Annual Salary Survey
1989
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# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>INTRODUCTION</td>
<td>7</td>
</tr>
<tr>
<td>SALARY LEVELS FOR PERSONNEL IN ARL LIBRARIES</td>
<td></td>
</tr>
<tr>
<td>Table 1: Distribution by Salary Level</td>
<td>11</td>
</tr>
<tr>
<td>ARL NON-UNIVERSITY LIBRARIES</td>
<td></td>
</tr>
<tr>
<td>Table 2: Median and Beginning Professional Salaries and Average Years</td>
<td>14</td>
</tr>
<tr>
<td>of Professional Experience in ARL Non-University Libraries</td>
<td></td>
</tr>
<tr>
<td>Table 3: Salary Analysis of Salaries in ARL Non-University Libraries</td>
<td>15</td>
</tr>
<tr>
<td>ARL UNIVERSITY LIBRARIES</td>
<td></td>
</tr>
<tr>
<td>Table 4: Average, Median and Beginning Professional Salaries and Average</td>
<td>19</td>
</tr>
<tr>
<td>Years of Professional Experience in ARL University Libraries</td>
<td></td>
</tr>
<tr>
<td>Table 5: Beginning Professional Salaries in ARL University Libraries;</td>
<td>24</td>
</tr>
<tr>
<td>Rank Order Table, Fiscal Year 1989</td>
<td></td>
</tr>
<tr>
<td>Table 6: Beginning Professional Salaries in ARL University Libraries;</td>
<td>25</td>
</tr>
<tr>
<td>Rank Order Table, Fiscal Year 1990</td>
<td></td>
</tr>
<tr>
<td>Table 7: Median Professional Salaries in ARL University Libraries;</td>
<td>26</td>
</tr>
<tr>
<td>Rank Order Table, Fiscal Year 1989</td>
<td></td>
</tr>
<tr>
<td>Table 8: Median Professional Salaries in ARL University Libraries;</td>
<td>27</td>
</tr>
<tr>
<td>Rank Order Table, Fiscal Year 1990</td>
<td></td>
</tr>
<tr>
<td>Table 9: Average Professional Salaries in ARL University Libraries;</td>
<td>28</td>
</tr>
<tr>
<td>Rank Order Table, Fiscal Year 1989</td>
<td></td>
</tr>
<tr>
<td>Table 10: Average Professional Salaries in ARL University Libraries;</td>
<td>29</td>
</tr>
<tr>
<td>Rank Order Table, Fiscal Year 1990</td>
<td></td>
</tr>
<tr>
<td>Table 11: Average, Median, and Beginning Professional Salaries in ARL</td>
<td>30</td>
</tr>
<tr>
<td>University Libraries; Summary of Rankings, Fiscal Years 1987-90</td>
<td></td>
</tr>
<tr>
<td>Table 12: Salary Trends of Salaries in ARL University Libraries</td>
<td>33</td>
</tr>
<tr>
<td>Table 13: Distribution of Professional Staff in ARL University Libraries</td>
<td>34</td>
</tr>
<tr>
<td>by Salary and Position, Fiscal Year 1990</td>
<td></td>
</tr>
<tr>
<td>Table 14: Distribution of Professional Staff in ARL University Libraries</td>
<td>35</td>
</tr>
<tr>
<td>by Sex and Position, Fiscal Year 1990</td>
<td></td>
</tr>
</tbody>
</table>
Table 15: Number and Average Salaries of ARL University Librarians, Fiscal Year 1990 .................................................. 36

Table 16: Number and Average Salaries of U.S. ARL University Minority Librarians, Fiscal Year 1990 .................................................. 37

Table 17: Number and Average Years of Experience of ARL University Librarians, Fiscal Year 1990 .................................................. 38

Table 18: Number and Average Years of Experience of U.S. ARL University Minority Librarians, Fiscal Year 1990 .................................................. 39

Table 19: Number and Average Salaries of ARL University Librarians by Years of Experience, Fiscal Year 1990 ......................... 40

Table 20: Number and Average Salaries of U.S. ARL University Minority Librarians by Years of Experience, Fiscal Year 1990 ......................... 40

Table 21: Average Salary in Selected Positions by Years of Experience, Fiscal Year 1990 .................................................. 41

Table 22: Number and Average Salaries of ARL University Librarians by Type of Institution, Fiscal Year 1990 ......................... 42

Table 23: Number and Average Salaries of ARL University Librarians by Size of Professional Staff, Fiscal Year 1990 ......................... 43

Table 24: Average Salaries of ARL University Librarians by Region, Fiscal Year 1990 .................................................. 44

CANADIAN ARL UNIVERSITY LIBRARIES

Table 25: Average, Median, and Beginning Professional Salaries and Average Years of Professional Experience in ARL Canadian University Libraries .................................................. 49

Table 26: Number and Average Salaries of Canadian ARL University Librarians, Fiscal Year 1990 .................................................. 50

Table 27: Number and Average Years of Experience of ARL Canadian University Librarians, Fiscal Year 1990 .................................................. 51

Table 28: Number and Average Salaries of ARL Canadian University Librarians by Years of Experience, Fiscal Year 1990 ......................... 52

ARL UNIVERSITY MEDICAL LIBRARIES

Table 29: Filled Positions; Average, Median and Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Medical Libraries, Fiscal Year 1990 ................. 54
Table 30: Beginning Professional Salaries in ARL University Medical Libraries; 
Rank Order Table, Fiscal Year 1990 ........................................ 56

Table 31: Median Professional Salaries in ARL University Medical Libraries; 
Rank Order Table, Fiscal Year 1990 ........................................ 57

Table 32: Average Professional Salaries in ARL University Medical Libraries; 
Rank Order Table, Fiscal Year 1990 ........................................ 58

Table 33: Number and Average Salaries of ARL University Medical Librarians 
Fiscal Year 1990 ................................................................. 59

Table 34: Number and Average Years of Experience of ARL University Medical 
Librarians, Fiscal Year 1990 .................................................... 60

Table 35: Number and Average Salaries of ARL University Medical Librarians by 
Years of Experience, Fiscal Year 1990 ....................................... 61

ARL UNIVERSITY LAW LIBRARIES

Table 36: Filled Positions; Average, Median and Beginning Professional Salaries; 
and Average Years of Professional Experience in ARL University Law 
Libraries, Fiscal Year 1990 ..................................................... 64

Table 37: Beginning Professional Salaries in ARL University Law Libraries; 
Rank Order Table, Fiscal Year 1990 ........................................ 66

Table 38: Median Professional Salaries in ARL University Law Libraries; 
Rank Order Table, Fiscal Year 1990 ........................................ 67

Table 39: Average Professional Salaries in ARL University Law Libraries; 
Rank Order Table, Fiscal Year 1990 ........................................ 68

Table 40: Number and Average Salaries of ARL University Law Librarians, 
Fiscal Year 1990 ................................................................. 69

Table 41: Number and Average Years of Experience of ARL University Law Librarians, 
Fiscal Year 1990 ................................................................. 70

Table 42: Number and Average Salaries of ARL University Law Librarians by 
Years of Experience, Fiscal Year 1990 ....................................... 71

ARL SALARY SURVEY 1989

University Library Questionnaire ............................................. 75

Non-University Library Questionnaire ....................................... 84

FOOTNOTES ................................................................. 89
INTRODUCTION

The 1989 Association of Research Libraries' Annual Salary Survey follows the general format and organization of previous years. In most tables, salaries from Canadian member libraries are expressed in U.S. dollars, converted at the rate of $1.2026 Canadian per U.S. dollar\(^1\). Salaries for staff from the Canada Institute of Scientific and Technical Information are not included.

A new table has been added to the Canadian university section. Table 25, which is modeled after Table 4, summarizes salary information from those thirteen universities in Canadian dollars. Separate tables for law and medical libraries follow the series of tables containing the data on Canadian university libraries. Please note that some branch libraries now included with the general library of an institution are not under the administrative control of the university library. Table 12 does include Law and Medical salaries, in order to maintain the ten year retrospective comparison of salaries with the cost of living index.

More minority professional positions are reported this year: 791 this year versus 756 last year, an increase of 4.6%. At the same time, the total number of filled positions increased by 196, from 8,087 to 8,253. Of this year's total minority professionals, 670 were reported in the general libraries and 121 were reported in law and medical libraries. The identification of minority professionals is limited to U.S. university members. The 791 professionals identified as being members of defined minority groups represent 10.8% of all positions reported from the U.S. University segment of the membership. 69.8% of minority U.S. ARL university librarians are women, while women represent 64.7% of non-minority U.S. ARL university librarians.

### Minority Professionals by Region

<table>
<thead>
<tr>
<th>Category</th>
<th>New Engl</th>
<th>Middle Atl</th>
<th>E North Central</th>
<th>W North Central</th>
<th>South Atl</th>
<th>South Central</th>
<th>East S Central</th>
<th>West S Central</th>
<th>Mt</th>
<th>Pac</th>
<th>Category Total &amp; %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>18</td>
<td>40</td>
<td>48</td>
<td>16</td>
<td>92</td>
<td>7</td>
<td>9</td>
<td>3</td>
<td>41</td>
<td>274</td>
<td>34.6</td>
</tr>
<tr>
<td>Hispanic</td>
<td>18</td>
<td>12</td>
<td>21</td>
<td>1</td>
<td>21</td>
<td>-</td>
<td>18</td>
<td>14</td>
<td>25</td>
<td>130</td>
<td>16.4</td>
</tr>
<tr>
<td>Asian</td>
<td>27</td>
<td>64</td>
<td>62</td>
<td>12</td>
<td>54</td>
<td>3</td>
<td>14</td>
<td>20</td>
<td>119</td>
<td>375</td>
<td>47.4</td>
</tr>
<tr>
<td>AI/NA(^2)</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>1</td>
<td>2</td>
<td>4</td>
<td>12</td>
<td>1.5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Regional Totals &amp; Percent</th>
<th>New Engl</th>
<th>Middle Atl</th>
<th>E North Central</th>
<th>W North Central</th>
<th>South Atl</th>
<th>South Central</th>
<th>East S Central</th>
<th>West S Central</th>
<th>Mt</th>
<th>Pac</th>
<th>Category Total &amp; %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Totals &amp; Percent</td>
<td>64</td>
<td>117</td>
<td>133</td>
<td>29</td>
<td>168</td>
<td>10</td>
<td>42</td>
<td>39</td>
<td>189</td>
<td>791</td>
<td>100%</td>
</tr>
<tr>
<td>Percent</td>
<td>8.1</td>
<td>14.8</td>
<td>16.8</td>
<td>3.7</td>
<td>21.2</td>
<td>1.3</td>
<td>5.3</td>
<td>4.9</td>
<td>23.9</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>

Non-Minority Percent 11.3 16.3 18.2 6.5 15.5 3.3 6.2 6.6 16.2 100%

---

1. This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 1988 through June 1989.

2. American Indian/Native Alaskan
Minority professionals in U.S. ARL university libraries are not proportionately distributed across the country. The South Atlantic and Pacific regions both have disproportionately high shares of the total number, while the New England, Mountain, East South Central and West North Central regions have significantly fewer than one would expect. The regional distribution of minority professionals reported by the membership is displayed on page 7.

Minority professionals earned 3.1% less, on average, than non-minority professionals—a difference of $1,162—despite the fact that minority professionals possess 2.9% more experience, on the average, than their non-minority colleagues.

In 1989, the average salaries paid to librarians in public ARL U.S. university libraries were 0.4% lower than those paid their counterparts in privately supported institutions, a difference of only $152 per year. Consult Table 22 for more details. Size of library has a direct bearing on individual salaries. Salaries in the second largest category of university libraries (75 to 124 professionals) average about 13% less than salaries in the largest libraries (over 124 professionals), although the differential between the smaller three categories are much less than the differential between the two largest categories. In the U.S., the highest average salaries generally are paid in the Pacific and Middle Atlantic regions, and the lowest average salaries paid in the West and East South Central regions. See Table 24 for more data on the continuing geographical influence on salaries.

Overall, salaries of men averaged 10.8% higher than the salaries of women. One exception continues to be the average salary for women directors: $89,467, or $1,770 higher than the average salary for directors who are men. Table 17 should be consulted to see how relative experience levels might influence the general comparison of other salaries between men and women.

Table 12 provides an overview of the increases in median and beginning professional salaries during the last decade, and more importantly, places those changes in the context of the changing Consumer Price Index. Compared to the base year of 1980, the median salary of ARL university librarians has generally kept up with increases in the CPI since 1980, but overall purchasing power has increased 7.5% since 1980 for those whose income has approximated the median. Increases in the median beginning professional salary were greater than increases in the median salary this year for the first time in three years. This year's BPS represents 7.6% more purchasing power than the 1980 median BPS.

Rank structure is also a factor in library salaries, and while a variety of structures are represented within the University membership, the most commonly found involve either three, four, or five steps, or levels. The following table briefly indicates the variation in salary and experience levels among the most commonly used structures.

There is an orderly progression of average salary and average years experience through the ranks of each of the rank structures with one peculiar exception. The average years of experience for librarians in the first level of the five step structure are noticeably higher than the corresponding step of three and four step structures, and this year is essentially the same as the experience of librarians at step two.
Average Salaries and Average Years of Experience
of Library Professionals in Libraries with
Three, Four, and Five Step Rank Structures

<table>
<thead>
<tr>
<th></th>
<th>Three step</th>
<th></th>
<th></th>
<th>Four step</th>
<th></th>
<th></th>
<th>Five step</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Salary</td>
<td>Experience</td>
<td>Salary</td>
<td>Experience</td>
<td>Salary</td>
<td>Experience</td>
<td>Salary</td>
<td>Experience</td>
</tr>
<tr>
<td>Librarian 1</td>
<td>$26,296</td>
<td>5.7 yrs</td>
<td>$25,786</td>
<td>4.8 yrs</td>
<td>$28,816</td>
<td>10.2 yrs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Librarian 2</td>
<td>$35,376</td>
<td>12.4 yrs</td>
<td>$30,838</td>
<td>11.0 yrs</td>
<td>$29,360</td>
<td>10.2 yrs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Librarian 3</td>
<td>$44,889</td>
<td>18.0 yrs</td>
<td>$37,584</td>
<td>17.1 yrs</td>
<td>$35,435</td>
<td>14.3 yrs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Librarian 4</td>
<td>$48,090</td>
<td>22.0 yrs</td>
<td>$45,174</td>
<td>18.2 yrs</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Librarian 5</td>
<td>$50,204</td>
<td>21.4 yrs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Overall avg:</td>
<td>$37,383</td>
<td>13.3 yrs</td>
<td>$35,363</td>
<td>14.2 yrs</td>
<td>$36,644</td>
<td>14.3 yrs</td>
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<tr>
<td>No. of staff:</td>
<td>1,637</td>
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<td>3,372</td>
<td></td>
<td>999</td>
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A final cautionary note repeated from past years. Users of the Survey are advised against making staffing or salary inferences from the data presented here without a careful analysis of the libraries being compared and the information that is available. A highly standardized method of data collection has been employed which may imply organizational patterns that are not valid in specific instances. Please consult the footnotes and refer to the survey instrument on pages 69-80 for further information about variant reporting, definitions, assumptions, etc. Finally, this Survey only concerns itself with salaries, and other tangible and intangible forms of compensation may have a significant impact on the comparison of specific salaries.

Gordon Fretwell
University of Massachusetts
December 30, 1989
TABLE 1: DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show number of professional staff in each salary range. Figures in columns headed by % show the percent of positions with salaries equal to or above the beginning of each salary range (e.g., in fiscal 1990 45% of the librarians in ARL university libraries earned $36,000 or more, and 59% of non-university staff earned $36,000 or more).

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>University Librarians</th>
<th>Non-University Librarians</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>1989 %</td>
<td>1990 %</td>
</tr>
<tr>
<td>$150,000 or more</td>
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</tr>
<tr>
<td>140,000–149,999</td>
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<td></td>
</tr>
<tr>
<td>130,000–139,999</td>
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<td>120,000–129,999</td>
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<td>4</td>
</tr>
<tr>
<td>110,000–119,999</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>100,000–109,999</td>
<td>10</td>
<td>20</td>
</tr>
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<td>95,000–99,999</td>
<td>10</td>
<td>9</td>
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<tr>
<td>90,000–94,999</td>
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<td>18,000–18,999</td>
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<td>99.9</td>
</tr>
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<td>6</td>
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<tr>
<td>16,000–16,999</td>
<td>2</td>
<td>99.9</td>
</tr>
<tr>
<td>15,000–15,999</td>
<td>3</td>
<td>99.9</td>
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<tr>
<td>14,999 or less</td>
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<th>8,253</th>
<th>3,781</th>
<th>3,767</th>
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<tbody>
<tr>
<td>Median Salary</td>
<td>$32,461</td>
<td>$34,629</td>
<td>$37,544</td>
<td>$40,106</td>
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</tbody>
</table>

Note: Canadian salaries converted to U.S. dollars.
ARL NON-UNIVERSITY LIBRARIES

Tables 2-3
TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

<table>
<thead>
<tr>
<th>Institution</th>
<th>No. of Staff</th>
<th>Median Salaries FY 1988</th>
<th>Median Salaries FY 1989</th>
<th>Beginning Salaries FY 1988</th>
<th>Beginning Salaries FY 1989</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boston Public Library</td>
<td>239</td>
<td>$36,856</td>
<td>$38,841</td>
<td>$24,249</td>
<td>$25,765</td>
</tr>
<tr>
<td>Canada Institute for Scientific &amp; Technical Information (* D)</td>
<td>U/A</td>
<td>U/A</td>
<td>U/A</td>
<td>U/A</td>
<td>U/A</td>
</tr>
<tr>
<td>Center for Research Libraries</td>
<td>26</td>
<td>27,465</td>
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<tr>
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<td>16,263</td>
<td>19,493</td>
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<tr>
<td>Linda Hall Library (*)</td>
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<td>18,500</td>
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<tr>
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<td>35,270</td>
<td>35,733</td>
<td>18,726</td>
<td>19,493</td>
</tr>
<tr>
<td>National Library of Canada (* D)</td>
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<tr>
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<td>23,943</td>
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<td>Newberry Library (*)</td>
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<tr>
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<td>35,000</td>
<td>18,726</td>
<td>19,493</td>
</tr>
</tbody>
</table>

* - See Notes, pages 89-92.
D - Canadian salaries expressed in U.S. dollars.
U/A - Unavailable
TABLE 3: SALARY TRENDS IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI), which has also been converted using July 1980 as the base.

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>No. of Libs.</th>
<th>Total Staff</th>
<th>Median Salary</th>
<th>Median BPS*</th>
<th>Median Salary Index</th>
<th>BPS Index</th>
<th>Actual CPI</th>
<th>Adjusted CPI</th>
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</thead>
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<td>190.8</td>
<td>154.1</td>
<td>354.9</td>
<td>162.1</td>
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<td>148.5</td>
<td>340.8</td>
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</tr>
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<td>33,020</td>
<td>17,912</td>
<td>167.8</td>
<td>144.6</td>
<td>328.0</td>
<td>149.8</td>
</tr>
<tr>
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<td>3,874</td>
<td>33,720</td>
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<td>171.4</td>
<td>139.7</td>
<td>322.8</td>
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<td>31,000</td>
<td>16,556</td>
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<td>133.6</td>
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<tr>
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<td>15,487</td>
<td>128.9</td>
<td>125.0</td>
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<tr>
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<td>23,274</td>
<td>14,955</td>
<td>118.3</td>
<td>120.7</td>
<td>274.4</td>
<td>125.4</td>
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<tr>
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<td>20,301</td>
<td>12,651</td>
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<td>100.0</td>
<td>100.0</td>
<td>218.9</td>
<td>100.0</td>
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</table>

Canadian salaries expressed in U.S. dollars.
* Beginning Professional Salary.
** Excludes Canada Institute for Scientific and Technical Information.
*** Excludes Canada Institute for Scientific and Technical Information, New York Public Library, and Newberry Library.
ARL UNIVERSITY LIBRARIES

Tables 4-24
### TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

**IN ARL UNIVERSITY LIBRARIES**

<table>
<thead>
<tr>
<th>Institution</th>
<th>Filled Pos.</th>
<th>Average Salaries</th>
<th>Median Salaries</th>
<th>Beginning Salaries</th>
<th>Average Years Exp.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama (*)</td>
<td>39</td>
<td>$28,281</td>
<td>$28,396</td>
<td>$27,828</td>
<td>$25,900</td>
</tr>
<tr>
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<td>35,557</td>
<td>38,883</td>
<td>35,894</td>
<td>39,123</td>
</tr>
<tr>
<td>Arizona</td>
<td>74</td>
<td>31,846</td>
<td>30,326</td>
<td>30,767</td>
<td>29,978</td>
</tr>
<tr>
<td>Arizona State</td>
<td>81</td>
<td>31,398</td>
<td>31,329</td>
<td>30,127</td>
<td>29,616</td>
</tr>
<tr>
<td>Boston University</td>
<td>43</td>
<td>29,963</td>
<td>32,419</td>
<td>28,350</td>
<td>30,800</td>
</tr>
<tr>
<td>Brigham Young (*)</td>
<td>85</td>
<td>29,063</td>
<td>29,932</td>
<td>27,588</td>
<td>28,625</td>
</tr>
<tr>
<td>British Columbia (* D)</td>
<td>83</td>
<td>34,240</td>
<td>36,941</td>
<td>32,932</td>
<td>34,793</td>
</tr>
<tr>
<td></td>
<td></td>
<td>34,240</td>
<td>36,941</td>
<td>32,932</td>
<td>34,793</td>
</tr>
<tr>
<td></td>
<td></td>
<td>34,240</td>
<td>36,941</td>
<td>32,932</td>
<td>34,793</td>
</tr>
<tr>
<td>Brown (*)</td>
<td>62</td>
<td>32,302</td>
<td>34,317</td>
<td>31,248</td>
<td>32,300</td>
</tr>
<tr>
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<td>45,428</td>
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<td>46,020</td>
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<tr>
<td>Calif., Davis</td>
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<td>44,459</td>
<td>46,783</td>
<td>44,789</td>
<td>46,020</td>
</tr>
<tr>
<td>Calif., Irvine</td>
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<td>42,576</td>
<td>44,874</td>
<td>41,883</td>
<td>42,948</td>
</tr>
<tr>
<td>Calif., Los Angeles</td>
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<td>43,310</td>
<td>45,902</td>
<td>44,673</td>
<td>46,020</td>
</tr>
<tr>
<td>Calif., Riverside</td>
<td>35</td>
<td>40,564</td>
<td>42,727</td>
<td>38,966</td>
<td>40,092</td>
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<tr>
<td>Calif., San Diego</td>
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<td>44,023</td>
<td>45,159</td>
<td>44,591</td>
<td>44,964</td>
</tr>
<tr>
<td>Calif., Santa Barbara</td>
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<td>46,211</td>
<td>44,759</td>
<td>46,020</td>
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<td>Case Western Reserve</td>
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<td>31,100</td>
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<td>30,080</td>
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<td>33,273</td>
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<tr>
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<td>35,897</td>
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<tr>
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<td>29,700</td>
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<td>106</td>
<td>39,725</td>
<td>41,106</td>
<td>37,025</td>
<td>38,540</td>
</tr>
</tbody>
</table>

r - Figures revised from 1988 survey.
* - See Notes, pages 89-92.
+ - Excludes director's salary.
D - Canadian salaries expressed in U.S. dollars.

See Tables 29 and 36 for statistics related to medical and law library salaries.
TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

<table>
<thead>
<tr>
<th>Institution</th>
<th>Filled Pos.</th>
<th>Average Salaries</th>
<th>Median Salaries</th>
<th>Beginning Salaries</th>
<th>Average Years Exp.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cornell (*)</td>
<td>116</td>
<td>33,763</td>
<td>35,171</td>
<td>31,565</td>
<td>32,000</td>
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<td>35,541</td>
<td>38,089</td>
<td>35,023</td>
<td>37,130</td>
</tr>
<tr>
<td>Delaware (* +)</td>
<td>52</td>
<td>28,728</td>
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<td>24,523</td>
<td>28,365</td>
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<tr>
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<td>74</td>
<td>34,544</td>
<td>36,506</td>
<td>33,300</td>
<td>35,200</td>
</tr>
<tr>
<td>Emory (*)</td>
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<td>32,882</td>
<td>28,658</td>
<td>30,450</td>
</tr>
<tr>
<td>Florida (*)</td>
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<td>30,452</td>
<td>32,052</td>
<td>28,564</td>
<td>29,086</td>
</tr>
<tr>
<td>Florida State (*)</td>
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<tr>
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<td>29,807</td>
<td>28,910</td>
<td>29,021</td>
</tr>
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<td>29,543</td>
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</tr>
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<td>41,197</td>
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</tr>
<tr>
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<td>37,649</td>
<td>32,401</td>
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</tr>
<tr>
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<td>37,720</td>
<td>37,560</td>
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</tbody>
</table>

r - Figures revised from 1988 survey.
* - See Notes, pages 89-92.
+ - Excludes director's salary.
D - Canadian salaries expressed in U.S. dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.
TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

<table>
<thead>
<tr>
<th>Institution</th>
<th>Filled Pos.</th>
<th>Average Salaries</th>
<th>Median Salaries</th>
<th>Beginning Salaries</th>
<th>Average Years Exp.</th>
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</thead>
<tbody>
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<td>Johns Hopkins (*)</td>
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<tr>
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<td>26,500</td>
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</tr>
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<td>34,356</td>
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<td>38,715</td>
<td>33,549</td>
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</tr>
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<td>31,213</td>
<td>32,716</td>
<td>29,475</td>
<td>31,500</td>
</tr>
</tbody>
</table>

r - Figures revised from 1988 survey.
* - See Notes, pages 89-92.
+ - Excludes director's salary.
D - Canadian salaries expressed in U.S. dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.
<table>
<thead>
<tr>
<th>Institution</th>
<th>Filled Pos.</th>
<th>Average Salaries</th>
<th>Median Salaries</th>
<th>Beginning Salaries</th>
<th>Average Years Exp.</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Carolina State</td>
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<td>$33,565</td>
<td>$29,386</td>
<td>$20,100</td>
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<td>Northwestern (*)</td>
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<td>29,912</td>
<td>21,000</td>
</tr>
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<td>32,538</td>
<td>34,286</td>
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<td>34,041</td>
<td>28,966</td>
<td>28,966</td>
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</tbody>
</table>

r - Figures revised from 1988 survey.
* - See Notes, pages 89-92.
+ - Excludes director's salary.
D - Canadian salaries expressed in U.S. dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.
### TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

<table>
<thead>
<tr>
<th>Institution</th>
<th>Filled Pos.</th>
<th>Average Salaries</th>
<th>Median Salaries</th>
<th>Beginning Salaries</th>
<th>Average Years Exp.</th>
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<td>35,397</td>
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</tr>
<tr>
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<td>36,532</td>
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<td>25,500</td>
</tr>
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<td>29,133</td>
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<tr>
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<td>29,133</td>
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<td>19,000</td>
</tr>
<tr>
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<td>29,600</td>
<td>20,000</td>
</tr>
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<td>40,467</td>
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</tr>
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<td>32,450</td>
<td>32,700</td>
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<tr>
<td>Washington, St. Louis</td>
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<td>26,960</td>
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<tr>
<td>Waterloo (D)</td>
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<td>22,647</td>
</tr>
<tr>
<td>Yale (*)</td>
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<td>36,183</td>
<td>38,160</td>
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<td>47,132</td>
<td>22,451</td>
</tr>
</tbody>
</table>

r - Figures revised from 1988 survey.
* - See Notes, pages 89-92.
+ - Excludes director's salary.
D - Canadian salaries expressed in U.S. dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.
TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

<table>
<thead>
<tr>
<th>Rank</th>
<th>Institution</th>
<th>Salary</th>
<th>Rank</th>
<th>Institution</th>
<th>Salary</th>
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<tr>
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<td>Louisiana State</td>
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</tr>
<tr>
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<td>55</td>
<td>Rice</td>
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All Canadian salaries and some U.S. salaries revised from 1988 Survey figures.
Canadian salaries expressed in U.S. dollars.
See Tables 29 through 42 for medical and law library statistics.
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.

<table>
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<th>Institution</th>
<th>Salary</th>
<th>Group</th>
<th>Rank</th>
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<td>South Carolina</td>
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<td>Virginia</td>
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<td>6</td>
<td>Calif., Riverside</td>
<td>26,136</td>
<td>6</td>
<td>63</td>
<td>Iowa</td>
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<td>Calif., San Diego</td>
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<tr>
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Canadian salaries expressed in U.S. dollars.
See Tables 29 through 42 for tables related to medical and law library statistics.
## Table 7: Median Professional Salaries in ARL University Libraries

**Rank Order Table, Fiscal Year 1989**

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:
- 1 - 40,000 and over
- 2 - 37,000-39,999
- 3 - 34,000-36,999
- 4 - 32,000-33,999
- 5 - 31,000-31,999
- 6 - below 27,000

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### Notes:
- All Canadian salaries and some U.S. salaries revised from 1988 Survey figures.
- Canadian salaries expressed in U.S. dollars.
- See Tables 26 through 42 for statistics related to medical and law library salaries.
TABLE 10: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

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:
1 - 43,000 and over 5 - 33,000-33,999
2 - 40,000-42,999 7 - 32,000-32,999
3 - 37,000-39,999 8 - 31,000-31,999
4 - 35,000-36,999 9 - 30,000-30,999
5 - 34,000-34,999 10 - below 30,000

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Canadian salaries expressed in U.S. dollars.
See Tables 29 through 42 for statistics related to medical and law library salaries.
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r - 1988 rankings revised from 1988 Survey based on current reports.
* - Average salaries not calculated during this period.
** - Institution not an ARL member during this period.
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<td>92 72 47 47</td>
<td>82 58 42 48</td>
</tr>
<tr>
<td>Rice</td>
<td>* 96 93 76</td>
<td>103 93 92 58</td>
<td>32 34 55 53</td>
</tr>
<tr>
<td>Rochester</td>
<td>* 95 104 94</td>
<td>97 79 102 101</td>
<td>105 106 107 106</td>
</tr>
<tr>
<td>Rutgers</td>
<td>* 2 1 7</td>
<td>6 4 1 12</td>
<td>19 11 15 14</td>
</tr>
<tr>
<td>Saskatchewan</td>
<td>* 46 35 57</td>
<td>53 29 23 31</td>
<td>83 63 61 87</td>
</tr>
</tbody>
</table>

r - 1988 rankings revised from 1988 Survey based on current reports.
* - Average salaries not calculated during this period.
** - Institution not an ARL member during this period.
TABLE 11: SUMMARY OF RANKINGS, FISCAL YEARS 1987-90

<table>
<thead>
<tr>
<th>Institution</th>
<th>Average Salaries</th>
<th>Median Salaries</th>
<th>Beginning Salaries</th>
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<td>South Carolina</td>
<td>* 79 83 82</td>
<td>67 75 72 75</td>
<td>23 22 64 53</td>
</tr>
<tr>
<td>Southern California</td>
<td>* 18 22 21</td>
<td>20 32 27 29</td>
<td>16 2 2 2</td>
</tr>
<tr>
<td>Southern Illinois</td>
<td>* 37 38 34</td>
<td>28 42 40 32</td>
<td>43 28 51 35</td>
</tr>
<tr>
<td>Stanford</td>
<td>* 7 7 4</td>
<td>9 8 12 7</td>
<td>1 1 3 3</td>
</tr>
<tr>
<td>SUNY-Albany</td>
<td>* 49 47 48</td>
<td>15 14 28 34</td>
<td>48 60 59 62</td>
</tr>
<tr>
<td>SUNY-Buffalo</td>
<td>* 22 29 26</td>
<td>25 23 33 33</td>
<td>61 60 37 35</td>
</tr>
<tr>
<td>SUNY-Stony Brook</td>
<td>* 16 20 15</td>
<td>16 17 21 14</td>
<td>30 16 15 15</td>
</tr>
<tr>
<td>Syracuse</td>
<td>* 89 77 70</td>
<td>71 84 75 77</td>
<td>94 87 69 69</td>
</tr>
<tr>
<td>Temple</td>
<td>* 81 78 74</td>
<td>70 68 77 74</td>
<td>94 96 69 83</td>
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<tr>
<td>Tennessee</td>
<td>* 74 70 62</td>
<td>78 77 73 82</td>
<td>76 32 93 69</td>
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<tr>
<td>Texas</td>
<td>* 87 81 86</td>
<td>89 80 73 78</td>
<td>61 75 93 92</td>
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<td>Texas A&amp;M</td>
<td>* 57 69 66</td>
<td>99 91 77 89</td>
<td>76 87 69 69</td>
</tr>
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<td>Toronto</td>
<td>* 19 17 16</td>
<td>17 15 13 8</td>
<td>93 81 36 43</td>
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<tr>
<td>Tulane</td>
<td>* 100 104 102</td>
<td>90 100 99 95</td>
<td>61 60 69 69</td>
</tr>
<tr>
<td>Utah</td>
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<td>91 97 88 103</td>
<td>30 60 100 103</td>
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<td>Vanderbilt</td>
<td>* 93 99 91</td>
<td>102 98 104 97</td>
<td>76 87 69 69</td>
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<td>Virginia</td>
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<td>37 43 41 56</td>
<td>61 60 69 53</td>
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<tr>
<td>Virginia Tech</td>
<td>* 59 62 71</td>
<td>44 47 45 44</td>
<td>47 47 66 69</td>
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<tr>
<td>Washington</td>
<td>* 83 87 80</td>
<td>80 87 94 83</td>
<td>46 60 85 83</td>
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<tr>
<td>Washington State</td>
<td>* 75 90 88</td>
<td>54 61 82 81</td>
<td>30 60 84 91</td>
</tr>
<tr>
<td>Washington, St. Louis</td>
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<td>87 94 101 102</td>
<td>56 56 83 88</td>
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<td>55 30 25 21</td>
<td>72 59 29 32</td>
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<tr>
<td>Wayne State</td>
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<td>24 33 55 61</td>
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<td>58 20 25 34</td>
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<td>York</td>
<td>* 12 10 9</td>
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<td>108 106 30 23</td>
</tr>
</tbody>
</table>

r - 1988 rankings revised from 1988 Survey based on current reports.
* - Average salaries not calculated during this period.
** - Institution not an ARL member during this period.
### TABLE 12: SALARY TRENDS OF SALARIES IN ARL UNIVERSITY LIBRARIES*

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI); all of which have been converted using July 1980 as the base.

<table>
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<tr>
<th>Fiscal Year</th>
<th>No. of Libs.</th>
<th>Total Staff</th>
<th>Median Salary</th>
<th>Median BPS**</th>
<th>Median Salary Index</th>
<th>BPS** Index</th>
<th>Actual CPI</th>
<th>Adjusted CPI</th>
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<td>171.7</td>
<td>170.0</td>
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Canadian salaries expressed in U.S. dollars.
* - Includes law and medical salaries.
** - Beginning Professional salary.
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<th>Salary Intervals</th>
<th>Number of Staff</th>
<th>Percent at Each Level</th>
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</tr>
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<td>04. 120,000-129,999</td>
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<td>11</td>
</tr>
<tr>
<td>05. 110,000-119,999</td>
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<td>06. 100,000-109,999</td>
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<td>07. 95,000-99,999</td>
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<tr>
<td>08. 90,000-94,999</td>
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<td>09. 85,000-89,999</td>
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<td>12</td>
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<tr>
<td>10. 80,000-84,999</td>
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<td>17</td>
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<tr>
<td>12. 70,000-74,999</td>
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<td>11</td>
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1 Does not include statistics for law and medical libraries.
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<tr>
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<tr>
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<tr>
<td>32. 18,000-19,999</td>
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<td>2</td>
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<td>1</td>
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<td>2</td>
<td>1</td>
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<td>1</td>
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<tr>
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<td>2</td>
<td>1</td>
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<td>1</td>
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<td>1</td>
<td>1</td>
<td>393</td>
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<td>1</td>
<td>323</td>
</tr>
<tr>
<td>37. 8,000-9,999</td>
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<td>1</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>884</td>
</tr>
<tr>
<td>38. 6,000-7,999</td>
<td>1</td>
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<td>2</td>
<td>1</td>
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<td>2196</td>
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<td>39. 4,000-4,999</td>
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<td>1</td>
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<td>1</td>
<td>1</td>
<td>1</td>
<td>130</td>
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<tr>
<td>40. 2,000-2,999</td>
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<td>1</td>
<td>2</td>
<td>1</td>
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<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>374</td>
</tr>
<tr>
<td>41. TOTAL</td>
<td>70</td>
<td>121</td>
<td>191</td>
<td>376</td>
<td>239</td>
<td>559</td>
<td>923</td>
<td>86</td>
<td>130</td>
<td>374</td>
</tr>
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</table>

1 Does not include statistics for law and medical libraries.
### TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

**FISCAL YEAR 1990**

<table>
<thead>
<tr>
<th>Position</th>
<th>Number of Staff</th>
<th>Average Salaries</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
<td>Women</td>
<td>Combined</td>
<td>Men</td>
</tr>
<tr>
<td>1. Director</td>
<td>98</td>
<td>68</td>
<td>30</td>
<td>$88,239</td>
<td>$87,697</td>
</tr>
<tr>
<td>2. Associate Director</td>
<td>156</td>
<td>70</td>
<td>86</td>
<td>61,321</td>
<td>61,414</td>
</tr>
<tr>
<td>3. Assistant Director</td>
<td>251</td>
<td>121</td>
<td>130</td>
<td>53,499</td>
<td>54,561</td>
</tr>
<tr>
<td>4. Branch Head</td>
<td>565</td>
<td>191</td>
<td>374</td>
<td>40,309</td>
<td>43,050</td>
</tr>
<tr>
<td>5. Subject Specialist</td>
<td>769</td>
<td>376</td>
<td>393</td>
<td>36,389</td>
<td>38,118</td>
</tr>
<tr>
<td>6. Functional Specialist</td>
<td>562</td>
<td>239</td>
<td>323</td>
<td>34,515</td>
<td>34,280</td>
</tr>
<tr>
<td>7. Dept. Head: Reference</td>
<td>127</td>
<td>42</td>
<td>85</td>
<td>41,033</td>
<td>40,814</td>
</tr>
<tr>
<td>8. Cataloging</td>
<td>117</td>
<td>39</td>
<td>78</td>
<td>40,220</td>
<td>41,355</td>
</tr>
<tr>
<td>9. Acquisition</td>
<td>112</td>
<td>39</td>
<td>73</td>
<td>40,118</td>
<td>41,141</td>
</tr>
<tr>
<td>10. Serials</td>
<td>53</td>
<td>15</td>
<td>38</td>
<td>38,669</td>
<td>38,348</td>
</tr>
<tr>
<td>11. Doc./Maps</td>
<td>111</td>
<td>45</td>
<td>66</td>
<td>35,668</td>
<td>36,984</td>
</tr>
<tr>
<td>12. Circulation</td>
<td>95</td>
<td>35</td>
<td>60</td>
<td>35,760</td>
<td>36,232</td>
</tr>
<tr>
<td>14. Computer</td>
<td>61</td>
<td>36</td>
<td>25</td>
<td>38,669</td>
<td>38,348</td>
</tr>
<tr>
<td>15. Other</td>
<td>659</td>
<td>242</td>
<td>417</td>
<td>38,669</td>
<td>38,348</td>
</tr>
<tr>
<td>16. Reference: Over 15 yrs. exp.</td>
<td>478</td>
<td>141</td>
<td>337</td>
<td>36,752</td>
<td>36,886</td>
</tr>
<tr>
<td>17. 10 - 15 yrs. exp.</td>
<td>253</td>
<td>81</td>
<td>172</td>
<td>32,505</td>
<td>33,243</td>
</tr>
<tr>
<td>18. 5 - 10 yrs. exp.</td>
<td>249</td>
<td>72</td>
<td>177</td>
<td>29,170</td>
<td>29,904</td>
</tr>
<tr>
<td>19. Under 5 yrs. exp.</td>
<td>316</td>
<td>98</td>
<td>218</td>
<td>25,228</td>
<td>25,450</td>
</tr>
<tr>
<td>21. 10 - 15 yrs. exp.</td>
<td>142</td>
<td>44</td>
<td>98</td>
<td>31,724</td>
<td>32,593</td>
</tr>
<tr>
<td>22. 5 - 10 yrs. exp.</td>
<td>206</td>
<td>52</td>
<td>154</td>
<td>28,965</td>
<td>29,615</td>
</tr>
<tr>
<td>23. Under 5 yrs. exp.</td>
<td>256</td>
<td>72</td>
<td>184</td>
<td>25,607</td>
<td>25,624</td>
</tr>
<tr>
<td>24. Other: Over 15 yrs. exp.</td>
<td>268</td>
<td>84</td>
<td>184</td>
<td>37,884</td>
<td>39,037</td>
</tr>
<tr>
<td>25. 10 - 15 yrs. exp.</td>
<td>106</td>
<td>24</td>
<td>82</td>
<td>33,517</td>
<td>34,612</td>
</tr>
<tr>
<td>26. 5 - 10 yrs. exp.</td>
<td>159</td>
<td>41</td>
<td>118</td>
<td>29,819</td>
<td>30,540</td>
</tr>
<tr>
<td>27. Under 5 yrs. exp.</td>
<td>180</td>
<td>53</td>
<td>127</td>
<td>24,841</td>
<td>25,249</td>
</tr>
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</table>

| All Positions          | 6,963 | 2,547 | 4,416 | $35,655 | $39,533 | $35,684 |

See Tables 33 and 40 for statistics related to medical and law library salaries.
### TABLE 16: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS

FISCAL YEAR 1990

<table>
<thead>
<tr>
<th>Position</th>
<th>Number of Staff</th>
<th>Average Salaries</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
<td>Women</td>
<td>Combined</td>
<td>Men</td>
</tr>
<tr>
<td>1. Director</td>
<td>5</td>
<td>4</td>
<td>1</td>
<td>$83,037</td>
<td>*</td>
</tr>
<tr>
<td>2. Associate Director</td>
<td>7</td>
<td>0</td>
<td>7</td>
<td>65,758</td>
<td>$65,758</td>
</tr>
<tr>
<td>3. Assistant Director</td>
<td>12</td>
<td>4</td>
<td>8</td>
<td>50,617</td>
<td>$49,711</td>
</tr>
<tr>
<td>4. Branch Head</td>
<td>47</td>
<td>16</td>
<td>31</td>
<td>40,288</td>
<td>46,042</td>
</tr>
<tr>
<td>5. Subject Specialist</td>
<td>94</td>
<td>40</td>
<td>54</td>
<td>37,276</td>
<td>41,761</td>
</tr>
<tr>
<td>7. Dept. Head: Reference</td>
<td>8</td>
<td>2</td>
<td>6</td>
<td>38,652</td>
<td>*</td>
</tr>
<tr>
<td>8. Cataloging</td>
<td>10</td>
<td>3</td>
<td>7</td>
<td>41,251</td>
<td>*</td>
</tr>
<tr>
<td>9. Acquisition</td>
<td>5</td>
<td>0</td>
<td>5</td>
<td>39,944</td>
<td>*</td>
</tr>
<tr>
<td>10. Serials</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>11. Documents/Maps</td>
<td>6</td>
<td>1</td>
<td>5</td>
<td>43,588</td>
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</tr>
<tr>
<td>12. Circulation</td>
<td>6</td>
<td>3</td>
<td>3</td>
<td>29,931</td>
<td>*</td>
</tr>
<tr>
<td>13. Special Coll'n.</td>
<td>5</td>
<td>2</td>
<td>3</td>
<td>39,301</td>
<td>*</td>
</tr>
<tr>
<td>14. Computer</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>15. Other</td>
<td>55</td>
<td>21</td>
<td>34</td>
<td>37,539</td>
<td>39,231</td>
</tr>
<tr>
<td>16. Reference: Over 15 yrs. exp.</td>
<td>50</td>
<td>10</td>
<td>40</td>
<td>36,711</td>
<td>34,776</td>
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<tr>
<td>17. 10 - 15 yrs. exp.</td>
<td>25</td>
<td>4</td>
<td>21</td>
<td>33,412</td>
<td>33,904</td>
</tr>
<tr>
<td>18. 5 - 10 yrs. exp.</td>
<td>20</td>
<td>5</td>
<td>15</td>
<td>28,670</td>
<td>25,998</td>
</tr>
<tr>
<td>19. Under 5 yrs. exp.</td>
<td>43</td>
<td>13</td>
<td>30</td>
<td>26,351</td>
<td>27,636</td>
</tr>
<tr>
<td>20. Catalog: Over 15 yrs. exp.</td>
<td>91</td>
<td>26</td>
<td>65</td>
<td>34,458</td>
<td>34,865</td>
</tr>
<tr>
<td>21. 10 - 15 yrs. exp.</td>
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<td>7</td>
<td>11</td>
<td>30,337</td>
<td>29,724</td>
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<tr>
<td>22. 5 - 10 yrs. exp.</td>
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<td>7</td>
<td>20</td>
<td>28,102</td>
<td>27,689</td>
</tr>
<tr>
<td>23. Under 5 yrs. exp.</td>
<td>29</td>
<td>7</td>
<td>22</td>
<td>26,075</td>
<td>26,607</td>
</tr>
<tr>
<td>24. Other: Over 15 yrs. exp.</td>
<td>23</td>
<td>5</td>
<td>18</td>
<td>37,849</td>
<td>37,831</td>
</tr>
<tr>
<td>25. 10 - 15 yrs. exp.</td>
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<td>2</td>
<td>33,476</td>
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</tr>
<tr>
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<td>6</td>
<td>33,037</td>
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</tr>
<tr>
<td>27. Under 5 yrs. exp.</td>
<td>187</td>
<td>2</td>
<td>15</td>
<td>24,047</td>
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</table>

**All Positions**

<table>
<thead>
<tr>
<th>Position</th>
<th>Number of Staff</th>
<th>Average Salaries</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
<td>Women</td>
<td>Combined</td>
<td>Men</td>
</tr>
<tr>
<td>All</td>
<td>670</td>
<td>202</td>
<td>468</td>
<td>$35,426</td>
<td>$37,769</td>
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</table>

* - Salary information is not published when fewer than 4 individuals are involved.
TABLE 17: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS,
FISCAL YEAR 1990

<table>
<thead>
<tr>
<th>Position</th>
<th>Number of Staff</th>
<th>Average Years of Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
</tr>
<tr>
<td>1. Director</td>
<td>98</td>
<td>68</td>
</tr>
<tr>
<td>2. Associate Director</td>
<td>156</td>
<td>70</td>
</tr>
<tr>
<td>3. Assistant Director</td>
<td>251</td>
<td>121</td>
</tr>
<tr>
<td>4. Branch Head</td>
<td>565</td>
<td>191</td>
</tr>
<tr>
<td>5. Subject Specialist</td>
<td>769</td>
<td>376</td>
</tr>
<tr>
<td>6. Functional Specialist</td>
<td>562</td>
<td>239</td>
</tr>
<tr>
<td>7. Dept. Head: Reference</td>
<td>127</td>
<td>42</td>
</tr>
<tr>
<td>8. Cataloging</td>
<td>117</td>
<td>39</td>
</tr>
<tr>
<td>9. Acquisition</td>
<td>112</td>
<td>39</td>
</tr>
<tr>
<td>10. Serials</td>
<td>53</td>
<td>15</td>
</tr>
<tr>
<td>11. Documents/Maps</td>
<td>111</td>
<td>45</td>
</tr>
<tr>
<td>12. Circulation</td>
<td>95</td>
<td>35</td>
</tr>
<tr>
<td>14. Computer</td>
<td>61</td>
<td>36</td>
</tr>
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<td>15. Other</td>
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<td>242</td>
</tr>
<tr>
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<td>113</td>
</tr>
<tr>
<td>17. Technical Services</td>
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<td>68</td>
</tr>
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<td>392</td>
</tr>
<tr>
<td>20. Cataloging</td>
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<td>329</td>
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</tbody>
</table>

All Positions                 | 6,963 | 2,547| 4,416 | 14.4     | 15.3  | 13.9  |

See Tables 34 and 41 for statistics related to medical and law library salaries.
### TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS, FISCAL YEAR 1990

<table>
<thead>
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<th>Position</th>
<th>Number of Staff</th>
<th>Average Years of Experience</th>
</tr>
</thead>
<tbody>
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<td></td>
<td>Total</td>
<td>Men</td>
</tr>
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<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Associate Director</td>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td>Assistant Director</td>
<td>12</td>
<td>4</td>
</tr>
<tr>
<td>Branch Head</td>
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<td>16</td>
</tr>
<tr>
<td>Subject Specialist</td>
<td>94</td>
<td>40</td>
</tr>
<tr>
<td>Functional Specialist</td>
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<td>16</td>
</tr>
<tr>
<td>Dept. Head: Reference</td>
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<td>2</td>
</tr>
<tr>
<td>Cataloging</td>
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<td>3</td>
</tr>
<tr>
<td>Acquisition</td>
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<td>0</td>
</tr>
<tr>
<td>Serials</td>
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<td>1</td>
</tr>
<tr>
<td>Doc./Maps</td>
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<td>1</td>
</tr>
<tr>
<td>Circulation</td>
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<td>3</td>
</tr>
<tr>
<td>Spec. Coll’n.</td>
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<td>2</td>
</tr>
<tr>
<td>Computer</td>
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<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>55</td>
<td>21</td>
</tr>
<tr>
<td>Public Services</td>
<td>32</td>
<td>6</td>
</tr>
<tr>
<td>Technical Services</td>
<td>15</td>
<td>3</td>
</tr>
<tr>
<td>Administrative Services</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Reference</td>
<td>138</td>
<td>32</td>
</tr>
<tr>
<td>Catalog</td>
<td>165</td>
<td>47</td>
</tr>
</tbody>
</table>

| All Positions             | 670   | 202  | 468   | 14.5 yrs | 15.4 yrs | 14.1 yrs |

Excludes all Canadian libraries.
### TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

#### By Years of Experience, Fiscal Year 1990

<table>
<thead>
<tr>
<th>Experience</th>
<th>Number of Staff</th>
<th>Average Salaries</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
</tr>
<tr>
<td>1. 0 - 3 years</td>
<td>946</td>
<td>316</td>
</tr>
<tr>
<td>2. 4 - 7 years</td>
<td>952</td>
<td>322</td>
</tr>
<tr>
<td>3. 8 - 11 years</td>
<td>915</td>
<td>280</td>
</tr>
<tr>
<td>4. 12 - 15 years</td>
<td>1,049</td>
<td>401</td>
</tr>
<tr>
<td>5. 16 - 19 years</td>
<td>1,071</td>
<td>387</td>
</tr>
<tr>
<td>6. 20 - 23 years</td>
<td>946</td>
<td>356</td>
</tr>
<tr>
<td>7. 24 - 27 years</td>
<td>512</td>
<td>235</td>
</tr>
<tr>
<td>8. 28 - 31 years</td>
<td>294</td>
<td>135</td>
</tr>
<tr>
<td>9. 32 - 35 years</td>
<td>175</td>
<td>61</td>
</tr>
<tr>
<td>10. Over 35 years</td>
<td>119</td>
<td>54</td>
</tr>
</tbody>
</table>

All Positions | 6,963 | 2,547 | 4,416 | 100.0 | $35,655 | $39,533 | $35,684 |

Canadian salaries converted to U.S. dollars.

### TABLE 20: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS

#### By Years of Experience, Fiscal Year 1990

<table>
<thead>
<tr>
<th>Experience</th>
<th>Number of Staff</th>
<th>Average Salaries</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
</tr>
<tr>
<td>1. 0 - 3 years</td>
<td>93</td>
<td>25</td>
</tr>
<tr>
<td>2. 4 - 7 years</td>
<td>96</td>
<td>23</td>
</tr>
<tr>
<td>3. 8 - 11 years</td>
<td>70</td>
<td>23</td>
</tr>
<tr>
<td>4. 12 - 15 years</td>
<td>87</td>
<td>24</td>
</tr>
<tr>
<td>5. 16 - 19 years</td>
<td>110</td>
<td>34</td>
</tr>
<tr>
<td>6. 20 - 23 years</td>
<td>103</td>
<td>33</td>
</tr>
<tr>
<td>7. 24 - 27 years</td>
<td>58</td>
<td>20</td>
</tr>
<tr>
<td>8. 28 - 31 years</td>
<td>34</td>
<td>14</td>
</tr>
<tr>
<td>9. 32 - 35 years</td>
<td>12</td>
<td>5</td>
</tr>
<tr>
<td>10. Over 35 years</td>
<td>7</td>
<td>1</td>
</tr>
</tbody>
</table>

All Positions | 670 | 202 | 468 | 100.0 | $35,426 | $37,769 | $34,414 |

Excludes all Canadian libraries.

* - Salary information is not published when fewer than four individuals are involved.
### Table 21: Average Salary for Selected Positions by Years of Experience

Fiscal Year 1990

<table>
<thead>
<tr>
<th>Position</th>
<th>Years of Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0 - 3 years</td>
</tr>
<tr>
<td>1. Director</td>
<td>N/A</td>
</tr>
<tr>
<td>2. Associate Director</td>
<td>*</td>
</tr>
<tr>
<td>3. Assistant Director</td>
<td>$60,665</td>
</tr>
<tr>
<td>4. Branch Head</td>
<td>28,538</td>
</tr>
<tr>
<td>5. Functional Specialist</td>
<td>28,004</td>
</tr>
<tr>
<td>6. Subject Specialist</td>
<td>26,024</td>
</tr>
<tr>
<td>7. Head, Acquisitions</td>
<td>29,905</td>
</tr>
<tr>
<td>8. Head, Reference</td>
<td>37,024</td>
</tr>
<tr>
<td>10. Head, Serials</td>
<td>28,864</td>
</tr>
<tr>
<td>11. Head, Documents/Maps</td>
<td>26,385</td>
</tr>
<tr>
<td>12. Head, Circulation</td>
<td>28,572</td>
</tr>
<tr>
<td>13. Head, Special Collections</td>
<td>34,029</td>
</tr>
<tr>
<td>14. Head, Computer Systems</td>
<td>37,068</td>
</tr>
<tr>
<td>15. Head, Other Dept. or Unit</td>
<td>27,398</td>
</tr>
</tbody>
</table>

Experience reflects total professional experience.
Excludes staff in law and medical libraries.
N/A - No positions reported in this category.
* - Salary information is not published when fewer than four individuals are involved.
### Table 22: Number and Average Salaries of ARL University Librarians by Type of Institution

**Fiscal Year 1990**

<table>
<thead>
<tr>
<th>Position</th>
<th>All Combined (107) *</th>
<th>Public (64)</th>
<th>Private (30)</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. Average Salary</td>
<td>No. Average Salary</td>
<td>No. Average Salary</td>
<td></td>
</tr>
<tr>
<td>1. Director</td>
<td>98 $88,239</td>
<td>58 $85,490</td>
<td>30 $98,884</td>
</tr>
<tr>
<td>2. Associate Director</td>
<td>156 61,321</td>
<td>86 60,895</td>
<td>46 64,643</td>
</tr>
<tr>
<td>3. Assistant Director</td>
<td>251 53,499</td>
<td>148 52,681</td>
<td>90 55,075</td>
</tr>
<tr>
<td>4. Branch Head</td>
<td>565 40,309</td>
<td>343 39,359</td>
<td>155 41,532</td>
</tr>
<tr>
<td>5. Subject Specialist</td>
<td>769 36,389</td>
<td>444 36,222</td>
<td>255 36,033</td>
</tr>
<tr>
<td>6. Functional Specialist</td>
<td>562 34,515</td>
<td>292 34,636</td>
<td>214 33,033</td>
</tr>
<tr>
<td>8. Cataloging</td>
<td>117 42,118</td>
<td>65 42,675</td>
<td>42 39,878</td>
</tr>
<tr>
<td>9. Acquisition</td>
<td>112 40,220</td>
<td>65 40,718</td>
<td>35 37,156</td>
</tr>
<tr>
<td>10. Serials</td>
<td>53 40,211</td>
<td>29 40,657</td>
<td>19 39,104</td>
</tr>
<tr>
<td>11. Documents/Maps</td>
<td>111 38,669</td>
<td>72 39,024</td>
<td>26 35,648</td>
</tr>
<tr>
<td>12. Circulation</td>
<td>95 35,668</td>
<td>53 36,164</td>
<td>32 32,886</td>
</tr>
<tr>
<td>13. Special Coll’n.</td>
<td>108 43,976</td>
<td>62 45,057</td>
<td>35 42,344</td>
</tr>
<tr>
<td>14. Computer</td>
<td>61 46,379</td>
<td>34 46,242</td>
<td>20 45,553</td>
</tr>
<tr>
<td>15. Other</td>
<td>659 38,500</td>
<td>375 37,960</td>
<td>230 38,567</td>
</tr>
<tr>
<td>16. Reference: Over 15 yrs. exp.</td>
<td>478 36,752</td>
<td>300 36,515</td>
<td>101 34,678</td>
</tr>
<tr>
<td>17. 10 - 15 yrs. exp.</td>
<td>253 32,505</td>
<td>152 32,096</td>
<td>65 31,786</td>
</tr>
<tr>
<td>18. 5 - 10 yrs. exp.</td>
<td>249 29,170</td>
<td>158 29,194</td>
<td>55 28,087</td>
</tr>
<tr>
<td>19. Under 5 yrs. exp.</td>
<td>316 25,228</td>
<td>204 24,490</td>
<td>81 26,820</td>
</tr>
<tr>
<td>21. 10 - 15 yrs. exp.</td>
<td>142 31,724</td>
<td>74 30,264</td>
<td>44 31,714</td>
</tr>
<tr>
<td>22. 5 - 10 yrs. exp.</td>
<td>206 28,965</td>
<td>112 28,342</td>
<td>74 29,642</td>
</tr>
<tr>
<td>23. Under 5 yrs. exp.</td>
<td>256 25,607</td>
<td>130 24,445</td>
<td>116 26,691</td>
</tr>
<tr>
<td>24. Other: Over 15 yrs. exp.</td>
<td>268 37,884</td>
<td>178 37,908</td>
<td>57 35,155</td>
</tr>
<tr>
<td>25. 10 - 15 yrs. exp.</td>
<td>106 33,517</td>
<td>58 33,237</td>
<td>38 33,302</td>
</tr>
<tr>
<td>26. 5 - 10 yrs. exp.</td>
<td>159 29,819</td>
<td>101 29,350</td>
<td>48 30,520</td>
</tr>
<tr>
<td>27. Under 5 yrs. exp.</td>
<td>180 24,841</td>
<td>113 24,072</td>
<td>55 25,863</td>
</tr>
</tbody>
</table>

**All Positions**

<table>
<thead>
<tr>
<th>No. of Positions</th>
<th>Average Salary (All)</th>
<th>Average Salary (Public)</th>
<th>Average Salary (Private)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6,963</td>
<td>$35,655</td>
<td>$36,701</td>
<td>$32,259</td>
</tr>
</tbody>
</table>

* - Includes 13 Canadian libraries not included in public/private columns. For average Canadian salaries (expressed in U.S. dollars), refer to Table 24.

( ) Number of ARL libraries included
### TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1990

<table>
<thead>
<tr>
<th>Position</th>
<th>Staff Over 124 (6)</th>
<th>Staff 75-124 (22)</th>
<th>Staff 50-74 (33)</th>
<th>Staff 1-49 (46)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Director</td>
<td>5</td>
<td>$103,137</td>
<td>19</td>
<td>$99,479</td>
</tr>
<tr>
<td>2. Associate Director</td>
<td>20</td>
<td>68,188</td>
<td>45</td>
<td>64,332</td>
</tr>
<tr>
<td>3. Assistant Director</td>
<td>26</td>
<td>56,414</td>
<td>66</td>
<td>56,251</td>
</tr>
<tr>
<td>4. Branch Head</td>
<td>95</td>
<td>46,105</td>
<td>200</td>
<td>39,578</td>
</tr>
<tr>
<td>5. Subject Specialist</td>
<td>148</td>
<td>38,516</td>
<td>256</td>
<td>36,760</td>
</tr>
<tr>
<td>6. Functional Specialist</td>
<td>111</td>
<td>37,554</td>
<td>160</td>
<td>32,810</td>
</tr>
<tr>
<td>8. Cataloging</td>
<td>14</td>
<td>44,066</td>
<td>24</td>
<td>45,181</td>
</tr>
<tr>
<td>9. Acquisition</td>
<td>7</td>
<td>50,865</td>
<td>21</td>
<td>40,220</td>
</tr>
<tr>
<td>10. Serials</td>
<td>6</td>
<td>46,947</td>
<td>14</td>
<td>40,980</td>
</tr>
<tr>
<td>11. Docs./Maps</td>
<td>9</td>
<td>48,528</td>
<td>30</td>
<td>36,694</td>
</tr>
<tr>
<td>12. Circulation</td>
<td>17</td>
<td>34,807</td>
<td>18</td>
<td>36,382</td>
</tr>
<tr>
<td>13. Special Coll'n.</td>
<td>9</td>
<td>47,681</td>
<td>28</td>
<td>44,331</td>
</tr>
<tr>
<td>15. Other</td>
<td>66</td>
<td>47,207</td>
<td>241</td>
<td>38,214</td>
</tr>
<tr>
<td>17. 10 - 15 yrs.exp.</td>
<td>22</td>
<td>37,928</td>
<td>92</td>
<td>31,707</td>
</tr>
<tr>
<td>18. 5 - 10 yrs.exp.</td>
<td>17</td>
<td>34,125</td>
<td>75</td>
<td>28,865</td>
</tr>
<tr>
<td>20. Catalog: Over 15 yrs.exp.</td>
<td>77</td>
<td>43,241</td>
<td>138</td>
<td>33,205</td>
</tr>
<tr>
<td>21. 10 - 15 yrs.exp.</td>
<td>11</td>
<td>36,241</td>
<td>41</td>
<td>30,383</td>
</tr>
<tr>
<td>22. 5 - 10 yrs.exp.</td>
<td>26</td>
<td>34,239</td>
<td>63</td>
<td>28,667</td>
</tr>
<tr>
<td>23. Under 5 yrs.exp.</td>
<td>53</td>
<td>30,223</td>
<td>85</td>
<td>24,807</td>
</tr>
<tr>
<td>24. Other: Over 15 yrs.exp.</td>
<td>67</td>
<td>43,065</td>
<td>79</td>
<td>34,746</td>
</tr>
<tr>
<td>26. 5 - 10 yrs.exp.</td>
<td>22</td>
<td>34,279</td>
<td>40</td>
<td>28,860</td>
</tr>
<tr>
<td>27. Under 5 yrs.exp.</td>
<td>20</td>
<td>26,464</td>
<td>59</td>
<td>24,741</td>
</tr>
</tbody>
</table>

All Positions 953 $31,032 2,094 $36,216 2,010 $37,241 1,906 $35,679

( ) Number of ARL libraries included.
### TABLE 24: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1989

<table>
<thead>
<tr>
<th>Position</th>
<th>Northeast</th>
<th>North Central</th>
<th>South</th>
<th>West</th>
<th>Canada</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>New England</td>
<td>Middle Atlantic</td>
<td>East N.Central</td>
<td>West N.Central</td>
<td>South Atlantic</td>
</tr>
<tr>
<td>1. Director</td>
<td>$97,837</td>
<td>$100,261</td>
<td>$89,862</td>
<td>$91,683</td>
<td>$86,660</td>
</tr>
<tr>
<td>2. Associate Director</td>
<td>64,769</td>
<td>66,683</td>
<td>61,500</td>
<td>*</td>
<td>58,941</td>
</tr>
<tr>
<td>3. Assistant Director</td>
<td>63,335</td>
<td>53,505</td>
<td>55,542</td>
<td>53,922</td>
<td>49,388</td>
</tr>
<tr>
<td>4. Branch Head</td>
<td>45,352</td>
<td>41,277</td>
<td>39,567</td>
<td>36,695</td>
<td>37,983</td>
</tr>
<tr>
<td>5. Subject Specialist</td>
<td>39,678</td>
<td>37,732</td>
<td>34,534</td>
<td>33,096</td>
<td>27,783</td>
</tr>
<tr>
<td>6. Functional Specialist</td>
<td>34,676</td>
<td>33,204</td>
<td>32,210</td>
<td>34,951</td>
<td>31,560</td>
</tr>
<tr>
<td>8. Cataloging</td>
<td>40,508</td>
<td>42,972</td>
<td>40,222</td>
<td>34,100</td>
<td>28,554</td>
</tr>
<tr>
<td>9. Acquisition</td>
<td>46,060</td>
<td>37,612</td>
<td>40,532</td>
<td>40,663</td>
<td>38,412</td>
</tr>
<tr>
<td>10. Serials</td>
<td>38,769</td>
<td>39,628</td>
<td>39,223</td>
<td>37,730</td>
<td>40,684</td>
</tr>
<tr>
<td>11. Doc./Maps</td>
<td>43,920</td>
<td>37,801</td>
<td>33,972</td>
<td>33,527</td>
<td>32,606</td>
</tr>
<tr>
<td>12. Circulation</td>
<td>31,197</td>
<td>35,128</td>
<td>34,682</td>
<td>35,551</td>
<td>34,100</td>
</tr>
<tr>
<td>13. Special Coll'n.</td>
<td>46,396</td>
<td>45,278</td>
<td>42,850</td>
<td>40,760</td>
<td>40,613</td>
</tr>
<tr>
<td>14. Computer</td>
<td>49,632</td>
<td>45,621</td>
<td>49,037</td>
<td>49,037</td>
<td>49,037</td>
</tr>
<tr>
<td>15. Other Depts.</td>
<td>40,701</td>
<td>40,036</td>
<td>36,718</td>
<td>37,730</td>
<td>33,972</td>
</tr>
<tr>
<td>16. Reference: Over 15 yrs.exp.</td>
<td>40,635</td>
<td>37,057</td>
<td>33,972</td>
<td>33,527</td>
<td>32,606</td>
</tr>
<tr>
<td>17. 10 - 15 yrs.exp.</td>
<td>35,868</td>
<td>32,500</td>
<td>31,599</td>
<td>29,925</td>
<td>30,646</td>
</tr>
<tr>
<td>18. 5 - 10 yrs.exp.</td>
<td>33,475</td>
<td>30,002</td>
<td>28,098</td>
<td>24,920</td>
<td>26,536</td>
</tr>
<tr>
<td>22. 5 - 10 yrs.exp.</td>
<td>33,475</td>
<td>30,002</td>
<td>28,098</td>
<td>24,920</td>
<td>26,536</td>
</tr>
<tr>
<td>23. Under 5 yrs.exp.</td>
<td>29,403</td>
<td>25,971</td>
<td>24,220</td>
<td>23,567</td>
<td>23,441</td>
</tr>
<tr>
<td>25. 10 - 15 yrs.exp.</td>
<td>33,545</td>
<td>32,253</td>
<td>34,329</td>
<td>34,359</td>
<td>29,133</td>
</tr>
<tr>
<td>26. 5 - 10 yrs.exp.</td>
<td>30,840</td>
<td>30,064</td>
<td>28,953</td>
<td>26,857</td>
<td>26,969</td>
</tr>
<tr>
<td>27. Under 5 yrs.exp.</td>
<td>26,851</td>
<td>25,318</td>
<td>24,973</td>
<td>25,648</td>
<td>22,524</td>
</tr>
</tbody>
</table>

All Positions: Avg. Salary $38,922 $38,030 $35,928 $34,808 $34,049 $32,161 $32,490 $32,157 $42,509 $39,874

No. of Staff 701 1,010 1,130 405 962 203 383 407 1,009 753

( ) Number of ARL libraries included.

* - Salary information is not published when fewer than 4 individuals are involved.

N/A - No positions reported in this category.

Canadian salaries expressed in U.S. dollars.
<table>
<thead>
<tr>
<th>Region</th>
<th>No.</th>
<th>ARL University Libraries Included</th>
<th>States/Provinces Included</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. New England</td>
<td>(8)</td>
<td>Boston; Brown; Connecticut; Dartmouth; Harvard; Massachusetts Institute of Technology; Massachusetts; Yale</td>
<td>Conn.; Mass.; Me.; N.H.; R.I.; Vt.</td>
</tr>
<tr>
<td>2. Middle Atlantic</td>
<td>(14)</td>
<td>Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: 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>(16)</td>
<td>Case Western Reserve; Chicago; Cincinnati; Illinois, Chicago; Illinois, Urbana; Indiana; Kent State; Michigan; Michigan State; Notre Dame; Northwestern; Ohio State; Purdue; Southern Illinois; Wayne State; Wisconsin</td>
<td>Ill.; Ind.; Mich.; Ohio; Wis.</td>
</tr>
<tr>
<td>4. West North Central</td>
<td>(7)</td>
<td>Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington University</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. South Atlantic</td>
<td>(17)</td>
<td>Delaware; Duke; Emory; Florida; Florida State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Maryland; Miami; North Carolina; North Carolina; South Carolina; Virginia; Virginia Tech</td>
<td>Del.; D.C.; Fla.; Ga.; Md.; N.C.; S.C.; Va.; W. Va.</td>
</tr>
<tr>
<td>6. East South Central</td>
<td>(4)</td>
<td>Alabama; Kentucky; Tennessee; Vanderbilt</td>
<td>Ala.; Ky.; Miss.; Tenn.</td>
</tr>
<tr>
<td>7. West South Central</td>
<td>(8)</td>
<td>Houston; Louisiana State; Oklahoma; Oklahoma State; Rice; Texas; Texas A&amp;M; Tulane</td>
<td>Ark.; La.; Okla.; Tex.</td>
</tr>
<tr>
<td>West</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Mountain</td>
<td>(7)</td>
<td>Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah</td>
<td>Ariz.; Colo.; Idaho; Mont.; Nev.; N. Mex.; Utah; Wyo.</td>
</tr>
<tr>
<td>9. Pacific</td>
<td>(13)</td>
<td>University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Stanford; Washington; Washington State</td>
<td>Alaska; Calif.; Hawaii; Ore.; Wash.</td>
</tr>
<tr>
<td>Canada</td>
<td>(13)</td>
<td>Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen’s; Saskatchewan; Toronto; Waterloo; Western Ontario; York</td>
<td>Alta.; B.C.; Man.; N. Br.; Newf.; N.S.; Ont.; P.E.I.; Que.; Sask.</td>
</tr>
</tbody>
</table>
TABLE 25: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
IN ARL CANADIAN UNIVERSITY LIBRARIES

<table>
<thead>
<tr>
<th>Institution</th>
<th>Filled Pos.</th>
<th>Average Salaries</th>
<th>Median Salaries</th>
<th>Beginning Salaries</th>
<th>Average Years Exp.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alberta</td>
<td>70</td>
<td>$46,761</td>
<td>$42,761</td>
<td>$47,055</td>
<td>$43,166</td>
</tr>
<tr>
<td>British Columbia</td>
<td>83</td>
<td>$44,425</td>
<td>$41,177</td>
<td>$41,842</td>
<td>$39,604</td>
</tr>
<tr>
<td>Guelph</td>
<td>32</td>
<td>51,257</td>
<td>50,182</td>
<td>51,599</td>
<td>49,544</td>
</tr>
<tr>
<td>Laval</td>
<td>68</td>
<td>51,679</td>
<td>49,277</td>
<td>51,403</td>
<td>49,428</td>
</tr>
<tr>
<td>McGill</td>
<td>62</td>
<td>48,365</td>
<td>45,592</td>
<td>47,016</td>
<td>44,760</td>
</tr>
<tr>
<td>McMaster</td>
<td>33</td>
<td>45,947</td>
<td>45,058</td>
<td>46,282</td>
<td>44,279</td>
</tr>
<tr>
<td>Manitoba</td>
<td>52</td>
<td>46,248</td>
<td>44,410</td>
<td>45,576</td>
<td>44,674</td>
</tr>
<tr>
<td>Queen's</td>
<td>39</td>
<td>42,322</td>
<td>41,082</td>
<td>40,124</td>
<td>38,156</td>
</tr>
<tr>
<td>Saskatchewan</td>
<td>34</td>
<td>41,617</td>
<td>41,789</td>
<td>43,189</td>
<td>43,189</td>
</tr>
<tr>
<td>Toronto</td>
<td>142</td>
<td>49,525</td>
<td>46,779</td>
<td>52,077</td>
<td>48,666</td>
</tr>
<tr>
<td>Waterloo</td>
<td>48</td>
<td>46,387</td>
<td>44,114</td>
<td>46,270</td>
<td>42,761</td>
</tr>
<tr>
<td>Western Ontario</td>
<td>43</td>
<td>43,550</td>
<td>39,693</td>
<td>43,604</td>
<td>39,349</td>
</tr>
<tr>
<td>York</td>
<td>47</td>
<td>52,855</td>
<td>50,448</td>
<td>56,681</td>
<td>51,883</td>
</tr>
</tbody>
</table>

Excludes Canadian law and medical libraries.
Salaries expressed in Canadian dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.
<table>
<thead>
<tr>
<th>Position</th>
<th>Number of Staff</th>
<th>Average Salaries</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
<td>Women</td>
<td>Combined</td>
<td>Men</td>
</tr>
<tr>
<td>1. Director</td>
<td>10</td>
<td>7</td>
<td>3</td>
<td>$86,888</td>
<td>$  *</td>
</tr>
<tr>
<td>2. Associate Director</td>
<td>24</td>
<td>12</td>
<td>12</td>
<td>67,923</td>
<td>68,251</td>
</tr>
<tr>
<td>3. Assistant Director</td>
<td>13</td>
<td>10</td>
<td>3</td>
<td>62,407</td>
<td>$  *</td>
</tr>
<tr>
<td>4. Branch Head</td>
<td>67</td>
<td>22</td>
<td>45</td>
<td>50,923</td>
<td>51,553</td>
</tr>
<tr>
<td>5. Subject Specialist</td>
<td>70</td>
<td>33</td>
<td>37</td>
<td>46,593</td>
<td>47,955</td>
</tr>
<tr>
<td>6. Functional Specialist</td>
<td>56</td>
<td>25</td>
<td>31</td>
<td>47,613</td>
<td>47,516</td>
</tr>
<tr>
<td>7. Dept. Head: Reference</td>
<td>14</td>
<td>6</td>
<td>8</td>
<td>53,291</td>
<td>54,973</td>
</tr>
<tr>
<td>8. Cataloging</td>
<td>10</td>
<td>4</td>
<td>6</td>
<td>57,606</td>
<td>57,902</td>
</tr>
<tr>
<td>9. Acquisition</td>
<td>12</td>
<td>5</td>
<td>7</td>
<td>55,872</td>
<td>58,405</td>
</tr>
<tr>
<td>10. Serials</td>
<td>5</td>
<td></td>
<td></td>
<td>50,313</td>
<td></td>
</tr>
<tr>
<td>11. Documents/Maps</td>
<td>13</td>
<td>5</td>
<td>8</td>
<td>51,409</td>
<td>47,828</td>
</tr>
<tr>
<td>12. Circulation</td>
<td>10</td>
<td>4</td>
<td>6</td>
<td>50,439</td>
<td>51,902</td>
</tr>
<tr>
<td>13. Special Coll’n.</td>
<td>11</td>
<td>5</td>
<td>6</td>
<td>51,806</td>
<td>51,258</td>
</tr>
<tr>
<td>14. Computer</td>
<td>7</td>
<td>4</td>
<td>3</td>
<td>59,421</td>
<td></td>
</tr>
<tr>
<td>15. Other</td>
<td>54</td>
<td>19</td>
<td>35</td>
<td>50,464</td>
<td>52,725</td>
</tr>
<tr>
<td>16. Reference: Over 15 yrs.</td>
<td>77</td>
<td>23</td>
<td>54</td>
<td>48,290</td>
<td>47,708</td>
</tr>
<tr>
<td>17. 10 - 15 yrs.</td>
<td>36</td>
<td>9</td>
<td>27</td>
<td>42,779</td>
<td>42,594</td>
</tr>
<tr>
<td>18. 5 - 10 yrs.</td>
<td>36</td>
<td>10</td>
<td>26</td>
<td>37,368</td>
<td>36,556</td>
</tr>
<tr>
<td>19. Under 5 yrs.</td>
<td>31</td>
<td>9</td>
<td>22</td>
<td>31,121</td>
<td>30,299</td>
</tr>
<tr>
<td>20. Catalog: Over 15 yrs.</td>
<td>78</td>
<td>25</td>
<td>53</td>
<td>48,155</td>
<td>46,731</td>
</tr>
<tr>
<td>21. 10 - 15 yrs.</td>
<td>24</td>
<td>7</td>
<td>17</td>
<td>43,896</td>
<td>46,795</td>
</tr>
<tr>
<td>22. 5 - 10 yrs.</td>
<td>20</td>
<td>6</td>
<td>14</td>
<td>36,281</td>
<td>37,469</td>
</tr>
<tr>
<td>23. Under 5 yrs.</td>
<td>10</td>
<td>1</td>
<td>9</td>
<td>36,044</td>
<td></td>
</tr>
<tr>
<td>24. Other: Over 15 yrs.</td>
<td>33</td>
<td>10</td>
<td>23</td>
<td>50,439</td>
<td>52,293</td>
</tr>
<tr>
<td>25. 10 - 15 yrs.</td>
<td>10</td>
<td>3</td>
<td>7</td>
<td>43,519</td>
<td></td>
</tr>
<tr>
<td>26. 5 - 10 yrs.</td>
<td>10</td>
<td>2</td>
<td>8</td>
<td>38,292</td>
<td></td>
</tr>
<tr>
<td>27. Under 5 yrs.</td>
<td>12</td>
<td>2</td>
<td>10</td>
<td>32,951</td>
<td></td>
</tr>
</tbody>
</table>

All Positions 806 279 527 $47,801 $50,309 $46,495

Excludes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.
* - Salary information not published for fewer than four individuals.
### TABLE 27: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL CANADIAN UNIVERSITY LIBRARIANS, FISCAL YEAR 1990

<table>
<thead>
<tr>
<th>Position</th>
<th>Number of Staff</th>
<th>Average Years of Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
</tr>
<tr>
<td><strong>1. Director</strong></td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td><strong>2. Associate Director</strong></td>
<td>24</td>
<td>12</td>
</tr>
<tr>
<td><strong>3. Assistant Director</strong></td>
<td>13</td>
<td>10</td>
</tr>
<tr>
<td><strong>4. Branch Head</strong></td>
<td>67</td>
<td>22</td>
</tr>
<tr>
<td><strong>5. Subject Specialist</strong></td>
<td>70</td>
<td>33</td>
</tr>
<tr>
<td><strong>6. Functional Specialist</strong></td>
<td>56</td>
<td>25</td>
</tr>
<tr>
<td><strong>7. Dept. Head: Reference</strong></td>
<td>14</td>
<td>6</td>
</tr>
<tr>
<td><strong>8. Cataloging</strong></td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td><strong>9. Acquisition</strong></td>
<td>12</td>
<td>5</td>
</tr>
<tr>
<td><strong>10. Serials</strong></td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td><strong>11. Doc./Maps</strong></td>
<td>13</td>
<td>5</td>
</tr>
<tr>
<td><strong>12. Circulation</strong></td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td><strong>13. Spec. Coll'n.</strong></td>
<td>11</td>
<td>5</td>
</tr>
<tr>
<td><strong>14. Computer</strong></td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td><strong>15. Other</strong></td>
<td>54</td>
<td>19</td>
</tr>
<tr>
<td><strong>16. Reference</strong></td>
<td>180</td>
<td>51</td>
</tr>
<tr>
<td><strong>17. Catalog</strong></td>
<td>132</td>
<td>39</td>
</tr>
<tr>
<td><strong>18. Other</strong></td>
<td>65</td>
<td>17</td>
</tr>
</tbody>
</table>

**All Positions**: 753 | 268 | 485 | 16.0 yrs | 17.3 yrs | 15.3 yrs

Excludes Canadian law and medical libraries.
### TABLE 28: NUMBER AND AVERAGE SALARIES OF ARL CANADIAN UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1990

<table>
<thead>
<tr>
<th>Experience</th>
<th>Number of Staff</th>
<th>Average Salaries</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
<td>Women</td>
<td>% of Total</td>
</tr>
<tr>
<td>1. 0 - 3 years</td>
<td>55</td>
<td>14</td>
<td>41</td>
<td>6.4</td>
</tr>
<tr>
<td>2. 4 - 7 years</td>
<td>69</td>
<td>21</td>
<td>48</td>
<td>8.1</td>
</tr>
<tr>
<td>3. 8 - 11 years</td>
<td>97</td>
<td>27</td>
<td>70</td>
<td>11.4</td>
</tr>
<tr>
<td>4. 12 - 15 years</td>
<td>118</td>
<td>40</td>
<td>78</td>
<td>13.8</td>
</tr>
<tr>
<td>5. 16 - 19 years</td>
<td>138</td>
<td>49</td>
<td>89</td>
<td>16.2</td>
</tr>
<tr>
<td>6. 20 - 23 years</td>
<td>149</td>
<td>65</td>
<td>84</td>
<td>17.5</td>
</tr>
<tr>
<td>7. 24 - 27 years</td>
<td>83</td>
<td>35</td>
<td>48</td>
<td>9.7</td>
</tr>
<tr>
<td>8. 28 - 31 years</td>
<td>29</td>
<td>12</td>
<td>17</td>
<td>3.4</td>
</tr>
<tr>
<td>9. 32 - 35 years</td>
<td>9</td>
<td>3</td>
<td>6</td>
<td>1.1</td>
</tr>
<tr>
<td>10. Over 35 years</td>
<td>6</td>
<td>2</td>
<td>4</td>
<td>0.7</td>
</tr>
</tbody>
</table>

All Positions 753 268 485 100.0 $47,801 $50,309 $46,495

Excludes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.
ARL UNIVERSITY MEDICAL LIBRARIES

Tables 29-35
<table>
<thead>
<tr>
<th>Institution</th>
<th>Filled Positions</th>
<th>Average Salary</th>
<th>Median Salary</th>
<th>Beginning Salary</th>
<th>Average Years Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama</td>
<td>2</td>
<td>*</td>
<td>*</td>
<td>$19,500</td>
<td>13.0</td>
</tr>
<tr>
<td>Alberta</td>
<td>7</td>
<td>$31,443</td>
<td>$28,597</td>
<td>23,960</td>
<td>6.9</td>
</tr>
<tr>
<td>Arizona</td>
<td>14</td>
<td>30,762</td>
<td>33,659</td>
<td>20,000</td>
<td>13.2</td>
</tr>
<tr>
<td>Boston University</td>
<td>7</td>
<td>33,179</td>
<td>32,146</td>
<td>24,553</td>
<td>12.9</td>
</tr>
<tr>
<td>British Columbia (D)</td>
<td>17</td>
<td>34,422</td>
<td>35,054</td>
<td>24,946</td>
<td>17.8</td>
</tr>
<tr>
<td>California, Davis</td>
<td>9</td>
<td>38,214</td>
<td>34,266</td>
<td>26,136</td>
<td>11.0</td>
</tr>
<tr>
<td>California, Irvine</td>
<td>8</td>
<td>46,257</td>
<td>47,550</td>
<td>26,136</td>
<td>16.1</td>
</tr>
<tr>
<td>California, Los Angeles</td>
<td>21</td>
<td>43,321</td>
<td>42,948</td>
<td>26,136</td>
<td>13.9</td>
</tr>
<tr>
<td>California, San Diego</td>
<td>9</td>
<td>45,155</td>
<td>46,020</td>
<td>26,136</td>
<td>21.6</td>
</tr>
<tr>
<td>Case Western Reserve</td>
<td>15</td>
<td>31,754</td>
<td>31,727</td>
<td>19,000</td>
<td>14.8</td>
</tr>
<tr>
<td>Cincinnati</td>
<td>12</td>
<td>35,808</td>
<td>33,276</td>
<td>19,492</td>
<td>13.8</td>
</tr>
<tr>
<td>Columbia</td>
<td>17</td>
<td>39,116</td>
<td>35,930</td>
<td>26,000</td>
<td>11.0</td>
</tr>
<tr>
<td>Connecticut</td>
<td>11</td>
<td>35,862</td>
<td>32,395</td>
<td>23,000</td>
<td>9.6</td>
</tr>
<tr>
<td>Dartmouth</td>
<td>6</td>
<td>32,364</td>
<td>32,308</td>
<td>23,000</td>
<td>12.3</td>
</tr>
<tr>
<td>Duke</td>
<td>15</td>
<td>35,604</td>
<td>30,700</td>
<td>22,250</td>
<td>16.2</td>
</tr>
<tr>
<td>Emory</td>
<td>14</td>
<td>29,679</td>
<td>28,600</td>
<td>20,000</td>
<td>16.9</td>
</tr>
<tr>
<td>Florida</td>
<td>14</td>
<td>32,004</td>
<td>31,421</td>
<td>23,000</td>
<td>16.3</td>
</tr>
<tr>
<td>Georgetown</td>
<td>10</td>
<td>32,198</td>
<td>31,000</td>
<td>25,000</td>
<td>8.6</td>
</tr>
<tr>
<td>Harvard</td>
<td>22</td>
<td>33,818</td>
<td>30,765</td>
<td>23,900</td>
<td>4.8</td>
</tr>
<tr>
<td>Howard</td>
<td>7</td>
<td>36,265</td>
<td>34,902</td>
<td>22,850</td>
<td>17.1</td>
</tr>
<tr>
<td>Illinois, Chicago</td>
<td>24</td>
<td>34,347</td>
<td>31,022</td>
<td>23,000</td>
<td>13.5</td>
</tr>
<tr>
<td>Indiana</td>
<td>1</td>
<td>*</td>
<td>*</td>
<td>23,400</td>
<td>12.0</td>
</tr>
<tr>
<td>Iowa</td>
<td>7</td>
<td>32,350</td>
<td>30,286</td>
<td>21,545</td>
<td>15.0</td>
</tr>
<tr>
<td>Johns Hopkins</td>
<td>20</td>
<td>37,241</td>
<td>35,345</td>
<td>25,213</td>
<td>10.4</td>
</tr>
<tr>
<td>Kansas</td>
<td>8</td>
<td>28,526</td>
<td>27,005</td>
<td>20,000</td>
<td>7.5</td>
</tr>
<tr>
<td>McGill (D)</td>
<td>8</td>
<td>38,202</td>
<td>36,206</td>
<td>22,926</td>
<td>15.3</td>
</tr>
<tr>
<td>McMaster</td>
<td>9</td>
<td>32,884</td>
<td>31,935</td>
<td>22,382</td>
<td>9.9</td>
</tr>
<tr>
<td>Miami</td>
<td>10</td>
<td>36,846</td>
<td>35,727</td>
<td>25,000</td>
<td>21.3</td>
</tr>
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<td>34,881</td>
<td>33,908</td>
<td>26,000</td>
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* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions if data for them were reported.
D - Canadian salaries expressed in U.S. dollars.
<table>
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<th>Institution</th>
<th>Filled Positions</th>
<th>Average Salary</th>
<th>Median Salary</th>
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* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions if data for them were reported.
D - Canadian salaries expressed in U.S. dollars.
TABLE 30: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

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.

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<th>Group</th>
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<th>Group</th>
<th>Rank</th>
<th>Institution</th>
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Canadian salaries expressed in U.S. dollars.
### TABLE 31: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

**RANK ORDER TABLE, FISCAL YEAR 1990**

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.

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<th>Group</th>
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<th>Group</th>
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<td>28</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>29</td>
<td>Florida</td>
<td>$31,421</td>
<td>52</td>
<td>29</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Group ranges:**

1 - 45,000 and over  6 - 30,000-31,999  
2 - 40,000-44,999  7 - 28,000-29,999  
3 - 36,000-39,999  8 - 26,000-27,999  
4 - 34,000-35,999  9 - 24,000-25,999  
5 - 32,000-33,999  10 - below 24,000

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.
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:

- 1 - 45,000 and over
- 2 - 40,000-44,999
- 3 - 37,000-39,999
- 4 - 34,000-36,999
- 5 - 32,000-33,999
- 6 - 30,000-31,999
- 7 - 28,000-29,999
- 8 - 26,000-27,999
- 9 - 24,000-25,999
- 10 - below 24,000

<table>
<thead>
<tr>
<th>Group</th>
<th>Rank</th>
<th>Institution</th>
<th>Salary</th>
<th>Group</th>
<th>Rank</th>
<th>Institution</th>
<th>Salary</th>
</tr>
</thead>
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<td>California, Irvine</td>
<td>$46,257</td>
<td>30</td>
<td>North Carolina</td>
<td>$32,719</td>
<td></td>
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<tr>
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<td>2</td>
<td>California, San Diego</td>
<td>45,155</td>
<td>31</td>
<td>Wisconsin</td>
<td>32,682</td>
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<tr>
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<td>California, Los Angeles</td>
<td>43,321</td>
<td>32</td>
<td>Southern Illinois</td>
<td>32,558</td>
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<td>4</td>
<td>New York University</td>
<td>41,423</td>
<td>33</td>
<td>Dartmouth</td>
<td>32,364</td>
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<td>Toronto</td>
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<td>Iowa</td>
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<td>Georgetown</td>
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<td>Columbia</td>
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<td>36</td>
<td>Florida</td>
<td>32,004</td>
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<tr>
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<td>8</td>
<td>California, Davis</td>
<td>38,214</td>
<td>37</td>
<td>Wayne State</td>
<td>31,999</td>
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</tr>
<tr>
<td>9</td>
<td>9</td>
<td>McGill</td>
<td>38,202</td>
<td>38</td>
<td>Case Western</td>
<td>31,754</td>
<td></td>
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<tr>
<td>10</td>
<td>10</td>
<td>Johns Hopkins</td>
<td>37,241</td>
<td>39</td>
<td>Washington</td>
<td>31,513</td>
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<td>4</td>
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<td>Miami</td>
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<td>40</td>
<td>Pennsylvania State</td>
<td>31,494</td>
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<td>Howard</td>
<td>36,265</td>
<td>41</td>
<td>Alberta</td>
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<td>Texas A&amp;M</td>
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<td>South Carolina</td>
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<td>44</td>
<td>Washington, St.Louis</td>
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<td>British Columbia</td>
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<td>45</td>
<td>Arizona</td>
<td>30,762</td>
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<tr>
<td>17</td>
<td>17</td>
<td>Illinois, Chicago</td>
<td>34,347</td>
<td>46</td>
<td>Pennsylvania</td>
<td>30,367</td>
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<tr>
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<td>SUNY-Buffalo</td>
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<td>29,679</td>
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<td>20</td>
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<td>49</td>
<td>Ohio State</td>
<td>29,076</td>
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<td>Harvard</td>
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<td>50</td>
<td>Nebraska</td>
<td>28,880</td>
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<td>Cincinnati</td>
<td>33,808</td>
<td>51</td>
<td>Kansas</td>
<td>28,526</td>
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<td>23</td>
<td>Yale</td>
<td>33,787</td>
<td>52</td>
<td>Pittsburgh</td>
<td>28,077</td>
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<tr>
<td>24</td>
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<td>Vanderbilt</td>
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<td>53</td>
<td>Northwestern</td>
<td>27,181</td>
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<tr>
<td>25</td>
<td>25</td>
<td>New Mexico</td>
<td>33,434</td>
<td>54</td>
<td>Rochester</td>
<td>26,472</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>26</td>
<td>Boston University</td>
<td>33,179</td>
<td>55</td>
<td>Tulane</td>
<td>25,917</td>
<td></td>
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<tr>
<td>27</td>
<td>27</td>
<td>Virginia</td>
<td>32,967</td>
<td>56</td>
<td>Oklahoma</td>
<td>25,828</td>
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<tr>
<td>28</td>
<td>28</td>
<td>McMaster</td>
<td>32,884</td>
<td>57</td>
<td>Utah</td>
<td>25,392</td>
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<tr>
<td>29</td>
<td>29</td>
<td>Temple</td>
<td>32,754</td>
<td>58</td>
<td>Missouri</td>
<td>23,575</td>
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</tr>
</tbody>
</table>

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.
TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS

FISCAL YEAR 1990

<table>
<thead>
<tr>
<th>Position</th>
<th>Number of Staff</th>
<th>Average Salaries</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
<td>Women</td>
</tr>
<tr>
<td>1. Director, Medical</td>
<td>64</td>
<td>22</td>
<td>42</td>
</tr>
<tr>
<td>Library</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Associate Director</td>
<td>22</td>
<td>2</td>
<td>20</td>
</tr>
<tr>
<td>3. Assistant Director</td>
<td>22</td>
<td>5</td>
<td>17</td>
</tr>
<tr>
<td>4. Head, Medical Branch</td>
<td>18</td>
<td>3</td>
<td>15</td>
</tr>
<tr>
<td>5. Subject Specialist</td>
<td>21</td>
<td>5</td>
<td>16</td>
</tr>
<tr>
<td>6. Functional Specialist</td>
<td>35</td>
<td>14</td>
<td>21</td>
</tr>
<tr>
<td>7. Dept. Head: Reference</td>
<td>32</td>
<td>4</td>
<td>28</td>
</tr>
<tr>
<td>8. Cataloging</td>
<td>22</td>
<td>4</td>
<td>18</td>
</tr>
<tr>
<td>9. Acquisition</td>
<td>15</td>
<td>2</td>
<td>13</td>
</tr>
<tr>
<td>10. Serials</td>
<td>10</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>11. Circulation</td>
<td>11</td>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>12. Special ColI'n.</td>
<td>10</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>13. Computer</td>
<td>8</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>14. Other</td>
<td>74</td>
<td>17</td>
<td>57</td>
</tr>
<tr>
<td>15. Reference: Over 15 yrs. exp.</td>
<td>57</td>
<td>9</td>
<td>48</td>
</tr>
<tr>
<td>16. 10 - 15 yrs. exp.</td>
<td>36</td>
<td>2</td>
<td>34</td>
</tr>
<tr>
<td>17. 5 - 10 yrs. exp.</td>
<td>55</td>
<td>9</td>
<td>46</td>
</tr>
<tr>
<td>18. Under 5 yrs. exp.</td>
<td>59</td>
<td>9</td>
<td>50</td>
</tr>
<tr>
<td>19. Catalog: Over 15 yrs. exp.</td>
<td>10</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td>20. 10 - 15 yrs. exp.</td>
<td>6</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>21. 5 - 10 yrs. exp.</td>
<td>6</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>22. Under 5 yrs. exp.</td>
<td>16</td>
<td>2</td>
<td>14</td>
</tr>
<tr>
<td>23. Other: Over 15 yrs. exp.</td>
<td>18</td>
<td>7</td>
<td>11</td>
</tr>
<tr>
<td>24. 10 - 15 yrs. exp.</td>
<td>25</td>
<td>7</td>
<td>18</td>
</tr>
<tr>
<td>25. 5 - 10 yrs. exp.</td>
<td>13</td>
<td>1</td>
<td>12</td>
</tr>
<tr>
<td>26. Under 5 yrs. exp.</td>
<td>17</td>
<td>5</td>
<td>12</td>
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</tbody>
</table>

All Positions 682 145 537 $36,367 $39,947 $35,400

* - Salary information is not published when fewer than 4 individuals are involved.
### TABLE 34: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1990

<table>
<thead>
<tr>
<th>Position</th>
<th>Number of Staff</th>
<th>Average Years of Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
</tr>
<tr>
<td>1. Director, Medical Library</td>
<td>64</td>
<td>22</td>
</tr>
<tr>
<td>2. Associate Director</td>
<td>22</td>
<td>2</td>
</tr>
<tr>
<td>3. Assistant Director</td>
<td>22</td>
<td>5</td>
</tr>
<tr>
<td>4. Branch Head</td>
<td>18</td>
<td>3</td>
</tr>
<tr>
<td>5. Subject Specialist</td>
<td>21</td>
<td>5</td>
</tr>
<tr>
<td>6. Functional Specialist</td>
<td>35</td>
<td>14</td>
</tr>
<tr>
<td>7. Dept. Head: Reference</td>
<td>32</td>
<td>4</td>
</tr>
<tr>
<td>8. Cataloging</td>
<td>22</td>
<td>4</td>
</tr>
<tr>
<td>9. Acquisition</td>
<td>15</td>
<td>2</td>
</tr>
<tr>
<td>10. Serials</td>
<td>10</td>
<td>1</td>
</tr>
<tr>
<td>11. Circulation</td>
<td>11</td>
<td>1</td>
</tr>
<tr>
<td>12. Special Coll’n</td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td>13. Computer</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>14. Other</td>
<td>74</td>
<td>17</td>
</tr>
<tr>
<td>15. Public Services</td>
<td>48</td>
<td>9</td>
</tr>
<tr>
<td>16. Technical Services</td>
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<td>17. Administrative Services</td>
<td>7</td>
<td>4</td>
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<tr>
<td>18. Reference</td>
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</tr>
<tr>
<td>19. Cataloging</td>
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<td>8</td>
</tr>
<tr>
<td><strong>All Positions</strong></td>
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</tbody>
</table>
TABLE 35: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS

BY YEARS OF EXPERIENCE, FISCAL YEAR 1990

<table>
<thead>
<tr>
<th>Experience</th>
<th>Number of Staff</th>
<th>Average Salaries</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
<td>Women</td>
<td>% of Total</td>
<td>Combined</td>
</tr>
<tr>
<td>1. 0 - 3 yrs. exp.</td>
<td>97</td>
<td>18</td>
<td>79</td>
<td>14.2</td>
<td>$27,056</td>
</tr>
<tr>
<td>2. 4 - 7 yrs. exp.</td>
<td>118</td>
<td>17</td>
<td>101</td>
<td>17.3</td>
<td>29,921</td>
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<tr>
<td>3. 8 - 11 yrs. exp.</td>
<td>108</td>
<td>25</td>
<td>83</td>
<td>15.9</td>
<td>33,668</td>
</tr>
<tr>
<td>4. 12 - 15 yrs. exp.</td>
<td>118</td>
<td>28</td>
<td>90</td>
<td>17.3</td>
<td>37,406</td>
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<tr>
<td>5. 16 - 19 yrs. exp.</td>
<td>100</td>
<td>21</td>
<td>79</td>
<td>14.7</td>
<td>42,814</td>
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<tr>
<td>6. 20 - 23 yrs. exp.</td>
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<td>7</td>
<td>48</td>
<td>8.1</td>
<td>42,478</td>
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<tr>
<td>7. 24 - 27 yrs. exp.</td>
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<td>14</td>
<td>24</td>
<td>5.6</td>
<td>54,063</td>
</tr>
<tr>
<td>8. 28 - 31 yrs. exp.</td>
<td>24</td>
<td>7</td>
<td>17</td>
<td>3.5</td>
<td>52,177</td>
</tr>
<tr>
<td>9. 32 - 35 yrs. exp.</td>
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<td>6</td>
<td>4</td>
<td>1.5</td>
<td>49,950</td>
</tr>
<tr>
<td>10. Over 35 yrs. exp.</td>
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<td>2</td>
<td>11</td>
<td>1.9</td>
<td>50,481</td>
</tr>
<tr>
<td>All Positions</td>
<td>682</td>
<td>145</td>
<td>537</td>
<td>100.0</td>
<td>$36,367</td>
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</table>

Canadian salaries expressed in U.S. dollars.
* - Salary information is not published when fewer than four individuals are involved.
ARL UNIVERSITY LAW LIBRARIES

Tables 36-42
<table>
<thead>
<tr>
<th>Institution</th>
<th>Filled Positions</th>
<th>Average Salary</th>
<th>Median Salary</th>
<th>Beginning Salary</th>
<th>Average Years Experience</th>
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<td>*</td>
<td>23,960</td>
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<td>8</td>
<td>31,260</td>
<td>32,264</td>
<td>20,000</td>
<td>12.8</td>
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<td>37,034</td>
<td>37,312</td>
<td>20,000</td>
<td>15.6</td>
</tr>
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<td>36,617</td>
<td>32,900</td>
<td>27,000</td>
<td>12.1</td>
</tr>
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<td>*</td>
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<td>26,136</td>
<td>10.8</td>
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<td>5</td>
<td>58,552</td>
<td>59,556</td>
<td>26,136</td>
<td>18.8</td>
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<td>9</td>
<td>45,456</td>
<td>42,948</td>
<td>26,136</td>
<td>12.3</td>
</tr>
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<td>20,000</td>
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<td>32,334</td>
<td>32,355</td>
<td>19,492</td>
<td>13.3</td>
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<tr>
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<td>7</td>
<td>29,206</td>
<td>28,025</td>
<td>23,000</td>
<td>9.0</td>
</tr>
<tr>
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<td>14</td>
<td>38,245</td>
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<td>26,000</td>
<td>9.4</td>
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<td>38,507</td>
<td>36,542</td>
<td>20,668</td>
<td>10.8</td>
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<td>30,125</td>
<td>29,600</td>
<td>21,000</td>
<td>11.3</td>
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<td>34,083</td>
<td>32,534</td>
<td>22,250</td>
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<td>32,669</td>
<td>31,898</td>
<td>20,000</td>
<td>12.0</td>
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<td>32,566</td>
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</table>

Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions if data for them were reported. * - Salary information is not published for fewer than 4 individuals. D - Canadian salaries expressed in U.S. dollars. U/A - Unavailable.
### TABLE 36: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

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<th>Institution</th>
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<th>Median Salary</th>
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<th>Average Years Experience</th>
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</table>

Salaries of directors are not included in either the average or median salary statistic.

Directors are included in average experience and filled positions if data for them were reported.

* - Salary information is not published for fewer than 4 individuals.

D - Canadian salaries expressed in U.S. dollars.

U/A - Unavailable.
TABLE 37: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

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.

<table>
<thead>
<tr>
<th>Group</th>
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<th>Group</th>
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<th>Institution</th>
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</table>

Canadian salaries expressed in U.S. dollars.
### TABLE 38: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

**RANK ORDER TABLE, FISCAL YEAR 1990**

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:

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<th>Salary</th>
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<td>Oklahoma</td>
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</table>

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.
TABLE 39: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

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.

<table>
<thead>
<tr>
<th>Group</th>
<th>Rank</th>
<th>Institution</th>
<th>Salary</th>
<th>Group</th>
<th>Rank</th>
<th>Institution</th>
<th>Salary</th>
</tr>
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<td>Florida State</td>
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<td>8</td>
<td>Emory</td>
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<td>4</td>
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<td>9</td>
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<td>32</td>
<td>10</td>
<td>Cincinnati</td>
<td>32,334</td>
</tr>
<tr>
<td>6</td>
<td>6</td>
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<td>41,691</td>
<td>33</td>
<td>11</td>
<td>Saskatchewan</td>
<td>32,137</td>
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<tr>
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<td>12</td>
<td>North Carolina</td>
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<tr>
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<td>8</td>
<td>Southern Illinois</td>
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<td>13</td>
<td>Ohio State</td>
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<td>14</td>
<td>Howard</td>
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<td>10</td>
<td>Yale</td>
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<td>15</td>
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</table>

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.
### TABLE 40: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS,
FISCAL YEAR 1990

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<thead>
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<th>Position</th>
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<th>Number of Staff</th>
<th>Number of Staff</th>
<th>Number of Staff</th>
<th>Number of Staff</th>
<th>Average Salaries</th>
<th>Average Salaries</th>
<th>Average Salaries</th>
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<td>Women</td>
<td>Total</td>
<td>Men</td>
<td>Combined</td>
<td>Men</td>
<td>Women</td>
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<tr>
<td><strong>Number of Staff</strong></td>
<td><strong>Total</strong></td>
<td><strong>Men</strong></td>
<td><strong>Women</strong></td>
<td><strong>Total</strong></td>
<td><strong>Men</strong></td>
<td><strong>Combined</strong></td>
<td><strong>Men</strong></td>
<td><strong>Women</strong></td>
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<td>$81,192</td>
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<td>18. Under 5 yrs. exp.</td>
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<td>30,792</td>
<td>29,571</td>
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<td>14</td>
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</table>

All Positions 552 194 358 $39,761 $45,331 $36,743

Canadian salaries expressed in U.S. dollars.

* - Salary information is not published when fewer than 4 individuals are involved.
### TABLE 41: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1990

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<th>Average Years of Experience</th>
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<td>Total</td>
<td>Men</td>
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<td>1. Director, Law Library</td>
<td>64</td>
<td>39</td>
</tr>
<tr>
<td>2. Associate Director</td>
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<td>12</td>
</tr>
<tr>
<td>3. Assistant Director</td>
<td>26</td>
<td>14</td>
</tr>
<tr>
<td>4. Subject Specialist</td>
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<td>4</td>
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<tr>
<td>5. Functional Specialist</td>
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<td>14</td>
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<tr>
<td>6. Dept. Head: Reference</td>
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</tr>
<tr>
<td>7. Cataloging</td>
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<tr>
<td>8. Acquisitions</td>
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<td>9. Serials</td>
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<tr>
<td>15. Public Services</td>
<td>19</td>
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<tr>
<td>16. Technical Services</td>
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<td>18. Reference</td>
<td>108</td>
<td>42</td>
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<tr>
<td>19. Cataloging</td>
<td>62</td>
<td>17</td>
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</table>

All Positions 552 194 358 11.6 yrs 12.2 yrs 11.2 yrs
TABLE 42: NUMBER AND AVERAGE SALARIES OF ARL LAW UNIVERSITY LIBRARIANS

BY YEARS OF EXPERIENCE, FISCAL YEAR 1990

<table>
<thead>
<tr>
<th>Experience</th>
<th>Number of Staff</th>
<th>% of Total</th>
<th>Average Salaries</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Men</td>
<td>Women</td>
</tr>
<tr>
<td>1. 0 - 3 years</td>
<td>101</td>
<td>40</td>
<td>61</td>
</tr>
<tr>
<td>2. 4 - 7 years</td>
<td>97</td>
<td>32</td>
<td>65</td>
</tr>
<tr>
<td>3. 8 - 11 years</td>
<td>101</td>
<td>31</td>
<td>70</td>
</tr>
<tr>
<td>4. 12 - 15 years</td>
<td>101</td>
<td>31</td>
<td>70</td>
</tr>
<tr>
<td>5. 16 - 19 years</td>
<td>72</td>
<td>18</td>
<td>54</td>
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<tr>
<td>6. 20 - 23 years</td>
<td>42</td>
<td>18</td>
<td>24</td>
</tr>
<tr>
<td>7. 24 - 27 years</td>
<td>14</td>
<td>9</td>
<td>5</td>
</tr>
<tr>
<td>8. 28 - 31 years</td>
<td>11</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>9. 32 - 35 years</td>
<td>2</td>
<td>2</td>
<td>0.4</td>
</tr>
<tr>
<td>10. Over 35 years</td>
<td>12</td>
<td>5</td>
<td>7</td>
</tr>
</tbody>
</table>

All Positions | 552 | 194 | 358 | $39,761 | $45,331 | $36,743 |

* - Salary information is not published when fewer than four individuals are involved.
Canadian salaries expressed in U.S. dollars.
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 enclosed diskette, using LOTUS 123, Wordperfect 4.2 or 5.0, or Microsoft Excel. See "Instructions for Data Inputters" for appropriate software.

3. 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.

4. 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 the norm required by the employer, report the actual salary paid.

5. 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.

6. The salary figures should be straight gross salary figures. Do not include fringe benefits.

7. Salary figures should be reported in digits only; do NOT use "$" or "," (e.g., 25470, not $25,470).

8. All numbers (e.g. salary figures, years of experience) should be rounded to the nearest whole number.

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. This file will be the basis of your institution's salary report next year. Note: The data submitted to ARL does 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, 1989. If you are providing the individual data on the diskette, please return the diskette in the mailer, along with Part I of the survey and a printout of the data file. Be sure to keep a complete copy of your return, including the diskette, for your files.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the fiscal year 1988-89, as well as the current fiscal year, 1989-90.

2. Please include the Beginning Professional Salary and the Median Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank. The 1988-89 figures were included in the published Survey.

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 which is actually used or likely to be used for entry-level librarians hired by your library.

   Please consult the published survey for 1988. Was the reported figure for Beginning Professional Salary accurate for the fiscal year 1988-89, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

4. Question 2. The **Median Salary** is the salary that has an equal number of salaries above and below it. For 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.

   Your library's Median Professional Salary for 1988-89 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the 1988-89 salaries in your institution were **substantially** revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1988-89 median salary in your library) please supply an updated figure.

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 salary information on all filled or temporarily vacant positions for fiscal year 1988-89. In addition, information on sex, minority status, rank, and years of experience is requested for filled positions. The survey requests information for individuals; aggregate data for each institution will be generated by computer.
2. Data for the general, law, and medical libraries may be reported on the enclosed floppy diskette; see #4 below for specific instructions.

3. **Survey Form.** If you are not able to provide the data on the floppy diskette, please photocopy additional sheets of the enclosed form if you cannot list all professional positions in the space provided.

   If you are reporting on the printed form 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 being used only for Law or Medical library staff.

   The left-hand column labeled "Staff Member i.d." 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. **Diskette.** The floppy diskette contains data input files for general, law, and medical library data in Lotus 123 and Wordperfect 4.2 and 5.0, or Microsoft Excel formats. They are labeled as follows (xxxxx = library identification number; see label on the enclosed diskette):

<table>
<thead>
<tr>
<th>Library</th>
<th>Lotus 123</th>
<th>WP 4.2</th>
<th>WP 5.0</th>
<th>Excel</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>ARLxxxxx.WK1</td>
<td>ARLxxxxx.A1</td>
<td>ARLxxxxx.B1</td>
<td>ARLxxxxx.X1</td>
</tr>
<tr>
<td>Law</td>
<td>LAWxxxxx.WK1</td>
<td>LAWxxxxx.A1</td>
<td>LAWxxxxx.B1</td>
<td>LAWxxxxx.X1</td>
</tr>
<tr>
<td>Medical</td>
<td>MEDxxxxx.WK1</td>
<td>MEDxxxxx.A1</td>
<td>MEDxxxxx.B1</td>
<td>MEDxxxxx.X1</td>
</tr>
</tbody>
</table>

   The files contain empty worksheets with columns labelled as follows:

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

   The first entry in the column labelled "LibID" is already filled in so there will be no question about the institutional identity of the diskettes as they are received. **If the diskette has been damaged in any way, or if the number in the LibID column is not the same as the number printed on the return address label (on the diskette mailer), please call the ARL Office for instructions.**

   Detailed instructions for inputting data in each format are enclosed.

   **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. This file will be the basis of yr institution's salary report next year. Note: The data submitted to ARL does 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.**
5. **Salary.** Enter the individual salaries as of July 1, 1989. 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 and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

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)
- **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
- **HDEF** Head, Reference Department
- **HDCAT** Head, Catalog Department
- **HDSER** Head, Serials Department
- **HDOC** Head, Documents Department
- **HDMAP** Head, Map Room/Department
- **HCIRC** Head, Circulation
- **HDRBM** Head, Rare Book/Manuscripts Department
- **HDCOMP** Head, Library and Computer Systems
- **HDOTH** Head, Other Department/Service/Agency
- **CAT** Catalogers, both general and specialized
- **REF** Reference librarians, both general and specialized
- **PUBS** Public Services, non-supervisory, except reference librarians
- **TECH** Technical Services, non-supervisory, except catalogers
- **ADMIN** Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.
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, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

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 does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." 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 the 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 which 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 which split these two functions between two departments should report more than one professional with the position HDACQ.

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." 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, or V if the position is vacant. 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 not applicable):

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

Complete the last 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).

Include ranks that may be unoccupied at the present time due to circumstances such as unusually high turnover, hiring freezes, etc.
ARL SALARY SURVEY 1989  
University Library Questionnaire

Part I: Summary Data

Reporting Institution _____________________________ Date returned to ARL _____________________________

Report prepared by (name) _____________________________

Title __________________________________________ Phone number _____________________________

Contact person (if different) _____________________________

Title __________________________________________ Phone number _____________________________

1. Beginning Professional Salary

   a. Beginning professional salary for 1988-89 as reported in last year's ARL Annual Salary Survey.

   b. If salary reported last year has been revised, please report correct 1988-89 beginning professional salary.


2. Median Professional Salary

   a. Median professional salary for 1988-89 as reported in last year's ARL Annual Salary Survey.

   b. If salaries reported last year have been substantially revised, please report correct 1988-89 median professional salary.

(Note: ARL will calculate the 1989-90 median professional salary for your library from the data you supply in Part II of this questionnaire.)
3. **Footnotes** (Please compare with footnotes from surveys of previous years.)

   a. Figures includes salaries for main campus only.

      _____ Yes        _____ No        _____ We have only one campus.

   b. Other libraries not included:

   
   
   
   

   c. Indicate the number of levels in your institution's rank structure for professional librarians.

      _____ 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: _____)

      In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

   d. Other comments:

   
   
   
   

Please return the Salary Survey questionnaire to the ARL Office by August 31, 1989.
## ARL SALARY SURVEY 1989

University Library Questionnaire

### Part II: Individual Data

<table>
<thead>
<tr>
<th>Seq. No.</th>
<th>Salary July 1, 1989 (See instructions)</th>
<th>Position Code (See instructions)</th>
<th>Sex (M or F)</th>
<th>Minority Status Code (See instructions)</th>
<th>Total Years Prof. Exper.</th>
<th>Rank Code (See instructions)</th>
</tr>
</thead>
<tbody>
<tr>
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<td>25</td>
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</tbody>
</table>
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, 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 and temporarily vacant positions. Vacant positions should be reported at the known salary level, or at the salary level at which the position is most likely to be filled.

3. Report 1989-90 salaries as they exist on July 1, 1989. 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 which 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 normally 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. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by August 31, 1989.
ARL SALARY SURVEY 1989
Nonuniversity Library Questionnaire

Reporting Institution ___________________________ Date returned to ARL ____________
Report prepared by (name) ___________________________ ___________________________
Title ___________________________ Phone number ___________________________
Contact person (if different) ___________________________ ___________________________
Title ___________________________ 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 1988-89 and 1989-90.

2. Median professional salary in fiscal year 1988-89. _____________________________

3. Median professional salary for fiscal year 1989-90. _____________________________

4. Beginning professional salary in 1988-89. _____________________________

5. Beginning professional salary for 1989-90. _____________________________

6. 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:
   
   ___________________________
   ___________________________

7. Other comments:
   
   ___________________________
   ___________________________

Please return this form to the ARL Office by August 31, 1989.
Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1988-89 and 1989-90.

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Number of Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1988-89</td>
</tr>
<tr>
<td>100,000 or more</td>
<td></td>
</tr>
<tr>
<td>95,000 - 99,999</td>
<td></td>
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<td>90,000 - 94,999</td>
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<td>14,99 or less</td>
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Total Number of Positions

Please return this form to the ARL Office by **August 31, 1989**.
## FOOTNOTES TO THE 1989 ARL ANNUAL SALARY SURVEY

<table>
<thead>
<tr>
<th>Institution</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALABAMA</td>
<td>All salaries effective August 1989.</td>
</tr>
<tr>
<td>ALBERTA</td>
<td>Excludes Boreal Institute.</td>
</tr>
<tr>
<td>BRIGHAM YOUNG</td>
<td>Beginning Professional Salary is for Faculty appointments only; other professional positions have no minimum.</td>
</tr>
<tr>
<td>BRITISH COLUMBIA</td>
<td>Salaries under negotiation at time of report. Excludes staff in the Management Research library.</td>
</tr>
<tr>
<td>BROWN</td>
<td>Includes John Carter Brown Library</td>
</tr>
<tr>
<td>CALIFORNIA, BERKELEY</td>
<td>Excludes special or institute libraries which are not administratively part of the General Library, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Earthquake Engineering, and Chicano Studies; and Water Resources Archives. Includes Law Library.</td>
</tr>
<tr>
<td>CANADA INST. FOR SCIENTIFIC &amp; TECHNICAL INFORMATION</td>
<td>No individual data were reported; data reported were inconsistent with this report.</td>
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<tr>
<td>CINCINNATI</td>
<td>Includes Walters and Clermont Technical College branch libraries. Law and Medical libraries reported for the first time.</td>
</tr>
<tr>
<td>CONNECTICUT</td>
<td>Salaries effective August 1989.</td>
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<tr>
<td>CORNELL</td>
<td>Excludes Medical College Library staff in New York City.</td>
</tr>
<tr>
<td>DELAWARE</td>
<td>Excludes Director's salary and salaries of staff from libraries not administratively reporting to the Director of Libraries.</td>
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<tr>
<td>EMORY</td>
<td>Salaries effective September 1, 1989.</td>
</tr>
<tr>
<td></td>
<td>Includes Library &amp; Information Management, Theology and Oxford College libraries.</td>
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<tr>
<td>Institution</td>
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<tr>
<td>FLORIDA</td>
<td>Excludes Laboratory School library and Florida Center for Library Automation.</td>
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<tr>
<td></td>
<td>Salaries effective August 11, 1989.</td>
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<tr>
<td>FLORIDA STATE</td>
<td>Excludes Developmental Research School.</td>
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<td></td>
<td>Salaries effective August 9, 1989.</td>
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<tr>
<td>HARVARD</td>
<td>Excludes Biblioteca Berenson (in Florence, Italy) and Dumbarton Oaks library.</td>
</tr>
<tr>
<td></td>
<td>Includes the Schlessinger Library of Radcliffe College for the first time.</td>
</tr>
<tr>
<td>HAWAII</td>
<td>No change in salaries since 1988; collective bargaining in process.</td>
</tr>
<tr>
<td>HOUSTON</td>
<td>Excludes Clear Lake, Downtown, and Victoria Campuses.</td>
</tr>
<tr>
<td></td>
<td>Salaries effective September 1, 1989.</td>
</tr>
<tr>
<td>ILLINOIS, CHICAGO</td>
<td>Salaries effective September 1, 1989.</td>
</tr>
<tr>
<td>ILLINOIS, URBANA</td>
<td>Excludes Urbana Health Sciences branch.</td>
</tr>
<tr>
<td></td>
<td>Salaries effective August 21, 1989.</td>
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<tr>
<td>JOHNS HOPKINS</td>
<td>Excludes Advanced International Studies (in Bologna, Italy) and the Applied Physics library.</td>
</tr>
<tr>
<td>KANSAS</td>
<td>Excludes History of Medicine Library, Kansas City.</td>
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<tr>
<td>KENT STATE</td>
<td>Includes branch campus libraries.</td>
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<tr>
<td>KENTUCKY</td>
<td>Excludes Community Colleges.</td>
</tr>
<tr>
<td>LOUISIANA STATE</td>
<td>Excludes Alexângria, Eunice, Shreveport branch campus libraries; and the libraries of the LSU Medical Centers in Shreveport and New Orleans, and the University of New Orleans library.</td>
</tr>
<tr>
<td>MIT</td>
<td>No longer includes MIT Museum staff.</td>
</tr>
<tr>
<td>MICHIGAN</td>
<td>Excludes Clements Library, Bentley Library, and Business Administration Library.</td>
</tr>
<tr>
<td>Library Type</td>
<td>Notes</td>
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<tr>
<td>MINNESOTA</td>
<td>Excludes Law Library.</td>
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<tr>
<td>NATIONAL LIBRARY OF CANADA</td>
<td>Beginning Professional salaries include equalization pay (Can. $4,052).</td>
</tr>
<tr>
<td>NATIONAL LIBRARY OF MEDICINE</td>
<td>Excludes R &amp; D, Computer staff, etc.</td>
</tr>
<tr>
<td>NEW MEXICO</td>
<td>Excludes Gallup, Valencia, Los Alamos branches and Harwood Foundation.</td>
</tr>
<tr>
<td>NEW YORK PUBLIC LIBRARY</td>
<td>Excludes staff in public library branches.</td>
</tr>
<tr>
<td>NEW YORK UNIVERSITY</td>
<td>Fiscal year begins September 1, 1988.</td>
</tr>
<tr>
<td>NORTH CAROLINA</td>
<td>Excludes Institute of Government.</td>
</tr>
<tr>
<td>OHIO STATE</td>
<td>Includes four regional campuses and the Agricultural Technical Institute.</td>
</tr>
<tr>
<td>OKLAHOMA STATE</td>
<td>Includes branch campus libraries and the Oklahoma College of Osteopathic Medicine and Surgery Library.</td>
</tr>
<tr>
<td>PENNSYLVANIA STATE</td>
<td>Excludes 10 systems staff that are now part of Central Administration.</td>
</tr>
<tr>
<td>PITTSBURGH</td>
<td>Excludes Bradford, Greenburg, Johnstown, and Titusville campuses.</td>
</tr>
<tr>
<td>PRINCETON</td>
<td>Includes Forrestal campus.</td>
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<tr>
<td>ROCHESTER</td>
<td>Includes Sibley Music Library and Miner Medical library.</td>
</tr>
<tr>
<td>SASKATCHEWAN</td>
<td>Salaries for 1988-89 are still being negotiated, but regular and special salary increments effective July 1, 1989.</td>
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<tr>
<td>SOUTH CAROLINA</td>
<td>Includes Law.</td>
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<tr>
<td>SOUTHERN CALIFORNIA</td>
<td>Excludes Law and Medical libraries.</td>
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<tr>
<td>Institution</td>
<td>Notes</td>
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<tr>
<td>SOUTHERN ILLINOIS</td>
<td>Excludes Center for Dewey Studies, Papers of U.S. Grant, Instructional Development, Learning Resources Service, and the School of Medicine (Springfield) libraries.</td>
</tr>
<tr>
<td>SUNY - BUFFALO</td>
<td>Excludes salary of Head of Music library.</td>
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<tr>
<td>SUNY - STONY BROOK</td>
<td>Excludes Health Sciences.</td>
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<tr>
<td>SYRACUSE</td>
<td>Excludes Utica College library.</td>
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<tr>
<td>TEMPLE</td>
<td>Salaries are for 44-week contracts.</td>
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<tr>
<td>TEXAS</td>
<td>Excludes Humanities Research Center.</td>
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<tr>
<td>TEXAS A &amp; M</td>
<td>Most salaries are for 10.5 month contract.</td>
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<tr>
<td></td>
<td>Salaries effective September 1, 1989.</td>
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<tr>
<td>TORONTO</td>
<td>Excludes federated and affiliated institutions.</td>
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<tr>
<td>TULANE</td>
<td>Excludes Delta Regional Primate Center.</td>
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<tr>
<td>WESTERN ONTARIO</td>
<td>Salaries exclude increments due November 1989.</td>
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<tr>
<td>YALE</td>
<td>Excludes British Art Center.</td>
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