The 1980 median salary for ARL university librarians has been calculated from actual salaries for all filled and temporarily vacant positions. In previous years, this figure was interpolated from the distribution of salaries for budgeted positions.

Page 7 - Table 1
The 1980 median salary for ARL university librarians is $19,900.

Page 21 - Table 10
The 1980 median salary is $19,900; the median salary index is 184.3.

Page 1 - Introduction
Please substitute the following last paragraph and chart:

The chart below traces the median salary and consumer price index (CPI) over the last decade. Compared to the median salary in 1971, the 1980 median salary had 9.4% less purchasing power as measured by the CPI. The decrease in purchasing power of the median salary between 1978 and 1979 continued to 1980, but not as sharply.

---

CHANGE FROM PREVIOUS YEAR IN MEDIAN SALARY

CHANGE FROM PREVIOUS YEAR IN CONSUMER PRICE INDEX

CHANGE FROM PREVIOUS YEAR IN REAL SALARY
Compiled by Gordon Fretwell for the Association of Research Libraries

December 1980

Price:  
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Nonmembers $5.00/year

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INTRODUCTION

As in previous years, this ARL Annual Salary Survey provides information on median and beginning professional salaries for filled or temporarily vacant positions in all ARL libraries. In addition, tables detail the numbers of and average salaries for positions in ARL university libraries and display the distribution of these positions by sex and minority group membership, and by geographical location, size, and type of institution.

One major change appears in this year's data. At the direction of the Committee on ARL Statistics, all Canadian salaries have been expressed in U.S. dollars. The rate used for conversion of Canadian salaries reported in this survey was 1.1689 Canadian dollars to one U.S. dollar. This was the average of the monthly noon exchange rates published in the Bank of Canada Review during the period July 1979-June 1980. It is the same rate used in the 1979-80 ARL Statistics.

Another change that should be noted this year is that the position category Head of Acquisitions was inadvertently dropped from the survey questionnaire in the process of revising the format of the questionnaire. All salary information for that position is included in the category Head, Other. The Head of Acquisitions category will be reinstated next year.

The chart below traces the changes in median salary and consumer price index (CPI) over the last decade. Compared to the median salary in 1971, the 1980 median salary had 2.2% less purchasing power as measured by the CPI. The sharp decrease between 1978 and 1979 was reversed, but not enough to make a full recovery to the 1970 level.
The tables presented in the survey are similar to last year's in format and order. Tables 11 through 17 illustrate the staff distribution and salary levels for 98* of the 99 ARL university libraries, differentiated by sex and position. Note that the upward movement of salaries has necessitated a higher ceiling level in Tables 1, 11, and 12.

A number of analyses and comparisons can be made from the data in this survey. For instance, Table 13 displays the distribution of women in ARL university libraries as a whole. The proportion of women in the 98 libraries is virtually the same as the past two years, with only minor differences. From this, it appears that the relative proportion of men and women has stabilized, at least temporarily. Table 13 also permits the examination of proportion of women in each of the position categories; used in conjunction with recent surveys the table also indicates whether changes in those distributions are occurring. According to the data for the present year, women occupy 34% of the top managerial positions (Director, Associate and Assistant Director, and Head of Medical and Law libraries) and 70% of non-supervisory positions.

The average salary paid to women is less than the average salary paid to men in all position categories except Head of Circulation and Head of Documents/Maps. In addition, women as a group are paid about 13.5% less than men. Analysis of the data in this survey does not adequately explain that difference, although examination of the four non-supervisory categories indicates that experience may account for much of it. Data on rank, longevity, and level of advanced education that might explain additional differential are not collected as part of this survey, and their influence cannot be evaluated.

Overall, the salaries for minority librarians in ARL universities are slightly higher than their non-minority counterparts. Minority group members increased their share of ARL university library positions this year and now account for 9.2% of all positions, a gain of 2.25% over last year. Minority representation in top management lags behind that of non-minorities: only 4.6% of minority librarians held positions in the top four categories named above, as opposed to 7.8% of non-minority librarians who hold those positions. The distribution of minority librarians is not broken down by geographical location, size, or type of library because no meaningful data could be presented without revealing individual salaries.

Public institutions pay the typical librarian more than private universities, although there are notable exceptions, such as the positions Director, Head of Medical and Law Libraries, and Other Branch Heads. (Table 15 contains more detail.) For top management and Department Heads, larger libraries tend to pay higher salaries than smaller libraries, but size does not appear to have much influence on the level of salaries paid to non-supervisors. Table 16 contains complete data relative to size of library staff and the corresponding average salaries for each position category.

Generally, when looking at groups of similar positions (e.g., top management, non-supervisors, etc.) university libraries in the Pacific, Middle Atlantic, and East North Central regions pay the highest salaries, while those in the East South Central and West South Central pay the lowest. (Further detail is shown in Table 17.)

*Salary information for Chicago is not included in tables that are based on reports of individual positions.
As in previous surveys, the data for ARL non-university libraries is limited to median and beginning professional salaries, and the distribution of positions by salary level. Adjusting for number of reporting libraries, the non-university libraries continue to show modest increases in staffing, up 6% over last year's level. Further analysis of non-university salary data is limited by the manner in which it is collected. Also, the greatest proportion of these positions are reported by the Library of Congress and other federal libraries, so any detailed analysis would primarily be an analysis of the federal salary structure as it applies to librarians.

Several caveats should be noted about the data in the survey. First, the data record salaries only, with no provision for the evaluation of fringe benefits. When making comparisons between specific institutions, it is necessary to consider that such other benefits may offset any apparent differences in the salary figures. Second, the data do not reflect a uniform fiscal year or single point in time for all reporting libraries. Even though the July through June fiscal year is most common, and a July 1 effective date for salaries is typical, neither is absolute. In all cases where deviations in reporting period are known, they are included in the footnotes. Third, the position categories used in the survey represent an attempt to provide a standardized pattern for reporting. It must be recognized that this organizational pattern does not fit all libraries, and some degree of distortion has been necessary for some ARL libraries to match their data to the categories.

Despite omissions and limitations, the data displayed in this Annual Salary Survey represent the latest and most comprehensive salary data available for ARL member libraries.

Gordon Fretwell
November 30, 1980
EXPLANATORY NOTES

1. This report is concerned with salaries for filled and temporarily vacant positions in ARL member libraries at the beginning of the fiscal year 1980-81; salaries for fiscal year 1979-80 are also included.

2. The survey is concerned with the salaries for professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library reports the salaries of those staff members it considers professionals, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

3. Salaries are reported for full-time positions only and on a 12-month basis. If, for example, an appointment is for 10 months, the annual payment reported is calculated by adding the salary for 2 months to that paid for the 10-month period.

4. The salaries for all professional positions are included, regardless of whether the salaries come from the regular library budget or from special funds such as research grants.

5. The salary figures are straight gross salary figures. Fringe benefits are not included.

6. The "beginning professional salary" is that salary which is the lowest on the professional salary schedule, not the lowest salary paid.

7. The position categories used in the report are intended to correspond roughly with the activities carried on in libraries, not with any particular patterns of staff organization or nomenclature. Recognition is taken of the problems created by using this, or any other, position classification scheme.

   a. Associate and Assistant Directors. Their functions are primarily administrative and they generally assist in formulating library policy; some have, in addition, other more technical responsibilities. If an Associate or Assistant Director is also a department head, he or she is included with the higher salaried group.

   b. Head Librarians of Branch and Special Libraries. These are divided into two separate categories: a) Law and Medicine only; b) Others, e.g., Agriculture, Business, Science.

   c. Specialists. These are of two kinds: subject specialists, who most commonly help build collections and 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, etc. Specialists may not be, by strict definition, professional librarians (i.e., those who hold an MLS).
d. Department Heads. Department heads not specifically included elsewhere are added under the category "Other."

e. Other Professional Library Staff Members. These are librarians without administrative or specialist responsibility. Experience is defined as full-time experience as a professional.

8. Minorities are defined here by the Equal Employment Opportunity Commission's EEO-6 categories: Black, Hispanic, Asian or Pacific Islanders, and American Indian or Alaskan native. (See Federal Register, vol. 40, no. 114-Thursday, June 12, 1975.) Salaries for minorities are included in all tables.

9. Explanatory footnotes to the reported figures are provided when necessary.
TABLE 1: PERSONNEL DISTRIBUTION BY SALARY LEVEL, ARL UNIVERSITY AND NON-UNIVERSITY LIBRARIES

Figures in columns headed by dates show number of professional staff by salary level shown in left hand column. Figures in columns headed by % show the percent of positions with salaries equal to or above first figure shown in the salary range column (e.g., in 1979 33% of the librarians in ARL university libraries earned $21,000 or more).

<table>
<thead>
<tr>
<th>SALARY RANGE</th>
<th>UNIVERSITY LIBRARIANS 2</th>
<th>NON-UNIVERSITY LIBRARIANS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1979</td>
<td>%</td>
</tr>
<tr>
<td>$50,000 or more</td>
<td>39</td>
<td>122</td>
</tr>
<tr>
<td>49,000-49,999</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>48,000-48,999</td>
<td>5</td>
<td>13</td>
</tr>
<tr>
<td>47,000-47,999</td>
<td>132</td>
<td>24</td>
</tr>
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<td>46,000-46,999</td>
<td>15</td>
<td>4</td>
</tr>
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<td>45,000-45,999</td>
<td>10</td>
<td>24</td>
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<td>44,000-44,999</td>
<td>17</td>
<td>24</td>
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<td>43,000-43,999</td>
<td>35</td>
<td>5</td>
</tr>
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<td>42,000-42,999</td>
<td>28</td>
<td>4</td>
</tr>
<tr>
<td>41,000-41,999</td>
<td>16</td>
<td>23</td>
</tr>
<tr>
<td>40,000-40,999</td>
<td>108</td>
<td>8</td>
</tr>
<tr>
<td>39,000-39,999</td>
<td>16</td>
<td>23</td>
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<tr>
<td>38,000-38,999</td>
<td>12</td>
<td>19</td>
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<td>36,000-36,999</td>
<td>20</td>
<td>29</td>
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<td>35,000-35,999</td>
<td>29</td>
<td>43</td>
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<td>39</td>
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<td>49</td>
<td>6</td>
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<tr>
<td>30,000-30,999</td>
<td>108</td>
<td>8</td>
</tr>
<tr>
<td>29,000-29,999</td>
<td>76</td>
<td>73</td>
</tr>
<tr>
<td>28,000-28,999</td>
<td>81</td>
<td>88</td>
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<td>27,000-27,999</td>
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<td>205</td>
<td>163</td>
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<tr>
<td>25,000-25,999</td>
<td>153</td>
<td>128</td>
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<td>275</td>
<td>95</td>
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<td>23,000-23,999</td>
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<td>271</td>
<td>67</td>
</tr>
<tr>
<td>21,000-21,999</td>
<td>307</td>
<td>226</td>
</tr>
<tr>
<td>20,000-20,999</td>
<td>377</td>
<td>191</td>
</tr>
<tr>
<td>19,000-19,999</td>
<td>453</td>
<td>385</td>
</tr>
<tr>
<td>18,000-18,999</td>
<td>552</td>
<td>403</td>
</tr>
<tr>
<td>17,000-17,999</td>
<td>578</td>
<td>417</td>
</tr>
<tr>
<td>16,000-16,999</td>
<td>606</td>
<td>398</td>
</tr>
<tr>
<td>15,000-15,999</td>
<td>597</td>
<td>399</td>
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<tr>
<td>14,000-14,999</td>
<td>524</td>
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<td>13,000-13,999</td>
<td>409</td>
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<td>11,000-11,999</td>
<td>97</td>
<td>99</td>
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<td>10,000-10,999</td>
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<td>99</td>
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<tr>
<td>9,000-9,999</td>
<td>1</td>
<td>100</td>
</tr>
<tr>
<td>Total Positions</td>
<td>6,731</td>
<td>5,171</td>
</tr>
</tbody>
</table>

Median Salary 1979 $18,910 1980 $20,987

1979 figures are for numbers of budgeted positions; figures for 1980 count only filled or temporarily vacant positions.

2Excludes Chicago
**TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES**

<table>
<thead>
<tr>
<th>INSTITUTION</th>
<th>MEDIAN SALARIES</th>
<th>BEGINNING SALARIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boston Public Library</td>
<td>$16,500</td>
<td>$N/A</td>
</tr>
<tr>
<td>Center for Research Libraries</td>
<td>16,222</td>
<td>17,714</td>
</tr>
<tr>
<td>John Crerar Library (M)</td>
<td>16,020</td>
<td>16,980</td>
</tr>
<tr>
<td>Library of Congress (L)</td>
<td>19,500</td>
<td>20,900</td>
</tr>
<tr>
<td>Linda Hall Library</td>
<td>14,800</td>
<td>15,500</td>
</tr>
<tr>
<td>National Agricultural Library (L)</td>
<td>25,000</td>
<td>26,250</td>
</tr>
<tr>
<td>National Library of Canada (D)</td>
<td>16,745</td>
<td>19,178</td>
</tr>
<tr>
<td>National Library of Medicine (M)</td>
<td>N/A</td>
<td>24,046</td>
</tr>
<tr>
<td>New York Public Library (*)</td>
<td>17,393</td>
<td>18,500</td>
</tr>
<tr>
<td>New York State Library (L M)</td>
<td>15,000</td>
<td>18,000</td>
</tr>
<tr>
<td>Newberry Library</td>
<td>N/A</td>
<td>16,500</td>
</tr>
<tr>
<td>Smithsonian Institution (*)</td>
<td>25,169</td>
<td>27,172</td>
</tr>
</tbody>
</table>

*Figures revised from 1978-79 survey  
M - Includes Medical Library salaries
L - Includes Law Library salaries
N/A - Not available

**TABLE 3: ANALYSIS OF SALARIES IN ARL NON-UNIVERSITY LIBRARIES**

Salary figures for the past decade are converted into index numbers and compared to the consumer price index (CPI) which also has been converted using July 1971 as the base point. Salaries are assumed to be as of July 1 of the year shown.

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of Libs.</th>
<th>Total Staff</th>
<th>Median Salary</th>
<th>Median BPS*</th>
<th>Median Sal. Index</th>
<th>BPS* Index</th>
<th>Consumer Price Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>12</td>
<td>5,171</td>
<td>$20,301</td>
<td>$12,651</td>
<td>153.8</td>
<td>143.5</td>
<td>203.4</td>
</tr>
<tr>
<td>1979</td>
<td>12</td>
<td>4,822</td>
<td>19,679</td>
<td>12,391</td>
<td>149.1</td>
<td>140.5</td>
<td>179.7</td>
</tr>
<tr>
<td>1978</td>
<td>11</td>
<td>4,570</td>
<td>18,567</td>
<td>11,460</td>
<td>140.6</td>
<td>130.0</td>
<td>161.5</td>
</tr>
<tr>
<td>1977</td>
<td>11</td>
<td>4,738</td>
<td>18,420</td>
<td>10,825</td>
<td>139.5</td>
<td>122.8</td>
<td>149.3</td>
</tr>
<tr>
<td>1976</td>
<td>11</td>
<td>4,335</td>
<td>17,000</td>
<td>11,220</td>
<td>128.8</td>
<td>127.3</td>
<td>140.5</td>
</tr>
<tr>
<td>1975</td>
<td>11</td>
<td>4,341</td>
<td>16,500</td>
<td>10,714</td>
<td>125.0</td>
<td>121.5</td>
<td>131.9</td>
</tr>
<tr>
<td>1974</td>
<td>11</td>
<td>4,345</td>
<td>15,100</td>
<td>10,000</td>
<td>114.4</td>
<td>113.4</td>
<td>120.8</td>
</tr>
<tr>
<td>1973</td>
<td>11</td>
<td>4,089</td>
<td>14,400</td>
<td>9,969</td>
<td>109.1</td>
<td>113.1</td>
<td>108.7</td>
</tr>
<tr>
<td>1972</td>
<td>11</td>
<td>3,663</td>
<td>13,800</td>
<td>9,053</td>
<td>104.5</td>
<td>102.7</td>
<td>103.0</td>
</tr>
<tr>
<td>1971</td>
<td>11</td>
<td>3,682</td>
<td>13,200</td>
<td>8,817</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

*BPS = Beginning Professional Salary
<table>
<thead>
<tr>
<th>INSTITUTION</th>
<th>AVERAGE SALARIES</th>
<th>MEDIAN SALARIES</th>
<th>BEGINNING SALARIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama (* C L)</td>
<td>$17,834</td>
<td>$14,993</td>
<td>$16,405</td>
</tr>
<tr>
<td>Alberta (* C D L M)</td>
<td>22,678</td>
<td>20,909</td>
<td>22,140</td>
</tr>
<tr>
<td>Arizona (C L M)</td>
<td>20,314</td>
<td>16,970</td>
<td>19,316</td>
</tr>
<tr>
<td>Arizona State (C)</td>
<td>21,821</td>
<td>17,607</td>
<td>20,318</td>
</tr>
<tr>
<td>Boston (* C L M)</td>
<td>19,249</td>
<td>16,695</td>
<td>16,698</td>
</tr>
<tr>
<td>Brigham Young (* C)</td>
<td>20,781</td>
<td>17,430</td>
<td>19,000</td>
</tr>
<tr>
<td>British Columbia (C D L M)</td>
<td>25,326</td>
<td>22,551</td>
<td>24,600</td>
</tr>
<tr>
<td>Brown (* C)</td>
<td>19,614</td>
<td>15,995</td>
<td>17,248</td>
</tr>
<tr>
<td>Calif., Berkeley (* C)</td>
<td>27,872</td>
<td>24,600</td>
<td>28,896</td>
</tr>
<tr>
<td>Calif., Davis (C M)</td>
<td>28,956</td>
<td>26,340</td>
<td>28,908</td>
</tr>
<tr>
<td>Calif., Los Angeles (L M)</td>
<td>27,407</td>
<td>24,500</td>
<td>26,988</td>
</tr>
<tr>
<td>Calif., Riverside (C)</td>
<td>25,330</td>
<td>19,900</td>
<td>25,200</td>
</tr>
<tr>
<td>Calif., Santa Barbara (C)</td>
<td>27,359</td>
<td>24,600</td>
<td>26,988</td>
</tr>
<tr>
<td>Case Western Reserve (C L M)</td>
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<td>28,908</td>
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<td>Colorado (* C L)</td>
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*Figures revised from 1978-79 survey

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### TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

<table>
<thead>
<tr>
<th>INSTITUTION</th>
<th>AVERAGE SALARIES</th>
<th>MEDIAN SALARIES</th>
<th>BEGINNING SALARIES</th>
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<tr>
<td>Connecticut (L M)</td>
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<td>18,064</td>
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<td>19,210</td>
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<td>Kansas (L M)</td>
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<td>17,393</td>
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</table>

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<table>
<thead>
<tr>
<th>INSTITUTION</th>
<th>AVERAGE SALARIES</th>
<th>MEDIAN SALARIES</th>
<th>BEGINNING SALARIES</th>
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<td>19,847</td>
<td>21,135</td>
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<td>17,542</td>
<td>20,188</td>
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<td>21,194</td>
<td>17,625</td>
<td>19,970</td>
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<td>19,298</td>
<td>19,502</td>
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<td>18,000</td>
<td>19,600</td>
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<td>18,000</td>
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<td>17,750</td>
<td>19,713</td>
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<td>17,500</td>
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<td>21,538</td>
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<td>North Carolina (* C)</td>
<td>19,691</td>
<td>15,575</td>
<td>17,900</td>
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<td>Northwestern (* L M)</td>
<td>21,355</td>
<td>16,441</td>
<td>18,520</td>
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<td>Notre Dame (C)</td>
<td>20,146</td>
<td>16,080</td>
<td>17,690</td>
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TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

<table>
<thead>
<tr>
<th>INSTITUTION</th>
<th>AVERAGE SALARIES</th>
<th>MEDIAN SALARIES</th>
<th>BEGINNING SALARIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ohio State (* L M)</td>
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<td>$20,100</td>
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<td>Oregon (C L)</td>
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<td>20,200</td>
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<td>Pennsylvania State (+ M)</td>
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<td>19,000</td>
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<td>Purdue (* C)</td>
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<td>18,629</td>
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<td>17,873</td>
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<td>Southern California (* + C)</td>
<td>20,469</td>
<td>17,720</td>
<td>20,625</td>
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<td>Southern Illinois (* C L)</td>
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<td>19,548</td>
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<td>Stanford (+ C L M)</td>
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<td>18,498</td>
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Table 4 continued: Average, Median, and Beginning Salaries

<table>
<thead>
<tr>
<th>Institution</th>
<th>Average Salaries</th>
<th>Median Salaries</th>
<th>Beginning Salaries</th>
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<td>SUNY - Stony Brook (C)</td>
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<td>$18,013</td>
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<td>Temple (*)</td>
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<td>19,625</td>
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<td>19,906</td>
<td>15,969</td>
<td>17,132</td>
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<td>Texas (C)</td>
<td>18,475</td>
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<td>21,145</td>
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<td>Toronto (* C D M)</td>
<td>22,718</td>
<td>18,970</td>
<td>21,549</td>
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<td>Tulane (C)</td>
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<td>18,240</td>
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<td>15,862</td>
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<td>Virginia (C L M)</td>
<td>19,805</td>
<td>16,200</td>
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<td>Virginia Polytechnic (C)</td>
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<td>18,750</td>
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<td>Washington State (C)</td>
<td>21,394</td>
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<td>Washington, St. Louis (C L M)</td>
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<td>15,442</td>
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<td>Wayne State (C L M)</td>
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<td>York (D L)</td>
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<td>20,323</td>
<td>22,311</td>
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</table>

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Table 7: Median Professional Salaries in ARL University Libraries

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

**Group Ranges are:**
1- 23,000 and over
2- 22,000-22,999
3- 21,000-21,999
4- 20,000-20,999
5- 19,000-19,999
6- 18,000-18,999
7- 17,000-17,999
8- 16,000-16,999
9- below 16,000

<table>
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<th>GROUP</th>
<th>RANK</th>
<th>INSTITUTION</th>
<th>SALARY</th>
<th>GROUP</th>
<th>RANK</th>
<th>INSTITUTION</th>
<th>SALARY</th>
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<td>1</td>
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<td>Yale</td>
<td>$17,800</td>
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<td>1</td>
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<td>49</td>
<td>Georgetown</td>
<td>17,750</td>
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<td>22,551</td>
<td>54</td>
<td>McMaster</td>
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<td>Guelph</td>
<td>21,537</td>
<td>58</td>
<td>Virginia Polytechnic</td>
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<td>8</td>
<td>18</td>
<td>Iowa</td>
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<td>63</td>
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<td>Boston</td>
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<td>Kentucky</td>
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<td>Massachusetts</td>
<td>19,298</td>
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<td>Texas A&amp;M</td>
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<td>Colorado</td>
<td>19,253</td>
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<td>Northwestern</td>
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<td>New York</td>
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<td>South Carolina</td>
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<td>Georgia</td>
<td>16,350</td>
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<td>Western Ontario</td>
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Canadian salaries are expressed in U.S. dollars. Saskatchewan was not an ARL member during this period.
TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE 1980-81

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:
1- 24,000 and over 6- 19,000-19,999
2- 23,000-23,999 7- 18,000-18,999
3- 22,000-22,999 8- 17,000-17,999
4- 21,000-21,999 9- below 17,000
5- 20,000-20,999

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Canadian salaries are expressed in U.S. dollars.
**Table 9: Median and Beginning Professional Salaries in ARL University Libraries**

**Summary of Rankings, 1976-80**

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*Revised based on figures reported 8/80
** - Institution not an ARL member during this period*
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<tr>
<td>Temple</td>
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</table>

* Revised based on figures reported 8/80
** - Institution not an ARL member during this period
### TABLE 9 continued: SUMMARY OF RANKINGS

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<th>INSTITUTION</th>
<th>MEDIAN SALARIES</th>
<th>BEGINNING PROFESSIONAL SALARIES</th>
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<tr>
<td>Texas</td>
<td>35 55 67 67 79</td>
<td>21 24 28 26 37</td>
</tr>
<tr>
<td>Texas A &amp; M</td>
<td>58 55 70 76 23</td>
<td>68 82 82 91 94</td>
</tr>
<tr>
<td>Toronto</td>
<td>7 10 12 25 21</td>
<td>20 16 20 44 46</td>
</tr>
<tr>
<td>Tulane</td>
<td>94 93 96 98 98</td>
<td>79 86 85 94 77</td>
</tr>
<tr>
<td>Utah</td>
<td>89 77 73 75 71</td>
<td>89 75 61 65 61</td>
</tr>
<tr>
<td>Vanderbilt</td>
<td>93 94 92 89 83</td>
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</tr>
<tr>
<td>Virginia</td>
<td>75 84 77 83 63</td>
<td>75 73 60 79 47</td>
</tr>
<tr>
<td>Virginia Polytechnic</td>
<td>64 62 64 58 60</td>
<td>23 26 28 32 47</td>
</tr>
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<td>Washington</td>
<td>54 49 58 37 46</td>
<td>35 38 47 17 18</td>
</tr>
<tr>
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<td>56 37 46 26 38</td>
<td>23 18 28 17 22</td>
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<td>74 74 91 97 99</td>
<td>79 75 95 56 58</td>
</tr>
<tr>
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<td>32 31 43 42 26</td>
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<tr>
<td>Western Ontario</td>
<td>50 34 32 80 72</td>
<td>30 25 26 78 75</td>
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<tr>
<td>Wisconsin</td>
<td>72 69 64 68 69</td>
<td>17 15 11 12 21</td>
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<tr>
<td>Yale</td>
<td>32 37 39 48 43</td>
<td>29 29 44 38 22</td>
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<tr>
<td>York</td>
<td>** ** 6 15 14</td>
<td>** ** 19 63 73</td>
</tr>
</tbody>
</table>

\(^\d\) Revised based on figures reported 8/80

** - Institution not an ARL member during this period
### TABLE 10: ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES

Salary figures for the past decade are converted into index numbers and compared to the consumer price index (CPI) which also has been converted using July 1971 as the base point. Salaries are assumed to be as of July 1 of the year shown.

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of Libs.</th>
<th>Total Staff</th>
<th>Median Salary</th>
<th>Median BPS*</th>
<th>Median Sal. Index</th>
<th>BPS* Index</th>
<th>Consumer Price Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>98</td>
<td>6,581</td>
<td>$20,987</td>
<td>$13,000</td>
<td>194.3</td>
<td>158.5</td>
<td>203.4</td>
</tr>
<tr>
<td>1979</td>
<td>97</td>
<td>6,731</td>
<td>18,910</td>
<td>12,000</td>
<td>175.1</td>
<td>146.3</td>
<td>179.7</td>
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<tr>
<td>1978</td>
<td>94</td>
<td>6,756</td>
<td>17,896</td>
<td>11,450</td>
<td>165.7</td>
<td>139.6</td>
<td>161.5</td>
</tr>
<tr>
<td>1977</td>
<td>94</td>
<td>6,689</td>
<td>16,000</td>
<td>11,000</td>
<td>148.1</td>
<td>134.1</td>
<td>149.3</td>
</tr>
<tr>
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<td>92</td>
<td>6,577</td>
<td>15,000</td>
<td>10,500</td>
<td>138.9</td>
<td>128.0</td>
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</tr>
<tr>
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<td>94</td>
<td>6,522</td>
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<td>10,000</td>
<td>129.6</td>
<td>122.0</td>
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<tr>
<td>1974</td>
<td>88</td>
<td>6,303</td>
<td>12,850</td>
<td>9,387</td>
<td>119.0</td>
<td>114.5</td>
<td>120.8</td>
</tr>
<tr>
<td>1973</td>
<td>82</td>
<td>6,102</td>
<td>11,850</td>
<td>8,800</td>
<td>109.7</td>
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<td>81</td>
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<td>8,200</td>
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*BPS = Beginning Professional Salary
### TABLE 11: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, JULY 1, 1980

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<tr>
<th>SALARY INTERVALS</th>
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<tbody>
<tr>
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</tr>
<tr>
<td>02. 49,000 - 48,999</td>
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</tr>
<tr>
<td>03. 48,000 - 47,999</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>04. 47,000 - 46,999</td>
<td>8</td>
<td>1</td>
</tr>
<tr>
<td>05. 46,000 - 45,999</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>06. 45,000 - 44,999</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>07. 44,000 - 43,999</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>08. 43,000 - 42,999</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>09. 42,000 - 41,999</td>
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<td>6</td>
</tr>
<tr>
<td>10. 41,000 - 40,999</td>
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<td>3</td>
</tr>
<tr>
<td>11. 40,000 - 39,999</td>
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<td>5</td>
</tr>
<tr>
<td>13. 38,000 - 37,999</td>
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</tr>
<tr>
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<tr>
<td>16. 35,000 - 34,999</td>
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<tr>
<td>17. 34,000 - 33,999</td>
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<tr>
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<tr>
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<tr>
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<tr>
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<tr>
<td>22. 29,000 - 28,999</td>
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<tr>
<td>28. 23,000 - 22,999</td>
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<tr>
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Note: Excludes Chicago
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<td>06. 45,000 - 44,999</td>
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<td>07. 44,000 - 43,999</td>
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<td>08. 43,000 - 42,999</td>
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<td>09. 42,000 - 41,999</td>
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<td>3</td>
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<td>13. 37,000 - 36,999</td>
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<td>4</td>
</tr>
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</tr>
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</tr>
<tr>
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Note: Excludes Chicago
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<td>Men</td>
<td>Women</td>
</tr>
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<td>72</td>
<td>13</td>
<td>$47,592</td>
<td>$48,084</td>
</tr>
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<td>2. Associate Director</td>
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<td>78</td>
<td>37</td>
<td>36,115</td>
<td>37,001</td>
</tr>
<tr>
<td>3. Assistant Director</td>
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<td>112</td>
<td>91</td>
<td>30,520</td>
<td>31,776</td>
</tr>
<tr>
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<td>53</td>
<td>37</td>
<td>37,219</td>
<td>38,797</td>
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<td>490</td>
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<tr>
<td>7. Functional Specialist</td>
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<td>158</td>
<td>21,265</td>
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<td>9. Cataloging</td>
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<td>105</td>
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<td>21,614</td>
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</tr>
<tr>
<td>11. Doc./Maps</td>
<td>109</td>
<td>41</td>
<td>68</td>
<td>21,628</td>
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</tr>
<tr>
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<td>49</td>
<td>48</td>
<td>20,835</td>
<td>20,731</td>
</tr>
<tr>
<td>14. Other</td>
<td>651</td>
<td>278</td>
<td>373</td>
<td>22,688</td>
<td>23,981</td>
</tr>
<tr>
<td>15. Other:Over 15 yrs. exper.</td>
<td>715</td>
<td>221</td>
<td>494</td>
<td>21,652</td>
<td>22,422</td>
</tr>
<tr>
<td>16. 10 - 15 yrs. exper.</td>
<td>647</td>
<td>182</td>
<td>465</td>
<td>19,907</td>
<td>20,746</td>
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<tr>
<td>17. 5 - 10 yrs. exper.</td>
<td>814</td>
<td>230</td>
<td>584</td>
<td>17,676</td>
<td>17,991</td>
</tr>
<tr>
<td>18. Under 5 yrs. exper.</td>
<td>833</td>
<td>260</td>
<td>573</td>
<td>14,958</td>
<td>15,374</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>6,581</strong></td>
<td><strong>2,515</strong></td>
<td><strong>4,066</strong></td>
<td><strong>6,581</strong></td>
<td><strong>2,515</strong></td>
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<tr>
<td>POSITION</td>
<td>Number of Staff</td>
<td>Average Salaries</td>
<td></td>
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</tr>
<tr>
<td>--------------------------</td>
<td>-----------------</td>
<td>------------------</td>
<td>------</td>
<td>------</td>
<td>------</td>
</tr>
<tr>
<td></td>
<td>Total Men Women</td>
<td>Combined Men Women</td>
<td></td>
<td></td>
<td></td>
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<td>5</td>
<td>4</td>
<td>1</td>
<td></td>
<td>$ 50,418</td>
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<tr>
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<td>7</td>
<td>5</td>
<td>2</td>
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<td>41,310</td>
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<td>3. Assistant Director</td>
<td>10</td>
<td>3</td>
<td>7</td>
<td></td>
<td>30,285</td>
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<td>4. Medical/Law Head</td>
<td>6</td>
<td>5</td>
<td>1</td>
<td></td>
<td>39,093</td>
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<tr>
<td>5. Branch Head</td>
<td>48</td>
<td>18</td>
<td>30</td>
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<td>24,855</td>
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<td>6. Subject Specialist</td>
<td>114</td>
<td>49</td>
<td>65</td>
<td></td>
<td>22,110</td>
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<tr>
<td>7. Functional Specialist</td>
<td>26</td>
<td>13</td>
<td>13</td>
<td></td>
<td>22,654</td>
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<td>8. Dept. Head:Reference</td>
<td>9</td>
<td>5</td>
<td>4</td>
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<td>24,713</td>
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<td>3</td>
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<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. Circulation</td>
<td>6</td>
<td>1</td>
<td>5</td>
<td></td>
<td>20,375</td>
</tr>
<tr>
<td>13. Spec.Clltn.</td>
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<td>0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14. Other</td>
<td>53</td>
<td>24</td>
<td>29</td>
<td></td>
<td>23,731</td>
</tr>
<tr>
<td>15. Other:Over 15 yrs. exper.</td>
<td>81</td>
<td>22</td>
<td>59</td>
<td></td>
<td>20,375</td>
</tr>
<tr>
<td>16. 10 - 15 yrs. exper.</td>
<td>89</td>
<td>35</td>
<td>54</td>
<td></td>
<td>19,671</td>
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<tr>
<td>17. 5 - 10 yrs. exper.</td>
<td>73</td>
<td>17</td>
<td>56</td>
<td></td>
<td>18,236</td>
</tr>
<tr>
<td>18. Under 5 yrs. exper.</td>
<td>60</td>
<td>10</td>
<td>50</td>
<td></td>
<td>14,892</td>
</tr>
</tbody>
</table>

TOTAL 608 214 394

* Salary information is not published when fewer than 4 individuals are involved.
<table>
<thead>
<tr>
<th>POSITION</th>
<th>ALL COMBINED (98)(^1)</th>
<th>PUBLIC (57)</th>
<th>PRIVATE (31)(^2)</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>No.</td>
<td>Average Salary</td>
<td>No.</td>
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<td>1. Director</td>
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<td>53</td>
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<td>115</td>
<td>$36,116</td>
<td>63</td>
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<tr>
<td>3. Assistant Director</td>
<td>203</td>
<td>$30,520</td>
<td>104</td>
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<tr>
<td>4. Medical/Law Head</td>
<td>90</td>
<td>$37,219</td>
<td>46</td>
</tr>
<tr>
<td>5. Branch Head</td>
<td>555</td>
<td>$23,531</td>
<td>326</td>
</tr>
<tr>
<td>6. Subject Specialist</td>
<td>891</td>
<td>$21,388</td>
<td>571</td>
</tr>
<tr>
<td>7. Functional Specialist</td>
<td>333</td>
<td>$21,265</td>
<td>173</td>
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<td>9. Cataloging</td>
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<td>$23,808</td>
<td>69</td>
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<tr>
<td>10. Serials</td>
<td>77</td>
<td>$21,614(^4)</td>
<td>40</td>
</tr>
<tr>
<td>11. Doc./Maps</td>
<td>109</td>
<td>$21,628</td>
<td>70</td>
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<td>12. Circulation</td>
<td>97</td>
<td>$20,835</td>
<td>51</td>
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<tr>
<td>14. Other</td>
<td>651</td>
<td>$22,688</td>
<td>362</td>
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<tr>
<td>15. Other:Over 15 yrs. exper.</td>
<td>715</td>
<td>$21,652</td>
<td>409</td>
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<tr>
<td>16. 10 - 15 yrs. exper.</td>
<td>647</td>
<td>$19,907</td>
<td>388</td>
</tr>
<tr>
<td>17. 5 - 10 yrs. exper.</td>
<td>814</td>
<td>$17,676</td>
<td>470</td>
</tr>
<tr>
<td>18. Under 5 yrs. exper.</td>
<td>833</td>
<td>$14,958</td>
<td>480</td>
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</table>

\(^1\)Includes 10 Canadian libraries not included in public/private columns. For average Canadian salaries, refer to Table 17.

\(^2\)Excludes Chicago

( ) Number of ARL libraries included
<table>
<thead>
<tr>
<th>POSITION</th>
<th>Staff Over 125 (8)</th>
<th>Staff 75-125 (20)</th>
<th>Staff 50-74 (35)(^1)</th>
<th>Staff 1-49 (35)</th>
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<tr>
<td>1. Director</td>
<td>4</td>
<td>$55,125</td>
<td>17</td>
<td>$52,076</td>
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<tr>
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<td>16</td>
<td>40,599</td>
<td>32</td>
<td>39,384</td>
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<td>20</td>
<td>35,174</td>
<td>48</td>
<td>33,410</td>
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<tr>
<td>4. Med./Law Head</td>
<td>15</td>
<td>42,356</td>
<td>21</td>
<td>37,088</td>
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<tr>
<td>5. Branch Head</td>
<td>126</td>
<td>25,577</td>
<td>218</td>
<td>23,448</td>
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<td>6. Subject</td>
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<td>23,342</td>
<td>240</td>
<td>22,102</td>
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<tr>
<td>Specialist</td>
<td>56</td>
<td>22,102</td>
<td>32</td>
<td>22,526</td>
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<td>24,176</td>
<td>29</td>
<td>24,158</td>
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<td>Reference</td>
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<td></td>
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<td>25,472</td>
<td>26</td>
<td>26,485</td>
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<td>26,103</td>
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<td>25,908</td>
<td>29</td>
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<td>12. Circulation</td>
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<td>20,626</td>
<td>23</td>
<td>22,844</td>
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<tr>
<td>14. Other</td>
<td>84</td>
<td>24,985</td>
<td>191</td>
<td>23,573</td>
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<td>15. Other:</td>
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<td>21,468</td>
<td>232</td>
<td>22,951</td>
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<tr>
<td>Over 15 yrs.</td>
<td>99</td>
<td>19,501</td>
<td>212</td>
<td>20,395</td>
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<td>exp.</td>
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<tr>
<td>17. 5 - 10 yrs.</td>
<td>147</td>
<td>17,558</td>
<td>219</td>
<td>18,290</td>
</tr>
<tr>
<td>exp.</td>
<td>167</td>
<td>14,911</td>
<td>236</td>
<td>15,473</td>
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</table>

\(^1\)Excludes Chicago
( ) Number of ARL libraries included
<table>
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<tr>
<th>POSITION</th>
<th>NORTHEAST</th>
<th>NORTH CENTRAL</th>
<th>SOUTH</th>
<th>WEST</th>
<th>CANADA</th>
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<td></td>
<td>New England</td>
<td>Middle Atlantic</td>
<td>East</td>
<td>West</td>
<td>South</td>
</tr>
<tr>
<td></td>
<td>(8)</td>
<td>(14)</td>
<td>N.Central</td>
<td>N.Central</td>
<td>S.Central</td>
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<tr>
<td>1. Director</td>
<td>$47,315</td>
<td>$50,626</td>
<td>$50,216</td>
<td>$49,914</td>
<td>$42,666</td>
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<tr>
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<td>33,431</td>
<td>38,290</td>
<td>32,217</td>
<td>29,316</td>
<td>24,894</td>
</tr>
<tr>
<td>3. Assistant Director</td>
<td>29,052</td>
<td>30,751</td>
<td>36,314</td>
<td>37,021</td>
<td>30,012</td>
</tr>
<tr>
<td>4. Medical/Law Head</td>
<td>40,570</td>
<td>42,747</td>
<td>36,314</td>
<td>37,021</td>
<td>30,012</td>
</tr>
<tr>
<td>7. Functional Specialist</td>
<td>20,441</td>
<td>22,039</td>
<td>19,975</td>
<td>23,989</td>
<td>16,701</td>
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<td>22,539</td>
<td>24,185</td>
<td>20,252</td>
<td>20,035</td>
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<tr>
<td>10. Serials</td>
<td>21,047</td>
<td>21,498</td>
<td>21,140</td>
<td>19,697</td>
<td>19,059</td>
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<td>21,252</td>
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<td>15,705</td>
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<td>22,133</td>
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</tr>
<tr>
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<td>22,789</td>
<td>20,431</td>
<td>19,255</td>
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<td>19,669</td>
<td>21,180</td>
<td>21,172</td>
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<td>19,517</td>
<td>19,105</td>
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<td>18,030</td>
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<td>17,298</td>
<td>17,232</td>
<td>16,781</td>
<td>15,632</td>
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<td>14,815</td>
<td>14,837</td>
<td>14,561</td>
<td>14,524</td>
<td>13,341</td>
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1Excludes Chicago
( ) Number of ARL libraries included
Canadian salaries expressed in U.S. dollars
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<th>REGION</th>
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<th>ARL UNIVERSITY LIBRARIES INCLUDED</th>
<th>STATES INCLUDED</th>
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</thead>
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<td>NORTHEAST</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>2. Middle Atlantic</td>
<td>(14)</td>
<td>Columbia; Cornell; NYU; Pa.; Pa. State; Pittsburgh; Princeton; Rochester; Rutgers; SUNY: Albany, Buffalo, Stony Brook; Syracuse; Temple</td>
<td>N.J., N.Y., Pa.</td>
</tr>
<tr>
<td>NORTH CENTRAL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. East North Central</td>
<td>(15)</td>
<td>Case Western; Chicago; Cincinnati; Indiana; Ill.; Kent State; Mich.; Mich. State; N. Dame; Northwestern; Ohio State; Purdue; S. Ill.; Wayne State; Wisconsin</td>
<td>Ill., Ind., Mich., Ohio, Wisc.</td>
</tr>
<tr>
<td>4. West North Central</td>
<td>(7)</td>
<td>Iowa; Iowa State; Kansas; Minnesota; Missouri, Nebraska; Wash. U., Mo.</td>
<td>Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.</td>
</tr>
<tr>
<td>SOUTH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. East South Central</td>
<td>(4)</td>
<td>Alabama; Kentucky; Tennessee; Vanderbilt</td>
<td>Ala., Ky., Miss., Tenn.</td>
</tr>
<tr>
<td>6. West South Central</td>
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<td>Houston; La. State; Oklahoma; Okla. State; Rice; Texas; Texas A&amp;M; Tulane</td>
<td>Ark., La., Okla., Tex.</td>
</tr>
<tr>
<td>7. South Atlantic</td>
<td>(14)</td>
<td>Duke; Emory; Florida; Fla. State; Georgia; Georgetown; Howard; Johns Hopkins; Md.; Miami; N.C.; S.C.; Va.; VPI</td>
<td>Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.</td>
</tr>
<tr>
<td>WEST</td>
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</tr>
<tr>
<td>8. Mountain</td>
<td>(7)</td>
<td>Arizona; Arizona State; Colorado; Colorado State; New Mexico; Brigham Young; Utah</td>
<td>Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.</td>
</tr>
<tr>
<td>CANADA</td>
<td>(10)</td>
<td>Alberta; British Columbia; Guelph; McGill; McMaster; Queen's; Saskatchewan; Toronto; Western Ontario; York</td>
<td>Alberta, British Columbia, Ontario, Quebec, Saskatchewan</td>
</tr>
</tbody>
</table>

( ) Number of ARL libraries included.
### Footnotes

<table>
<thead>
<tr>
<th>Institution</th>
<th>Notes</th>
</tr>
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<tbody>
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<td>ALABAMA</td>
<td>The figures for medical librarians do not include the Medical School in Birmingham. They do include the College of Community Health Sciences librarians located on the Tuscaloosa campus.</td>
</tr>
<tr>
<td>ALBERTA</td>
<td>Excludes Extension, Boreal Institute, St. Joseph's College, Faculte St. Jean.</td>
</tr>
<tr>
<td>BOSTON</td>
<td>Salaries are being negotiated between the University and the union.</td>
</tr>
<tr>
<td>BRIGHAM YOUNG</td>
<td>Excludes Hawaii Campus.</td>
</tr>
<tr>
<td>BROWN</td>
<td>Excludes John Carter Brown Library.</td>
</tr>
<tr>
<td></td>
<td>Includes four temporary positions.</td>
</tr>
<tr>
<td>CALIF., BERKELEY</td>
<td>Excludes special or institute libraries which are not administratively part of the General Library at Berkeley, including the Giannini Foundation of Agricultural Economics Research Library, Governmental Studies Library, Industrial Relations Library, Institute of International Studies Library, Transportation Engineering Library, Water Resources Archives, Lawrence Hall of Science Library, Donner Laboratory Library, Earthquake Engineering Library, Chicano Studies Library, and the Law Library.</td>
</tr>
<tr>
<td>CINCINNATI</td>
<td>Includes Raymond Walters and Clermont Technical College branch libraries.</td>
</tr>
<tr>
<td>COLORADO</td>
<td>Excludes the Director of Law Library who is paid by the Law School.</td>
</tr>
<tr>
<td>CORNELL</td>
<td>Excludes Geneva Experiment Station, but includes 11 positions on project money.</td>
</tr>
<tr>
<td>FLORIDA STATE</td>
<td>Excludes Development Research School.</td>
</tr>
<tr>
<td></td>
<td>Salaries effective September 1, 1980.</td>
</tr>
<tr>
<td>GEORGETOWN</td>
<td>Excludes Center for Population Research Library.</td>
</tr>
<tr>
<td>HAWAII</td>
<td>Excludes departmental collections not under jurisdiction of University of Hawaii Library: Hawaii Institute of Geophysics, Industrial Relations Center, Public Health Reading Room.</td>
</tr>
<tr>
<td></td>
<td>Excludes 8.66 FTE librarians assigned to the University Librarian funded by non-library accounts.</td>
</tr>
<tr>
<td>HOUSTON</td>
<td>Excludes Clear Lake, Victoria, and Downtown Campuses.</td>
</tr>
</tbody>
</table>
ILLINOIS Excludes Library of the Health Sciences located in Chicago.

The Librarian for Urbana-Champaign branch of Library of Health Sciences is included.

INDIANA Includes regional campuses and those extra-systems libraries that have full-time librarians.

JOHN CRERAR Changes are not on a fiscal year basis thus 1980/81 is not applicable.

JOHNS HOPKINS Excludes Welch Medical Library, School of Advanced International Studies, School of Hygiene & Public Health, and Applied Physics Laboratory.

LOUISIANA STATE Excludes LSU Branch Campuses, University of New Orleans, and Medical Center in New Orleans.

Excludes salaries for the Heads of the Law and Veterinary Medicine Libraries. Median and Beginning Professional Salaries are for Main Library only.

MCGILL 1980-81 salaries are interim salaries only.

MASSACHUSETTS Salaries for six positions effective September 1, 1980.

MICHIGAN Excludes Business Administration Library, Michigan Historical Collections, William L. Clements Library, and several smaller libraries which are not part of the main library systems.

Salaries effective September 1, 1980.

NATIONAL AGRICULTURAL LIBRARY Excludes USDA Field Libraries.

NATIONAL LIBRARY OF MEDICINE Data reported for FY 1980-81 are not comparable with data reported last year. This year's data includes only the Library Operations component of the NLM; last year's included entire Library, including Audio Visual Center, Lister Hill Center, Toxicology Information Program, Grant Program, etc.

NEW MEXICO Excludes Gallup Branch Library.

NEW YORK PUBLIC Our survey has included titles other than Librarian. For EEO reporting we also report under professional listing the titles of Library Technical Assistants, and we have included them in this report. The beginning salary for Library Technical Assistants is $10,866.

NORTH CAROLINA Some positions remain unfilled with the funds utilized for temporary or student help.

NORTHWESTERN Dental Library included

OHIO STATE Includes libraries of the Regional Campuses and the Agricultural Technical Institute.

OKLAHOMA STATE Excludes Technical Institute and School of Technical Training.
Includes Forrestal Campus.

Excludes North Central, Calumet, and Ft. Wayne Campuses.

Excludes Industrial Relations Center Library.

Excludes Institute for Management & Labor Relations, Research Information Services, Urban Studies Library, Alcohol Studies Library. Also excludes Director of the Camden Law Library, and professionals on grant-funded or soft lines. Salaries below the Beginning Professional Salaries are MLS students.


Excludes Andrus Gerontology Center Library, Hancock Library of Biology and Oceanography, and the Safety and Systems Management Library. Also excludes the Assistant University Librarian.

Excludes Center for Dewey Studies, Papers of Ulysses S. Grant, Instructional Design faculty of Learning Resources Service, School of Medicine Library (Springfield).

Includes Library Affairs -- Administration, Library Services, Library Reference Project, Special Collections, Learning Resources Service (Director and Assistant Director for Media Services only); and also the School of Law Library.

Includes Downtown Campus.

Reflects 7% estimated across-the-board increment effective July 1, 1980 but not paid until 1981 (retroactive to July 1, 1980). (Does not reflect discretionary increases, available in 1981, retroactive to July 1, 1980.)

Excludes Directors of the Law and Music Libraries.

Excludes Utica College and Head Law Librarian.

Salaries negotiated but not yet ratified.

Excludes Humanities Research Center. Includes the General Libraries only.

All figures are as of September 1, 1980.


Previously listed as Joint University.

Excludes British Art Center.