

Librarians' Association of the University of Waterloo (LAUW) Compensation Committee Report 2006/2007

Submitted by: Tim Ireland, Chair, Compensation

Acknowledgements: Thank you to Linda Teather for supplying the data.

A. Association of Research Libraries (ARL)

Table 1 shows that Waterloo is ranked slightly about the middle, 6 out of 14, in the average salary of librarians (administrative and non-administrative librarians, excluding the Director) in Canadian ARL libraries for 2005/6. The three year comparison shows that Waterloo's ranking has consistently improved.

Table 2 shows that, for 2006/7, Waterloo ranks second highest in years of experience among librarians in other Canadian ARL libraries. This ranking has not changed since last year.

Table 3 shows the beginning librarian salaries for the Canadian ARL libraries for the year 2006/7. Waterloo is ranked 6th of 14. UW 2006/07 beginning salary was 90% of job value of USG 8 (librarian I). Previously reported data was 2004/05 when Waterloo was ranked 12th of 14 Canadian ARL libraries reporting entry level librarian salaries, based on 85% of job value for a USG8 (librarian I).

Additional tables noting other details about salaries are available at: <http://www.arl.org/stats/salary/index.html>

B. Canadian Association of Research Libraries (CARL)

Table 4 shows the Waterloo data supplied to CARL for average salary and average years of experience data broken down into administrative and non-administrative librarians. The overall average salary for all increased slightly less than it has in previous years, but has been fairly consistent.

Additional CARL data is available at <http://www.carl-abrc.ca/projects/statistics/statistics-e.html>

C. Ontario Council of University Libraries (OCUL)

The latest OCUL data available is for 2005/6, one year older than ARL and CARL data, but still provides some useful comparisons across Ontario universities. Also, OCUL and CARL data provide administrative and non-administrative salary breakdowns while ARL reporting combines data for all librarians.

Table 5 shows that Waterloo ranked just above the middle (7th of 16 institutions reporting) for average salary of non-administrative librarians in 2005/6. This is up from the previous year when Waterloo ranked 8th. It also shows that Waterloo ranks the highest in years of experience amongst 18 OCUL institutions reporting in 2005/6. Previously Waterloo was ranked 4th.

Waterloo ranked near the middle (10th of 14 institutions reporting) for average salary of administrative librarians in 2005/6. This is down from 6th of 14 the previous year. The data for administrative librarians is not included in this report, but is available from http://www.ocul.on.ca/data/data2004-2005/coculsa12_2004-2005.xls.

Additional OCUL salary data is available at <http://www.ocul.on.ca/view.php?id=1112#Salary%20Data>

D. Canadian Association of University Teachers (CAUT)

CAUT conducts a librarians salary survey every 2 years. Annette Dandyk and Sharon Lamont completed the 2005 survey. Due to confidentiality issues, the Waterloo data submitted to CAUT was not available to LAUW. The latest CAUT summary comparisons available were from 2003 and outdated, so were not included in this report.

E. Other Compensation News

In 2007, Library Executive released the second annual report for Staff Training and Development, listing conferences and workshops and materials purchased to support professional development.

2004/5	2005/6
\$31,936	\$33,340
	34 approved
	1 not approved
	22 staff
	51 programs

The report details amounts the Library spent for staff (librarians and non-librarians) to attend conferences, seminars, workshops, courses, and programs. This amount includes funds for registration, travel and accommodation. It excludes “administrative” travel. This report is available from the LAUW President.

Table 1 Three Year View of Average and Median Salaries of Librarians at Canadian ARL Libraries.

Average and Median Salaries (excluding the Director)

(ARL Canadian university salaries, converted to Canadian dollars)

	2006/07 @ July 1, 2006					2005/06 @ July 1, 2005					2004/05 @ July 1, 2004				
	Average Salary CAN \$	Rank	Median Salary CAN \$	Rank	Average % Increase	Average Salary CAN \$	Rank	Median Salary CAN \$	Rank	Average Salary CAN \$	Rank	Median Salary CAN \$	Rank		
Alberta	80,505	4	89,210	2	1.87%	79,028	4	84,550	1	78,706	2	82,364	3		
British Columbia	74,244	9	73,190	9	3.45%	71,766	8	68,910	11	73,931	6	72,085	7		
Guelph	72,489	10	68,416	11	1.47%	71,440	9	69,446	9	67,991	11	65,278	12		
Laval	62,928	14	64,953	12	0.59%	62,558	13	68,283	12	65,415	12	69,620	10		
McGill	74,312	8	77,013	7	4.93%	70,820	10	73,218	7	69,949	9	73,414	5		
McMaster	71,409	11	70,987	10	2.52%	69,653	11	69,384	10	69,692	10	68,190	11		
Manitoba	84,050	3	87,001	3	5.21%	79,885	2	82,526	2	76,794	4	80,379	4		
Montreal	66,179	12	63,214	13	3.84%	63,733	12	63,214	13	63,666	13	63,214	13		
Queen`s	78,481	5	79,890	5	2.35%	76,676	5	76,660	5	73,795	7	73,355	6		
Saskatchewan	75,513	7	74,832	8	2.78%	73,473	6	70,212	8	74,423	5	72,008	8		
Toronto	86,489	1	89,880	1	9.34%	79,102	3	81,799	3	77,937	3	82,426	2		
Waterloo	75,980	6	77,954	6	4.56%	72,667	7	74,766	6	70,159	8	71,212	9		
Western Ontario	63,053	13	57,992	14	3.71%	60,795	14	58,057	14	59,280	14	56,795	14		
York	85,643	2	80,763	4	-0.90%	86,417	1	80,371	4	84,327	1	82,738	1		

Table 2 Number of Staff and Years of Experience of Canadian ARL Librarians. -excluding Director

Table 3 Entry Level Salaries for Librarians at Canadian ARL Libraries.

	2006/07 @ July 1, 2006			2006/07	2005/06	2004/05	2003/04
	# Staff	Years Exp.		@ July 1, 2006	@ July 1, 2005	@ July 1, 2004	@ July 1, 2003
Alberta	64	16.7	Alberta	47,038	45,447	43,910	41,640
British Columbia	84	15.7	British Columbia	50,839	44,700	44,700	37,593
Guelph	43	17.3	Guelph	43,695	42,217	41,187	39,910
Laval	62	17.8	Laval	42,683	42,683	42,683	42,683
McGill	53	20.1	McGill	46,000	41,000	41,000	38,000
McMaster	22	18.0	McMaster	42,226	40,798	39,610	38,456
Manitoba	43	23.2	Manitoba	45,158	43,843	42,566	36,472
Montreal	87	15.6	Montreal	40,124	41,541	40,260	39,385
Queen`s	34	18.7	Queen's	44,715	43,413	42,149	40,802
Saskatchewan	40	16.7	Saskatchewan	41,807	41,807	41,807	38,100
Toronto	142	16.7	Toronto	48,700	45,800	45,000	36,600
Waterloo	35	20.4	Waterloo	45,734	41,854	40,517	39,223
Western Ontario	68	14.7	Western Ontario	47,630	46,470	45,340	44,022
York	51	17.7	York	42,225	42,225	42,226	42,226

UW 2006/07 beginning salary = 90% of job value of USG8
Previous years used 85%

Table 4. UW Library Professional Salaries, as reported to CARL.

	July 1, 2006	% change	July 1, 2005	% change	July 1, 2004	% change	July 1, 2003
Average salary – All	\$76,449	3.61%	\$73,787	3.67%	\$71,177	3.89%	\$68,513
Average salary – Admin	\$86,824	2.50%	\$84,704	-0.33%	\$84,987	4.22%	\$81,542
Average salary – Nonadmin	\$73,780	4.09%	\$70,883	3.70%	\$68,357	4.33%	\$65,519
Average salary – Other	\$68,986	4.00%	\$66,331	-3.31%	\$68,603	4.34%	\$65,751
Average yrs prof exp – All	19.71	9.32%	18.03	-5.50%	19.08	2.53%	18.61
Average yrs prof exp – Admin	22.22	13.60%	19.56	-3.02%	20.17	-3.95%	21.00
Average yrs prof exp – Nonadmin	19.95	7.72%	18.52	-10.31%	20.65	4.14%	19.83
Average yrs prof exp – Other	14.20	7.58%	13.20	1.54%	13.00	8.33%	12.00

Table 5. OCUL Salary Data for Non-administrative Librarians. 2005/6

	NUMBER PROFESS. STAFF	AVERAGE YEARS OF PROF. EXP.	AVE. YRS OF EXP. IN REP. LIB.	MEDIAN PROFESS. SALARY	AVERAGE PROFESS. SALARY
Brock	10	16.60	11.70	\$72,780.50	\$74,605.60
Carleton	17	14.94	12.12	\$80,284.00	\$80,915.47
Guelph	17	13.59	8.59	\$63,748.00	\$65,573.12
Lakehead	11	15.27	10.36	\$57,412.00	\$61,768.00
Laurentian	8	19.38	19.25	\$70,704.50	\$78,390.25
McMaster	16	13.75	9.31	\$55,301.50	\$53,585.38
Nipissing *	1	2.00	2.00	*	*
O.C.A. *	1	11.00	2.00	*	*
O.I.T.	5	7.20	2.40	\$59,951.00	\$61,741.60
Ottawa	19	19.68	13.53	\$67,689.00	\$65,847.16
Queens	27	7.74	15.11	\$67,340.00	\$66,307.07
R.M.C.	N/R	N/R	N/R		
Ryerson	19	16.42	10.11	\$64,269.50	\$66,668.93
Toronto	117	16.03	15.38	\$70,323.50	\$70,755.97
Trent	5	15.40	10.40	\$76,764.00	\$91,644.12
Waterloo	19	20.47	18.11	\$71,326.00	\$71,355.32
Western Ontario	37	13.95	12.16	\$55,305.00	\$57,608.35
Wilfrid Laurier	7	13.57	10.86	\$66,514.00	\$65,811.86
Windsor	18	18.72	15.06	\$67,406.00	\$72,165.50
York	31	16.00	12.00	\$87,018.00	\$90,082.00
Provincial average	20.26	14.30	11.08	\$67,890.38	\$70,283.86

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

N/R = Did not reply to the survey