Central (7)	South Atlantic (18)	East S.Central (6)	West S.Central (9)	Mountain (7)	Pacific (13)	(14)	(114)
Director	\$167,883	\$188,153	\$155,811	\$154,256	\$164,049	\$136,793	\$160,369	\$138,537	\$166,230	\$87,341	\$153,019
Associate Director	116,729	107,697	98,041	100,411	95,122	80,971	95,269	92,183	110,466	66,958	97,582
Assistant Director	89,346	94,003	85,684	78,834	86,437	†	81,985	87,449	94,549	57,216	84,917
Head, Branch	80,426	73,625	64,587	60,914	59,798	58,536	57,631	63,798	69,523	53,029	65,112
Functional Specialist	57,404	51,628	48,188	51,220	50,987	46,657	45,359	49,114	59,274	42,935	51,311
Subject Specialist	60,997	57,183	54,495	53,269	50,927	45,015	47,532	54,425	64,936	45,118	55,261
Dept. Head: Acquisitions	68,049	66,104	66,236	67,905	60,299	62,979	55,891	68,764	66,363	48,706	63,043
Reference	69,579	70,715	69,112	63,360	62,191	66,606	56,373	64,966	74,601	53,802	65,513
Cataloging	71,950	65,283	63,134	62,628	59,600	56,924	57,931	65,739	67,174	50,395	63,027
Serials	†	63,204	57,659	†	54,334	†	46,023	†	57,708	†	56,577
Documents/Maps	67,404	59,971	55,212	63,759	57,628	47,835	49,596	†	67,733	51,523	58,640
Circulation	64,356	57,737	66,771	58,436	58,451	47,243	57,718	67,586	54,532	46,370	57,415
Rare Books/Manuscripts	79,507	72,714	67,668	70,023	67,427	64,839	57,681	†	75,586	53,873	68,514
Computer Systems	85,740	81,765	72,091	73,436	67,652	63,867	70,657	78,200	78,881	54,594	73,242
Other	66,926	64,949	63,762	59,916	60,020	60,020	52,883	62,234	72,961	48,181	61,827
Reference: Over 14 years experience	61,940	56,600	54,521	50,273	49,259	54,607	44,321	55,685	64,074	47,936	54,261
10 to 14 years experience	51,976	48,029	49,005	41,917	45,470	43,680	39,417	47,075	52,481	41,345	46,909
5 to 9 years experience	48,452	43,611	44,126	41,532	43,376	38,720	38,427	41,643	46,115	39,053	43,102
Under 5 years experience	45,155	42,490	41,059	38,458	39,182	39,023	34,827	38,551	41,125	31,794	38,836
Cataloging: Over 14 years experience	58,292	54,961	51,286	50,468	49,601	50,297	43,901	52,199	62,828	47,240	53,262
10 to 14 years experience	53,081	47,792	45,158	43,093	46,353	†	42,779	49,124	55,707	38,599	48,380
5 to 9 years experience	47,012	45,244	44,347	42,314	43,750	37,067	37,416	42,250	45,262	33,201	43,403
Under 5 years experience	44,279	41,335	40,115	36,374	37,109	36,716	35,640	39,116	39,607	31,971	38,874
Other: Over 14 years experience	62,841	60,634	58,395	48,490	54,293	54,427	48,291	62,148	71,555	42,623	58,461
10 to 14 years experience	53,376	47,622	51,161	†	46,859	45,085	39,800	†	70,184	41,819	49,122
5 to 9 years experience	49,564	48,894	45,953	39,030	43,712	41,496	39,517	N/A	47,871	32,377	44,009
Under 5 years experience	43,600	36,742	40,511	25,189	37,903	39,754	34,130	†	42,739	28,807	37,145
All Positions: Average Salary	\$62,852	\$60,194	\$57,785	\$55,464	\$55,884	\$53,161	\$51,305	\$57,636	\$66,374	\$46,325	\$57,552
No. of Staff	1,006	1,138	1,207	410	1,133	303	559	386	871	781	7,794

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

() Indicates number of ARL libraries included.

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

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

ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION*

Region	No. of Libs.	ARL University Libraries Included	States/Provinces Included
<u>Northeast</u>			
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.
<u>North Central</u>			
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.
<u>South</u>			
5. South Atlantic	(18)	Delaware, Duke, Emory, Florida, Florida State, Georgia, Georgia Tech., Georgetown, George Washington, Howard, Johns Hopkins, Maryland, Miami, North Carolina, North Carolina State, South Carolina, Virginia, Virginia Tech	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(6)	Alabama, Auburn, Kentucky, Louisville, Tennessee, Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(9)	Houston, Louisiana State, Oklahoma, Oklahoma State, Rice, Texas, Texas A&M, Texas Tech, Tulane	Ark., La., Okla., Tex.
<u>West</u>			
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.
<u>Canada</u>	(14)	Alberta, British Columbia, Guelph, Laval, McGill, McMaster, Manitoba, Montreal, Queen's, Saskatchewan, Toronto, Waterloo, Western Ontario, York	Alta., B.C., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

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

U.S. ARL UNIVERSITY LIBRARIES

Tables 26-30

**TABLE 26: AVERAGE SALARIES OF U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2003-04***

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	†	\$160,943	\$145,504	\$169,551	\$157,853	\$165,441
Associate Director	N/A	†	\$79,925	\$95,594	\$96,851	99,143	103,034	104,186	103,643	101,937
Assistant Director	†	†	78,124	88,158	90,319	87,543	87,655	90,429	91,652	96,476
Head, Branch	\$41,311	\$50,670	57,181	60,649	64,394	67,137	70,649	72,549	73,911	83,139
Functional Specialist	43,048	46,033	51,940	54,805	56,919	60,921	63,325	61,241	63,119	68,157
Subject Specialist	43,672	46,109	50,559	54,422	59,316	59,633	62,402	64,943	66,782	66,197
Dept. Head: Acquisitions	†	53,213	53,530	60,640	68,317	66,917	68,592	73,839	68,503	74,422
Reference	†	57,837	62,032	62,432	63,364	70,881	72,504	74,821	64,513	76,337
Cataloging	†	48,747	48,247	62,006	64,598	65,173	67,973	68,121	70,227	67,114
Serials	†	†	46,067	64,009	†	61,841	58,008	†	62,775	N/A
Documents/Maps	38,388	45,107	49,390	53,802	55,188	64,667	58,936	70,705	68,939	64,895
Circulation	44,951	47,417	58,208	62,398	56,764	62,705	67,104	68,732	64,898	†
Rare Books/Manuscripts	†	57,794	†	†	62,120	75,356	75,593	71,336	74,797	97,030
Computer Systems	†	73,861	71,671	70,037	78,922	73,573	78,218	83,468	†	†
Other	44,157	47,759	58,040	57,907	64,681	65,902	68,485	71,078	72,082	70,237
Public Services	35,151	41,036	47,092	50,985	56,816	59,754	54,661	59,793	59,571	55,478
Technical Services	38,446	42,363	49,676	50,103	59,537	58,417	52,747	65,096	62,557	†
Administrative Services	40,974	49,861	47,631	56,374	60,996	60,242	59,401	64,049	64,636	72,258
Reference	40,033	42,235	45,685	48,691	52,597	54,470	56,734	59,236	57,910	53,333
Cataloger	39,156	43,005	45,908	50,032	52,768	54,393	52,806	53,881	56,264	57,112
All Positions										
Average Salary	\$41,414	\$45,489	\$51,208	\$55,399	\$60,948	\$64,984	\$68,408	\$74,169	\$74,142	\$75,461
Number of Staff	770	999	829	798	754	718	712	684	434	260

* 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 2003-04***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Director	†	5	†	3	\$152,740	8
Associate Director	†	12	†	3	94,253	15
Assistant Director	\$92,948	7	\$94,105	4	93,369	11
Head, Branch	60,225	37	75,971	9	63,306	46
Functional Specialist	47,066	88	49,146	78	48,044	166
Subject Specialist	54,128	118	55,466	56	54,558	174
Dept. Head: Acquisitions	†	7	†	3	60,666	10
Reference	†	7	†	2	62,665	9
Cataloging	†	12	†	3	62,438	15
Serials	N/A		N/A		N/A	
Documents/Maps	†	5	†	1	63,609	6
Circulation	46,678	5	51,369	6	49,237	11
Rare Books/Manuscripts	†	3	†	1	68,168	4
Computer Systems	†	3	†	6	68,876	9
Other	59,951	55	69,176	18	62,226	73
Reference: Over 14 years experience	55,858	50	53,998	14	55,451	64
10 to 14 years experience	47,968	26	50,403	9	48,594	35
5 to 9 years experience	44,007	17	45,005	10	44,377	27
Under 5 years experience	40,399	30	43,800	14	41,481	44
Cataloging: Over 14 years experience	51,911	39	56,137	14	53,027	53
10 to 14 years experience	46,163	10	50,003	6	47,603	16
5 to 9 years experience	43,816	21	45,460	6	44,181	27
Under 5 years experience	42,083	13	40,982	7	41,698	20
Other: Over 14 years experience	55,716	10	52,373	4	54,761	14
10 to 14 years experience	†	5	†	2	48,943	7
5 to 9 years experience	†	8	†	2	42,576	10
Under 5 years experience	39,006	14	37,269	5	38,549	19
All Positions	\$54,075	607	\$55,331	286	\$54,477	893

* 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 2003-04***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Director	32.4	5	37.0	3	34.1	8
Associate Director	24.2	12	25.0	3	24.3	15
Assistant Director	27.9	7	21.3	4	25.5	11
Head, Branch	21.9	37	23.2	9	22.2	46
Functional Specialist	10.6	88	9.1	78	9.9	166
Subject Specialist	14.6	116	14.6	55	14.6	171
Dept. Head: Acquisitions	15.7	7	23.0	3	17.9	10
Reference	16.0	7	19.5	2	16.8	9
Cataloging	19.6	12	19.7	3	19.6	15
Serials	N/A		N/A		N/A	
Documents/Maps	21.2	5	6.0	1	18.7	6
Circulation	21.8	5	8.5	6	14.5	11
Rare Books/Manuscripts	14.0	3	21.0	1	15.8	4
Computer Systems	16.7	3	15.0	6	15.6	9
Other	17.1	52	19.0	16	17.5	68
Public Services	13.5	18	9.0	10	11.9	28
Technical Services	7.4	9	21.0	3	10.8	12
Administrative Services	7.2	10	N/A		7.2	10
Reference	14.1	123	11.6	47	13.4	170
Cataloger	15.9	83	16.1	33	16.0	116
All Positions	15.2	602	13.6	283	14.7	885

*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 2003-04***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of Total
	Salary	No.	Salary	No.	Salary	No.	
0 - 3 years	\$40,324	470	\$43,123	300	\$41,414	770	11%
4 - 7 years	44,229	619	47,540	380	45,489	999	14%
8 - 11 years	50,474	531	52,516	298	51,208	829	12%
12 - 15 years	54,742	504	56,527	294	55,399	798	11%
16 - 19 years	59,752	475	62,984	279	60,948	754	11%
20 - 23 years	63,696	489	67,736	229	64,984	718	10%
24 - 27 years	66,164	426	71,751	286	68,408	712	10%
28 - 31 years	73,060	416	75,892	268	74,169	684	10%
32 - 35 years	72,917	294	76,714	140	74,142	434	6%
over 35 years	71,664	159	81,440	101	75,461	260	4%
All Positions	\$57,418	4,383	\$60,652	2,575	\$58,615	6,958	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 2003-04***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of Total
	Salary	No.	Salary	No.	Salary	No.	
0 - 3 years	\$40,434	88	\$44,197	57	\$41,913	145	16%
4 - 7 years	43,664	86	45,062	65	44,266	151	17%
8 - 11 years	50,226	85	49,738	26	50,112	111	13%
12 - 15 years	53,872	79	58,200	32	55,120	111	13%
16 - 19 years	58,090	72	62,290	24	59,140	96	11%
20 - 23 years	57,579	50	57,381	18	57,526	68	8%
24 - 27 years	60,322	41	66,019	14	61,772	55	6%
28 - 31 years	73,032	47	64,354	18	70,629	65	7%
32 - 35 years	68,879	30	78,838	19	72,741	49	6%
over 35 years	67,446	24	85,139	10	72,650	34	4%
All Positions	\$53,971	602	\$54,995	283	\$54,299	885	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 2003-04*

Institution	<u>Filled Positions</u>	<u>Average Salaries</u>		<u>Median Salaries</u>		<u>Beginning Salaries</u>		<u>Average Yrs. Exp.</u>
	FY 2004	FY 2003	FY 2004	FY2003	FY2004	FY2003	FY2004	FY 2004
Alberta †	61	\$68,058	\$73,887	\$73,152	\$78,108	\$39,866	\$41,640	17.4
British Columbia †	79	65,199	67,511	65,560	68,198	36,100	37,593	16.4
Guelph †	34	63,433	65,794	59,660	63,377	38,740	39,910	19.4
Laval	55	64,040	65,221	66,919	68,255	41,846	42,683	20.2
McGill †	55	64,396	65,320	67,578	68,876	34,000	38,000	19.7
McMaster †	24	64,398	66,648	62,834	65,058	37,335	38,456	21.1
Manitoba †	42	68,259	71,005	71,434	75,401	35,203	36,472	21.2
Montreal †	80	61,616	61,919	60,774	60,774	38,083	39,385	17.4
Queen's †	27	65,901	68,791	65,317	68,125	39,807	40,802	21.6
Saskatchewan †	34	72,173	72,979	72,551	73,641	38,100	38,100	20.1
Toronto †	144	70,562	74,796	77,021	80,618	35,500	36,600	16.6
Waterloo †	39	65,843	65,804	65,818	66,466	38,229	39,223	18.7
Western Ontario †	57	55,776	57,578	53,157	55,238	42,740	44,022	13.9
York †	50	77,578	79,999	77,444	78,361	42,226	42,226	17.0

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

† See Footnotes. § Not a member during this year.

**TABLE 32: NUMBER AND AVERAGE SALARIES OF
CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2003-04***

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	\$138,102	7	\$125,709	7	\$131,906	14
Associate Director	97,980	19	108,584	8	101,122	27
Assistant Director	86,561	8	86,298	11	86,409	19
Head, Branch	81,179	46	76,494	14	80,086	60
Functional Specialist	66,648	46	63,433	59	64,841	105
Subject Specialist	67,934	50	68,450	33	68,139	83
Dept. Head: Acquisitions	†	9	†	3	73,557	12
Reference	†	11	†	2	81,254	13
Cataloging	77,837	18	68,326	4	76,108	22
Serials	†	2	N/A		†	2
Documents/Maps	†	3	†	2	77,812	5
Circulation	†	12	†	2	70,029	14
Rare Books/Manuscripts	83,946	5	78,128	4	81,360	9
Computer Systems	†	3	†	6	82,450	9
Other	72,119	36	74,312	15	72,764	51
Reference: Over 14 years experience	72,270	91	72,912	22	72,395	113
10 to 14 years experience	62,251	19	62,957	7	62,441	26
5 to 9 years experience	57,776	22	62,760	7	58,979	29
Under 5 years experience	48,169	54	47,428	14	48,017	68
Cataloging: Over 14 years experience	73,028	26	68,605	16	71,343	42
10 to 14 years experience	†	3	†	3	58,293	6
5 to 9 years experience	†	4	†	3	50,141	7
Under 5 years experience	†	10	†	3	48,283	13
Other: Over 14 years experience	†	7	†	3	64,371	10
10 to 14 years experience	63,157	5	N/A		63,157	5
5 to 9 years experience	†	4	†	1	48,897	5
Under 5 years experience	†	10	†	2	43,505	12
All Positions	\$69,659	530	\$70,599	251	\$69,961	781

* 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 2003-04***

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	31.3	7	29.4	7	30.4	14
Associate Director	25.7	19	21.8	8	24.6	27
Assistant Director	21.4	8	22.7	11	22.2	19
Head, Branch	21.7	46	21.5	14	21.7	60
Functional Specialist	15.2	46	15.5	59	15.4	105
Subject Specialist	19.1	50	19.5	33	19.3	83
Dept. Head: Acquisitions	23.8	9	17.3	3	22.2	12
Reference	22.5	11	21.5	2	22.3	13
Cataloging	23.3	18	21.5	4	23.0	22
Serials	22.0	2	N/A		22.0	2
Documents/Maps	24.3	3	11.0	2	19.0	5
Circulation	20.5	12	10.5	2	19.1	14
Rare Books/Manuscripts	27.8	5	25.5	4	26.8	9
Computer Systems	18.3	3	25.7	6	23.2	9
Other	18.3	36	19.0	15	18.5	51
Public Services	10.7	9	8.0	3	10.0	12
Technical Services	14.0	6	21.0	2	15.8	8
Administrations	9.1	11	24.0	1	10.3	12
Reference	14.8	186	15.1	50	14.9	236
Cataloger	18.5	43	19.1	25	18.7	68
All Positions	17.9	530	18.2	251	18.0	781

* Excludes Canadian medical and law libraries. See Tables 40 and 47 for figures in medical and law libraries.
N/A - No positions were reported in this category.

**TABLE 34: NUMBER AND AVERAGE SALARIES OF
CANADIAN ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2003-04***

Experience	Women		Men		Total		% of Total
	Salary	No.	Salary	No.	Salary	No.	
0 - 3 years	\$47,487	70	\$47,597	30	\$47,520	100	13%
4 - 7 years	54,401	59	57,198	28	55,301	87	11%
8 - 11 years	61,890	40	63,054	23	62,315	63	8%
12 - 15 years	66,377	60	67,207	23	66,607	83	11%
16 - 19 years	73,672	65	81,158	29	75,982	94	12%
20 - 23 years	78,430	45	77,915	21	78,266	66	8%
24 - 27 years	78,671	65	74,259	34	77,156	99	13%
28 - 31 years	78,144	65	82,067	32	79,438	97	12%
32 - 35 years	86,999	42	82,729	21	85,576	63	8%
over 35 years	92,751	19	81,681	10	88,934	29	4%
All Positions	\$69,659	530	\$70,599	251	\$69,961	781	100%

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

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 35-41

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
ARL UNIVERSITY MEDICAL LIBRARIES, FY 2003-04*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	3	‡	‡	\$27,000	15.3
Alberta †	6	\$49,152	\$50,740	27,572	15.7
Arizona	14	53,512	51,505	42,773	20.6
Boston University	8	48,764	51,897	33,000	14.1
British Columbia †	9	43,843	45,945	24,892	15.8
California, Davis	10	64,282	67,332	37,920	19.2
California, Irvine	3	‡	‡	37,920	21.3
California, Los Angeles	16	66,393	72,327	37,920	17.9
California, San Diego	9	63,233	64,200	37,920	20.1
Case Western Reserve	10	55,779	59,050	34,000	22.9
Cincinnati	18	55,341	51,104	32,800	21.5
Columbia	9	51,886	50,014	43,900	10.7
Connecticut	14	65,410	64,598	48,211	15.2
Cornell	8	60,971	61,655	44,625	20.6
Dartmouth	11	47,575	46,475	34,000	15.2
Duke	16	54,508	51,500	36,300	22.9
Emory	13	50,577	48,015	35,000	19.6
Florida	19	45,009	39,712	37,000	15.9
Florida State	3	‡	‡	30,000	18.3
George Washington	16	52,295	50,228	42,000	12.9
Georgetown	9	51,683	51,666	38,000	9.9
Harvard	35	63,656	59,513	41,200	14.7
Howard	5	44,805	43,297	35,049	22.8
Illinois, Chicago	22	50,446	46,300	35,000	12.8
Iowa	10	57,219	55,615	35,000	17.7
Johns Hopkins	27	58,579	52,104	41,300	13.0
Kansas §	7	46,314	42,969	33,000	13.3
Kentucky	16	48,445	47,735	36,000	15.4
Louisiana State	2	‡	‡	31,000	19.0
Louisville	8	44,948	39,067	34,000	20.5
McGill †	7	40,108	43,401	25,162	15.7
McMaster †§	10	44,806	40,157	25,464	21.7
Manitoba †	13	35,919	34,150	24,150	12.2
Miami	10	55,564	54,616	30,000	21.4
Michigan	12	50,480	46,100	35,000	14.4
Minnesota	16	51,157	48,751	35,000	17.1
Missouri	7	41,464	39,083	32,000	15.4

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

† Canadian salaries expressed in U.S. dollars.

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

§ See Footnotes.

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
ARL UNIVERSITY MEDICAL LIBRARIES, FY 2003-04*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Montreal †	10	\$37,987	\$40,242	\$26,079	17.1
Nebraska	11	53,125	52,840	30,000	18.1
New Mexico	14	57,176	56,646	35,000	18.0
New York	18	63,978	58,829	40,000	17.0
North Carolina	33	51,404	50,206	38,000	16.7
Northwestern	12	54,067	55,848	38,000	15.8
Ohio State	12	51,717	50,467	39,500	13.1
Oklahoma	9	44,349	45,045	30,000	13.2
Oklahoma State §	2	‡	‡	33,000	27.0
Pennsylvania	14	52,943	53,550	40,000	14.4
Pennsylvania State	5	51,931	52,188	38,000	16.4
Pittsburgh	25	49,021	43,798	38,000	15.2
Queen's †	7	38,975	35,849	27,017	14.9
Rochester	16	50,178	44,971	36,000	18.1
Saskatchewan †	3	‡	‡	25,228	8.3
South Carolina	7	40,751	37,268	30,000	12.7
Southern California	13	§	§	40,000	20.2
Southern Illinois	4	52,057	51,984	30,000	21.8
Stanford	11	70,584	67,238	46,000	U/A
SUNY Buffalo	17	52,107	51,342	38,000	16.5
SUNY Stony Brook	19	57,206	55,564	35,000	12.5
Temple	11	44,083	44,924	34,000	15.5
Tennessee, Knoxville §	4	36,830	36,473	35,000	17.8
Tennessee, Memphis §	11	48,885	47,950	36,000	25.3
Texas A&M §	13	47,872	42,896	35,500	11.1
Texas Tech	21	45,478	42,893	33,864	20.9
Toronto †§	20	49,889	54,282	24,235	15.7
Tulane	6	50,520	47,500	34,000	32.3
Utah	14	48,347	48,000	31,000	15.8
Vanderbilt	26	48,032	46,292	33,000	10.1
Virginia	15	55,310	55,000	35,000	16.5
Washington	18	53,694	50,952	37,000	20.5
Washington U.-St. Louis	20	55,268	45,967	35,000	19.5
Wayne State	5	49,435	46,350	37,000	14.4
Wisconsin	18	49,141	46,139	36,475	8.6
Yale	12	61,360	58,073	41,300	15.4

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

† Canadian salaries expressed in U.S. dollars.

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

§ See Footnotes.

**TABLE 36: BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2003-04***

Rank	Institution	Salary	Rank	Institution	Salary
1	Connecticut	48,211	34	New Mexico	35,000
2	Stanford	46,000	34	Minnesota	35,000
3	Cornell	44,625	34	Michigan	35,000
4	Columbia	43,900	34	Iowa	35,000
5	Arizona	42,773	34	Illinois, Chicago	35,000
6	George Washington	42,000	34	Emory	35,000
7	Yale	41,300	44	Tulane	34,000
7	Johns Hopkins	41,300	44	Temple	34,000
9	Harvard	41,200	44	Louisville	34,000
10	Southern California	40,000	44	Dartmouth	34,000
10	Pennsylvania	40,000	44	Case Western Reserve	34,000
10	New York	40,000	49	Texas Tech	33,864
13	Ohio State	39,500	50	Vanderbilt	33,000
14	SUNY Buffalo	38,000	50	Oklahoma State	33,000
14	Pittsburgh	38,000	50	Kansas	33,000
14	Pennsylvania State	38,000	50	Boston University	33,000
14	Northwestern	38,000	54	Cincinnati	32,800
14	North Carolina	38,000	55	Missouri	32,000
14	Georgetown	38,000	56	Utah	31,000
20	California, San Diego	37,920	56	Louisiana State	31,000
20	California, Los Angeles	37,920	58	Southern Illinois	30,000
20	California, Irvine	37,920	58	South Carolina	30,000
20	California, Davis	37,920	58	Oklahoma	30,000
24	Wayne State	37,000	58	Nebraska	30,000
24	Washington	37,000	58	Miami	30,000
24	Florida	37,000	58	Florida State	30,000
27	Wisconsin	36,475	64	Alberta †	27,572
28	Duke	36,300	65	Queen's †	27,017
29	Tennessee, Memphis	36,000	66	Alabama	27,000
29	Rochester	36,000	67	Montreal †	26,079
29	Kentucky	36,000	68	McMaster †	25,464
32	Texas A&M	35,500	69	Saskatchewan †	25,228
33	Howard	35,049	70	McGill †	25,162
34	Washington-St. Louis	35,000	71	British Columbia †	24,892
34	Virginia	35,000	72	Toronto †	24,235
34	Tennessee, Knoxville	35,000	73	Manitoba †	24,150
34	SUNY Stony Brook	35,000			

* 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 2003-04***

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	\$72,327	34	Columbia	\$50,014
2	California, Davis	67,332	35	Minnesota	48,751
3	Stanford	67,238	36	Emory	48,015
4	Connecticut	64,598	37	Utah	48,000
5	California, San Diego	64,200	38	Tennessee, Memphis	47,950
6	Cornell	61,655	39	Kentucky	47,735
7	Harvard	59,513	40	Tulane	47,500
8	Case Western Reserve	59,050	41	Dartmouth	46,475
9	New York University	58,829	42	Wayne State	46,350
10	Yale	58,073	43	Illinois, Chicago	46,300
11	New Mexico	56,646	44	Vanderbilt	46,292
12	Northwestern	55,848	45	Wisconsin	46,139
13	Iowa	55,615	46	Michigan	46,100
14	SUNY Stony Brook	55,564	47	Washington U.-St. Louis	45,967
15	Virginia	55,000	48	British Columbia †	45,945
16	Miami	54,616	49	Oklahoma	45,045
17	Toronto †	54,282	50	Rochester	44,971
18	Pennsylvania	53,550	51	Temple	44,924
19	Nebraska	52,840	52	Pittsburgh	43,798
20	Pennsylvania State	52,188	53	McGill †	43,401
21	Johns Hopkins	52,104	54	Howard	43,297
22	Southern Illinois	51,984	55	Kansas	42,969
23	Boston University	51,897	56	Texas A&M	42,896
24	Georgetown	51,666	57	Texas Tech	42,893
25	Arizona	51,505	58	Montreal †	40,242
26	Duke	51,500	59	McMaster †	40,157
27	SUNY Buffalo	51,342	60	Florida	39,712
28	Cincinnati	51,104	61	Missouri	39,083
29	Washington	50,952	62	Louisville	39,067
30	Alberta †	50,740	63	South Carolina	37,268
31	Ohio State	50,467	64	Tennessee, Knoxville	36,473
32	George Washington	50,228	65	Queen's †	35,849
33	North Carolina	50,206	66	Manitoba †	34,150

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

† Canadian salaries expressed in U.S. dollars.

**TABLE 38: AVERAGE PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2003-04***

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	\$70,584	34	Emory	\$50,577
2	California, Los Angeles	66,393	35	Tulane	50,520
3	Connecticut	65,410	36	Michigan	50,480
4	California, Davis	64,282	37	Illinois, Chicago	50,446
5	New York University	63,978	38	Rochester	50,178
6	Harvard	63,656	39	Toronto †	49,889
7	California, San Diego	63,233	40	Wayne State	49,435
8	Yale	61,360	41	Alberta †	49,152
9	Cornell	60,971	42	Wisconsin	49,141
10	Johns Hopkins	58,579	43	Pittsburgh	49,021
11	Iowa	57,219	44	Tennessee, Memphis	48,885
12	SUNY Stony Brook	57,206	45	Boston University	48,764
13	New Mexico	57,176	46	Kentucky	48,445
14	Case Western Reserve	55,779	47	Utah	48,347
15	Miami	55,564	48	Vanderbilt	48,032
16	Cincinnati	55,341	49	Texas A&M	47,872
17	Virginia	55,310	50	Dartmouth	47,575
18	Washington U.-St. Louis	55,268	51	Kansas	46,314
19	Duke	54,508	52	Texas Tech	45,478
20	Northwestern	54,067	53	Florida	45,009
21	Washington	53,694	54	Louisville	44,948
22	Arizona	53,512	55	McMaster †	44,806
23	Nebraska	53,125	56	Howard	44,805
24	Pennsylvania	52,943	57	Oklahoma	44,349
25	George Washington	52,295	58	Temple	44,083
26	SUNY Buffalo	52,107	59	British Columbia †	43,843
27	Southern Illinois	52,057	60	Missouri	41,464
28	Pennsylvania State	51,931	61	South Carolina	40,751
29	Columbia	51,886	62	McGill †	40,108
30	Ohio State	51,717	63	Queen's †	38,975
31	Georgetown	51,683	64	Montreal †	37,987
32	North Carolina	51,404	65	Tennessee, Knoxville	36,830
33	Minnesota	51,157	66	Manitoba †	35,919

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

† Canadian salaries expressed in U.S. dollars.

**TABLE 39: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2003-04**

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	\$104,222	43	\$113,034	19	\$106,922	62
Associate Director	75,904	37	80,135	15	77,125	52
Assistant Director	60,939	29	62,546	12	61,409	41
Head, Branch	†	25	†	2	54,680	27
Functional Specialist	51,867	66	51,362	41	51,673	107
Subject Specialist	51,247	38	45,240	7	50,313	45
Dept. Head: Acquisitions	54,245	13	60,455	4	55,706	17
Reference	58,207	17	61,928	8	59,398	25
Cataloging	†	14	†	2	54,469	16
Serials	51,165	9	N/A		51,165	9
Documents/Maps	N/A		†	1	†	1
Circulation	†	16	†	1	48,764	17
Rare Books/Manuscripts	†	6	†	3	63,464	9
Computer Systems	56,262	6	69,776	12	65,271	18
Other	56,830	61	54,502	20	56,255	81
Reference: Over 14 years experience	49,443	91	54,829	21	50,453	112
10 to 14 years experience	46,723	37	48,972	10	47,201	47
5 to 9 years experience	40,652	42	47,828	12	42,246	54
Under 5 years experience	38,881	57	43,535	11	39,633	68
Cataloging: Over 14 years experience	†	7	†	1	52,438	8
10 to 14 years experience	†	5	†	1	55,040	6
5 to 9 years experience	43,323	5	N/A		43,323	5
Under 5 years experience	†	3	†	2	38,237	5
Other: Over 14 years experience	50,741	31	56,494	11	52,247	42
10 to 14 years experience	†	3	†	3	51,411	6
5 to 9 years experience	41,480	9	51,644	4	44,607	13
Under 5 years experience	†	9	†	1	40,888	10
All Positions	\$54,878	679	\$60,698	224	\$56,322	903

* 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 2003-04**

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Head, Medical	27.2	42	27.0	19	27.1	61
Associate Director	24.9	37	22.3	15	24.1	52
Assistant Director	21.3	29	14.3	12	19.2	41
Head, Branch	18.3	25	24.0	2	18.7	27
Functional Specialist	14.2	65	9.7	40	12.4	105
Subject Specialist	15.1	36	11.4	7	14.5	43
Dept. Head: Acquisitions	19.5	13	28.3	4	21.6	17
Reference	19.2	17	19.0	8	19.1	25
Cataloging	19.5	14	26.0	2	20.3	16
Serials	16.2	9	N/A		16.2	9
Documents/Maps	N/A		9.0	1	9.0	1
Circulation	14.3	16	4.0	1	13.6	17
Rare Books/Manuscripts	22.7	6	21.7	3	22.3	9
Computer Systems	11.3	6	13.8	11	12.9	17
Other	19.2	60	13.9	20	17.9	80
Public Services	17.6	25	15.1	8	17.0	33
Technical Services	16.7	16	14.0	4	16.2	20
Administrative Services	16.5	11	18.3	7	17.2	18
Reference	13.1	227	13.2	54	13.1	281
Cataloger	12.9	20	10.8	4	12.5	24
All Positions	16.8	674	15.4	222	16.4	896

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 2003-04***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		<u>% of</u>
	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	\$40,561	69	\$44,430	24	\$41,560	93	10%
4 - 7 years	44,282	109	48,750	35	45,368	144	16%
8 - 11 years	48,216	73	53,031	39	49,892	112	13%
12 - 15 years	50,807	63	63,539	18	53,636	81	9%
16 - 19 years	54,795	79	60,003	22	55,929	101	11%
20 - 23 years	55,839	74	65,277	28	58,430	102	11%
24 - 27 years	61,985	86	71,142	27	64,173	113	13%
28 - 31 years	71,454	57	81,573	16	73,672	73	8%
32 - 35 years	68,847	45	74,094	11	69,878	56	6%
over 35 years	†	19	†	2	83,672	21	2%
All Positions	\$54,611	674	\$60,501	222	\$56,070	896	100%

* Canadian salaries expressed in U.S. dollars.

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

ARL UNIVERSITY LAW LIBRARIES

Tables 42-48

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
IN ARL UNIVERSITY LAW LIBRARIES, FY 2003-04***

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	10	55,549	44,506	32,000	15.0
Alberta †	4	51,380	51,486	27,572	26.0
Arizona	9	56,701	56,430	42,000	17.9
Arizona State	8	51,882	53,450	38,000	15.8
Boston University	10	61,156	52,500	50,000	15.0
Boston College	14	63,223	68,000	36,450	18.6
British Columbia †	4	46,848	45,197	24,892	19.5
California, Davis	7	69,492	68,496	37,920	21.9
California, Los Angeles	15	69,025	67,332	37,920	14.3
Case Western Reserve	11	55,623	56,627	40,000	14.7
Cincinnati	9	50,647	51,237	36,996	18.7
Colorado	8	58,070	56,435	36,000	14.9
Columbia	17	64,820	64,552	48,900	13.1
Connecticut	11	59,976	61,281	34,548	16.6
Cornell	7	59,870	57,197	46,000	16.4
Duke	10	63,261	63,550	45,000	19.4
Emory	8	53,625	50,297	35,000	16.6
Florida	11	48,078	46,974	40,000	24.6
Florida State	10	45,580	47,392	32,000	21.0
George Washington	20	67,299	66,268	40,000	13.4
Georgetown	22	65,490	62,000	40,000	14.3
Georgia	8	48,261	45,000	36,000	14.9
Harvard	45	66,702	64,864	41,200	17.3
Hawaii	8	47,357	52,248	34,644	9.8
Houston	13	49,066	46,692	35,000	10.9
Howard	10	42,260	40,897	39,687	11.4
Illinois, Urbana	6	67,650	59,400	45,000	15.7
Indiana	10	57,543	53,888	35,165	15.8
Iowa	16	60,829	53,700	40,000	18.4
Kansas	6	39,028	36,022	29,411	7.7
Kentucky	6	42,561	39,260	36,000	10.5
Louisiana State	10	54,709	51,009	40,000	18.7
Louisville	5	51,251	51,552	35,000	15.8
McGill †	4	48,997	48,948	25,162	20.8
Manitoba †	3	‡	‡	24,150	24.3
Miami	15	48,332	49,901	32,000	14.1
Michigan	12	70,162	63,009	43,200	16.6
Minnesota	14	61,618	57,200	35,000	16.6
Missouri	7	48,127	43,247	33,000	10.9

* 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.

U/A - Unavailable

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
IN ARL UNIVERSITY LAW LIBRARIES, FY 2003-04***

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Montreal †	6	40,619	40,242	26,079	19.0
Nebraska	4	53,917	53,500	30,000	15.5
New Mexico	5	59,536	59,017	40,000	16.8
New York University	19	65,566	63,520	52,000	16.3
North Carolina	11	58,243	53,000	40,000	15.2
Northwestern	10	59,250	60,217	35,000	18.7
Notre Dame	13	58,682	53,175	35,000	15.8
Ohio State	9	53,126	48,447	39,500	13.6
Oklahoma	6	42,308	38,000	25,000	14.5
Oregon	5	48,931	45,564	35,000	20.6
Pennsylvania	14	61,581	62,418	40,000	16.5
Pennsylvania State	7	55,742	55,464	38,000	19.1
Queen's †	3	‡	‡	27,017	16.3
Rutgers, Camden	9	57,663	60,329	43,770	14.0
Rutgers, Newark	8	57,100	49,237	43,770	13.9
Saskatchewan †	3	‡	‡	25,228	16.0
South Carolina	6	48,261	46,460	40,000	14.0
Southern Illinois	5	68,754	74,364	44,000	24.8
Stanford	10	67,213	65,537	46,000	U/A
SUNY Buffalo	12	55,624	60,692	38,000	18.3
Temple	10	51,838	45,672	28,500	18.7
Tennessee	10	58,069	53,418	36,000	18.9
Texas	18	53,222	47,995	34,000	17.4
Texas Tech	7	49,118	47,075	36,000	13.3
Toronto †§	9	51,029	51,486	24,235	9.4
Tulane	10	53,069	49,780	35,000	20.1
Utah	8	50,552	53,813	40,000	18.1
Vanderbilt	7	55,221	51,538	33,000	16.6
Virginia §	11	57,080	56,850	40,000	18.2
Washington	15	60,082	59,580	43,000	16.0
Washington U.-St. Louis	9	51,662	51,913	43,000	12.4
Wayne State	4	40,575	38,265	37,000	16.3
Western Ontario †	3	‡	‡	29,149	18.3
Wisconsin	13	54,763	53,800	36,475	17.8
Yale	16	71,003	62,000	41,300	21.9
York †	6	52,185	50,249	27,960	23.0

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

† Canadian salaries expressed in U.S. dollars.

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

U/A - Unavailable

§ See Footnotes.

**TABLE 43: BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2003-04***

Rank	Institution	Salary	Rank	Institution	Salary
1	New York	\$52,000	39	Boston College	\$36,450
2	Boston University	50,000	40	Texas Tech	36,000
3	Columbia	48,900	40	Tennessee	36,000
4	Stanford	46,000	40	Kentucky	36,000
4	Cornell	46,000	40	Georgia	36,000
6	Illinois, Urbana	45,000	40	Colorado	36,000
6	Duke	45,000	45	Indiana	35,165
8	Southern Illinois	44,000	46	Tulane	35,000
9	Rutgers, Newark	43,770	46	Oregon	35,000
9	Rutgers, Camden	43,770	46	Notre Dame	35,000
11	Michigan	43,200	46	Northwestern	35,000
12	Washington-St. Louis	43,000	46	Minnesota	35,000
12	Washington	43,000	46	Louisville	35,000
14	Arizona	42,000	46	Houston	35,000
15	Yale	41,300	46	Emory	35,000
16	Harvard	41,200	54	Hawaii	34,644
17	Virginia	40,000	55	Connecticut	34,548
17	Utah	40,000	56	Texas	34,000
17	South Carolina	40,000	57	Vanderbilt	33,000
17	Pennsylvania	40,000	57	Missouri	33,000
17	North Carolina	40,000	59	Miami	32,000
17	New Mexico	40,000	59	Florida State	32,000
17	Louisiana State	40,000	59	Alabama	32,000
17	Iowa	40,000	62	Nebraska	30,000
17	Georgetown	40,000	63	Kansas	29,411
17	George Washington	40,000	64	Western Ontario †	29,149
17	Florida	40,000	65	Temple	28,500
17	Case Western Reserve	40,000	66	York †	27,960
29	Howard	39,687	67	Alberta †	27,572
30	Ohio State	39,500	68	Queen's †	27,017
31	SUNY Buffalo	38,000	69	Montreal †	26,079
31	Pennsylvania State	38,000	70	Saskatchewan †	25,228
31	Arizona State	38,000	71	McGill †	25,162
34	California, Los Angeles	37,920	72	Oklahoma	25,000
34	California, Davis	37,920	73	British Columbia †	24,892
36	Wayne State	37,000	74	Toronto †	24,235
37	Cincinnati	36,996	75	Manitoba †	24,150
38	Wisconsin	36,475			

* 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 2003-04***

Rank	Institution	Salary	Rank	Institution	Salary
1	Southern Illinois	\$74,364	37	North Carolina	\$53,000
2	California, Davis	68,496	38	Boston University	52,500
3	Boston College	68,000	39	Hawaii	52,248
4	California, Los Angeles	67,332	40	Washington U.-St. Louis	51,913
5	George Washington	66,268	41	Louisville	51,552
6	Stanford	65,537	42	Vanderbilt	51,538
7	Harvard	64,864	43	Toronto †	51,486
8	Columbia	64,552	44	Alberta †	51,486
9	Duke	63,550	45	Cincinnati	51,237
10	New York University	63,520	46	Louisiana State	51,009
11	Michigan	63,009	47	Emory	50,297
12	Pennsylvania	62,418	48	York †	50,249
13	Georgetown	62,000	49	Miami	49,901
13	Yale	62,000	50	Tulane	49,780
15	Connecticut	61,281	51	Rutgers, Newark	49,237
16	SUNY Buffalo	60,692	52	McGill †	48,948
17	Rutgers, Camden	60,329	53	Ohio State	48,447
18	Northwestern	60,217	54	Texas	47,995
19	Washington	59,580	55	Florida State	47,392
20	Illinois, Urbana	59,400	56	Texas Tech	47,075
21	New Mexico	59,017	57	Florida	46,974
22	Minnesota	57,200	58	Houston	46,692
23	Cornell	57,197	59	South Carolina	46,460
24	Virginia	56,850	60	Temple	45,672
25	Case Western Reserve	56,627	61	Oregon	45,564
26	Colorado	56,435	62	British Columbia †	45,197
27	Arizona	56,430	63	Georgia	45,000
28	Pennsylvania State	55,464	64	Alabama	44,506
29	Indiana	53,888	65	Missouri	43,247
30	Utah	53,813	66	Howard	40,897
31	Wisconsin	53,800	67	Montreal †	40,242
32	Iowa	53,700	68	Kentucky	39,260
33	Nebraska	53,500	69	Wayne State	38,265
34	Arizona State	53,450	70	Oklahoma	38,000
35	Tennessee	53,418	71	Kansas	36,022
36	Notre Dame	53,175			

* Salaries of directors are not included in the calculation of medians. Manitoba, Queen's, Saskatchewan, 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 2003-04***

Rank	Institution	Salary	Rank	Institution	Salary
1	Yale	\$71,003	37	Vanderbilt	\$55,221
2	Michigan	70,162	38	Wisconsin	54,763
3	California, Davis	69,492	39	Louisiana State	54,709
4	California, Los Angeles	69,025	40	Nebraska	53,917
5	Southern Illinois	68,754	41	Emory	53,625
6	Illinois, Urbana	67,650	42	Texas	53,222
7	George Washington	67,299	43	Ohio State	53,126
8	Stanford	67,213	44	Tulane	53,069
9	Harvard	66,702	45	York †	52,185
10	New York University	65,566	46	Arizona State	51,882
11	Georgetown	65,490	47	Temple	51,838
12	Columbia	64,820	48	Washington U.-St. Louis	51,662
13	Duke	63,261	49	Alberta †	51,380
14	Boston College	63,223	50	Louisville	51,251
15	Minnesota	61,618	51	Toronto †	51,029
16	Pennsylvania	61,581	52	Cincinnati	50,647
17	Boston University	61,156	53	Utah	50,552
18	Iowa	60,829	54	Texas Tech	49,118
19	Washington	60,082	55	Houston	49,066
20	Connecticut	59,976	56	McGill †	48,997
21	Cornell	59,870	57	Oregon	48,931
22	New Mexico	59,536	58	Miami	48,332
23	Northwestern	59,250	59	South Carolina	48,261
24	Notre Dame	58,682	60	Georgia	48,261
25	North Carolina	58,243	61	Missouri	48,127
26	Colorado	58,070	62	Florida	48,078
27	Tennessee	58,069	63	Hawaii	47,357
28	Rutgers, Camden	57,663	64	British Columbia †	46,848
29	Indiana	57,543	65	Florida State	45,580
30	Rutgers, Newark	57,100	66	Kentucky	42,561
31	Virginia	57,080	67	Oklahoma	42,308
32	Arizona	56,701	68	Howard	42,260
33	Pennsylvania State	55,742	69	Montreal †	40,619
34	SUNY Buffalo	55,624	70	Wayne State	40,575
35	Case Western Reserve	55,623	71	Kansas	39,028
36	Alabama	55,549			

* Salaries of directors are not included in the calculation of averages. Manitoba, Queen's, Saskatchewan, 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 2003-04***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	\$128,829	33	\$135,909	37	\$132,572	70
Associate Director	85,711	28	75,757	17	81,951	45
Assistant Director	75,848	20	76,021	9	75,902	29
Functional Specialist	49,606	20	52,640	25	51,291	45
Subject Specialist	57,553	27	55,481	13	56,879	40
Dept. Head: Acquisitions	56,212	24	59,012	6	56,772	30
Reference	66,770	19	67,154	12	66,919	31
Cataloging	†	30	†	2	62,141	32
Serials	†	8	†	1	58,194	9
Documents/Maps	†	14	†	1	52,892	15
Circulation	55,117	21	48,968	8	53,421	29
Rare Books/Manuscripts	71,007	5	61,334	4	66,708	9
Computer Systems	52,831	7	64,662	9	59,486	16
Other	63,965	27	63,203	15	63,693	42
Reference: Over 14 years experience	57,185	34	58,328	21	57,621	55
10 to 14 years experience	55,046	20	56,479	7	55,418	27
5 to 9 years experience	47,486	36	54,251	13	49,280	49
Under 5 years experience	47,275	38	45,783	25	46,683	63
Cataloging: Over 14 years experience	52,969	26	57,617	8	54,063	34
10 to 14 years experience	44,870	6	N/A		44,870	6
5 to 9 years experience	†	7	†	2	42,235	9
Under 5 years experience	†	5	†	3	43,765	8
Other: Over 14 years experience	52,676	14	77,873	4	58,275	18
10 to 14 years experience	57,993	5	46,702	4	52,975	9
5 to 9 years experience	†	4	†	2	45,110	6
Under 5 years experience	37,605	8	43,290	4	39,500	12
All Positions	\$62,113	486	\$69,659	252	\$64,690	738

* 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 2003-04**

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Head, Law	26.7	33	25.4	36	26.0	69
Associate Director	23.1	28	15.5	17	20.2	45
Assistant Director	21.0	20	21.1	9	21.0	29
Functional Specialist	11.9	20	11.6	25	11.7	45
Subject Specialist	16.2	27	17.4	13	16.6	40
Dept. Head: Acquisitions	22.5	24	17.3	6	21.4	30
Reference	18.1	19	17.7	12	17.9	31
Cataloging	22.4	30	14.5	2	21.9	32
Serials	14.6	8	11.0	1	14.2	9
Documents/Maps	20.4	14	6.0	1	19.4	15
Circulation	15.6	21	11.5	8	14.4	29
Rare Books/Manuscripts	22.4	5	13.8	4	18.6	9
Computer Systems	16.4	7	17.7	9	17.1	16
Other	18.7	25	15.9	14	17.7	39
Public Services	13.4	8	8.3	3	12.0	11
Technical Services	16.0	15	10.8	6	14.5	21
Administrative Services	13.9	8	12.0	5	13.2	13
Reference	11.2	128	10.3	66	10.9	194
Cataloger	17.5	44	15.7	13	17.1	57
All Positions	17.1	484	15.2	250	16.4	734

**TABLE 48: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY LAW LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2003-04***

Experience	Women		Men		Total		% of
	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	\$43,820	53	\$44,248	33	\$43,984	86	12%
4 - 7 years	48,903	58	50,909	41	49,734	99	13%
8 - 11 years	53,742	66	60,510	28	55,758	94	13%
12 - 15 years	60,298	59	63,588	33	61,478	92	13%
16 - 19 years	65,111	36	74,999	35	69,985	71	10%
20 - 23 years	66,132	56	85,360	19	71,003	75	10%
24 - 27 years	70,155	62	86,312	29	75,303	91	12%
28 - 31 years	78,119	53	82,915	18	79,335	71	10%
32 - 35 years	75,453	29	107,286	7	81,643	36	5%
over 35 years	87,332	12	136,141	7	105,314	19	3%
All Positions	\$62,059	484	\$69,146	250	\$64,473	734	100%

* Canadian salaries expressed in U.S. dollars.

UNIVERSITY LIBRARY

Questionnaire and Instructions

ARL Annual Salary Survey 2003-04
UNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term “professional.” Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.
2. Individual salaries for the general, law, and medical library may be reported on the templates (located online at <ftp://www.arl.org/stat/salary/>), using Microsoft Excel. See “Instructions for Data Input.” Please **DO NOT alter** the formatted worksheets on the templates in any way; do not change any page or line numbers. If you are not able to produce data that can be saved on the templates, please submit your data using the printed forms. [If you have an Excel or word-processing file with your data in properly labeled columns, you may submit a printout of that file in lieu of the preprinted forms.]
3. Salaries should be reported for both full-time and part-time professional positions. Salaries for part-time positions should **NOT** be converted to their full-time equivalents; report the actual part-time salary paid, and indicate the percent appointment for that employee in the appropriate column.
4. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. $.75 \times .75 = .56$.
5. Percent appointment should be rounded to two decimal places; do NOT use whole numbers (e.g., enter .65, not 65 or 65%). All other numbers (e.g. salaries, years of experience) should be rounded to the **nearest whole number**.
6. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds **or from special funds such as research grants**. Please include all professionals involved in the provision of library services, including **contract-supported positions**.
7. The salary figures should be straight gross salary figures. **Do not include fringe benefits**.
8. Salary figures should be reported in digits only; do NOT use “\$” or “,” (e.g., 25470, not \$25,470).
9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.
10. After all data have been entered, make a backup copy of the complete file (including individual names/id#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, 2003**. 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, 2003-04.
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 **2003-04** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2003. Do not delay returning your survey with the expectation that more information will be available later.

4. The 2003-04 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 2003-04. 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	ARL03xxxx.xls
Law	LAW03xxxx.xls
Medical	MED03xxxx.xls

xxxx = Library identification number; see label on the file. The file names this year have a "03", standing for 2003-04, preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

The files contain empty worksheets with columns labeled as follows:

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

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

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

The first entry in the column labeled "LibID" is already filled in so there will be no question about the institutional identity of the files as they are received. If the files have been damaged in any way or if the number in the LibID column is not the same as the library number at < http://www.arl.org/stats/arlstat/instno_inam.html >, 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, 2003. 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.
10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

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

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

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

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

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

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

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

Please continue to enter data in additional categories.

(Shown on printed forms as the last 6 columns)

Instructions for Additional Categories

1. **Ethnicity:** U.S. university libraries, only, should indicate Hispanic or Latino ethnicity by coding 1 to indicate the presence of the characteristic (1=yes) and 0 to indicate its absence. The definition of Hispanic or Latino ethnicity is: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
2. **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 2003-04

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 2003-04	_____	_____	_____

(Note: ARL will calculate the 2003-04 median and average professional salaries for your library from the individual data you supply in Part II of this questionnaire.)

2. Rank Structure.

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

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

3. FOOTNOTES

- 3a.** Please list which libraries are included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.
- 3b.** Please list which libraries are NOT included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

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

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 2003**.
For assistance, contact Martha Kyrillidou <martha@arl.org> or Mark Young <stats-ra@arl.org>, or call 202-296-2296.

ARL ANNUAL SALARY SURVEY 2003-04
UNIVERSITY LIBRARY QUESTIONNAIRE
Part II: Individual Data

Reporting Library _____

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

Duplicate this sheet if you need additional lines. Please return the completed questionnaire to the ARL Statistics and Measurement Program by **August 31, 2003**.
 For assistance, contact Martha Kyrillidou <martha@arl.org> or Mark Young <stats-ra@arl.org>, or call 202-296-2296.



NONUNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2003-04

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 2003-04 salaries *as they exist* on July 1, 2003. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.
4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.
5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.
6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.
7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.
8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.
9. The salary figures should be straight gross salary figures. Do not include fringe benefits.
10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.
11. Provide the name of the reporting library and the name of the person who prepares the report.
12. Please return the questionnaire to the ARL Statistics and Measurement Program Office by **August 31, 2003.**

ARL ANNUAL SALARY SURVEY 2003-04

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 2002-03 and 2003-04.

2. Median professional salary for fiscal year 2003-04. _____

3. Beginning professional salary for 2003-04. _____

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 2002-03 and 2003-04.

Salary Range	Number of Positions	
	2002-03	2003-04
\$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		
62,000 – 64,999		
60,000 – 61,999		
58,000 – 59,999		
56,000 – 57,999		
54,000 – 55,999		
52,000 – 53,999		
50,000 – 51,999		
48,000 – 49,999		
46,000 – 47,999		
44,000 – 45,999		
42,000 – 43,999		
40,000 – 41,999		
38,000 – 39,999		
36,000 – 37,999		
34,000 – 35,999		
32,000 – 33,999		
30,000 – 31,999		
29,000 – 29,999		
28,000 – 28,999		
27,000 – 27,999		
26,000 – 26,999		
25,000 – 25,999		
Less than 25,000		
Total Number of Positions		

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 2003**.

For assistance, contact Martha Kyrillidou <martha@arl.org> or Mark Young <stats-ra@arl.org>, or call (202) 296-2296.

FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2003-04

INSTITUTION	NOTE
ALABAMA	Includes Gorgas, McLure (education), Hoole Special Collections, Rodgers Science and Engineering, Bruno Business, and Maps libraries.
ALBERTA	Includes Bibliographic Services, H.T. Coutts Education Library, Humanities and Social Services Library, Faculte Saint Jean Library, Winspear Reference Room, Office of Staff Development & Training, and the Cameron Library (Interlibrary Loans, Financial Systems & Analysis, Science & Technology Library, Information Technology Services).
ARIZONA STATE	Includes the University Libraries (Hayden, Noble, Music, Architecture & Environmental Design), as well as the ASU East and ASU West branch campuses.
AUBURN	Includes the two branches on the main campus.
BOSTON COLLEGE	Includes O'Neill (main), Bapst (Art), Burns (Rare Books), and School of Social Work libraries, as well as the Educational Resource Center.
BRITISH COLUMBIA	Includes Asian, Education, Fine Arts, Koerner, Law, MacMillan, Main, Mathematics, Music, and Robson Square libraries, as well as the Life Science Libraries (Biomedical Branch, Hamber, St. Paul's Hospital, and Woodward Biomedical), the First Nations House of Learning, the Rare Books and Special Collections Division, and the Science and Engineering Division. Excludes the David Lam Management Library, whose salaries are paid by the Faculty of Commerce.
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 the Center for Chinese Studies), Earth Sciences, Education-Psychology, Engineering, Environmental Design, Music, Optometry, Physics, Public Health (including Health Sciences Information Services, and Occupational & Environmental Health), and Social Welfare libraries, as well as the Northern Regional Library Facility. Excludes Architechural Slide, Continuing Education of the Bar, Earthquake Engineering, Ethnic Studies, Gianni, Institute of Governmental Studies, Institute of Industrial Relations, Institute of International Studies, Institute of Transportation Studies, Law, and Water Resource Center libraries. Also excluded are various departmental libraries, e.g., French, History, Philosophy, Rhetoric, and Slavic Languages and Literature.
CALIFORNIA, DAVIS	Includes the Peter J. Shields, Physical Sciences and Engineering, Carlson Health Sciences, and the Agricultural and Resource Economics libraries on the Davis campus, and the Medical Center Library in Sacramento.
CALIFORNIA, RIVERSIDE	Includes the Rivera (General) Library, and the Science Library.
CALIFORNIA, SAN DIEGO	Includes Special Collections, Social Sciences & Humanities, Art & Architecture, Music (including Film & Video), International Relations & Pacific Studies, Computing & Instructional Services, and Science and Engineering libraries, as well as the Center for Magnetic Recording and the Scripps Institution of Oceanography.
CALIFORNIA, SANTA BARBARA	Includes the Main and Arts libraries.
CINCINNATI	Includes main campus libraries and branch campuses at Clermont and Raymond Walters colleges.
COLORADO	Includes the Norlin, Music, Business, Math/Physics, Engineering, and Earth Sciences libraries. Due to budget shortfalls, salary increases will not take effect until January 2004.
COLORADO STATE	Includes the Main Campus library, the Atmospheric Science branch, and the Veterinary Teaching Hospital branch.

INSTITUTION	NOTE
CONNECTICUT	Includes Avery Point, Greater Hartford, Stamford, Torrington, Waterbury, Archives & Special Collections, Culpeper Media, Art & Design, Maps, Music, and Pharmacy libraries.
CORNELL	Includes Africana, Engineering, Entomology, Fine Arts, Geneva Experiment Station, Hotel Administration, Management, Mann, Math, Music, ILR, Olin/Kroch/Uris Physical Sciences, and Veterinary Medicine libraries.
DARTMOUTH	Includes Baker-Bevvy, Feldberg Business and Engineering, Kresge Physical Sciences, Sherman Art, Paddock Music, and Ranner Special Collections libraries.
DELAWARE	Excludes the salaries of libraries not reporting directly to the Director of Libraries.
DUKE	Includes Perkins; Lilly; Vesic Library for Engineering, Mathematics and Physics; Biological and Environmental Sciences; Chemistry; Music; and Rare Book, Manuscript and Special Collections libraries. Also includes libraries of the Fuqua School of Business and the Divinity School, which are independent and separately administered.
EMORY	General libraries include the Main library, the Oxford College Library, and the Theology library. All Salaries effective September 1, 2003.
FLORIDA	Includes Journalism, Education, Marston Science, Architecture & Fine Arts, Music, and the East and West libraries.
FLORIDA STATE	All salaries include increases effective December 1, 2003. Includes Strozier (main), Dirac Science, Allen Music, Goldstein (information studies), Ringling Museum of Art, and Career Center libraries, as well as the FSU-Panama City Academic Research Center.
GEORGE WASHINGTON	Includes the Gelman and Eckles libraries, as well as the Virginia Campus.
GEORGETOWN	Includes the Woodstock Theological Library, the Bioethics Library, and the Blommer Sciences Library (which is considered a part of the Main library).
GEORGIA	Includes the Main Library, the Science Library, the Student Learning Center Library, as well as several reading rooms and experiment station libraries around the state.
GUELPH	The rank structure for librarians was moved to three levels for 2003-04, as part of a major revision of human resources policy related to librarians.
HARVARD	Includes all libraries on the Boston and Cambridge campuses, including the Schlesinger Library at Radcliffe College. Excludes Biblioteca Berenson in Florence, Italy, and Center for Hellenic Studies and Dumbarton Oaks libraries in Washington, D.C. Salary minimums are for those persons on the Exempt Staff who are professional librarians.
HOUSTON	Includes the M.D. Anderson (main campus) Library, the William R. Jenkins Architecture & Art Library, the Music Library, the Weston A. Pettey Optometry Library, and the Pharmacy Library.
ILLINOIS, CHICAGO	All salaries are as of September 1, 2003. The beginning professional salary is \$35,000 for first-year Resident Librarians, and \$40,000 for tenure track positions.
INDIANA	Includes all main campus libraries. Excludes the Indianapolis School of Law, Dentistry, and Medicine Library; the IUPUI University Library, Herron School of Art Library, Columbus Library, and Sciences and Engineering Library; and other campus libraries at IU-East,

INSTITUTION	NOTE
	IU-Kokomo, IU-Northwest, IU-Southeast, IU-South Bend, and IUPU-Fort Wayne.
IOWA STATE	Includes the Main campus library, the Veterinary Medical branch library, the Mathematics Reading Room, the Design Reading Room, the Physical Sciences Reading Room, and the Economics and Sociology Reading Room. Includes graduate assistant positions that are considered professional staff. These positions were not included in 2002-03; their inclusion in 2003-04 has caused a drop in the average salary.
KANSAS	Salaries reported for the main library include the Lawrence and Edwards campuses. Salaries reported for the Medical library include the Dykes Library. Excludes the University of Kansas School of Medicine Library in Wichita, KS, and the Clendening History of Medicine Library in Kansas City, KS.
KENT STATE	Includes the Kent (main) campus and all seven regional campus libraries.
KENTUCKY	Includes the William T. Young (main campus), Architecture, Fine Arts, Chemistry/Physics, Education, Engineering, Geological Sciences and Map Collection, Kentucky Transportation Center, and Mathematical Sciences libraries, as well as the Agricultural Information Center, Equine Information Center, International Documents & Research Collections, Lexmark Information Center, and Special Collections & Archives.
LIBRARY OF CONGRESS	Salaries include professional and administrative positions.
LOUISVILLE	Includes Ekstrom (main), Art, Kersey Engineering, and Music libraries.
McGILL	Includes Birks Reading Room, Blackader-Lauterman (architecture/art), Blacker-Wood (biology), the Education & Curriculum lab, Edward Rosenthal (mathematics and statistics), Electronic Data Resources Service, Howard Ross (management), Humanities & Social Sciences, Islamic Studies, MacDonald (agricultural and environmental sciences), Marvin Duchow (music), Osler (history of medicine), Rare Book and Special Collections Division, and Schullch (sciences and engineering) libraries, as well as the Walter Hitschfeld Geographic Information Center.
McMASTER	All figures are as of June 16, 2003. Includes Mills Memorial, Thode (science and engineering), and Innis (business) libraries. Health Sciences libraries include Library Services in northern Ontario.
MANITOBA	Includes Elizabeth Dafoe, Albert D. Cohen Management, Sciences & Technology, Architecture/Fine Arts/Music, William R. Newman Agriculture, D.S. Woods Education, St. John's College, and Fr. Harold Drake libraries. Excludes libraries from Carolyn Sifton-Helene Fuld St. Boniface Hospital, Victoria General Hospital, Seven Oaks General Hospital, Grace General Hospital, and Concordia Hospital.
MARYLAND	Includes the Main library and all branches.
MASSACHUSETTS	Includes the W.E.B. DuBois (main) Library and the Sciences Library.
MIT	Includes salaries paid by grant funds.
MIAMI	Includes the Marine branch library.
MICHIGAN	Includes the Area Programs, Asia, Biological Station, Dentistry, Film & Video, Fine Arts, Harlan Hatcher Graduate, Information & Library Studies, Map, Media Union, Museums, Music, Public Health Informatics Service & Access, Shapiro Undergraduate, Social Work, and Special Collections libraries. Excludes Business Administration, Clements, Bentley, Residence Hall, and Gerald Ford Presidential libraries.
MISSOURI	Includes Journalism, Engineering, Vet-Med, Main, and Archives libraries.

INSTITUTION	NOTE
MONTREAL	Includes Acquisitions, Administrative Services, Botany, Cataloging, Chemistry, Collection Development, Didacthèque (educational resources), Education-Communication-Psychology-Psychoeducation-Biology, Environmental Design, Geography, Humanities and Social Sciences, Interlibrary Loan, Kinesiology, Library and Information Sciences, Mathematics and Computer Sciences, Music, Optometry, Physics, Rare Books and Special Collections, Systems Office, and Veterinary libraries on the Université de Montréal campus, as well as the libraries of the École Polytechnique and the École des Hautes Études Commerciales.
NATIONAL AGRICULTURAL LIBRARY	All salaries are tracked with benefits.
NEBRASKA	Includes all libraries on the Lincoln campus: Love, Architecture, Biological Sciences, Chemistry, Engineering, Geology, Mathematics, Music, Physics, and C.Y. Thompson.
NEW MEXICO	Includes Centennial Science and Engineering Library, Fine Arts Library, Parish Memorial Library, and Zimmerman Library. Excludes the Bainbridge Bunting Memorial Slide Library, the College of Education Tireman Education Resource Center, the Native American Studies Center Library, the Gallup UNM Branch Campus Library, the Los Alamos Branch Campus Library, the Santa Fe Graduate Center Library, the Taos Branch Campus Library, and the Valencia Branch Campus.
NORTH CAROLINA STATE	Includes D.H. Hill (main) Library, the Design Library, the Natural Resources Library, the Textiles Library, the Veterinary Medical Library, and the Learning Resources Library.
NORTHWESTERN	Includes the Main Library, the Science Library, and the Schaffner Library.
NOTRE DAME	Includes the Main and campus branch libraries: Mathematics Library, Hesburgh Library, Business Information Center, Kellogg/Kroc Information Center, Art/Slide Library, Chemistry/Physics Library, Life Sciences Library, Architecture Library, and the Engineering Library.
OHIO	Includes all Athens Campus libraries, including the Alden Library, the Music/Dance Library, and Library Annex. Excludes all regional campus libraries, including Eastern, Southern, Chillicothe, Lancaster and Zanesville.
OHIO STATE	Includes the main campus libraries, regional campus libraries and libraries of the Agricultural Technical Institute and the Ohio Agricultural Research and Development Center. Excludes several specialized departmental research libraries on the main campus which are not part of the University Libraries system.
OKLAHOMA STATE	Main campus libraries include: Edmon Low, Architecture, Curriculum Materials, and Veterinary Medicine. Also included are branch campus libraries in Tulsa, Oklahoma City, and Okmulgee. The Center for Health Sciences Library in Tulsa, OK, is not included in the medical library data.
PENNSYLVANIA	Includes Van Pelt-Dietrich, Lippincott Business, Music, Fine Arts, Chemistry, Engineering, Math/Physics, Astronomy, and Rare Books libraries.
PENNSYLVANIA STATE	Includes the main campus and branches at Abington College, Altoona College, Beaver, Behrend College, Berks-Lehigh Valley College, Capital College, Delaware County, DuBois, Fayette, Penn State Great Valley, Hazelton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington, Scranton, and York.
PITTSBURGH	After publication of the <i>ARL Annual Salary Survey 2002-03</i> , several errors were discovered. The 2002-03 figures in table 7 and the 2002-03 rankings in tables 10, 12, and 15 have been revised to reflect the corrections. Excludes the Law library and campuses at Titusville, Johnstown, Bradford, and Greensburg.

INSTITUTION	NOTE
PRINCETON	Includes Mudd, Art, Music, Architecture, Astrophysics, Psychology, Chemistry, Engineering, Plasma Physics, Engineering and the Woodrow Wilson School libraries. Includes seven positions not previously included as well as two other positions which were re-classified.
PURDUE	Includes the library system on the West Lafayette campus, consisting of 13 subject libraries and an undergraduate library. Excludes regional campus libraries: Purdue Calumet, Purdue North Central, and Purdue Fort Wayne.
QUEEN'S	Includes Stauffer, Douglas (engineering/science), Central Technical Services, Education, and W.D. Jordan libraries.
RICE	As per University guidelines, beginning professional salary did not change from 2002-03.
ROCHESTER	Includes River Campus Libraries, Edward G. Miner Medical Library, and Sibley Music Library. Sibley Music Library reports a beginning professional salary of \$33,000.
RUTGERS	Includes the New Brunswick Libraries (Alexander, Mabel Smith Douglass, Kilmer, and Library of Science and Medicine branches), John Cotton Dana Library, Paul Robeson Library, and Technical and Automated Services. Excludes the School of Management and Labor Relations, and the Center for Alcohol Studies.
SOUTH CAROLINA	Includes all main campus libraries: Thomas Cooper, Music, South Caroliiana, Business, and Math. Excludes all branch campus libraries.
SOUTHERN CALIFORNIA	Includes all University Park campus libraries. Although the Medical Library submitted a survey response, averages and medians are not printed at the library's request. These data are included when calculating all ARL-wide medians and averages that would include the USC Medical Library.
SUNY-ALBANY	Includes the University Library, the Science branch library, and the Dewey Graduate Library. Salaries include administrative stipends, but do not include discretionary salary increases as they have yet to be determined.
SUNY-BUFFALO	Includes Archives, Arts & Sciences Libraries (Architecture & Planning, Lockwood, Science & Engineering, Undergraduate), Music Library, and Poetry/Rare Books.
SUNY-STONY BROOK	Includes the main campus library and six branch libraries.
SYRACUSE	Includes the Main campus library, Science & Technology Library, Geology Library, Math Library and Physics Library. Excludes the College Reading Rooms.
TENNESSEE	Medical library data includes the Memphis campus and the hospital branch in Knoxville.
TEXAS	Includes the Center for American History, the Harry Ransom Humanities Research Center, and the General Libraries.
TEXAS A&M	Includes Main, Policy Sciences & Economics, and the Business & Agricultural libraries. Excludes the Medical Sciences Library and Texas A&M University Library at

INSTITUTION	NOTE
	Galveston. All salaries effective September 1, 2003.
TEXAS TECH	Includes University Library, Southwest Collections/Special Collections Library, Architecture Library, International Cultural Center Library, and the Vietnam Archives Library.
TORONTO	Includes Robarts, Engineering & Computer Science, Dentistry, Chemistry, School of Management, Physics, Faculty of Information Services, Media Commons, Astronomy, Rare Book, Criminology, Music, University Archives, Earth Sciences, and East Asian libraries, as well as the Ontario Institute for Studies in Education, the Centre for Industrial Relations, the University of Toronto at Scarborough, St. Michael's College, New College, and the University of Toronto at Mississauga. The beginning professional salaries have not changed since 2002-03. Salary negotiations were ongoing at the time of data submission, and new figures were unavailable.
VANDERBILT	Includes the Central, Divinity, Peabody, Management, Music, and Science & Engineering Libraries, as well as Special Collections/University Archives and centralized Technical Services.
VIRGINIA	Includes Alderman (main), Clemons (undergraduate), Fine Arts, Music, Education, Science/Engineering, and Graduate Business libraries. Excludes the University of Virginia College at Wise. Law Library salaries are effective November 1, 2003. All others are as of July 1, 2003.
WASHINGTON	Includes the University Libraries on the Seattle Campus. Excludes campus libraries at Bothell and Tacoma.
WASHINGTON STATE	Includes WSU Tri-Cities, WSU Vancouver, WSU Energy Library, WSU Spokane, and WSU ICN.
WASHINGTON-St. LOUIS	Includes the Central Library and departmental libraries in Biology, Chemistry, Art & Architecture, Earth & Planetary Sciences, East Asian, Music, Mathematics, Physics, Business, and Social Work.
WATERLOO	Includes the Dana Porter Library, the Davis Centre Library, and the University Map and Design Library.
WAYNE STATE	Includes Purdy-Kresge Library, the Science-Engineering Library, and the Undergraduate Library.
WESTERN ONTARIO	Includes the General Libraries: Business, Education, Music, Allyn and Betty Taylor (Science, Engineering, Dental, Health Sciences), and D.B. Weldon (arts, Social Sciences, Information Media). Excludes libraries from affiliated colleges - Brescia College, King's College, Huron College, and St. Peter's Seminary College.
WISCONSIN	Includes the libraries of the General Library System: Memorial, College-Undergraduate, Art, Biology, Business, Chemistry, Geography, Geology and Geophysics, Mathematics, Music, Physics, Social Science Reference, Social Work, and Steenbock Agricultural and Life Sciences. Also includes Wendt Engineering Library.
YORK	Includes Archives and Special Collections, Peter F. Bronfman Business, Leslie Frost, Law, Map, Scott, Sound & Moving Image and Steacie Science libraries.

APPENDICES

APPENDIX A
ARL Member Libraries as of December 1, 2003

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

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

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

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

*Formerly known as the National Library of Canada.

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

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

Old New

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

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

ARL NONUNIVERSITY LIBRARIES

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

ARL UNIVERSITY LIBRARIES

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

Old New

U.S. ARL UNIVERSITY LIBRARIES

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

CANADIAN ARL UNIVERSITY LIBRARIES

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

ARL UNIVERSITY MEDICAL LIBRARIES

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

ARL UNIVERSITY LAW LIBRARIES

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

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