

C O N F I D E N T I A L

CANADIAN ASSOCIATION OF RESEARCH LIBRARIES
ASSOCIATION DES BIBLIOTHEQUES DE RECHERCHE DU CANADA

Statistics -- Salaries -- 1989/90

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CERTAIN OF THE SUMMARY DATA IN THIS REPORT ARE SUBJECT TO INTERPRETATION OR CLARIFICATION BECAUSE OF INHERENT DIFFERENCES AMONG INSTITUTIONS IN THEIR ORGANIZATION, PHYSICAL ARRANGEMENT, MANAGEMENT PHILOSOPHY AND BUDGETARY AND ACCOUNT PROCEDURES.

Table I -- Full-time professionals on staff, 1989/90 (excluding Chief Librarian)

	Associate and Assistant Librarians	Heads of Major Branches	Heads of Major Divisions	Heads of Other Brs & Divisions	Other Librarians	Other Professional Staff	TOTAL PROFESSIONAL STAFF
British Columbia (c)	5	4	3	21	72	(a)	105
Simon Fraser	1	(a)	4	1	24	7	37
Victoria	(a)	1	5	4	25	1	36
Alberta	(a)	7	8	3	59	2	79
Calgary	1	(a)	7	(a)	31	1	40
Saskatchewan	3	5	7	(a)	22	4	41
Regina	3	1	3	(a)	12	3	22
Manitoba	2	13	7	6	28	(a)	56
Carleton	4	(a)	3	6	17	3	33
Guelph	3	(a)	8	(a)	15	4	30
McMaster	3	(a)	4	12	22	3	44
Ottawa	2	3	3	9	30	1	48
Queen's	2	3	7	4	29	3	48
Toronto	3	14	(b)	6	76	12	111
Waterloo	3	(a)	3	11	27	3	47
Western Ontario	5	3	4	6	31	8	57
Windsor	1	(a)	(a)	5	19	1	26
York	2	4	5	8	32	5	56
Concordia	1	3	2	7	22	3	38
Laval	3	3	3	8	51	1	69
McGill	6	(a)	6	17	47	2	78
Montréal	(a)	7	4	18	48	(a)	77
Québec à Montréal	2	5	2	(a)	31	5	45
Sherbrooke	3	4	1	(a)	8	(a)	16
New Brunswick	1	3	3	3	14	1	25
Dalhousie	6	(a)	9	7	12	(a)	34
Memorial	1	2	7	4	25	(a)	39

- Notes: (a) No staff member in this category.
 (b) Included in 'Heads of Major Branch Libraries'.
 (c) Does not include David Lam Management Research Library in the Faculty of Commerce and Business Administration, nor librarians employed in a few departmental reading rooms.

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Table III -- Salary by category, 1989/90 (excluding Chief Librarian)

	Median							Average						
	Assoc Asst Lib'ns	Hds of Major Branches	Hds of Major Div'ns	Hds of Other Brs/Divs	Other Lib'ns	Other Prof Staff	All Prof on Staff	Assoc Asst Lib'ns	Hds of Major Branches	Hds of Major Div'ns	Hds of Other Brs/Divs	Other Lib'ns	Other Prof Staff	All Prof on Staff
U.B.C. (c)	73,780	64,224	61,483	56,264	49,340	(a)	50,866	74,728	68,460	62,910	55,417	47,602	(a)	51,689
Simon Fraser	n/a	(a)	51,045	n/a	41,321	35,647	43,089	69,188	(a)	49,467	44,735	39,420	37,136	39,152
Victoria	(a)	n/a	56,409	45,653	41,975	n/a	43,917	(a)	52,622	57,014	45,315	40,200	58,057	43,944
Alberta	(a)	60,024	55,069	61,934	42,988	n/a	46,055	(a)	59,696	56,888	58,981	43,362	46,393	46,849
Calgary	n/a	(a)	60,076	(a)	42,476	n/a	46,015	66,822	(a)	57,130	(a)	43,809	60,284	47,127
Saskatchewan	63,388	50,763	49,965	(a)	42,484	38,721	46,357	63,094	49,838	48,691	(a)	41,373	39,461	48,537
Regina	53,324	n/a	42,393	(a)	36,568	30,180	39,748	53,686	52,409	41,200	(a)	35,874	29,363	38,893
Manitoba	n/a	48,085	58,715	43,878	42,341	(a)	44,256	62,144	49,857	54,653	45,014	40,459	(a)	45,677
Carleton	66,022	(a)	61,706	53,094	51,658	42,302	52,442	65,391	(a)	62,973	50,985	50,461	41,978	52,733
Guelph	71,900	(a)	55,031	(a)	47,333	45,515	50,574	71,099	(a)	57,359	(a)	45,578	46,530	53,799
McMaster	67,320	(a)	60,678	49,896	34,596	38,508	46,284	68,620	(a)	61,344	48,210	37,792	40,188	45,040
Ottawa	n/a	56,709	55,676	53,109	41,547	n/a	45,915	61,704	54,861	57,418	51,478	43,315	43,742	47,224
Queen's	n/a	53,500	50,425	38,175	39,688	34,995	41,100	63,975	59,417	47,993	39,194	38,814	41,552	42,774
Toronto	75,621	61,881	(b)	47,380	52,491	39,612	52,683	75,706	63,497	(b)	48,529	48,647	41,600	50,483
Waterloo	71,939	(a)	57,658	46,771	44,498	42,559	46,426	71,773	(a)	57,764	48,002	42,784	44,740	46,937
U.W.O.	61,075	47,409	51,127	48,240	39,486	31,781	42,149	61,251	47,745	51,043	47,613	39,634	32,895	42,652
Windsor	n/a	(a)	(a)	49,885	52,272	n/a	52,219	60,678	(a)	(a)	52,145	52,201	49,900	52,428
York	n/a	61,778	58,181	43,046	56,368	48,310	56,224	73,043	69,367	58,122	46,772	49,102	47,167	51,704
Concordia	n/a	50,931	n/a	47,920	38,754	36,652	42,604	74,361	50,748	57,045	49,710	38,542	32,758	43,027
Laval	57,080	58,436	57,258	41,895	51,405	n/a	51,405	58,368	58,497	57,208	45,741	51,553	49,778	51,697
McGill	77,853	(a)	70,586	52,786	44,636	n/a	48,016	80,379	(a)	68,201	52,338	45,143	54,376	51,194
Montréal	(a)	64,861	62,420	54,125	47,130	(a)	47,130	(a)	64,861	60,346	53,220	46,161	(a)	50,248
U.Q.à M.	n/a	63,823	n/a	(a)	45,203	47,130	47,130	56,953	62,408	68,687	(a)	44,141	47,130	50,193
Sherbrooke	54,457	51,957	n/a	(a)	48,821	(a)	50,701	53,622	57,968	51,957	(a)	47,095	(a)	51,341
U.N.B.	n/a	57,280	60,821	58,135	47,317	n/a	54,451	62,978	57,869	60,970	55,895	45,384	30,141	50,108
Dalhousie	58,567	(a)	51,425	39,017	39,271	(a)	42,658	58,843	(a)	47,246	40,948	38,697	(a)	44,979
Memorial	n/a	n/a	50,412	50,456	45,356	(a)	50,412	68,176	52,364	50,594	49,798	46,333	(a)	48,322

Notes: (a) No staff member in this category.

(b) Included in 'Heads of Major Branch Libraries'.

(c) Does not include David Lam Management Research Library in the Faculty of Commerce and Business Administration, nor librarians employed in a few departmental reading rooms.

n/a Not applicable.

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Table IV -- Salary Distribution: All Full-time Professionals on Staff, 1989/90 (Including Chief Librarian)

	75000 and over	70000 74999	65000 69999	60000 64999	55000 59999	50000 54999	45000 49999	42500 44999	40000 42499	37500 39999	35000 37499	32500 34999	30000 32499	27500 29999	25000 27499	Less than 24999
U.B.C. (a)	2	4	1	9	12	34	25	5	4	2	3		4			
Simon Fraser			1			3	2	13	1	6	3	4	3	1		
Victoria					4	3	10	5	3	4	1		6			
Alberta			4	6	3	10	21	8	7	6	6	4	4			
Calgary			1	5	4	4	7	3	7	2	5	1	1			
Saskatchewan			1	1	2	5	13	3	6	2	2	1	4	1		
Regina						4	3	1	2	2	1	2	2	1	4	
Manitoba	1	1		2	4	6	13	9	4	7	3	1		5		
Carleton			3	4	4	12	3	1	4	1		1				
Guelph		2	3	1	3	9	4		2	4		1	1			
McMaster		1	3	1	4	5	9	1	3	3	1	5	1	7		
Ottawa				4	2	11	10	4	8	4		1	1	1	2	
Queen's		1		2	1	6	4	2	9	8	8	5	1	1		
Toronto	3	4	4	1	19	40	10	2	6	8	3	4	4	2	1	
Waterloo		3			5	10	9	7	1	3	3	2	4			
U.W.O.		1	1	1		6	13	5	4	9	7	5	3	2		
Windsor				3	3	11	8	1								
York	2	1	3	7	19	2	2	3	2	2	5	3	4	1		
Concordia		1		1		7	9	1	5	2	3	1	3	3	1	1
Laval			1	1	6	46	9		4	2						
McGill	6	4	3	6	7	11	13	10	4	5	2	2	2	3		
Montréal				10		18	43	1		2	2		1			
U.Q.à M.			3	4	1	2	21	6	1	1	5	1				
Sherbrooke	1					7	6	1		1						
U.N.B.				4	8	2	3	1		3	2	1	1			
Dalhousie	1		1		5	4	4	2	2	6	3	3	2	1		
Memorial			3	1	7	9	4	3	2	2	5	1	2			

Notes: (a) Does not include David Lam Management Research Library in the Faculty of Commerce and Business Administration, nor librarians employed in a few departmental reading rooms.

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Table VI -- Salary Distribution: Heads of Major Divisions; Heads of other Branches, Divisions, Sections, 1989/90

	Heads of Major Divisions										Heads of other Brs., Divs., Sects.										
	60000 and over	55000 59999	50000 54999	45000 49999	42500 44999	40000 42499	37500 39999	35000 37499	32500 34999	than 34999	60000 and over	55000 59999	50000 54999	45000 49999	42500 44999	40000 42499	37500 39999	35000 37499	32500 34999	30000 32499	Less than 29999
U.B.C. (a)	2	1									4	10	4	3							
Simon Fraser			3		1										1						
Victoria		3	2										3	1							
Alberta	3	1	2	2						2			1								
Calgary	4	1	1	1																	
Saskatchewan			2	3	2																
Regina				1		1			1												
Manitoba	2	3		1									1	1	2	1	1				
Carleton	2	1										1	4								1
Guelph	3	1	3	1																	
McMaster	2	2										1	4	3		2	2				
Ottawa	1	1	1										8		1						
Queen's			4	1	1	1								1				2			
Toronto (b)												1	1	3		1					
Waterloo		3											4	4	3						
U.W.O.			3	1										5	1						
Windsor												2		3							
York	2	2	1							1	2				2	1	1	1			
Concordia	1		1										2	5							
Laval	1	1	1									1	1		4	1					
McGill	5		1							5	2	2	5		1	1	1				
Montréal	3		1										17				1				
U.Q.à M.	2																				
Sherbrooke			1																		
U.N.B.	2	1								1	1			1							
Dalhousie		2	3		1		1	2			1				1	3	1	1			
Memorial		2	3	1			1				2				1	1					

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 (b) 'Heads of Major Divisions' are included in the category 'Heads of Major Branch Libraries'.

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Table VII -- Salary Distribution: Other Librarians; Other Professional Staff, 1989/90

	Other Librarians													Other Professional Staff									
	60000 and over	55000 59999	50000 54999	45000 49999	42500 44999	40000 42499	37500 39999	35000 37499	32500 34999	30000 32499	27500 29999	25000 27499	Less than 24999	50000 and over	45000 49999	42500 44999	40000 42499	37500 39999	35000 37499	32500 34999	30000 32499	Less than 29999	
U.B.C. (a) Simon Fraser Victoria	1	1	30	22	5	4	2	3		4								2	2	1		1	
Alberta Calgary Saskatchewan Regina Manitoba	1	1 3	6 3	17 6	7 3	7 7	6 2	6 5	4 1	4 1				1	1 2	1			1				1
Carleton Guelph McMaster Ottawa Queen's Toronto Waterloo U.W.O. Windsor York	2	1 1	8 6 1	3 2 5	1 1 1	1 1 1	1 3			1 1	1 7			1	1 1		3	1 1			1		
Concordia Laval McGill Montréal U.Q.à M. Sherbrooke			2 44	3 6	1 1	4 1	2 3	2 2	1 2	3 2	3 3	1 3				1		1					1
U.N.B. Dalhousie Memorial		3 3	2 4	2 3	1 2		3 2	2 2	1 5														1

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