

**2006-2007 / 2007-2008**

# **Librarian Salary Survey**

**Part I**

**Salaries**

# **Enquête sur les salaires des bibliothécaires**

**Partie I**

**Salaires**

**November 2008 novembre**



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## **INTRODUCTORY NOTES**

This booklet forms Part I of the CAUT Librarian Salary Survey, a biennial salary and status survey of academic librarians<sup>1</sup> in Canadian universities and colleges. The first survey was conducted in 1986 for the university section and has expanded over the past two cycles to include data from colleges in B.C. and Ontario.

Faculty associations and/or library administrators at fifty-nine (59) universities were sent the questionnaire. Responses to the questionnaire were not received from Acadia University, Brandon University, University of Guelph, Université d'Hearst, McGill University, Université de Moncton à Edmundston, Université de Moncton à Shippagan, and University of Winnipeg. Supplementary librarian salary and years of service data for administrative and non-administrative librarians was provided by Canadian Association of Research Libraries (CARL) for McGill University, University of Saskatchewan and Simon Fraser University. Salary data was not received from or otherwise acquired for Atlantic School of Theology, Brescia University College, Nipissing University, Université Saint-Paul, and Université Sainte-Anne. Salary data was therefore obtained for forty-eight (48) of the universities (just over 80 percent), including almost all of the medium and large institutions.

CAUT provincial affiliates in the college sector were also sent the questionnaire for distribution to their membership. In 2004, affiliate data was collected for the first time by the Federation of Post-Secondary Educators (FPSE) in B.C. The 2006 LSS introduced the survey for the first time to Ontario Public Service Employees Union (OPSEU) affiliates in the colleges of applied arts and technology (CAAT) sector. The 2008 LSS received data for 14 of the 32 colleges represented among the two CAUT provincial affiliates that collected individual salary and association data for the survey. Salary data was collected at 10 of the 16 institutions affiliated with FPSE, not including two colleges that reported no librarians. Salary data was also received from 5 of the 16 colleges affiliated to OPSEU-CAAT.

College salary data is analyzed at the provincial scale due to the existence of provincial salary grids, and the small count of total records involved (61 for 2007/08 and 27 for 2006/07). College and university salaries are also combined in the reporting of regional and national averages. For the 2007/08 year, FPSE reported data for 46 librarians and OPSEU reported data for 15 librarians. FPSE reported data for 21 librarians and OPSEU reported data for 6 librarians for 2006/07.

Overall, individual data for 1,131 librarians in 2007/08, and 821 for 2006/07, were collected in this survey. This is the data which constitutes the population for averages and counts in Tables 3 to 8. Additionally, aggregate data from McMaster University was also received and reported separately, bringing the overall count of librarians to 1,159 for 2007/08 and 849 for 2006/07.

Where institutions have part-time librarians, the proportion of full-time load held is used to calculate full-time equivalent (FTE) salaries. Both administrative and non-administrative librarians are included in the survey where it is determined that they are members of the same association. Efforts were made in the 2008 LSS to verify and correct all data with respondents wherever possible and to refer to source documents when clarification was needed.

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<sup>1</sup> As used in this report, the term 'Librarian' includes Archivists and Curators that are also organized in the same unit or occupational group.

Not all returns were comprehensive. Some of the requested demographic, labour market or related record data was not provided by some respondents. Many respondents, particularly in larger institutions, gather salary and related data via their institution's human resources (HR) department. Sometimes the variables available through an institution's information systems do not correspond to the specific data requested in the LSS. As a result, for some tables, missing values are relatively high in the reporting due to a more rigorous interpretation of variables.

For some tables, proxy data has been used, where possible and desirable. As many respondents face data limitations, in some of the tables related to experience as an academic librarian (Table 6 and 7), data other than the specific qualifier variable requested is used.

### **Non-Salary Tables**

Table A lists the respondent institutions and indicates what kind of data is reported by them, including salary scale data, salary data (including demographic and labour force data), representation and status information and rank classification materials.

Table B shows the total number of administrative and non-administrative librarians by institution as well as the number of survey respondents. For the university sector, "Total Librarians Indicated" data is taken from responses to "Number of Librarians in Rank" on Sheet No. 1. Where there are no responses, "Total Librarians Indicated" is made equal to "Total Individual Responses" (from Sheet No. 2).

Tables C and D contain survey data on the academic status of librarians was also collected, including representation structures, trade union status, terms of employment and comparability of contract language with teaching faculty for 56 universities and eight (8) respondent colleges. Where questionnaire responses were not provided for 2008, data from the 2006 or earlier LSS returns have been used (where available and where applicable).

### **Salary Data Tables**

Total salary, including any administrative stipends, is used in this salary analysis. All reported salaries are based on full-time equivalency. Administrative positions are also included where they form part of the same association as other academic librarians, although they may be coded as "unranked" (e.g. University of Waterloo).

Tables 1 and 2 contained in this report present data by institution only. Table 1 presents librarians averages for salaries and other variables by gender. Table 2 presents salary scales. Table 3 provides overall regional and national counts and averages by sex. Tables 4 through 8 present data alphabetically by institution for each of the four regions of East, Quebec, Ontario and West. Overall totals for each region and for Canada follow the data for individual institutions.

In Table 4, regional and national averages and counts are based on individual data from four-rank salary structures only. Data for institutions with a salary structure with more or less than four ranks are reported in the tabular summaries by institution. For McGill University, University of Saskatchewan and

Simon Fraser University, data is not reported by rank, and both administrative and non-administrative groups are combined<sup>1</sup>.

Table 6 (Librarian Salaries by Institution, Sex and Years Since Award of Librarian Degree) results for University of Toronto, York University and University of Manitoba used proxy data. For example, at University of Toronto, “Year of Highest Degree” was used as a proxy for “Year of Librarian Degree” in all instances where it was not later than the year of hire at the university. Table 7 (Librarian Salaries by Institution, Sex and Years as an Academic Librarian) also made use of proxy data for Lakehead University, Laurentian University, Trent University, University of Western Ontario, Capilano University College, Emily Carr University of Art and Design and Fanshawe College.

Institutions which provided no or very small (<3) results are excluded from the institution reporting in Tables 4-8, but included in the regional and national roll-ups. Random rounding to base-3 is used in the reporting for all institutions where there is a risk of residual disclosure of individual data.

Thanks are extended to all those who responded to this survey, and to Katherine McColgan of CARL for help in completing the dataset. Any comments, criticisms and suggested modifications would be welcomed and should be directed to John Hollingsworth, CAUT Research Analyst, [hollingsworth@caut.ca](mailto:hollingsworth@caut.ca), (613) 820-2270 x.190.

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<sup>1</sup> In the CARL statistics, the “administrative” librarian category includes all of the following: Associate Director, Assistant Director, Heads of Branches, Heads of Divisions, and Heads of Departments. The non-administrative category includes “subject and functional specialists who are librarians, but who do not have significant supervisory responsibilities”, including: Cataloguers, Reference Librarians, and “Librarians in any functional area who do not have significant supervisory responsibilities (i.e. less than 60% of their work is administrative)”.

## **NOTES PRÉLIMINAIRES**

Le présent livret constitue la première partie de l'enquête de l'ACPPU sur les salaires des bibliothécaires (ESB), menée tous les deux ans pour examiner le salaire et la situation de cette catégorie de personnel<sup>1</sup> dans les universités et les collèges du Canada. La première enquête a été réalisée en 1986 et ne portait que sur les universités; au cours des deux derniers cycles s'y sont ajoutées des données obtenues des collèges de la Colombie-Britannique et de l'Ontario.

Le questionnaire a été envoyé aux associations d'universitaires et aux administratrices et administrateurs de bibliothèque de 59 universités, mais aucune réponse n'a été reçue des établissements suivants : Université Acadia, Université de Brandon, Université de Guelph, Université de Hearst, Université McGill, Université de Moncton à Edmundston, Université de Moncton à Shippagan et Université de Winnipeg. Par ailleurs, l'Association des bibliothèques de recherche du Canada (ABRC) a fourni de l'information additionnelle sur le salaire et l'ancienneté des bibliothécaires administratifs et non administratifs à l'Université McGill, à l'Université de la Saskatchewan et à l'Université Simon Fraser, mais aucune information sur les salaires n'a été obtenue de quelque façon que ce soit relativement à l'Atlantic School of Theology, au Collège universitaire Brescia, à l'Université Nipissing, à l'Université Saint-Paul et à l'Université Sainte-Anne, ce qui signifie que nous disposons de ces données pour 48 des établissements (un peu plus de 80 p. 100), y compris la quasi-totalité de ceux de taille grande ou moyenne.

Des questionnaires ont également été envoyés aux affiliés provinciaux de l'ACPPU du secteur collégial afin qu'ils soient distribués à leurs membres. En 2004, cette information a été d'abord recueillie par la Federation of Post Secondary Educators of BC (FPSE). En 2006, l'ESB a été menée pour la première fois auprès des collèges d'arts appliqués et de technologie (CAAT) affiliés au Syndicat des employés de la fonction publique de l'Ontario (SEFPO). En 2008, l'ESB a pu compter sur des données fournies par 14 des 32 collèges représentés par les deux affiliés provinciaux de l'ACPPU recueillant des renseignements sur le salaire individuel et l'association. Enfin, des données sur les salaires ont été obtenues auprès de dix des seize établissements affiliés à la FPSE, deux ayant rapporté ne pas avoir de bibliothécaire, et de cinq des seize collèges affiliés au SEFPO-CAAT.

Les données relatives aux salaires versés par les collèges sont analysées à l'échelle des provinces en raison de l'existence de grilles salariales provinciales et du petit nombre de dossiers en cause (61 pour 2007-2008 et 27 pour 2006-2007). Les salaires octroyés par les collèges et les universités sont en outre combinés dans la présentation de moyennes régionales et nationales. Pour l'année 2007-2008, la FPSE et le SEFPO ont fourni de l'information relativement à 46 et à 15 bibliothécaires respectivement, comparativement à 21 et à six pour 2006-2007.

Dans l'ensemble, des données individuelles portant sur 1131 bibliothécaires en 2007-2008 et 821 en 2006-2007 ont été recueillies aux fins de l'enquête, ce qui correspond à la population représentée par les moyennes et les chiffres fournis aux tableaux 3 à 8. En outre, les données groupées obtenues de l'Université McMaster sont rapportées de façon distincte, ce qui porte à 1159 et à 849 respectivement le nombre de bibliothécaires pour 2007-2008 et 2006-2007.

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<sup>1</sup> Au fins du présent rapport, le terme *bibliothécaire* englobe aussi les archivistes, les conservatrices et les conservateurs également membres de la même section locale ou du même groupe professionnel.



Dans le cas où les établissements emploient des bibliothécaires à temps partiel, la proportion de la charge de travail à temps plein est utilisée pour calculer les salaires en équivalents temps plein. Tous les bibliothécaires, s'ils sont membres d'une même association, sont inclus dans l'enquête, qu'ils occupent un poste de nature administrative ou non. Des efforts ont été faits dans l'ESB de 2008 afin de confirmer et de corriger autant que possible les données auprès des répondants ainsi que de renvoyer à des documents de base lorsque des précisions sont nécessaires.

Les renseignements reçus n'étaient pas tous complets. Des répondantes et des répondants ont omis de fournir certaines données démographiques ou visant le marché du travail ou des questions connexes. Beaucoup de ces personnes, surtout dans les établissements de grande taille, ont recueilli l'information sur les salaires et les aspects connexes auprès de leur Service des ressources humaines, mais il arrive que les variables accessibles à l'aide des systèmes d'information d'un établissement ne correspondent pas aux données précises requises aux fins de l'ESB. Par conséquent, dans quelques tableaux, une interprétation rigoureuse des variables fait en sorte que les chiffres manquants sont assez élevés.

Dans certains tableaux, des données indirectes ont été employées lorsque c'était possible et souhaitable. En outre, comme beaucoup de répondantes et de répondants se sont heurtés à des restrictions relativement à leurs données, des chiffres autres que la variable expressément demandée sont rapportés dans les tableaux 6 et 7 en ce qui concerne l'expérience à titre de bibliothécaire universitaire.

### **Tableaux de données autres que les salaires**

Le tableau A dresse la liste des établissements répondants et précise le type de données rapportées pour chacun, notamment celles relatives aux échelles salariales, aux salaires (y compris des données démographiques et sur la main-d'oeuvre), à la représentation, au statut et à la classification des postes.

Le tableau B indique le nombre total de bibliothécaires occupant des fonctions administratives ou pas selon l'établissement, ainsi que le nombre de répondants. Pour le secteur des universités, le « Nombre total indiqué » est établi à partir des réponses données sous la rubrique « Nombre de bibliothécaires par rang » de la feuille no 1. Lorsqu'aucune réponse n'est fournie, le « Nombre total indiqué » est égal au « Nombre de réponses individuelles » de la feuille no 2.

Les tableaux C et D présentent des données sur le statut académique des bibliothécaires, y compris leurs structures de représentation, le statut des syndicats auxquels ils appartiennent, leurs conditions de travail et la comparabilité du libellé de leur contrat avec ceux des professeurs des cinquante-six (56) universités et des huit (8) collèges qui ont répondu à l'enquête. Lorsque aucune réponse n'a été fournie pour 2008, les données tirées de l'ESB de 2006 ou d'ESB antérieures ont été employées (au besoin et si elles sont disponibles).

### **Tableaux de données salariales**

L'analyse salariale repose sur le salaire total, y compris les allocations administratives, rapporté en équivalents temps plein. Les postes de nature administrative sont également inclus lorsque leur titulaire fait partie de la même association que les autres bibliothécaires universitaires, mais peuvent être marqués « non classés » (p. ex., Université de Waterloo).

Les tableaux 1 et 2 présentent uniquement des données selon l'établissement. Le tableau 1 présente les moyennes salariales et celles d'autres variables, par sexe, alors que le tableau 2 présente les échelles salariales. Le tableau 3 indiquent les moyennes et les chiffres régionaux et nationaux globaux selon le sexe. Les tableaux 4 à 8 présentent les données par ordre alphabétique selon l'établissement de chacune des quatre régions : l'Est, le Québec, l'Ontario et l'Ouest. Les totaux globaux de chacune des régions et du Canada suivent les données se rapportant à chaque établissement.

Dans le tableau 4, les moyennes et les chiffres régionaux et nationaux s'appuient sur des données individuelles des structures salariales à quatre rangs. Les données relatives aux établissements dotés d'une structure salariale de plus ou de moins de quatre rangs figurent dans les résumés tabulaires selon l'établissement. Pour l'Université McGill, l'Université de la Saskatchewan et l'Université Simon Fraser, les données ne sont pas rapportées selon le classement, et les groupes administratifs et non administratifs sont combinés<sup>2</sup>.

Dans le tableau 6, qui porte sur les salaires selon l'établissement, le sexe et le nombre d'années écoulées depuis l'obtention d'un diplôme en bibliothéconomie, des données indirectes sont utilisées pour l'Université de Toronto, l'Université York et l'Université du Manitoba. Ainsi, pour l'Université de Toronto, l'année d'obtention du plus haut grade remplace partout celle d'obtention du diplôme en bibliothéconomie lorsqu'elle n'est pas ultérieure à l'année d'entrée en fonction à l'établissement. Dans le tableau 7, qui porte sur les salaires selon l'établissement, le sexe et le nombre d'années d'ancienneté à titre de bibliothécaire universitaire, des données indirectes sont également utilisées pour l'Université Lakehead, l'Université Laurentienne, l'Université Trent, l'Université Western Ontario, le Collège universitaire Capilano, l'Université Emily Carr d'art et de design ainsi que le Collège Fanshawe.

Les établissements qui n'ont fait part d'aucun résultat ou qui ont communiqué des données très limités (<3) sont exclues des tableaux 4 à 8 mais inclus dans les cumuls régionaux et nationaux. Les chiffres de tous les établissements sont arrondis aléatoirement (base 3) lorsqu'il existe un risque d'identification des répondants par recoupements.

Nous remercions toutes les personnes qui ont répondu au questionnaire de l'enquête ainsi que Katherine McColgan, de l'ABRC, qui nous a aidés à organiser l'ensemble des données. Les commentaires, les critiques et les suggestions de modifications sont appréciés et peuvent être adressés à John Hollingsworth, analyste de recherche de l'ACPPU, à [hollingsworth@caut.ca](mailto:hollingsworth@caut.ca) ou au 613-820-2270, poste 190.

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<sup>2</sup> Dans les statistiques de l'ABRC, la catégorie des bibliothécaires « administratifs » inclut tous les postes suivants : directrice et directeur associés, directrice et directeur adjoints, chef de direction, chef de division et chef de département; la catégorie des postes autres qu'administratifs inclut les spécialistes d'une matière ou d'une fonction qui sont bibliothécaires mais font peu de supervision, notamment les catalographes, les bibliothécaires documentalistes et les bibliothécaires dont moins de 60 p. 100 de la charge de travail est de nature administrative.

TABLE A / TABLEAU A

SURVEY RESPONSE BY INSTITUTION  
RÉPONSES AU SONDAGE PAR UNIVERSITÉ

UNIVERSITY OR COLLEGE / UNIVERSITÉ OU COLLÈGE	PART I MATERIALS / DOCUMENTATION DE LA PARTIE I					PART II MATERIALS / DOCUMENTATION DE LA PARTIE II			
	DATA / DONNÉES 2007-08	DATA / DONNÉES 2006-07	SALARY SCALE / L'ÉCHELLE DES SALAIRES 2007-08	SALARY SCALE / L'ÉCHELLE DES SALAIRES 2006-07	ASSOCIATION INFO / INFORMATIONS DE L'ASSOCIATION	RANK DESCRIPTIONS / DESCRIPTION DES RANGS	PROMOTION CRITERIA / CRITÈRES DE PROMOTION	APPOINTMENT CRITERIA / CRITÈRES DE NOMINATION	JOB DESCRIPTIONS / DESCRIPTIONS DE TÂCHES
ACADIA			✓ <sup>1</sup>		✓*		✓	✓	✓
ALBERTA	✓	✓	✓	✓	✓	✓		✓	✓
ALGOMA	✓ <sup>†</sup>	✓ <sup>†</sup>	✓	✓	✓*	✓	✓	✓	✓
ATHABASCA	✓	✓	✓	✓	✓	✓			
ATLANTIC SCHOOL OF THEOLOGY					✓				
BISHOP'S	✓	✓	✓	✓	✓	✓	✓	✓	✓
BRANDON			✓ <sup>1</sup>	✓ <sup>1</sup>	✓*	✓	✓		✓
BRESCIA					✓				✓
BRITISH COLUMBIA	✓	✓	✓	✓	✓	‡		✓	
BROCK	✓ <sup>2</sup>		✓	✓ <sup>1</sup>	✓	✓	✓	✓	✓
CALGARY	✓				✓	✓			
CAPE BRETON	✓	✓	✓	✓	✓	✓	✓		
CARLETON	✓	✓	✓	✓	✓	✓	✓	✓	✓
CONCORDIA	✓	✓	✓	✓	✓	✓	✓	✓	✓
DALHOUSIE	✓	✓	✓	✓	✓	✓	✓	✓	
GUELPH					✓*				✓
HEARST									
KING'S	✓	✓	✓ <sup>‡</sup>	✓ <sup>‡</sup>	✓	✓			
LAKEHEAD	✓	✓	✓	✓	✓		✓	✓	✓
LAURENTIAN	✓	✓	✓	✓	✓	✓	✓	✓	
LETHBRIDGE	✓	✓	✓	✓	✓	✓	✓	✓	
MANITOBA	✓	✓	✓	✓	✓	✓	✓	✓	✓
MCGILL	✓ <sup>**</sup>				✓*		✓	✓	
MCMASTER	✓ <sup>***</sup>	✓ <sup>***</sup>	✓	✓	✓	✓	✓	✓	✓
MEMORIAL	✓	✓	✓	✓	✓	✓	✓	✓	✓
MONCTON	✓		✓	✓ <sup>1</sup>	✓	✓	✓	✓	✓

UNIVERSITY OR COLLEGE / UNIVERSITÉ OU COLLÈGE	PART I MATERIALS / DOCUMENTATION DE LA PARTIE I					PART II MATERIALS / DOCUMENTATION DE LA PARTIE II			
	DATA / DONNÉES 2007-08	DATA / DONNÉES 2006-07	SALARY SCALE / L'ÉCHELLE DES SALAIRES 2007-08	SALARY SCALE / L'ÉCHELLE DES SALAIRES 2006-07	ASSOCIATION INFO / INFORMATIONS DE L'ASSOCIATION	RANK DESCRIPTIONS / DESCRIPTION DES RANGS	PROMOTION CRITERIA / CRITÈRES DE PROMOTION	APPOINTMENT CRITERIA / CRITÈRES DE NOMINATION	JOB DESCRIPTIONS / DESCRIPTIONS DE TÂCHES
MONCTON (EDMUNDSTON)									
MONCTON (SHIPPAGAN)									
MOUNT ALLISON	✓	✓	✓	✓	✓	✓	✓	✓	✓
MOUNT SAINT VINCENT	✓	✓	✓	✓	✓	✓	✓	✓	
NEW BRUNSWICK	✓	✓	✓	✓	✓	✓	✓	✓	✓
NIPISSING			✓		✓	See Note 3			
NORTHERN B.C.	✓		✓ <sup>1</sup>	✓ <sup>1</sup>	✓	✓	✓	✓	✓
NOSM	✓	✓	✓	✓	✓	✓	✓	✓	✓
NSCAD	✓	✓	✓		✓	✓	✓	✓	✓
OCAD		✓			✓	+		✓	✓
OTTAWA	✓		✓	✓	✓	✓	✓	✓	✓
PRINCE EDWARD ISLAND	✓	✓	✓	✓	✓	✓	✓	✓	
QUEEN'S	✓	✓	✓	✓	✓	✓	✓	✓	
REGINA	✓	✓	✓	✓	✓		✓	✓	✓
ROYAL MILITARY COLLEGE	✓ <sup>2</sup>	✓ <sup>2</sup>	✓	✓ <sup>1</sup>	✓	✓			✓
RYERSON	✓	✓	✓	✓	✓	✓	✓	✓	✓
SAINT MARY'S	✓	✓	✓	✓	✓	✓	✓	✓	
ST. FRANCIS XAVIER	✓	✓	✓	✓	✓	✓	✓	✓	✓
ST. THOMAS MORE	✓		✓	✓ <sup>1</sup>	✓	✓	✓	✓	✓
SAINT-BONIFACE	✓		✓ <sup>1</sup>	✓ <sup>1</sup>	✓				✓
SAINT PAUL			✓		✓*				✓*
SAINTE-ANNE			✓ <sup>1</sup>	✓ <sup>1</sup>	✓*	✓	✓		✓
SASKATCHEWAN	✓**		✓ <sup>1</sup>		✓*		✓	✓	
SIMON FRASER	✓**	✓	✓	✓	✓	✓	✓	✓	✓
TORONTO	✓	✓	✓		✓	✓	✓	✓	
TRENT	✓		✓		✓	✓	✓	✓	✓
VICTORIA	✓	✓	✓	✓	✓	✓	✓		✓
WATERLOO	✓	✓	✓	✓	✓	✓	✓	✓	✓
WESTERN ONTARIO	✓		✓		✓	✓	✓	✓	✓
WILFRID LAURIER	✓	✓	✓	✓	✓	✓	✓	✓	✓
WINDSOR	✓	✓	✓	✓	✓	✓	✓	✓	✓

UNIVERSITY OR COLLEGE / UNIVERSITÉ OU COLLÈGE	PART I MATERIALS / DOCUMENTATION DE LA PARTIE I					PART II MATERIALS / DOCUMENTATION DE LA PARTIE II			
	DATA / DONNÉES 2007-08	DATA / DONNÉES 2006-07	SALARY SCALE / L'ÉCHELLE DES SALAIRES 2007-08	SALARY SCALE / L'ÉCHELLE DES SALAIRES 2006-07	ASSOCIATION INFO / INFORMATIONS DE L'ASSOCIATION	RANK DESCRIPTIONS / DESCRIPTION DES RANGS	PROMOTION CRITERIA / CRITÈRES DE PROMOTION	APPOINTMENT CRITERIA / CRITÈRES DE NOMINATION	JOB DESCRIPTIONS / DESCRIPTIONS DE TÂCHES
WINNIPEG			✓ <sup>1</sup>	✓ <sup>1</sup>	✓*		✓		✓
YORK	✓		✓	✓	✓		✓	✓	✓
OPSEU 110 - FANSHAWE	✓	✓			✓				
OPSEU 240 - MOHAWK	✓				✓				
OPSEU 242 - NIAGARA									
OPSEU 244 - SHERIDAN									
OPSEU 350 - GEORGIAN					✓ <sup>1</sup>				
OPSEU 354 - DURHAM									
OPSEU 415 - ALGONQUIN	✓				✓				
OPSEU 417 - ST. LAWRENCE					✓ <sup>1</sup>	‡			
OPSEU 470 - LA CITÉ COLLÉGIALE	✓		✓‡	✓‡	✓				✓
OPSEU 557 - GEORGE BROWN					✓ <sup>1</sup>				
OPSEU 558 - CENTENNIAL	✓	✓			✓				
OPSEU 560 - SENECA									
OPSEU 562 - HUMBER					✓ <sup>1</sup>				
OPSEU 655 - CAMBRIAN					✓ <sup>1</sup>				
OPSEU 657 - CANADORE					✓ <sup>1</sup>				
OPSEU 673 - BORÉAL									
FPSE 1 - CAPILANO	✓	✓			✓				
FPSE 2 - THOMPSON RIVERS	✓	✓			✓				
FPSE 3 - NEW CALEDONIA					✓				
FPSE 4 - DOUGLAS									
FPSE 5 - KWANTLEN	✓				✓				
FPSE 6 - ROCKIES	✓				✓				
FPSE 7 - FRASER VALLEY	✓				✓				
FPSE 8 - VANCOUVER ISLAND	✓				✓				
FPSE 10 - SELKIRK	✓	✓			✓	‡			✓
FPSE 11 - NORTHWEST	✓		✓‡	✓‡	✓				
FPSE 12 - CAMOSUN									
FPSE 14 - LANGARA	✓				✓				
FPSE 15 - VANCOUVER					✓				

UNIVERSITY OR COLLEGE / UNIVERSITÉ OU COLLÈGE	PART I MATERIALS / DOCUMENTATION DE LA PARTIE I					PART II MATERIALS / DOCUMENTATION DE LA PARTIE II			
	DATA / DONNÉES 2007-08	DATA / DONNÉES 2006-07	SALARY SCALE / L'ÉCHELLE DES SALAIRES 2007-08	SALARY SCALE / L'ÉCHELLE DES SALAIRES 2006-07	ASSOCIATION INFO / INFORMATIONS DE L'ASSOCIATION	RANK DESCRIPTIONS / DESCRIPTION DES RANGS	PROMOTION CRITERIA / CRITÈRES DE PROMOTION	APPOINTMENT CRITERIA / CRITÈRES DE NOMINATION	JOB DESCRIPTIONS / DESCRIPTIONS DE TÂCHES
FPSE 16 - NORTH ISLAND	✓	✓			✓				
FPSE 17 - OPEN UNIVERSITY	✓†	✓†							
FPSE 19 - NICOLA VALLEY									
FPSE 21 - PRIVATE SCHOOLS	✓†	✓†							
FPSE 22 - EMILY CARR	✓	✓			✓				

\* Information retrieved from previous surveys  
Renseignements extraits des enquêtes antérieures

\*\* Data from the Canadian Association of Research Libraries (CARL)  
Données obtenues de l'Association des bibliothèques de recherche du Canada (ABRC)

\*\*\* Aggregate data (Sheets No. 3-6) only  
Données d'ensemble (feuilles nos 3-6) seulement

† Reported zero librarians  
N'a déclaré aucun poste de bibliothécaire

‡ Librarians at institution are unranked  
Les bibliothécaires de cet établissement n'ont pas de classement

INDIVIDUAL DATA indicates that individual results were provided and tabulated by CAUT Research  
Les DONNÉES INDIVIDUELLES indiquent que des résultats individuels ont été fournis et classifiés par la section de recherche de l'ACPPU (CAUT Research)

SALARY SCALE DATA indicates that data was provided for Table 2  
Les DONNÉES SUR L'ÉCHELLE DES SALAIRES indiquent que des données ont été fournies pour le Tableau 2

ASSOCIATION INFO indicates that data was provided for Tables C and D  
Les INFORMATIONS DE L'ASSOCIATION indiquent que des données ont été fournies pour les Tableaux C et D

PART II MATERIALS indicates the type of descriptive information received for Part II - Rank Descriptions  
LA DOCUMENTATION DE LA PARTIE II indique que le type de renseignements descriptifs a été fourni pour la Partie II - Descriptions de rang

#### NOTES:

- (1) Information retrieved from collective agreement or similar document  
Renseignements tirés de la convention collective ou d'un document semblable
- (2) Provided salary data only  
N'a transmis que des données sur les salaires
- (3) See Article 22.1 of the Collective Agreement (Professional Librarian Appointments): "In the event that a position of Professional Librarian who will be a Member of the Bargaining Unit is to be filled, the parties agree to

TABLE B / TABLEAU B

## NUMBER OF LIBRARIANS / NOMBRE DE BIBLIOTHÉCAIRES

INSTITUTION	TOTAL LIBRARIANS INDICATED / NOMBRE TOTAL DE BIBLIOTHÉCAIRES INDIQUÉ				TOTAL INDIVIDUAL RESPONSES / NOMBRE TOTAL DE RÉPONSES INDIVIDUELLES			
	w/a Admin.		Non-Admin.		w/a Admin.		Non-Admin.	
	2006/07	2007/08	2006/07	2007/08	2006/07	2007/08	2006/07	2007/08
ACADIA	-	-	-	-	-	-	-	-
ALBERTA	55	58	55	58	28	30	23	26
ALGOMA <sup>1</sup>	0	0	0	0	0	0	0	0
ATHABASCA	6	6	6	6	6	6	6	6
ATLANTIC SCHOOL OF THEOLOGY	-	-	-	-	-	-	-	-
BISHOP'S	4	4	4	4	4	4	4	4
BRANDON	-	-	-	-	-	-	-	-
BRITISH COLUMBIA	74	81	57	70	74	65	57	49
BROCK	-	16	-	16	-	16	-	16
CALGARY <sup>2</sup>	55	54	55	54	31	32	30	31
CAPE BRETON	5	5	5	5	5	5	5	5
CARLETON	26	25	26	25	26	24	26	24
CONCORDIA	32	30	32	30	32	32	32	27
DALHOUSIE	29	27	29	27	29	27	29	27
GUELPH	-	-	-	-	-	-	-	-
KING'S	2	2	2	2	2	2	2	2
LAKEHEAD	11	11	11	11	11	11	6	7
LAURENTIAN	9	9	9	9	9	9	9	9
LETHBRIDGE	13	13	13	13	13	13	12	13
MANITOBA	57	57	57	57	57	57	57	57
MCGILL**	-	61	-	52	-	61	-	52
MCMASTER*	28	28	28	28	28	28	28	28
MEMORIAL	36	33	36	33	36	33	36	33
MONCTON	10	9	10	9	10	9	5	5
MOUNT ALLISON	9	7	9	7	9	7	9	7
MOUNT SAINT VINCENT	5	5	5	5	5	5	5	5
NEW BRUNSWICK	24	27	24	27	24	27	16	18
NIPISSING	-	4	-	4	-	-	-	-
NORTHERN BRITISH COLUMBIA	-	7	-	7	-	7	-	7
NOSM	5	4	5	4	5	4	5	4
NSCAD	2	2	2	2	2	2	2	2
OCAD	6	6	6	6	6	-	6	-

INSTITUTION	TOTAL LIBRARIANS INDICATED / NOMBRE TOTAL DE BIBLIOTHÉCAIRES INDIQUÉ				TOTAL INDIVIDUAL RESPONSES / NOMBRE TOTAL DE RÉPONSES INDIVIDUELLES			
	w/a Admin.		Non-Admin.		w/a Admin.		Non-Admin.	
	2006/07	2007/08	2006/07	2007/08	2006/07	2007/08	2006/07	2007/08
OTTAWA**	31	37	31	37	31	37	31	37
PRINCE EDWARD ISLAND	7	7	7	7	7	7	7	7
QUEEN'S	38	38	38	38	38	41	29	32
REGINA	18	19	18	19	18	18	18	18
ROYAL MILITARY COLLEGE	6	3	3	1	5	3	5	1
RYERSON	23	24	23	24	23	24	23	24
SAINT MARY'S	10	9	10	9	10	9	10	9
ST. FRANCIS XAVIER	9	8	9	8	9	8	9	8
ST. THOMAS MORE	-	0	-	0	-	1	-	1
SAINT-BONIFACE	-	1	-	1	-	1	-	1
SAINT-PAUL	-	2	-	2	-	-	-	-
SAINTE-ANNE	-	-	-	-	-	-	-	-
SASKATCHEWAN**	-	40	-	26	-	40	-	26
SIMON FRASER**	-	41	-	41	-	40	-	26
TORONTO <sup>3</sup>	134	138	134	138	134	138	134	138
TRENT	-	8	-	8	-	8	-	8
VICTORIA	29	38	29	38	29	33	29	33
WATERLOO	31	31	21	22	31	31	21	21
WESTERN ONTARIO	-	55	-	55	-	55	-	55
WILFRID LAURIER	15	19	15	19	15	19	15	19
WINDSOR	20	24	20	24	20	24	20	24
WINNIPEG	-	-	-	-	-	-	-	-
YORK	-	45	-	45	-	45	-	37
OPSEU 110 - FANSHAWE	3	3	3	3	3	3	3	3
OPSEU 240 - MOHAWK	-	5	-	5	-	5	-	5
OPSEU 242 - NIAGARA	-	-	-	-	-	-	-	-
OPSEU 244 - SHERIDAN	-	-	-	-	-	-	-	-
OPSEU 350 - GEORGIAN	-	-	-	-	-	-	-	-
OPSEU 354 - DURHAM	-	-	-	-	-	-	-	-
OPSEU 415 - ALGONQUIN	-	3	-	3	-	3	-	3
OPSEU 417 - ST. LAWRENCE	-	-	-	-	-	-	-	-
OPSEU 470 - LA CITÉ COLLÉGIALE	-	1	-	1	-	1	-	1
OPSEU 557 - GEORGE BROWN	-	-	-	-	-	-	-	-
OPSEU 558 - CENTENNIAL	3	3	3	3	3	3	3	3
OPSEU 560 - SENECA	-	-	-	-	-	-	-	-
OPSEU 562 - HUMBER	-	-	-	-	-	-	-	-
OPSEU 655 - CAMBRIAN	-	-	-	-	-	-	-	-



INSTITUTION	TOTAL LIBRARIANS INDICATED / NOMBRE TOTAL DE BIBLIOTHÉCAIRES INDIQUÉ				TOTAL INDIVIDUAL RESPONSES / NOMBRE TOTAL DE RÉPONSES INDIVIDUELLES			
	w/a Admin.		Non-Admin.		w/a Admin.		Non-Admin.	
	2006/07	2007/08	2006/07	2007/08	2006/07	2007/08	2006/07	2007/08
OPSEU 657 - CANADORE	-	-	-	-	-	-	-	-
OPSEU 673 - BORÉAL	-	-	-	-	-	-	-	-
OPSEU - ALL	6	15	6	15	6	15	6	15
FPSE 1 - CAPILANO	8	8	8	8	8	8	8	8
FPSE 2 - THOMPSON RIVERS	7	7	7	7	7	7	7	7
FPSE 3 - NEW CALEDONIA	-	-	-	-	-	-	-	-
FPSE 4 - DOUGLAS	-	-	-	-	-	-	-	-
FPSE 5 - KWANTLEN	-	7	-	7	-	7	-	7
FPSE 6 - ROCKIES	-	1	-	0	-	1	-	0
FPSE 7 - FRASER VALLEY	-	6	-	3	-	6	-	3
FPSE 8 - VANCOUVER ISLAND	-	-	-	-	-	-	-	-
FPSE 10 - SELKIRK	2	2	2	2	2	2	2	2
FPSE 11 - NORTHWEST <sup>4</sup>	-	3	-	3	-	3	-	3
FPSE 12 - CAMOSUN	-	-	-	-	-	-	-	-
FPSE 14 - LANGARA	-	-	-	-	-	-	-	-
FPSE 15 - VANCOUVER	-	7	-	7	-	7	-	7
FPSE 16 - NORTH ISLAND	2	2	2	2	2	2	2	2
FPSE 19 - NICOLA VALLEY	-	-	-	-	-	-	-	-
FPSE 22 - EMILY CARR	2	3	2	3	2	3	2	3
FPSE - ALL	21	46	21	42	21	46	21	42
TOTAL - UNIVERSITIES	874 <sup>†</sup>	1,178 <sup>†</sup>	844 <sup>†</sup>	1,133 <sup>†</sup>	822 <sup>†</sup>	1,098 <sup>†</sup>	761 <sup>†</sup>	989 <sup>†</sup>
TOTAL - COLLEGES	27	61	27	57	27	61	27	57
GRAND TOTAL	901 <sup>†</sup>	1,239 <sup>†</sup>	871 <sup>†</sup>	1,190 <sup>†</sup>	849 <sup>†</sup>	1,159 <sup>†</sup>	788 <sup>†</sup>	1,046 <sup>†</sup>

Totals include full-time plus part-time librarians

*Les totaux incluent les bibliothécaires à temps plein plus les bibliothécaires à temps partiel*

*Italics* in "Total Librarians Indicated" means that no count was provided in Sheet No. 2, but is taken from "Total Individual Responses"

Les données en *italiques* représentent les chiffres tirées des réponses individuelles

\* Aggregate results only  
*Résultats globaux seulement*

\*\* Data is from Canadian Association of Research Libraries (CARL)  
*Données obtenues de l'Association des bibliothèques de recherche du Canada (ABRC)*

- Individual responses and/or counts not provided  
*Les réponses individuelles et/ou les chiffres ne sont pas fournis*

† Results include McMaster (28 in 2006-07 and 28 in 2007-08). McMaster data is not included in regional and national roll-ups in Tables 3-8.

*Les résultats comprennent les données de McMaster (28 en 2006-2007 et 28 en 2007-2008). Les données de McMaster ne sont pas comprises dans les cumuls régionaux et nationaux des tableaux 3 à 8*

**NOTES:**

- (1) Algoma University College does not currently have any librarians employed  
*L'Algoma University College n'emploie à l'heure actuelle aucun(e) bibliothécaire*
- (2) Not including 5 sessional librarians at University of Calgary  
*Ne comprend pas les cinq bibliothécaires à temps partiel de l'Université de Calgary*
- (3) Administrative and non-administrative positions are combined in the University of Toronto data  
*Les postes administratifs et non administratifs sont combinés dans les données de l'Université de Toronto*
- (4) Northwest Community College has three (3) 90% FTE librarians on different campuses in different communities  
*Le Northwest Community College compte trois (3) bibliothécaires 0,90 ETP sur différents campus aménagés dans différentes communautés*

Institution	Association Representation / Représentation par une association					Trade Union Status / Statut du Syndicat		Bargaining Unit Representation / Représentation par une unité de négociation		
	In same association as faculty? / Font partie de la même association que le corps professoral?	In own association? / Ont leur propre association?	In support staff association? / Font partie de l'association du personnel de soutien?	In other organization? / Font partie d'une autre organisation	Archivists included in the same association as academic librarians?	Unionized? / Syndiqué(e) ?	Special Plan? /	In same bargaining unit as faculty? / Font partie de la même unité de négociation que le corps professoral?	In own bargaining unit? / Ont leur propre unité de négociation	In another bargaining unit? / Font partie d'une autre unité de négociation?
FPSE 4 - DOUGLAS										
FPSE 5 - KWANTLEN										
FPSE 6 - ROCKIES										
FPSE 7 - FRASER VALLEY										
FPSE 8 - VANCOUVER ISLAND										
FPSE 10 - SELKIRK	✓					Pre-1977		✓		
FPSE 11 - NORTHWEST						1976				
FPSE 12 - CAMOSUN										
FPSE 14 - LANGARA						1971				
FPSE 15 - VANCOUVER	✓					1951		✓		
FPSE 19 - NORTH ISLAND										
FPSE 19 - NICOLA VALLEY										
FPSE 22 - EMILY CARR	✓					1980		✓		

\* In Alberta, representation and bargaining rights for faculty and librarian associations are established under the Post-Secondary Learning Act, not the Labour Relations Act  
 En Alberta, les droits à la représentation et à la négociation conférés aux associations de professeurs et de bibliothécaires sont établis en vertu de la *Post-Secondary Learning Act*, et non pas de la *Labour Relations Act*

\*\* Bargaining rights established under the Public Service Staff Relations Act (1966)  
 Les droits à la négociation sont établis en vertu de la *Loi sur les relations de travail dans la fonction publique (1966)*

\*\*\* Voluntary recognition  
*Reconnaissance volontaire*

*Italics* indicate institution did not report for the 2008 LSS, and reported results are from the 2006 LSS or earlier  
 Les *italiques* indiquent que l'établissement n'a transmis aucune donnée pour l'enquête de 2008 et que les résultats présentés sont ceux qui ont été compilés pour l'enquête de 2006 ou celle d'une année précédente.

**N.B.:** Where there are no checkmarks, data may be missing, or responses may be either "Not Applicable" or "No"  
**N.B. :** L'absence de coche indique que les données peuvent être incomplètes ou que la réponse est « Sans objet » ou « Non »

**NOTES:**

- (1) Librarians are represented by the same bargaining unit, but have their own agreement  
*Les bibliothécaires sont représentés par la même unité de négociation, mais possèdent leur propre convention collective*
- (2) Association is not presently certified, but the intent of the association is to have faculty and librarians in the same bargaining unit  
*L'association n'est pas encore accréditée, mais elle vise à intégrer les membres du corps professoral et les bibliothécaires dans la même unité de négociation*
- (3) Librarians are members of the Public Service Alliance of Canada (PSAC) unit along with other professional and managerial employees  
*Les bibliothécaires sont membres de l'unité de l'Alliance de la fonction publique du Canada (AFPL), qui regroupe également d'autres employés professionnels et préposés à des fonctions de gestion*
- (4) Librarians are members of the Management Group, and not members of an academic unit/faculty association/union, and are not remunerated according to an academic scale  
*Les bibliothécaires font partie du groupe de direction, mais ne sont pas membres d'une unité académique, ni d'une association de personnel académique, ni d'un syndicat, et ils ne sont pas rémunérés suivant une échelle de salaires comme les autres membres du personnel académique*
- (5) Professional and Administrative Officers' Association  
*Association des agents professionnels et administratifs*

TABLE C / TABLEAU C

## ACADEMIC STATUS OF LIBRARIANS / STATUT UNIVERSITAIRE DES BIBLIOTHÉCAIRES

TRADE UNION STATUS AND REPRESENTATION STRUCTURE /  
STATUT DU SYNDICAT ET STRUCTURE DE REPRÉSENTATION

Institution	Association Representation / Représentation par une association					Trade Union Status / Statut du Syndicat		Bargaining Unit Representation / Représentation par une unité de négociation		
	In same association as faculty? / Font partie de la même association que le corps professoral?	In own association? / Ont leur propre association?	In support staff association? / Font partie de l'association du personnel de soutien?	In other organization? / Font partie d'une autre organisation	Archivists included in the same association as academic librarians?	Unionized? / Syndiqué(e) ?	Special Plan? /	In same bargaining unit as faculty? / Font partie de la même unité de négociation que le corps professoral?	In own bargaining unit? / Ont leur propre unité de négociation	In another bargaining unit? / Font partie d'une autre unité de négociation?
ACADIA	✓					1976		✓		
ALBERTA	✓				✓		✓*	✓ <sup>1</sup>		
ALGOMA	✓					1976				
ATHABASCA	✓						✓*	✓		
ATLANTIC SCHOOL OF THEOLOGY	✓							? <sup>2</sup>		
BISHOP'S	✓				✓	1976		✓		
BRANDON	✓					1978				
BRESCIA				✓ <sup>3</sup>		1966**				✓ <sup>4</sup>
BRITISH COLUMBIA	✓				✓	2000***		✓		
BROCK	✓				✓	1996		✓		
CALGARY	✓				✓		✓*	✓		
CAPE BRETON	✓					1998		✓		
CARLETON	✓					1975		✓		
CONCORDIA	✓					1981		✓		
DALHOUSIE	✓				✓	1979		✓		
GUELPH	✓						✓	✓		
KING'S				✓ <sup>5</sup>						
LAKEHEAD	✓				✓	1979		✓		
LAURENTIAN	✓				✓	1979		✓		
LETHBRIDGE	✓						✓*	✓		
MANITOBA	✓				✓	1974		✓		
MCGILL	✓						✓	✓ <sup>6</sup>		
MCMASTER	✓				✓		✓	✓		
MEMORIAL	✓					1988		✓		
MONCTON	✓					1976		✓		
MOUNT ALLISON	✓				✓	1982		✓		
MOUNT SAINT VINCENT	✓					1988		✓		
NEW BRUNSWICK	✓				✓	1979		✓		
NIPISSING										
NORTHERN B.C.	✓				✓			✓ <sup>7</sup>		
NOSM	✓				✓			✓		
NSCAD	✓					1986		✓		
OCAD			✓		✓	1981				✓ <sup>8</sup>
OTTAWA	✓					1975		✓		
PRINCE EDWARD ISLAND	✓					2001		✓		

Institution	Association Representation / Représentation par une association					Trade Union Status / Statut du Syndicat		Bargaining Unit Representation / Représentation par une unité de négociation		
	In same association as faculty? / Font partie de la même association que le corps professoral?	In own association? / Ont leur propre association?	In support staff association? / Font partie de l'association du personnel de soutien?	In other organization? / Font partie d'une autre organisation	Archivists included in the same association as academic librarians?	Unionized? / Syndiqué(e) ?	Special Plan? /	In same bargaining unit as faculty? / Font partie de la même unité de négociation que le corps professoral?	In own bargaining unit? / Ont leur propre unité de négociation	In another bargaining unit? / Font partie d'une autre unité de négociation?
QUEEN'S	✓				✓	1995		✓		
REGINA	✓				✓	1977		✓		
ROYAL MILITARY COLLEGE					✓	1990**				✓ <sup>9</sup>
RYERSON	✓				✓	1964		✓		
SAINT MARY'S	✓				✓	1974		✓		
ST. FRANCIS XAVIER	✓				✓	2005		✓		
ST. THOMAS MORE	✓					1977		✓		
SAINT-BONIFACE	✓				✓	1983		✓		
SAINT-PAUL			✓					✓		
SAINTE-ANNE	✓					1982		✓		
SASKATCHEWAN	✓					1977		✓		
SIMON FRASER	✓				✓		✓	✓		
TORONTO	✓				✓		✓	✓		
TRENT	✓				✓	1980		✓		
VICTORIA	✓				✓		✓ <sup>10</sup>	✓		
WATERLOO			✓		✓					✓ <sup>11</sup>
WESTERN	✓				✓	2004			✓	
WILFRID LAURIER	✓				✓	1988 <sup>12</sup>		✓		
WINDSOR	✓				✓	1977		✓		
WINNIPEG	✓					1981		✓		
YORK	✓				✓	1977		✓		
OPSEU 110 - FANSHAWE	✓					1971		✓		
OPSEU 240 - MOHAWK										
OPSEU 242 - NIAGARA										
OPSEU 244 - SHERIDAN										
OPSEU 350 - GEORGIAN										
OPSEU 354 - DURHAM										
OPSEU 415 - ALGONQUIN	✓							✓		
OPSEU 417 - ST. LAWRENCE										
OPSEU 470 - LA CITÉ COLLÉGIALE						1995		✓		
OPSEU 557 - GEORGE BROWN										
OPSEU 558 - CENTENNIAL	✓				✓	1970		✓		
OPSEU 560 - SENECA										
OPSEU 562 - HUMBER						1967				
OPSEU 655 - CAMBRIAN	✓							✓		
OPSEU 657 - CANADORE										
OPSEU 673 - BOREAL										
FPSE 1 - CAPILANO	✓					1973		✓		
FPSE 2 - THOMPSON RIVERS	✓							✓		
FPSE 3 - NEW CALEDONIA										

- (6) Not a "bargaining unit" as they are not unionized; the association of faculty and librarians act as one in their dealings with administration  
*Il ne s'agit pas d'une "unité de négociation" parce qu'ils ne sont pas syndiqués; l'association des professeurs et des bibliothécaires forme une seule entité lorsqu'elle négocie avec l'administration*
- (7) The faculty association bargains for members but is not recognized or certified  
*L'association de personnel académique négocie pour les membres, bien qu'elle ne soit ni reconnue ni accréditée*
- (8) Librarians are in the OPSEU 567 Support Staff Association  
*Les bibliothécaires sont membres de l'Association du personnel de soutien du SEEFPO section locale 567*
- (9) Librarians are members of the Public Service Alliance of Canada Union of National Defence Employees (PSAC-UNDE)  
*Les bibliothécaires sont membres de l'Union des employés de la Défense nationale – Alliance de la fonction publique du Canada (UEDN-AFPL)*
- (10) Framework Agreement October, 2008  
*Entente-cadre du 4em octobre 2008*
- (11) Librarians are members of support staff association  
*Les bibliothécaires sont membres de l'association du personnel de soutien*
- (12) In 2001, part-time workers were also organized into a bargaining unit  
*En 2001, les employés à temps partiel étaient également syndiqués et membres d'une unité de négociation.*

TABLE D / TABLEAU D

ACADEMIC STATUS OF LIBRARIANS / STATUT UNIVERSITAIRE DES BIBLIOTHÉCAIRES

TERMS OF EMPLOYMENT AND COLLECTIVE AGREEMENT LANGUAGE /  
CONDITIONS DE TRAVAIL ET LIBELLÉ DES CONVENTIONS COLLECTIVES

University / Université	Terms and conditions of employment include professional practice, academic services and scholarly activities / Les conditions de travail comprennent la pratique professionnelle, les services académiques et les activités de recherche	Rank Description in Collective Agreement / Description de tâches dans les conventions collectives	Same or Similar Provisions as for Other Faculty? / Dispositions équivalentes ou semblables à celles s'appliquant aux professeurs?								Participation on Appointment Committees / Participation aux comités de nomination	Participation on Review Committees / Participation au comité d'examen
			Leaves / Congés	Apt and Review / Nomination et révision	Rank Structure / Structure par rang	Salaries / Salaires	Acad Freedom / Liberté universitaire	Acad Research / Recherche universitaire	Tenure / Permanence	Sabbatical / Congé sabbatique		
ACADIA	Y	Y	N	Y	N	N	Y	Y	Y	Y	MAJ	MAJ
ALBERTA	Y	N	Y	Y	N	N	Y	N	Y	N	MAJ	MAJ
ALGOMA	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ
ATHABASCA	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MIN	MIN
ATLANTIC SCHOOL OF THEOLOGY	N	Y	N	N	N	N	N	N	N	N		N
BISHOP'S	N	N	Y	N	Y	N	Y	Y	Y	Y	MIN	MIN
BRANDON	Y	Y		Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ
BRESCIA	NA		N	N	N	N	N	N	N	N	MIN	MAJ
BRITISH COLUMBIA	Y	NA	Y	N	N	N	Y	Y	Y	Y	MAJ	MAJ
BROCK	Y		Y	Y	Y	N	Y	Y	Y <sup>1</sup>	Y <sup>2</sup>	MAJ	MAJ
CALGARY	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ <sup>3</sup>
CAPE BRETON	Y	Y	Y	Y	Y	Y	Y	Y	Y <sup>1</sup>	Y <sup>4</sup>	MIN	MIN
CARLETON	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ
CONCORDIA	Y	Y	Y	Y	Y	N <sup>5</sup>	Y	Y	Y	Y	MAJ <sup>6</sup>	MAJ
DALHOUSIE	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	MAJ	MAJ
GUELPH	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ
KING'S	N	N	N	N	N	N	N	N	N	N	N	N
LAKEHEAD	Y	Y	Y	Y	Y	Y	Y	Y <sup>7</sup>	Y <sup>8</sup>	N	MAJ	MAJ
LAURENTIAN	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ
LETHBRIDGE	Y	Y	Y	Y	Y	Y	Y	Y	Y <sup>9</sup>	Y	MAJ	MAJ
MANITOBA	Y	N	Y	Y	Y	Y	Y	Y	N	Y	MIN	MAJ
MCGILL	Y	Y	Y	Y	Y	Y	Y	Y			MAJ	MAJ
MCMASTER	Y	Y	N	N	N	N	Y	N	N	N	MAJ	MAJ
MEMORIAL	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ
MONCTON	Y	N	Y	Y	Y	Y	Y	N	Y	Y	MIN	MAJ <sup>10</sup>
MOUNT ALLISON	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ
MOUNT SAINT VINCENT	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	MAJ	MIN
NEW BRUNSWICK	Y	N		Y	N	Y	Y	Y	Y	Y	MAJ	MAJ
NIPISSING	N	N	N	N	N	N	N	N	N	N	MAJ <sup>11</sup>	MAJ <sup>11</sup>
NORTHERN B.C.		Y	Y	Y	Y	Y	Y	Y	Y	N	MAJ	MAJ
NOSM	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ

University / Université	Terms and conditions of employment include professional practice, academic services and scholarly activities / Les conditions de travail comprennent la pratique professionnelle, les services académiques et les activités de recherche	Rank Description in Collective Agreement / Description de tâches dans les conventions collectives	Same or Similar Provisions as for Other Faculty? / Dispositions équivalentes ou semblables à celles s'appliquant aux professeurs?								Participation on Appointment Committees / Participation aux comités de nomination	Participation on Review Committees / Participation au comité d'examen
			Leaves / Congés	Apt and Review / Nomination et révision	Rank Structure / Structure par rang	Salaries / Salaires	Acad Freedom / Liberté universitaire	Acad Research / Recherche universitaire	Tenure / Permanence	Sabbatical / Congé sabbatique		
NSCAD	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MIN
OCAD	N	N	N	N	N	N	N	N	N	N	N	N
OTTAWA	Y	Y	Y	Y	N	Y	Y	Y	Y <sup>8</sup>	N <sup>4</sup>	MAJ	MAJ
PRINCE EDWARD ISLAND	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MIN
QUEEN'S	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	MAJ	MAJ
REGINA	Y	Y <sup>11</sup>	Y	Y	Y	Y	Y	Y	Y	Y	MAJ <sup>12</sup>	MIN
ROYAL MILITARY COLLEGE	N	Y	N	N	N	N	N	N	N	N	MAJ	MIN
RYERSON	Y	N	N	N	N	N	Y	N	Y	Y	MAJ	MAJ
SAINT MARY'S	Y	Y	Y	Y	N	Y	Y	N	Y	Y	MAJ	MIN
ST. FRANCIS XAVIER	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ
ST. THOMAS MORE	Y	N	Y	Y	Y	Y	Y	Y	Y	Y		MIN
SAINT-BONIFACE	N	Y	Y	N	N	N	Y	N	Y	Y	N	N <sup>13</sup>
SAINT-PAUL	N	N	N	N	N	N	N	N	N	N		MIN
SAINTE-ANNE	Y	N	N	Y	Y	Y	Y	N	Y	N	N	N
SASKATCHEWAN	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MIN	MIN
SIMON FRASER	N	Y	Y	Y	Y	Y	Y	N	N	Y	MAJ	MAJ
TORONTO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ
TRENT	Y		Y	Y	Y	Y	Y	N	Y	Y	MAJ	MAJ
VICTORIA	Y	N	N	N	N	N	Y	Y	N	Y	MAJ	MAJ
WATERLOO	N	Y	Y	Y	Y	N	Y	Y	N	N	MAJ	MAJ
WESTERN	Y	Y	Y	Y	Y	Y	Y	N	N	N	MAJ	MAJ
WILFRID LAURIER	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ
WINDSOR	Y	N	Y	Y	Y	Y	Y	N	Y	Y	MAJ	MAJ
WINNIPEG	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	
YORK	Y	N <sup>14</sup>	Y	Y	Y	Y <sup>15</sup>	Y <sup>16</sup>	Y <sup>17</sup>	Y <sup>18</sup>	Y <sup>19</sup>	MAJ	MAJ
OPSEU-CAAT			Y	Y <sup>20</sup>	Y	Y	NA <sup>21</sup>	Y				
OPSEU 110 - FANSHAWE	N	N	Y	Y	NA	Y	Y	NA	NA	Y	MIN	N
OPSEU 240 - MOHAWK			Y	Y	Y	Y	Y	Y	Y	Y	MAJ	N
OPSEU 242 - NIAGARA												
OPSEU 244 - SHERIDAN												
OPSEU 350 - GEORGIAN											MIN	
OPSEU 354 - DURHAM												
OPSEU 415 - ALGONQUIN	N		Y	Y	Y	Y	Y	Y	Y	Y	MIN	N
OPSEU 417 - ST. LAWRENCE											NA <sup>22</sup>	
OPSEU 470 - LA CITÉ COLLÉGIALE	N	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N
OPSEU 557 - GEORGE BROWN	N		Y	Y	Y	Y	Y	Y	N	Y	MIN	N
OPSEU 558 - CENTENNIAL	N	N	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	N
OPSEU 560 - SENECA												
OPSEU 562 - HUMBER											MAJ	



University / Université	Terms and conditions of employment include professional practice, academic services and scholarly activities / Les conditions de travail comprennent la pratique professionnelle, les services académiques et les activités de recherche	Rank Description in Collective Agreement / Description de tâches dans les conventions collectives	Same or Similar Provisions as for Other Faculty? / Dispositions équivalentes ou semblables à celles s'appliquant aux professeurs?								Participation on Appointment Committees / Participation aux comités de nomination	Participation on Review Committees / Participation au comité d'examen
			Leaves / Congés	Apt and Review / Nomination et révision	Rank Structure / Structure par rang	Salaries / Salaires	Acad Freedom / Liberté universitaire	Acad Research / Recherche universitaire	Tenure / Permanence	Sabbatical / Congé sabbatique		
OPSEU 655 - CAMBRIAN			Y	N	Y	Y	Y	N		Y		
OPSEU 657 - CANADORE	N			N	N			N	N	N	MAJ	NA <sup>23</sup>
OPSEU 673 - BOREAL												
FPSE 1 - CAPILANO	N		Y	Y		Y	Y	Y		Y	MAJ	
FPSE 2 - THOMPSON RIVERS	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MAJ	MAJ
FPSE 3 - NEW CALEDONIA	N		Y	Y				Y	N		MAJ	
FPSE 4 - DOUGLAS												
FPSE 5 - KWANTLEN	Y	N	Y	Y	NA	Y	Y	Y	NA	Y	MAJ	NA
FPSE 6 - ROCKIES	N		Y	Y			Y	NA		Y	MIN	
FPSE 7 - FRASER VALLEY	N		Y	Y			Y	N		Y	MAJ	
FPSE 8 - VANCOUVER ISLAND	N		Y	Y			Y	N		Y	MAJ	
FPSE 10 - SELKIRK	N	N	Y	Y	Y	Y	NA	Y	NA	Y	MIN	NA
FPSE 11 - NORTHWEST	N		Y	Y	Y	Y	Y	Y		Y	MIN	
FPSE 12 - CAMOSUN												
FPSE 14 - LANGARA	N		Y	Y	Y	Y	Y	Y <sup>24</sup>		NA	MAJ	MAJ
FPSE 15 - VANCOUVER	Y		Y	Y	Y	Y	NA <sup>25</sup>	NA	NA	Y	MAJ	MAJ
FPSE 16 - NORTH ISLAND	Y			Y			Y	N		N	MIN	N
FPSE 19 - NICOLA VALLEY												
FPSE 22 - EMILY CARR	Y <sup>26</sup>	Y	Y	Y	N	Y	Y	Y	Y	Y <sup>27</sup>	MAJ	? <sup>28</sup>

*Italics* indicates cases where there is missing data from the 2008 return and data from the 2006 LSS is used

Les *italiques* indiquent que des données manquent dans le sondage de 2008 et que des données de l'enquête de 2006 ont été utilisées.

#### NOTES:

- (1) Referred to as 'permanence' or 'permanency' / *Permanence*
- (2) Referred to as 'academic leave' / *Désigné sous l'appellation de « congé académique »*
- (3) At the faculty equivalent level but not at the University-wide appeal level  
*Au niveau équivalent des professeurs mais non pas au niveau d'appel pour l'ensemble de l'université*
- (4) Referred to as 'professional leave' / *Désigné sous l'appellation de « congé professionnel »*
- (5) 85 percent / *85 p. 100*
- (6) 50 percent / *50 p. 100*
- (7) Article 16.11.01: "Although not required to do so, a librarian member has the right to be involved in research. A librarian member will be eligible for release time for such research with the concurrence of the University Librarian. It is understood that such involvement should not prevent the librarian member from fulfilling his/her primary responsibilities. Insofar as it is possible the Board shall provide adequate facilities and support for these purposes."  
*Article 16.11.01 : Bien qu'il ne soit pas tenu de le faire, un bibliothécaire membre a le droit de participer à des travaux de recherche. Il*

*peut se voir attribuer des heures à cette fin avec l'accord du bibliothécaire universitaire, à condition que ces travaux de recherche ne l'empêchent pas d'assumer ses responsabilités premières. Dans la mesure du possible, le conseil mettra à la disposition du bibliothécaire membre en cause les installations et les services de soutien adéquats.*

- (8) Referred to as 'continuing appointment' / *Désigné sous l'appellation de « nomination continue »*
- (9) Referred to as 'study leave' / *Désigné sous l'appellation de « congé d'études »*
- (10) To 2 levels out of 3 (Assembly of librarians, Librarians' committee). On the Joint committee, 1 member out of 7 is a librarian  
*À deux paliers sur 3 (assemblée des bibliothécaires, comité des bibliothécaires). Au comité paritaire (3e palier) il y a une ou un bibliothécaire sur sept personnes*
- (11) Included in criteria document for performance reviews  
*Compris dans le document énonçant les critères pour les évaluations de rendement*
- (12) Yes, if the committee is to appoint a librarian; No, if the committee is to appoint a new University Librarian  
*Oui, si le comité nomme un(e) bibliothécaire. Non, si le comité nomme un nouveau ou une nouvelle bibliothécaire d'université*
- (13) Not applicable  
*Ne s'applique pas*
- (14) Librarians at York do not have general job descriptions associated with each rank but rather have individual job descriptions  
*À l'Université York, les bibliothécaires ont des descriptions de tâches individuelles. Il n'y a pas de descriptions de tâches générales établies pour chaque rang*
- (15) Yes, if you mean Base Salary Adjustments, Progress through the Ranks Adjustments, etc.  
*Oui, si vous parlez de rajustement du salaire de base, de rajustement en vue de la progression sur l'échelle salariale, etc.*
- (16) See Article 10 of the Collective Agreement  
*Voir l'article 10 de la convention collective*
- (17) Librarians have 20 research days as stipulated in Article 18.16(e) of the Collective Agreement  
*L'article 18.16 e) de la convention collective prévoit pour les bibliothécaires 20 jours de recherche*
- (18) No, there are different tenure and promotion criteria for librarians, see  
<http://www.yufa.org/docs/ca/Promotion&ContinuingAppointmentLibrarian.html>  
*Non, les critères de permanence et de promotion applicables aux bibliothécaires sont différents. Voir*  
<http://www.yufa.org/docs/ca/Promotion&ContinuingAppointmentLibrarian.html>
- (19) Yes, although timing is different (librarians use their hire anniversary date)  
*Oui, quoique la date retenue soit différente (Les bibliothécaires se basent sur leur date d'entrée en service)*
- (20) Two year probationary period  
*Période de probation de deux ans*
- (21) Language on copyright gives property rights to institution (Article 13.01)  
*Les dispositions sur le droit d'auteur confèrent les droits de propriété à l'établissement (Article 13.01 de la convention collective du SEEFPO). S'applique à l'ensemble des établissements de l'Ontario*
- (22) Not applicable, only one librarian / *Sans objet. Un(e) seul(e) bibliothécaire*
- (23) There are no review committees  
*Il n'y a pas de comité d'évaluation*
- (24) Note that no specific amount of time is specified in contract. In practical terms though, librarians don't have the same time  
*Remarque : le contrat ne précise pas de période particulière, mais dans les faits, les bibliothécaires ne disposent pas d'autant de temps*
- (25) No academic freedom language in our local collective agreement  
*La convention locale ne comporte pas de libellé sur la liberté universitaire.*
- (26) See Article 12.05.2 of the Collective Agreement / *Voir l'article 12.05.2 de la convention collective*
- (27) Librarians have 3 months while teaching faculty have 12 months  
*Les bibliothécaires ont trois mois comparativement à 12 pour les membres du corps professoral.*
- (28) "Don't know. We have a new collective agreement and have not been through this process yet."  
*« Ne savons pas. Nous avons une nouvelle convention collective et nous n'avons pas encore fait l'expérience de ce processus. »*

**2007-2008**



TABLE 1 / TABLEAU 1 - 2007-2008

LIBRARIAN AVERAGES / MOYENNES DES BIBLIOTHÉCAIRES

CATEGORY / VARIABLE

INSTITUTION INSTITUTION	SEX SEXE	NO NO	SALARY SALAIRE (1)	RANK RANG (2)	AGE ÂGE	SINCE 1st LIBRARY DEGREE DEPUIS 1er DIPLOME DE BIBLIOTH.	YEARS AS ACADEMIC LIBRARIAN ANNÉES D'EMPLOI À TITRE DE BIBLIOTH.	YEARS IN RANK ANNÉES AU RANG ACTUEL
<b>CAPE BRETON</b>								
NS	Male	1	*	*	*	*	*	*
	Female	4	\$65,420	3	51	20	20	6
	Total	5	\$63,079	3	49	17	17	5
<b>DALHOUSIE</b>								
NS	Male	7	\$71,119	3	44	13	12	6
	Female	20	\$78,030	4	47	18	18	10
	Total	27	\$76,239	4	46	17	16	9
<b>MEMORIAL</b>								
NL	Male	8	\$72,954	2.5	49	18	17	8
	Female	25	\$74,315	3	46	21	18	8
	Total	33	\$73,985	3	47	20	18	8
<b>MONCTON</b>								
NB	Male	0	--	--	--	--	--	--
	Female	9	\$80,876	4	49	24	21	6
	Total	9	\$80,876	4	49	24	21	6
<b>MOUNT ALLISON</b>								
NB	Male	3	\$92,857	4	52	19	19	4
	Female	4	\$71,583	2.5	44	11	12	4
	Total	7	\$80,700	3	47	15	15	4
<b>MOUNT SAINT VINCENT</b>								
NS	Male	3	\$72,876	3	54	25	25	8
	Female	2	*	*	*	*	*	*
	Total	5	\$69,773	3	50	20	20	8
<b>NEW BRUNSWICK</b>								
NB	Male	10	\$70,700	2.5	47	19	13	6
	Female	17	\$85,125	4	54	27	20	8
	Total	27	\$79,577	3	51	24	17	7

INSTITUTION INSTITUTION	SEX SEXE	NO NO	SALARY SALAIRE (1)	RANK RANG (2)	AGE ÂGE	SINCE 1st LIBRARY DEGREE DEPUIS 1er DIPLOME DE BIBLIOTH.	YEARS AS ACADEMIC LIBRARIAN ANNÉES D'EMPLOI À TITRE DE BIBLIOTH.	YEARS IN RANK ANNÉES AU RANG ACTUEL
<b>NSCAD</b>								
<b>NS</b>	Male	0	--	--	--	--	--	--
	Female	2	*	*	*	*	*	*
	Total	2	*	*	*	*	*	*
<b>PRINCE EDWARD ISLAND</b>								
<b>PE</b>	Male	1	*	*	*	*	*	*
	Female	6	\$79,026	3	56	32	23	7
	Total	7	\$76,484	3	53	29	21	7
<b>SAINT FRANCIS-XAVIER</b>								
<b>NS</b>	Male	0	--	--	--	--	--	--
	Female	8	\$77,852	3	53	24	22	10
	Total	8	\$77,852	3	53	24	22	10
<b>SAINT MARY'S</b>								
<b>NB</b>	Male	4	\$72,594	3.5	53	23	19	10
	Female	5	\$66,489	4	46	12	11	6
	Total	9	\$69,203	4	49	17	14	8
<b>BISHOP'S</b>								
<b>QC</b>	Male	2	*	*	*	*	*	*
	Female	2	*	*	*	*	*	*
	Total	4	\$63,861	2.5	46	12	10	7
<b>CONCORDIA</b>								
<b>QC</b>	Male	8	\$62,557	2.5	40	13	10	6
	Female	24	\$75,699	3	48	22	20	10
	Total	32	\$72,414	3	46	20	18	9
<b>MCGILL</b>								
<b>QC</b>	Male	--	--	--	--	--	--	--
	Female	--	--	--	--	--	--	--
	Total	61	\$76,390	--	--	--	19	--
<b>BROCK</b>								
<b>ON</b>	Male	6	\$77,235	2.5	38	13	10	5
	Female	10	\$84,671	3	48	19	18	6
	Total	16	\$81,882	3	44	17	15	6
<b>CARLETON</b>								
<b>ON</b>	Male	3	\$76,249	3	41	13	8	4
	Female	21	\$99,477	4	53	24	19	12
	Total	24	\$96,447	3	51	23	18	11

INSTITUTION INSTITUTION	SEX SEXE	NO NO	SALARY SALAIRE (1)	RANK RANG (2)	AGE ÂGE	SINCE 1st LIBRARY DEGREE DEPUIS 1er DIPLOME DE BIBLIOTH.	YEARS AS ACADEMIC LIBRARIAN ANNÉES D'EMPLOI À TITRE DE BIBLIOTH.	YEARS IN RANK ANNÉES AU RANG ACTUEL
<b>KING'S ON</b>								
	Male	0	--	--	--	--	--	--
	Female	2	*	*	*	*	*	*
	Total	2	*	*	*	*	*	*
<b>LAKEHEAD ON</b>								
	Male	2	*	*	*	*	--	*
	Female	9	\$77,899	3	50	20	--	9
	Total	11	\$73,899	3	46	17	--	8
<b>LAURENTIAN ON</b>								
	Male	6	\$111,558	2.5	53	27	29	8
	Female	3	\$81,962	2	44	10	*	6
	Total	9	\$101,693	2	50	21	23	8
<b>NOSM ON</b>								
	Male	1	*	*	*	*	*	*
	Female	3	\$59,947	2	30	3	3	1
	Total	4	\$59,460	2	30	3	3	1
<b>OTTAWA ON</b>								
	Male	8	\$71,745	3	41	--	--	3
	Female	29	\$75,585	3	43	--	--	4
	Total	37	\$74,755	3	43	--	--	3
<b>QUEEN'S ON</b>								
	Male	8	\$78,527	2.5	45	16	16	4
	Female	33	\$77,572	3	45	17	16	6
	Total	41	\$77,758	3	45	17	16	6
<b>ROYAL MILITARY COLLEGE ON</b>								
	Male	0	--	--	--	--	--	--
	Female	3	\$68,317	2	52	27	23	--
	Total	3	\$68,317	2	52	27	23	--
<b>RYERSON ON</b>								
	Male	7	\$74,432	1	41	14	11	5
	Female	17	\$81,901	1	46	21	18	10
	Total	24	\$79,628	1	45	19	15	8
<b>TORONTO ON</b>								
	Male	43	\$90,445	3	51	23	1986	--
	Female	95	\$87,979	3	50	23	1989	--
	Total	138	\$88,747	3	51	23	1988	--

INSTITUTION INSTITUTION	SEX SEXE	NO NO	SALARY SALAIRE (1)	RANK RANG (2)	AGE ÂGE	SINCE 1st LIBRARY DEGREE DEPUIS 1er DIPLOME DE BIBLIOTH.	YEARS AS ACADEMIC LIBRARIAN ANNÉES D'EMPLOI À TITRE DE BIBLIOTH.	YEARS IN RANK ANNÉES AU RANG ACTUEL
<b>TRENT ON</b>								
	Male	3	\$95,576	3	51	21	*	5
	Female	5	\$109,946	4	49	23	*	11
	Total	8	\$104,557	4	50	22	19	9
<b>WATERLOO ON</b>								
	Male	7	*	4	*	22	19	4
	Female	24	\$74,628	4	49	19	17	4
	Total	31	\$77,371	4	49	20	17	4
<b>WESTERN ON</b>								
	Male	14	\$69,267	3	52	19	19	--
	Female	41	\$64,817	3	47	16	13	--
	Total	55	\$65,950	3	48	17	15	--
<b>WILFRID LAURIER ON</b>								
	Male	6	\$72,737	2	49	28	11	10
	Female	13	\$87,363	3	49	27	15	10
	Total	19	\$83,300	3	49	27	14	10
<b>WINDSOR ON</b>								
	Male	8	\$89,571	3	51	25	25	13
	Female	16	\$76,700	2	42	14	14	7
	Total	24	\$80,990	3	45	17	18	9
<b>YORK ON</b>								
	Male	13	\$92,059	3	44	14	10	9
	Female	32	\$96,858	3	45	17	12	16
	Total	45	\$95,471	3	44	16	12	14
<b>ALBERTA AB</b>								
	Male	10	\$104,927	2	53	24	21	8
	Female	20	\$88,069	1	50	20	18	8
	Total	30	\$93,688	1	51	22	19	8
<b>ATHABASCA AB</b>								
	Male	2	*	*	*	*	*	*
	Female	4	\$67,131	2.5	*	*	*	3
	Total	6	\$73,380	3	47	12	11	6
<b>BRITISH COLUMBIA BC</b>								
	Male	20	\$86,682	1	50	--	--	12
	Female	45	\$83,666	1	49	--	--	13
	Total	65	\$84,594	1	49	--	--	13



INSTITUTION INSTITUTION	SEX SEXE	NO NO	SALARY SALAIRE (1)	RANK RANG (2)	AGE ÂGE	SINCE 1st LIBRARY DEGREE DEPUIS 1er DIPLOME DE BIBLIOTH.	YEARS AS ACADEMIC LIBRARIAN ANNÉES D'EMPLOI À TITRE DE BIBLIOTH.	YEARS IN RANK ANNÉES AU RANG ACTUEL
<b>CALGARY</b>								
AB	Male	6	\$78,575	3	42	14	12	4
	Female	26	\$77,464	2	46	15	10	5
	Total	32	\$77,673	2	46	15	10	4
<b>LETHBRIDGE</b>								
AB	Male	3	\$71,566	2	40	10	9	4
	Female	10	\$91,366	3	48	18	20	11
	Total	13	\$86,797	3	46	17	17	9
<b>MANITOBA</b>								
MB	Male	17	\$78,479	3	51	--	*	5
	Female	40	\$81,601	3	51	--	20	5
	Total	57	\$80,670	3	51	--	22	5
<b>NORTHERN BRITISH COLUMBIA</b>								
BC	Male	0	--	--	--	--	--	--
	Female	7	\$70,134	3	47	18	--	9
	Total	7	\$70,134	3	47	18	--	9
<b>REGINA</b>								
SK	Male	7	\$84,184	3	53	28	26	13
	Female	11	\$75,643	3	48	20	17	6
	Total	18	\$78,964	3	50	23	20	8
<b>SASKATCHEWAN</b>								
SK	Male	--	--	--	--	--	--	--
	Female	--	--	--	--	--	--	--
	Total	40	\$84,685	--	--	--	16	--
<b>SIMON FRASER</b>								
BC	Male	--	--	--	--	--	--	--
	Female	--	--	--	--	--	--	--
	Total	40	\$74,846	--	--	--	15	--
<b>ST. BONIFACE</b>								
MB	Male	1	*	*	*	*	*	*
	Female	0	--	--	--	--	--	--
	Total	1	*	*	*	*	*	*
<b>ST. THOMAS MORE</b>								
SK	Male	0	--	--	--	--	--	--
	Female	1	*	*	*	*	*	*
	Total	1	*	*	*	*	*	*

INSTITUTION INSTITUTION	SEX SEXE	NO NO	SALARY SALAIRE (1)	RANK RANG (2)	AGE ÂGE	SINCE 1st LIBRARY DEGREE DEPUIS 1er DIPLOME DE BIBLIOTH.	YEARS AS ACADEMIC LIBRARIAN ANNÉES D'EMPLOI À TITRE DE BIBLIOTH.	YEARS IN RANK ANNÉES AU RANG ACTUEL
<b>VICTORIA</b>								
<b>BC</b>	Male	8	\$80,262	3.5	51	22	--	6
	Female	25	\$71,661	3	47	19	--	5
	Total	33	\$74,119	3	48	20	--	6
<b>OPSEU</b>								
<b>ON</b>	Male	3	\$69,921	--	44	*	*	*
	Female	12	\$83,826	--	48	19	18	11
	Total	15	\$81,298	--	47	18	15	9
<b>FPSE</b>								
<b>BC</b>	Male	8	\$73,013	--	48	14	13	4
	Female	38	\$72,740	--	47	19	14	7
	Total	46	\$72,787	--	48	18	14	6
<b>EAST/EST</b>								
	Male	37	\$72,729	3	48	18	16	7
	Female	102	\$76,818	3	48	21	18	8
	Total	139	\$75,721	3	48	20	18	8
<b>QUEBEC/QUÉBEC</b>								
	Male	10	\$63,001	2.5	41	13	10	6
	Female	26	\$74,718	3	48	21	19	10
	Total	97	\$74,562	3	46	19	18	9
<b>ONTARIO</b>								
	Male	138	\$84,246	3	48	20	387	6
	Female	368	\$82,624	3	47	20	396	8
	Total	506	\$83,056	3	48	20	393	8
<b>WEST/OUEST</b>								
	Male	82	\$83,810	2	50	20	19	9
	Female	227	\$79,283	2	48	18	15	8
	Total	389	\$80,351	2	49	19	16	8
<b>CANADA</b>								
	Male	267	\$81,642	3	48	19	216	7
	Female	723	\$80,455	3	48	20	217	8
	Total	1131	\$80,459	3	48	20	179	8

\* To preserve confidentiality, no data are presented for this category  
*Aucune donnée divulguée dans cette catégorie afin d'en protéger la confidentialité*

- No individuals in this category  
*Il n'y a personne dans cette catégorie*

**NOTES:**

- (1) Part-time salaries have been converted to full-time equivalent salaries  
*Les traitements des bibliothécaires à temps partiel ont été convertis en traitement à temps plein*
- (2) Rank averages are based on the median rank. While most universities have a four-rank system, exceptions include Alberta (3), Athabasca (5), British Columbia (2), Calgary (3), Cape Breton (2), Lethbridge (3), McMaster (5), Moncton (3), Nipissing (3), Ottawa (5), Ryerson (2), Saint-Boniface (1), Sainte-Anne (2), Saint-Paul, (1) Simon Fraser (5), Waterloo (6), OPSEU (1) and FPSE (1). Results should be interpreted accordingly  
*Les moyennes des rangs sont calculées en fonction du rang médian. La plupart des universités possèdent un système de classement à quatre rangs à l'exception des universités de l'Alberta (3), l'Athabasca (5), British Columbia (2), Calgary (3), Cape Breton (2), Lethbridge (3), McMaster (5), Moncton (3), d'Ottawa (5), Ryerson (2), Saint-Boniface (1), Sainte-Anne (2), Saint-Paul (1), Simon Fraser (5), Waterloo (6), OPSEU (1) et FPSE (1). Il faut interpréter les résultats en conséquence*

TABLE 2 / TABLEAU 2 - 2007-2008

LIBRARIAN SALARY SCALES / ÉCHELLES SALARIALES DES BIBLIOTHÉCAIRES

RANK / RANG

INSTITUTION INSTITUTION	LIB 1	LIB 2	LIB 3	LIB 4	LIB 5	LIB 6
<b>ACADIA</b>						
MINIMUM	\$45,579	\$52,404	\$63,374	\$71,682	NA	NA
MAXIMUM	\$59,579	\$66,404	\$81,374	\$103,682	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	--	--	--	--	NA	NA
<b>ALBERTA</b>						
MINIMUM	\$48,872	\$68,128	\$80,387	NA	NA	NA
MAXIMUM	\$93,660	\$108,384	\$127,683	NA	NA	NA
NO. IN RANK	31	22	5	NA	NA	NA
NO. REPORTING	17	10	3	NA	NA	NA
<b>ALGOMA</b>						
MINIMUM	\$47,458	\$57,869	\$71,178	\$85,713	NA	NA
MAXIMUM	\$63,718	\$83,526	\$106,638	\$123,824	NA	NA
NO. IN RANK	0	0	0	0	NA	NA
NO. REPORTING	0	0	0	0	NA	NA
<b>ATHABASCA</b>						
MINIMUM	\$47,383	\$56,003	\$66,059	\$77,900	\$92,175	NA
MAXIMUM	\$60,751	\$71,808	\$84,694	\$99,875	\$118,180	NA
NO. IN RANK	0	2	3	1	0	NA
NO. REPORTING	0	2	3	1	0	NA
<b>BISHOP'S</b>						
MINIMUM	\$42,878	\$46,984	\$60,213	\$75,721	NA	NA
MAXIMUM	\$45,615	\$62,493	\$86,213	\$98,073	NA	NA
NO. IN RANK	0	2	2	0	NA	NA
NO. REPORTING	0	2	2	0	NA	NA
<b>BRANDON</b>						
MINIMUM	\$45,353	\$54,133	\$70,905	\$88,552	NA	NA
MAXIMUM	\$57,287	\$77,728	\$101,052	\$122,344	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	--	--	--	--	NA	NA
<b>BRITISH COLUMBIA<sup>1</sup></b>						
MINIMUM	\$51,841	\$51,841	NA	NA	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK <sup>2</sup>	--	--	NA	NA	NA	NA
NO. REPORTING	49	16	NA	NA	NA	NA

<b>BROCK</b>						
MINIMUM	\$51,201	\$55,811	\$61,949	\$68,762	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	3	3	9	1	NA	NA
NO. REPORTING	3	3	9	0	NA	NA
<b>CALGARY<sup>3</sup></b>						
MINIMUM	\$52,000	\$61,000	\$70,000	NA	NA	<b>Sessional</b> \$5,700
MAXIMUM	\$68,000	\$84,000	\$121,000	NA	NA	\$6,350
NO. IN RANK	11	21	22	NA	NA	5
NO. REPORTING	7	13	12	NA	NA	0
<b>CAPE BRETON</b>						
MINIMUM	\$46,782	\$52,510	NA	NA	NA	NA
MAXIMUM	\$60,382	\$76,310	NA	NA	NA	NA
NO. IN RANK	2	3	NA	NA	NA	NA
NO. REPORTING	2	3	NA	NA	NA	NA
<b>CARLETON<sup>4</sup></b>						
MINIMUM	\$47,540	\$52,820	\$66,030	\$81,880	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	0	5	8	12	NA	NA
NO. REPORTING	0	5	7	11	NA	NA
<b>CONCORDIA</b>						
MINIMUM	\$44,194	\$48,037	\$58,124	\$73,016	NA	NA
MAXIMUM	\$49,221	\$58,091	\$89,963	\$108,205	NA	NA
NO. IN RANK	4	3	20	3	NA	NA
NO. REPORTING	6	3	20	3	NA	NA
<b>DALHOUSIE</b>						
MINIMUM	\$43,304	\$48,077	\$54,109	\$63,329	NA	NA
MAXIMUM	\$58,277	\$69,351	\$82,765	\$101,205	NA	NA
NO. IN RANK	1	4	8	14	NA	NA
NO. REPORTING	3	4	6	14	NA	NA
<b>LAKEHEAD</b>						
MINIMUM	\$43,810	\$48,195	\$56,295	\$64,390	NA	NA
MAXIMUM	\$88,440	\$88,440	\$88,440	\$98,270	NA	NA
NO. IN RANK	1	4	5	1	NA	NA
NO. REPORTING	1	4	5	1	NA	NA
<b>LAURENTIAN</b>						
MINIMUM	\$50,754	\$61,473	\$74,047	\$91,229	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	1	5	2	1	NA	NA
NO. REPORTING	1	5	2	1	NA	NA

<b>LETHBRIDGE</b>						
MINIMUM	\$33,500	\$53,000	\$62,000	NA	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	2	4	7	NA	NA	NA
NO. REPORTING	2	4	7	NA	NA	NA
<b>MANITOBA</b>						
MINIMUM	\$46,287	\$55,619	\$63,017	\$80,432	NA	NA
MAXIMUM	\$66,092	\$79,934	\$93,558	\$119,419	NA	NA
NO. IN RANK	0	22	26	9	NA	NA
NO. REPORTING	0	22	26	9	NA	NA
<b>MCMASTER</b>						
MINIMUM	\$43,704	\$47,198	\$52,391	\$59,752	\$69,908	NA
MAXIMUM	\$70,942	\$76,615	\$85,044	\$96,991	\$113,478	NA
NO. IN RANK	0	9	9	7	3	NA
NO. REPORTING <sup>†</sup>	0	8	10	7	3	NA
<b>MEMORIAL</b>						
MINIMUM	\$41,780	\$48,300	\$54,820	\$64,600	NA	NA
MAXIMUM	\$53,190	\$64,600	\$90,680	\$113,500	NA	NA
NO. IN RANK	6	9	8	10	NA	NA
NO. REPORTING	6	9	8	10	NA	NA
<b>MONCTON<sup>5</sup></b>						
MINIMUM	\$42,170	\$52,920	\$65,595	NA	NA	NA
MAXIMUM	\$60,720	\$78,270	\$97,770	NA	NA	NA
NO. IN RANK	3	0	6	NA	NA	NA
NO. REPORTING	3	0	6	NA	NA	NA
<b>MOUNT ALLISON</b>						
MINIMUM	\$46,179	\$57,332	\$72,203	\$89,552	NA	NA
MAXIMUM	\$59,810	\$74,681	\$96,988	\$111,859	NA	NA
NO. IN RANK	1	2	2	2	NA	NA
NO. REPORTING	1	2	2	2	NA	NA
<b>MOUNT SAINT VINCENT</b>						
MINIMUM	\$44,571	\$47,371	\$58,888	\$75,899	NA	<b>Archivist</b> \$31,270
MAXIMUM	\$48,496	\$63,070	\$82,438	\$99,448	NA	\$37,341
NO. IN RANK	1	1	2	1	NA	1
NO. REPORTING	1	1	2	1	NA	0
<b>NEW BRUNSWICK</b>						
MINIMUM	\$44,745	\$51,378	\$58,003	\$72,467	NA	NA
MAXIMUM	\$54,559	\$65,573	\$88,388	\$106,721	NA	NA
NO. IN RANK	2	8	5	12	NA	NA
NO. REPORTING	2	8	5	11	NA	NA

<b>NIPISSING</b>						
MINIMUM	\$48,983	\$60,209	\$65,670	NA	NA	NA
MAXIMUM	\$61,835	\$80,236	\$87,419	NA	NA	NA
NO. IN RANK	1	2	1	NA	NA	NA
NO. REPORTING	--	--	--	NA	NA	NA
<b>NORTHERN B.C.</b>						
MINIMUM	\$50,994	\$53,753	\$61,893	\$68,640	NA	NA
MAXIMUM	\$56,549	\$62,086	\$70,226	\$85,305	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	0	0	6	1	NA	NA
<b>NOSM</b>						
MINIMUM	\$47,232	\$51,626	\$59,734	\$67,841	NA	NA
MAXIMUM	\$85,040	\$85,040	\$85,040	\$94,490	NA	NA
NO. IN RANK	0	4	0	0	NA	NA
NO. REPORTING	0	4	0	0	NA	NA
<b>NSCAD</b>						
MINIMUM	\$50,721	\$54,104	\$69,072	\$82,912	NA	NA
MAXIMUM	\$55,027	\$75,634	\$97,061	\$113,054	NA	NA
NO. IN RANK	0	1	1	0	NA	NA
NO. REPORTING	0	1	1	0	NA	NA
<b>OTTAWA*</b>						
MINIMUM	\$45,309	\$53,690	\$63,353	\$72,038	\$81,508	NA
MAXIMUM	\$60,573	\$68,922	\$82,383	\$91,072	\$104,363	NA
NO. IN RANK	2	7	19	5	4	NA
NO. REPORTING	2	7	19	5	4	NA
<b>PRINCE EDWARD ISLAND</b>						
MINIMUM	\$41,104	\$48,796	\$64,181	\$79,566	NA	NA
MAXIMUM	\$53,539	\$68,692	\$86,564	\$101,949	NA	NA
NO. IN RANK	0	3	3	1	NA	NA
NO. REPORTING	0	3	3	1	NA	NA
<b>QUEEN'S</b>						
MINIMUM	\$47,543	\$53,302	\$61,942	\$73,462	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	11	4	17	9	NA	NA
NO. REPORTING	11	4	17	9	NA	NA
<b>REGINA</b>						
MINIMUM	\$44,570	\$50,814	\$60,899	\$70,477	NA	NA
MAXIMUM	\$60,490	\$70,334	\$85,319	NA	NA	NA
NO. IN RANK	1	4	7	7	NA	NA
NO. REPORTING	1	4	7	6	NA	NA

**ROYAL MILITARY COLLEGE**

MINIMUM	\$48,753	\$53,913	\$63,066	\$65,839	NA	NA
MAXIMUM	\$59,326	\$61,130	\$71,167	\$77,062	NA	NA
NO. IN RANK	2	1	0	2	0	NA
NO. REPORTING	1	1	0	1	0	NA

**RYERSON**

MINIMUM	\$47,856	\$58,491	NA	NA	NA	NA
MAXIMUM	\$102,094	\$108,474	NA	NA	NA	NA
NO. IN RANK	17	7	NA	NA	NA	NA
NO. REPORTING	16	7	NA	NA	NA	NA

**SAINT MARY'S**

MINIMUM	\$41,293	\$46,719	\$58,343	\$70,135	NA	NA
MAXIMUM	\$45,000	\$53,595	\$71,557	\$90,078	NA	NA
NO. IN RANK	1	2	1	5	NA	NA
NO. REPORTING	1	2	1	5	NA	NA

**ST. BONIFACE\*\*6**

MINIMUM	\$48,237	NA	NA	NA	NA	NA
MAXIMUM	\$79,211	NA	NA	NA	NA	NA
NO. IN RANK	1	NA	NA	NA	NA	NA
NO. REPORTING	1	NA	NA	NA	NA	NA

**SAINTE-ANNE**

MINIMUM	\$41,180	\$45,515	NA	NA	NA	NA
MAXIMUM	\$52,740	\$72,970	NA	NA	NA	NA
NO. IN RANK	--	--	NA	NA	NA	NA
NO. REPORTING	--	--	NA	NA	NA	NA

**SAINT-PAUL\*\***

MINIMUM	\$49,154	NA	NA	NA	NA	NA
MAXIMUM	\$66,501	NA	NA	NA	NA	NA
NO. IN RANK	2	NA	NA	NA	NA	NA
NO. REPORTING	--	NA	NA	NA	NA	NA

**SASKATCHEWAN**

MINIMUM	\$47,101	\$59,101	\$71,101	\$84,301	NA	NA
MAXIMUM	\$59,101	\$71,101	\$84,301	\$98,875	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	--	--	--	--	NA	NA

**SIMON FRASER**

MINIMUM	\$46,029	\$50,958	\$58,353	\$63,283	\$80,536	NA
MAXIMUM	\$48,494	\$60,818	\$80,889	\$85,818	\$95,678	NA
NO. IN RANK	2	7	23	9	0	NA
NO. REPORTING	--	--	--	--	--	NA



<b>ST. FRANCIS XAVIER</b>						
MINIMUM	\$46,727	\$54,566	\$66,581	\$84,218	NA	NA
MAXIMUM	\$50,646	\$73,182	\$96,451	\$118,342	NA	NA
NO. IN RANK	1	2	5	0	NA	NA
NO. REPORTING	1	2	5	0	NA	NA
<b>ST. THOMAS MORE</b>						
MINIMUM	\$47,101	\$59,101	\$71,101	\$84,301	NA	NA
MAXIMUM	\$59,100	\$71,101	\$84,301	\$98,875	NA	NA
NO. IN RANK	0	0	0	0	NA	NA
NO. REPORTING	0	0	0	1	NA	NA
<b>TORONTO</b>						
MINIMUM	\$50,200	\$52,400	\$68,000	\$80,500	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	7	18	89	24	NA	NA
<b>TRENT</b>						
MINIMUM	\$61,428	\$65,954	\$75,008	\$86,325	NA	NA
MAXIMUM	\$68,218	\$86,325	\$104,532	\$128,158	NA	NA
NO. IN RANK	0	1	2	5	NA	NA
NO. REPORTING	0	1	2	5	NA	NA
<b>VICTORIA*</b>						
MINIMUM	\$47,888	\$50,888	\$58,888	\$64,888	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	7	7	11	13	NA	NA
NO. REPORTING	0	6	10	12	NA	NA
<b>WATERLOO<sup>7</sup></b>						
MINIMUM	\$41,954	\$45,677	\$49,738	\$54,307	\$59,215	\$64,461
MAXIMUM	\$62,930	\$68,515	\$74,607	\$81,461	\$88,822	\$96,691
NO. IN RANK	1	4	3	6	2	6
NO. REPORTING	0	3	3	4	2	4
<b>WESTERN ONTARIO</b>						
MINIMUM	\$46,000	\$50,000	\$57,000	\$69,000	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	10	25	16	4	NA	NA
NO. REPORTING	4	16	25	10	NA	NA
<b>WILFRID LAURIER</b>						
MINIMUM	\$47,134	\$52,490	\$61,060	\$69,630	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	0	9	8	2	NA	NA
NO. REPORTING	0	8	8	2	NA	NA

<b>WINDSOR</b>						
MINIMUM	\$46,329	\$56,305	\$70,561	\$83,437	NA	NA
MAXIMUM	\$78,760	\$95,718	\$119,954	NA	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	4	7	9	4	NA	NA
<b>WINNIPEG</b>						
MINIMUM	\$41,073	\$43,269	\$53,711	\$65,691	NA	NA
MAXIMUM	\$43,269	\$57,269	\$77,833	\$93,691	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	--	--	--	--	NA	NA
<b>YORK<sup>8</sup></b>						
MINIMUM	\$49,000	\$49,000	\$58,000	\$72,000	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	4	16	23	2	NA	NA
NO. REPORTING	4	16	23	2	NA	NA
<b>FPSE-BC COMMON AGMT**<sup>9</sup></b>						
MINIMUM	\$49,688	NA	NA	NA	NA	NA
MAXIMUM	\$78,729	NA	NA	NA	NA	NA
NO. IN RANK	--	NA	NA	NA	NA	NA
NO. REPORTING	46	NA	NA	NA	NA	NA
<b>KWANTLEN (FPSE)**</b>						
MINIMUM	\$50,682	NA	NA	NA	NA	NA
MAXIMUM	\$80,304	NA	NA	NA	NA	NA
NO. IN RANK		NA	NA	NA	NA	NA
NO. REPORTING		NA	NA	NA	NA	NA
<b>THOMPSON RIVERS (FPSE)</b>						
MINIMUM	\$51,793	\$61,997	\$72,681	NA	NA	NA
MAXIMUM	\$80,468	\$93,447	\$101,753	NA	NA	NA
NO. IN RANK	7	0	0	NA	NA	NA
NO. REPORTING				NA	NA	NA
<b>OPSEU</b>						
MINIMUM	\$53,542	NA	NA	NA	NA	NA
MAXIMUM	\$92,817	NA	NA	NA	NA	NA
NO. IN RANK	--	NA	NA	NA	NA	NA
NO. REPORTING	19	NA	NA	NA	NA	NA

---

**NO. IN RANK** Refers to the number of librarians reported per rank  
**NOMBRE PAR RANG** *Se rapporte au nombre de bibliothécaires par rang indiqué dans le sondag*

**NO. REPORTING** Refers to the number of individual librarians reporting data  
**NOMBRE INDIQUÉ** *Se rapporte au nombre de bibliothécaires par rang ayant soumis un rapport*

OPSEU and FPSE affiliates are on a provincial salary grid without ranks

*Les établissements affiliés du SEFPO et de la FPSE sont assujettis à un barème des salaires provincial sans indication de rang.*

NA Data not applicable for this category

*Les données sont inapplicables pour cette catégorie*

-- No value or data missing for this category

*Sans objet pour cette catégorie*

\* Individual data not reported by rank at this institution

*Cet établissement ne communique pas de données individuelles selon le rang*

\*\* There are no ranks at this institution

*Il n'y a pas de rangs à cet établissement*

† Aggregate data only

*Données globales seulement*

#### **NOTES:**

- (1) 5 librarians on leave; 4 hired after July 1 (excluded from list); 4 retired/resigned pre July 07. Part time librarians have been excluded  
*5 bibliothécaires en congé; 4 embauchés après le 1er juillet (exclus de la liste); 4 ayant pris la retraite/démissionné avant juillet 2007. Les bibliothécaires à temps partiel sont exclus*
- (2) There are no ranks at University of British Columbia; Ranks 1 and 2 here describe non-administrative and administrative librarians  
*Il n'y a pas de classement à l'Université de la Colombie-Britannique; les rangs 1 et 2 dans ce tableau désignent les bibliothécaires non administratifs et les bibliothécaires administratifs.*
- (3) Sessional Librarians (5) at Calgary earn \$5,700 per half-course equivalent  
*Les bibliothécaires contractuels/contractuelles (5) à Calgary gagnent 5 700 \$ par équivalent d' demi-cours*
- (4) Librarian maxima at Carleton are calculated at 1.25 times the floor for Librarian III (Librarian I), 1.6 times the floor for Librarian III (Librarian II), and 2.5 the value of the floor for Librarian II (Librarians III and IV). See Appendix E: Salary Rationalization, Article 3.7, CUASA C.A  
*Les niveaux maxima des bibliothécaires de Carleton sont calculés comme suit : 1,25 x le niveau plancher de Bibliothécaire II (Bibliothécaire I), 1,6 x le niveau plancher de Bibliothécaire II (Bibliothécaire II) et 2,5 x le niveau plancher de Bibliothécaire II (Bibliothécaires III et IV). Voir l'annexe E : rationalisation des salaires, article 3.7, CUASA C.C.*
- (5) In 1999, the minimum educational qualification at Moncton was raised to a Master's from a Baccalaureate, resulting in the elimination of Rank 1, thus data is reported to CAUT for Ranks 2-4 only. Data in the LSS is still represented based on the actual number of ranks; that is, the new "Rank 2" at Moncton is reported as Rank 1 in the LSS  
*En 1999, le niveau d'études minimum exigé à l'Université de Moncton est passé du baccalauréat à la maîtrise, ce qui s'est traduit par l'élimination du rang 1. Ainsi, les données communiquées à l'ACPPU ne portent que sur les rangs 2 à 4. Les données de l'enquête sont encore présentées en fonction du nombre réel de rangs, c'est-à-dire que le nouveau « rang 2 » à Moncton est*

*présenté comme le rang 1 dans l'enquête*

- (6) Rank classification at Saint-Boniface is "Professional 2"  
*Tous les postes de bibliothécaires au CUSB sont classés dans la catégorie « Professionnel » à niveau 2*
- (7) Waterloo also has nine (9) managerial librarians who are a part of the librarians' association but unranked  
*Waterloo compte également neuf (9) bibliothécaires gestionnaires qui sont membres de l'association des bibliothécaires mais dont les postes ne sont pas classés*
- (8) York does not have a grid system with a salary maximum. Salary floors are stipulated in Article 25.01 of the Collective Agreement (<http://www.yufa.org/docs/ca/art25.html#floors>).  
*L'Université York n'a pas de grille comportant un salaire maximal. Les salaires de base sont prévus à l'article 25.01 de la convention collective*
- (9) All FPSE locals are now covered by local agreements and most locals (Camosun College, College of New Caledonia, College of the Rockies, Douglas College, Nicola Valley Institute of Technology, North Island College, Northwest Community College, Selkirk College and Vancouver Community College) are also covered by a Common Agreement. In the Common Agreement, there is an 11 step scale and Librarians are unranked. Article 12.2 (Secondary Scale Adjustment) of the Common Agreement provides some local latitude in revising secondary salary scales, and Article 13.1 provides that local agreements which provide a greater employee benefit shall supercede the relevant provision of the Common Agreement. FPSE locals for which this is the case with respect to salary scales are included separately in Table 2  
*Toutes les sections locales de la FPSE sont maintenant comprises dans les conventions locales et la plupart (Camosun College\*, College of New Caledonia\*, College of the Rockies\*, Douglas College\*, Nicola Valley Institute of Technology\*, North Island College\*, Northwest Community College\*, Selkirk College\* et Collège communautaire de Vancouver\*) sont aussi visées par une convention commune. Celle-ci prévoit une grille à 11 échelons et les bibliothécaires n'ont pas de classement. L'article 12.2 (ajustement secondaire de la grille) permet une certaine latitude au niveau local pour la révision secondaire des grilles salariales tandis que l'article 13.1 stipule que les conventions locales qui sont plus avantageuses pour les employés remplacent la disposition pertinente de la convention commune. Les sections locales dont c'est le cas figurent séparément au tableau 2*

TABLE 3 / TABLEAU 3 - 2007-2008

**LIBRARIAN SALARIES BY REGION AND SEX**  
**SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS L'INSTITUTION, LE SEXE ET LE RANG**

REGION SEX/SEXE	NR	TOTAL	REGION SEX/SEXE	NR	TOTAL
<b>EAST/EST</b>			<b>QUEBEC/QUÉBEC</b>		
<b>Male</b> Count	0	41	<b>Male</b> Count	0	10
Mean		\$65,577	Mean		\$63,001
Median		\$62,839	Median		\$62,723
<b>Female</b> Count	0	98	<b>Female</b> Count	0	26
Mean		\$68,811	Mean		\$74,718
Median		\$67,763	Median		\$77,389
<b>Total</b> Count	0	139	<b>Total</b> Count	60	97
Mean		\$67,857	Mean		\$74,562
Median		\$65,558	Median		\$76,263
<b>ONTARIO</b>			<b>WEST/OUEST</b>		
<b>Male</b> Count	8	138	<b>Male</b> Count	0	82
Mean		\$84,246	Mean		\$80,664
Median		\$82,672	Median		\$79,593
<b>Female</b> Count	9	368	<b>Female</b> Count	7	227
Mean		\$82,779	Mean		\$79,872
Median		\$81,011	Median		\$78,729
<b>Total</b> Count	17	506	<b>Total</b> Count	87	389
Mean		\$83,170	Mean		\$80,664
Median		\$83,170	Median		\$79,593
<b>CANADA</b>					
<b>Male</b> Count	8	267			
Mean		\$80,616			
Median		\$79,339			
<b>Female</b> Count	19	723			
Mean		\$80,092			
Median		\$78,659			
<b>Total</b> Count	168	1,131			
Mean		\$80,616			
Median		\$79,339			

**NR Not reported:** Records where salary was not reported are counted by sex and tabulated in the NR column. Records where sex is not reported are added to the total NR count.  
*Non déclaré :* Les enregistrements dont le salaire n'a pas été indiqué sont comptés par sexe et inclus dans la colonne NR. Pour les enregistrements dont le salaire n'a pas été indiqué, le nombre NR est inclus dans la colonne du total NR seulement

TABLE 4 / TABLEAU 4 - 2007-2008

**LIBRARIAN SALARIES BY INSTITUTION, SEX AND RANK**  
**SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS L'INSTITUTION, LE SEXE ET LE RANG**

## RANK NO. / RANG NO

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>CAPE BRETON</b>								
<b>Male</b> Count	0	--	*	--	--	--	--	*
Mean		--	*	--	--	--	--	*
Median		--	*	--	--	--	--	*
<b>Female</b> Count	0	--	*	3	--	--	--	3
Mean		--	*	\$69,322	--	--	--	\$65,420
Median		--	*	\$65,879	--	--	--	\$65,879
<b>Total</b> Count	0	--	*	3	--	--	--	6
Mean		--	*	\$69,322	--	--	--	\$63,079
Median		--	*	\$65,879	--	--	--	\$65,879
<b>DALHOUSIE</b>								
<b>Male</b> Count	0	*	*	*	3	--	--	6
Mean		*	*	*	\$90,847	--	--	\$71,119
Median		*	*	*	\$89,274	--	--	\$63,463
<b>Female</b> Count	0	*	3	3	12	--	--	21
Mean		*	\$57,461	\$65,634	\$93,557	--	--	\$78,030
Median		*	\$57,797	\$65,173	\$95,816	--	--	\$82,013
<b>Total</b> Count	0	3	6	6	12	--	--	27
Mean		\$48,212	\$57,545	\$63,659	\$92,977	--	--	\$76,239
Median		\$48,077	\$57,797	\$64,318	\$95,816	--	--	\$75,827
<b>MEMORIAL</b>								
<b>Male</b> Count	0	*	3	*	*	--	--	9
Mean		*	\$64,057	*	*	--	--	\$72,954
Median		*	\$64,600	*	*	--	--	\$71,120
<b>Female</b> Count	0	3	6	6	9	--	--	24
Mean		\$51,560	\$63,242	\$80,900	\$91,902	--	--	\$74,315
Median		\$53,190	\$63,785	\$77,640	\$90,680	--	--	\$76,010
<b>Total</b> Count	0	6	9	9	9	--	--	33
Mean		\$50,202	\$63,513	\$80,492	\$92,473	--	--	\$73,985
Median		\$52,375	\$64,600	\$77,640	\$90,680	--	--	\$76,010
<b>MONCTON</b>								
<b>Male</b> Count	0	--	--	--	--	--	--	--
Mean		--	--	--	--	--	--	--
Median		--	--	--	--	--	--	--
<b>Female</b> Count	0	3	--	6	--	--	--	9
Mean		\$56,478	--	\$93,075	--	--	--	\$80,876
Median		\$55,845	--	\$95,936	--	--	--	\$88,311
<b>Total</b> Count	0	3	--	6	--	--	--	9
Mean		\$56,478	--	\$93,075	--	--	--	\$80,876
Median		\$55,845	--	\$95,936	--	--	--	\$88,311

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>MOUNT ALLISON</b>								
<b>Male</b>	Count	0	--	*	--	*	--	3
	Mean		--	*	--	*	--	\$92,857
	Median		--	*	--	*	--	\$104,423
<b>Female</b>	Count	0	*	*	*	--	--	4
	Mean		*	*	*	--	--	\$71,583
	Median		*	*	*	--	--	\$70,964
<b>Total</b>	Count	0	*	*	*	*	--	7
	Mean		*	*	*	*	--	\$80,700
	Median		*	*	*	*	--	\$72,203
<b>MOUNT SAINT VINCENT</b>								
<b>Male</b>	Count	0	*	--	*	*	--	3
	Mean		*	--	*	*	--	\$72,876
	Median		*	--	*	*	--	\$82,432
<b>Female</b>	Count	0	--	*	*	--	--	*
	Mean		--	*	*	--	--	*
	Median		--	*	*	--	--	*
<b>Total</b>	Count	0	*	*	*	*	--	6
	Mean		*	*	*	*	--	\$69,773
	Median		*	*	*	*	--	\$73,054
<b>NEW BRUNSWICK</b>								
<b>Male</b>	Count	0	*	3	3	*	--	12
	Mean		*	\$62,667	\$72,333	*	--	\$70,700
	Median		*	\$65,000	\$72,000	*	--	\$66,000
<b>Female</b>	Count	1	--	6	*	9	--	18
	Mean		--	\$60,800	*	\$101,111	--	\$85,125
	Median		--	\$61,000	*	\$104,000	--	\$87,500
<b>Total</b>	Count	1	*	9	3	9	--	24
	Mean		*	\$61,500	\$73,000	\$101,273	--	\$79,577
	Median		*	\$63,000	\$72,000	\$104,000	--	\$74,000
<b>NSCAD</b>								
<b>Male</b>	Count	0	--	--	--	--	--	--
	Mean		--	--	--	--	--	--
	Median		--	--	--	--	--	--
<b>Female</b>	Count	0	--	*	*	--	--	*
	Mean		--	*	*	--	--	*
	Median		--	*	*	--	--	*
<b>Total</b>	Count	0	--	*	*	--	--	*
	Mean		--	*	*	--	--	*
	Median		--	*	*	--	--	*
<b>PRINCE EDWARD ISLAND</b>								
<b>Male</b>	Count	0	--	*	--	--	--	*
	Mean		--	*	--	--	--	*
	Median		--	*	--	--	--	*
<b>Female</b>	Count	0	--	*	3	*	--	6
	Mean		--	*	\$82,419	*	--	\$79,026
	Median		--	*	\$81,590	*	--	\$80,346
<b>Total</b>	Count	0	--	3	3	*	--	9
	Mean		--	\$62,060	\$82,419	*	--	\$76,484
	Median		--	\$61,231	\$81,590	*	--	\$79,103

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>SAINT FRANCIS-XAVIER</b>								
<b>Male</b>	Count	0	--	--	--	--	--	--
	Mean		--	--	--	--	--	--
	Median		--	--	--	--	--	--
<b>Female</b>	Count	0	*	*	3	--	--	9
	Mean		*	*	\$85,945	--	--	\$77,852
	Median		*	*	\$78,941	--	--	\$78,941
<b>Total</b>	Count	0	*	*	6	--	--	6
	Mean		*	*	\$85,945	--	--	\$77,852
	Median		*	*	\$78,941	--	--	\$78,941
<b>SAINT MARY'S</b>								
<b>Male</b>	Count	0	--	*	*	*	--	3
	Mean		--	*	*	*	--	\$72,594
	Median		--	*	*	*	--	\$74,210
<b>Female</b>	Count	0	*	*	--	3	--	6
	Mean		*	*	--	\$79,186	--	\$66,489
	Median		*	*	--	\$83,712	--	\$70,135
<b>Total</b>	Count	0	*	*	*	6	--	9
	Mean		*	*	*	\$83,543	--	\$69,203
	Median		*	*	*	\$83,712	--	\$70,135
<b>BISHOP'S</b>								
<b>Male</b>	Count	0	--	*	*	--	--	*
	Mean		--	*	*	--	--	*
	Median		--	*	*	--	--	*
<b>Female</b>	Count	0	--	*	*	--	--	*
	Mean		--	*	*	--	--	*
	Median		--	*	*	--	--	*
<b>Total</b>	Count	0	--	*	*	--	--	4
	Mean		--	*	*	--	--	\$63,861
	Median		--	*	*	--	--	\$62,949
<b>CONCORDIA</b>								
<b>Male</b>	Count	0	*	*	3	--	--	6
	Mean		*	*	\$70,292	--	--	\$62,557
	Median		*	*	\$70,562	--	--	\$62,723
<b>Female</b>	Count	0	6	*	18	3	--	24
	Mean		\$47,462	*	\$80,053	\$97,116	--	\$75,699
	Median		\$48,216	*	\$82,248	\$95,531	--	\$79,762
<b>Total</b>	Count	0	6	3	18	3	--	33
	Mean		\$48,323	\$57,980	\$78,101	\$97,116	--	\$72,414
	Median		\$48,383	\$55,231	\$78,355	\$95,531	--	\$75,712
<b>MCGILL</b>								
<b>Male</b>	Count	0	--	--	--	--	--	--
	Mean		--	--	--	--	--	--
	Median		--	--	--	--	--	--
<b>Female</b>	Count	0	--	--	--	--	--	--
	Mean		--	--	--	--	--	--
	Median		--	--	--	--	--	--
<b>Total</b>	Count	61	--	--	--	--	--	--
	Mean		--	--	--	--	--	--
	Median		--	--	--	--	--	--



INSTITUTION SEX		NR PF	1	2	3	4	5	6	TOTAL
<b>BROCK</b>									
<b>Male</b>	Count	0	*	*	3	--	--	--	6
	Mean		*	*	\$93,045	--	--	--	\$77,235
	Median		*	*	\$97,212	--	--	--	\$77,393
<b>Female</b>	Count	0	*	*	6	*	--	--	12
	Mean		*	*	\$96,776	*	--	--	\$84,671
	Median		*	*	\$95,382	*	--	--	\$91,935
<b>Total</b>	Count	0	3	3	9	*	--	--	18
	Mean		\$56,546	\$66,559	\$95,532	*	--	--	\$81,882
	Median		\$56,006	\$66,624	\$97,212	*	--	--	\$86,974
<b>CARLETON</b>									
<b>Male</b>	Count	0	--	*	*	--	--	--	3
	Mean		--	*	*	--	--	--	\$76,249
	Median		--	*	*	--	--	--	\$78,889
<b>Female</b>	Count	1	--	3	3	12	--	--	21
	Mean		--	\$68,201	\$86,660	\$116,676	--	--	\$99,477
	Median		--	\$70,193	\$90,042	\$117,487	--	--	\$106,828
<b>Total</b>	Count	1	--	3	6	9	--	--	24
	Mean		--	\$67,743	\$85,162	\$116,676	--	--	\$96,447
	Median		--	\$66,607	\$83,944	\$117,487	--	--	\$102,325
<b>KING'S</b>									
<b>Male</b>	Count	0	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Female</b>	Count	2	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Total</b>	Count	2	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>LAKEHEAD</b>									
<b>Male</b>	Count	0	*	*	--	--	--	--	*
	Mean		*	*	--	--	--	--	*
	Median		*	*	--	--	--	--	*
<b>Female</b>	Count	0	--	*	6	*	--	--	9
	Mean		--	*	\$82,583	*	--	--	\$77,899
	Median		--	*	\$82,534	*	--	--	\$82,086
<b>Total</b>	Count	0	*	3	3	*	--	--	12
	Mean		*	\$60,353	\$82,583	*	--	--	\$73,899
	Median		*	\$59,803	\$82,534	*	--	--	\$78,295
<b>LAURENTIAN</b>									
<b>Male</b>	Count	0	--	3	*	*	--	--	6
	Mean		--	\$87,114	*	*	--	--	\$111,558
	Median		--	\$90,521	*	*	--	--	\$112,752
<b>Female</b>	Count	0	*	*	--	--	--	--	3
	Mean		*	*	--	--	--	--	\$81,962
	Median		*	*	--	--	--	--	\$92,751
<b>Total</b>	Count	0	*	6	*	*	--	--	9
	Mean		*	\$89,738	*	*	--	--	\$101,693
	Median		*	\$92,751	*	*	--	--	\$94,597

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL	
<b>MCMASTER<sup>†</sup></b>									
<b>Male</b>	Count	0	--	--	0	0	3	--	6
	Mean		--	--	*	*	*	--	*
	Median		--	--	*	*	*	--	*
<b>Female</b>	Count	0	--	6	9	6	3	--	24
	Mean		--	\$62,569	\$71,075	\$84,297	*	--	\$73,118
	Median		--	\$58,786	\$73,134	*	*	--	\$71,047
<b>Total</b>	Count	0	--	6	12	9	3	--	27
	Mean		--	\$62,569	\$67,464	\$88,801	\$96,557	--	\$74,517
	Median		--	\$58,786	\$68,949	\$84,240	*	--	\$72,826
<b>NOSM</b>									
<b>Male</b>	Count	0	--	*	--	--	--	--	*
	Mean		--	*	--	--	--	--	*
	Median		--	*	--	--	--	--	*
<b>Female</b>	Count	0	--	3	--	--	--	--	3
	Mean		--	\$59,947	--	--	--	--	\$59,947
	Median		--	\$59,600	--	--	--	--	\$59,600
<b>Total</b>	Count	0	--	3	--	--	--	--	3
	Mean		--	\$59,460	--	--	--	--	\$59,460
	Median		--	\$58,800	--	--	--	--	\$58,800
<b>OTTAWA</b>									
<b>Male</b>	Count	0	--	3	3	*	--	--	9
	Mean		--	\$55,630	\$74,976	*	--	--	\$71,745
	Median		--	\$55,630	\$77,251	*	--	--	\$71,272
<b>Female</b>	Count	0	*	3	15	3	3	--	30
	Mean		*	\$56,004	\$74,772	\$90,986	\$104,363	--	\$75,585
	Median		*	\$56,870	\$74,420	\$91,072	\$104,363	--	\$74,493
<b>Total</b>	Count	0	*	9	21	3	3	--	36
	Mean		*	\$55,844	\$74,804	\$91,020	\$104,363	--	\$74,755
	Median		*	\$55,630	\$74,493	\$91,072	\$104,363	--	\$74,493
<b>QUEEN'S</b>									
<b>Male</b>	Count	0	*	*	*	3	--	--	6
	Mean		*	*	*	\$96,665	--	--	\$78,527
	Median		*	*	*	\$97,550	--	--	\$77,472
<b>Female</b>	Count	0	9	*	18	6	--	--	33
	Mean		\$58,926	*	\$83,004	\$95,187	--	--	\$77,572
	Median		\$59,270	*	\$84,260	\$95,700	--	--	\$81,746
<b>Total</b>	Count	0	9	3	15	9	--	--	39
	Mean		\$58,965	\$68,188	\$82,684	\$95,679	--	--	\$77,758
	Median		\$59,270	\$65,680	\$84,135	\$96,145	--	--	\$80,425
<b>ROYAL MILITARY COLLEGE</b>									
<b>Male</b>	Count	0	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Female</b>	Count	0	*	*	--	*	--	--	3
	Mean		*	*	--	*	--	--	\$68,317
	Median		*	*	--	*	--	--	\$63,487
<b>Total</b>	Count	0	*	*	--	*	--	--	3
	Mean		*	*	--	*	--	--	\$68,317
	Median		*	*	--	*	--	--	\$63,487

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>RYERSON</b>								
<b>Male</b>	Count	0	3	*	--	--	--	9
	Mean		\$63,125	*	--	--	--	\$74,432
	Median		\$60,846	*	--	--	--	\$66,458
<b>Female</b>	Count	1	12	6	--	--	--	15
	Mean		\$72,463	\$102,664	--	--	--	\$81,901
	Median		\$61,407	\$104,852	--	--	--	\$84,070
<b>Total</b>	Count	1	15	6	--	--	--	21
	Mean		\$69,545	\$102,674	--	--	--	\$79,628
	Median		\$61,407	\$104,852	--	--	--	\$78,360
<b>TORONTO</b>								
<b>Male</b>	Count	0	*	3	33	6	--	42
	Mean		*	\$57,756	\$91,016	\$115,699	--	\$90,445
	Median		*	\$56,961	\$92,051	\$105,980	--	\$92,284
<b>Female</b>	Count	0	3	15	57	18	--	96
	Mean		\$53,473	\$62,365	\$90,305	\$111,541	--	\$87,979
	Median		\$53,103	\$60,354	\$95,457	\$107,320	--	\$93,023
<b>Total</b>	Count	0	9	18	90	24	--	138
	Mean		\$53,788	\$61,597	\$90,561	\$112,580	--	\$88,747
	Median		\$53,219	\$59,706	\$93,023	\$107,003	--	\$92,654
<b>TRENT</b>								
<b>Male</b>	Count	0	--	--	*	*	--	3
	Mean		--	--	*	*	--	\$95,576
	Median		--	--	*	*	--	\$93,115
<b>Female</b>	Count	0	--	*	--	6	--	3
	Mean		--	*	--	\$117,549	--	\$109,946
	Median		--	*	--	\$123,430	--	\$123,430
<b>Total</b>	Count	0	--	*	*	6	--	9
	Mean		--	*	*	\$117,308	--	\$104,557
	Median		--	*	*	\$123,430	--	\$108,124
<b>WATERLOO</b>								
<b>Male</b>	Count	7	--	--	--	--	--	--
	Mean		--	--	--	--	--	--
	Median		--	--	--	--	--	--
<b>Female</b>	Count	8	--	3	3	6	*	6
	Mean		--	\$53,397	\$61,552	\$70,361	*	\$86,919
	Median		--	\$54,000	\$61,132	\$69,054	*	\$87,269
<b>Total</b>	Count	15	--	3	3	3	*	3
	Mean		--	\$53,397	\$61,552	\$70,361	*	\$86,919
	Median		--	\$54,000	\$61,132	\$69,054	*	\$87,269
<b>WESTERN</b>								
<b>Male</b>	Count	0	*	3	6	6	--	12
	Mean		*	\$58,407	\$71,155	\$76,079	--	\$69,267
	Median		*	\$57,354	\$73,364	\$76,249	--	\$70,590
<b>Female</b>	Count	0	3	12	21	3	--	39
	Mean		\$55,883	\$59,305	\$66,628	\$79,927	--	\$64,817
	Median		\$54,463	\$58,128	\$65,956	\$80,156	--	\$60,953
<b>Total</b>	Count	0	6	15	24	9	--	57
	Mean		\$55,268	\$59,137	\$67,352	\$77,618	--	\$65,950
	Median		\$54,096	\$57,876	\$66,040	\$79,340	--	\$61,720

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>WILFRID LAURIER</b>								
<b>Male</b>	Count	1	--	6	*	--	--	6
	Mean		--	\$69,302	*	--	--	\$72,737
	Median		--	\$61,065	*	--	--	\$69,129
<b>Female</b>	Count	0	--	3	6	*	--	12
	Mean		--	\$65,807	\$95,516	*	--	\$87,363
	Median		--	\$64,435	\$100,609	*	--	\$91,314
<b>Total</b>	Count	1	--	9	9	*	--	18
	Mean		--	\$67,554	\$94,386	*	--	\$83,300
	Median		--	\$64,435	\$96,621	*	--	\$82,917
<b>WINDSOR</b>								
<b>Male</b>	Count	0	*	*	3	*	--	6
	Mean		*	*	\$94,802	*	--	\$89,571
	Median		*	*	\$93,105	*	--	\$92,486
<b>Female</b>	Count	0	3	6	6	*	--	18
	Mean		\$57,931	\$69,212	\$83,320	*	--	\$76,700
	Median		\$58,896	\$68,148	\$80,395	*	--	\$74,208
<b>Total</b>	Count	0	6	6	9	6	--	24
	Mean		\$57,698	\$68,672	\$88,423	\$109,114	--	\$80,990
	Median		\$57,948	\$68,130	\$83,194	\$110,711	--	\$80,203
<b>YORK</b>								
<b>Male</b>	Count	0	--	6	9	--	--	15
	Mean		--	\$85,833	\$97,395	--	--	\$92,059
	Median		--	\$80,422	\$97,877	--	--	\$90,539
<b>Female</b>	Count	0	6	9	15	*	--	33
	Mean		\$69,793	\$80,911	\$109,817	*	--	\$96,858
	Median		\$67,385	\$80,366	\$108,351	*	--	\$89,062
<b>Total</b>	Count	0	6	15	21	*	--	45
	Mean		\$69,793	\$82,757	\$106,036	*	--	\$95,471
	Median		\$67,385	\$80,422	\$103,525	*	--	\$89,894
<b>ALBERTA</b>								
<b>Male</b>	Count	0	6	6	*	--	--	9
	Mean		\$97,341	\$102,616	*	--	--	\$104,927
	Median		\$93,660	\$103,540	*	--	--	\$103,540
<b>Female</b>	Count	0	12	6	*	--	--	21
	Mean		\$78,263	\$102,711	*	--	--	\$88,069
	Median		\$78,286	\$106,146	*	--	--	\$91,964
<b>Total</b>	Count	0	18	9	3	--	--	30
	Mean		\$82,752	\$102,673	\$125,708	--	--	\$93,688
	Median		\$90,267	\$106,146	\$127,683	--	--	\$93,660
<b>ATHABASCA</b>								
<b>Male</b>	Count	0	--	--	*	--	--	*
	Mean		--	--	*	--	--	*
	Median		--	--	*	--	--	*
<b>Female</b>	Count	0	--	*	*	*	--	3
	Mean		--	*	*	*	--	\$67,131
	Median		--	*	*	*	--	\$67,632
<b>Total</b>	Count	0	--	*	3	*	--	6
	Mean		--	*	\$82,764	*	--	\$73,380
	Median		--	*	\$84,696	*	--	\$77,220

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>BRITISH COLUMBIA</b>								
<b>Male</b>	Count	0	14	6	--	--	--	20
	Mean		\$81,136	\$99,622	--	--	--	\$86,682
	Median		\$80,294	\$102,465	--	--	--	\$80,542
<b>Female</b>	Count	0	35	10	--	--	--	45
	Mean		\$76,422	\$109,020	--	--	--	\$83,666
	Median		\$77,966	\$108,312	--	--	--	\$81,331
<b>Total</b>	Count	0	49	16	--	--	--	65
	Mean		\$77,769	\$105,496	--	--	--	\$84,594
	Median		\$78,634	\$107,126	--	--	--	\$80,576
<b>CALGARY</b>								
<b>Male</b>	Count	0	*	*	6	--	--	6
	Mean		*	*	\$87,266	--	--	\$78,575
	Median		*	*	\$82,134	--	--	\$78,842
<b>Female</b>	Count	0	6	12	9	--	--	27
	Mean		\$58,857	\$72,782	\$98,443	--	--	\$77,464
	Median		\$58,716	\$73,880	\$101,048	--	--	\$74,000
<b>Total</b>	Count	0	6	12	12	--	--	30
	Mean		\$58,504	\$72,261	\$94,717	--	--	\$77,673
	Median		\$57,914	\$73,760	\$98,056	--	--	\$74,000
<b>LETHBRIDGE</b>								
<b>Male</b>	Count	0	*	*	*	--	--	3
	Mean		*	*	*	--	--	\$71,566
	Median		*	*	*	--	--	\$80,497
<b>Female</b>	Count	0	*	3	6	--	--	12
	Mean		*	\$91,324	\$99,282	--	--	\$91,366
	Median		*	\$94,632	\$101,836	--	--	\$95,052
<b>Total</b>	Count	0	*	3	6	--	--	12
	Mean		*	\$88,617	\$97,442	--	--	\$86,797
	Median		*	\$89,250	\$101,700	--	--	\$89,840
<b>MANITOBA</b>								
<b>Male</b>	Count	0	--	9	9	*	--	18
	Mean		--	\$66,745	\$84,193	*	--	\$78,479
	Median		--	\$66,843	\$84,636	*	--	\$72,999
<b>Female</b>	Count	0	--	12	18	6	--	42
	Mean		--	\$64,909	\$84,324	\$107,597	--	\$81,601
	Median		--	\$62,472	\$86,007	\$107,214	--	\$79,824
<b>Total</b>	Count	0	--	24	27	9	--	57
	Mean		--	\$65,576	\$84,289	\$107,112	--	\$80,670
	Median		--	\$63,744	\$85,322	\$107,214	--	\$78,618
<b>NORTHERN BRITISH COLUMBIA</b>								
<b>Male</b>	Count	0	--	--	--	--	--	--
	Mean		--	--	--	--	--	--
	Median		--	--	--	--	--	--
<b>Female</b>	Count	0	--	--	6	*	--	9
	Mean		--	--	\$68,253	*	--	\$70,134
	Median		--	--	\$70,226	*	--	\$70,226
<b>Total</b>	Count	0	--	--	6	*	--	9
	Mean		--	--	\$68,253	*	--	\$70,134
	Median		--	--	\$70,226	*	--	\$70,226

INSTITUTION SEX		NR PF	1	2	3	4	5	6	TOTAL
<b>REGINA</b>									
<b>Male</b>	Count	0	--	*	*	3	--	--	6
	Mean		--	*	*	\$95,915	--	--	\$84,184
	Median		--	*	*	\$95,369	--	--	\$85,319
<b>Female</b>	Count	0	*	*	3	3	--	--	12
	Mean		*	*	\$77,625	\$91,511	--	--	\$75,643
	Median		*	*	\$78,659	\$93,323	--	--	\$78,659
<b>Total</b>	Count	0	*	6	9	6	--	--	18
	Mean		*	\$61,549	\$79,823	\$93,713	--	--	\$78,964
	Median		*	\$60,572	\$78,663	\$94,952	--	--	\$79,771
<b>SASKATCHEWAN</b>									
<b>Male</b>	Count	0	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Female</b>	Count	0	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Total</b>	Count	40	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>SIMON FRASER</b>									
<b>Male</b>	Count	0	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Female</b>	Count	0	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Total</b>	Count	40	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>ST. BONIFACE</b>									
<b>Male</b>	Count	0	*	--	--	--	--	--	*
	Mean		*	--	--	--	--	--	*
	Median		*	--	--	--	--	--	*
<b>Female</b>	Count	0	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Total</b>	Count	0	*	--	--	--	--	--	*
	Mean		*	--	--	--	--	--	*
	Median		*	--	--	--	--	--	*
<b>ST. THOMAS MORE</b>									
<b>Male</b>	Count	0	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Female</b>	Count	0	--	--	--	*	--	--	*
	Mean		--	--	--	*	--	--	*
	Median		--	--	--	*	--	--	*
<b>Total</b>	Count	0	--	--	--	*	--	--	*
	Mean		--	--	--	*	--	--	*
	Median		--	--	--	*	--	--	*

INSTITUTION SEX		NR PF	1	2	3	4	5	6	TOTAL
<b>VICTORIA</b>									
<b>Male</b>	Count	0	--	*	3	3	--	--	9
	Mean		--	*	\$71,746	\$91,005	--	--	\$80,262
	Median		--	*	\$71,843	\$93,240	--	--	\$79,638
<b>Female</b>	Count	5	--	3	9	9	--	--	21
	Mean		--	\$55,458	\$70,121	\$83,136	--	--	\$71,661
	Median		--	\$54,420	\$69,750	\$83,856	--	--	\$70,396
<b>Total</b>	Count	5	--	6	9	12	--	--	30
	Mean		--	\$56,688	\$70,608	\$85,759	--	--	\$74,119
	Median		--	\$54,460	\$70,396	\$86,015	--	--	\$73,841
<b>OPSEU</b>									
<b>Male</b>	Count	3	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Female</b>	Count	12	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Total</b>	Count	15	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>FPSE</b>									
<b>Male</b>	Count	8	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Female</b>	Count	38	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Total</b>	Count	46	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>EAST/EST</b>									
<b>Male</b>	Count	0	5	10	9	12	--	--	36
	Mean		\$47,204	\$62,080	\$70,637	\$95,393	--	--	\$73,257
	Median		\$48,077	\$63,785	\$72,000	\$93,022	--	--	\$68,362
<b>Female</b>	Count	1	10	22	24	32	--	--	88
	Mean		\$50,219	\$62,011	\$78,698	\$94,183	--	--	\$76,921
	Median		\$50,020	\$60,988	\$78,290	\$95,816	--	--	\$76,825
<b>Total</b>	Count	1	15	32	33	44	--	--	124
	Mean		\$49,214	\$62,032	\$76,499	\$94,513	--	--	\$75,857
	Median		\$48,481	\$62,100	\$77,640	\$95,816	--	--	\$75,914
<b>QUEBEC/QUÉBEC</b>									
<b>Male</b>	Count	0	*	3	6	--	--	--	9
	Mean		*	\$56,155	\$72,290	--	--	--	\$63,001
	Median		*	\$55,231	\$76,557	--	--	--	\$62,723
<b>Female</b>	Count	0	3	*	15	3	--	--	27
	Mean		\$47,462	*	\$79,852	\$97,116	--	--	\$74,718
	Median		\$48,216	*	\$81,379	\$95,531	--	--	\$77,389
<b>Total</b>	Count	0	6	3	21	3	--	--	36
	Mean		\$48,323	\$54,494	\$78,133	\$97,116	--	--	\$71,463
	Median		\$48,383	\$54,739	\$78,355	\$95,531	--	--	\$75,712

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL	
<b>ONTARIO</b>									
<b>Male</b>	Count	1	9	26	58	19	--	--	112
	Mean		\$56,642	\$71,458	\$91,364	\$100,805	--	--	\$85,555
	Median		\$56,006	\$67,521	\$91,280	\$102,852	--	--	\$84,248
<b>Female</b>	Count	1	26	65	138	51	--	--	280
	Mean		\$59,033	\$67,091	\$87,999	\$108,058	--	--	\$84,109
	Median		\$58,496	\$64,177	\$87,260	\$107,477	--	--	\$81,405
<b>Total</b>	Count	2	35	91	196	70	--	--	392
	Mean		\$58,418	\$68,338	\$88,995	\$106,090	--	--	\$84,522
	Median		\$58,000	\$65,431	\$88,480	\$106,362	--	--	\$82,218
<b>WEST/OUEST</b>									
<b>Male</b>	Count	0	--	9	12	9	--	--	30
	Mean		--	\$66,155	\$81,269	\$95,844	--	--	\$80,173
	Median		--	\$66,755	\$82,038	\$96,180	--	--	\$78,998
<b>Female</b>	Count	5	*	21	39	21	--	--	81
	Mean		*	\$61,967	\$78,126	\$93,408	--	--	\$77,395
	Median		*	\$61,688	\$77,931	\$93,628	--	--	\$76,240
<b>Total</b>	Count	5	*	30	48	30	--	--	111
	Mean		*	\$63,407	\$78,895	\$94,164	--	--	\$78,196
	Median		*	\$62,527	\$78,558	\$95,369	--	--	\$77,931
<b>CANADA</b>									
<b>Male</b>	Count	1	16	50	84	40	--	--	190
	Mean		\$52,868	\$67,497	\$86,566	\$98,065	--	--	\$81,131
	Median		\$53,383	\$65,000	\$84,978	\$97,186	--	--	\$79,505
<b>Female</b>	Count	7	41	110	216	106	--	--	473
	Mean		\$55,634	\$64,822	\$84,633	\$100,796	--	--	\$81,134
	Median		\$54,463	\$62,370	\$82,461	\$100,118	--	--	\$78,941
<b>Total</b>	Count	8	57	160	300	146	--	--	663
	Mean		\$54,858	\$65,658	\$85,174	\$100,048	--	--	\$81,133
	Median		\$54,121	\$63,467	\$83,181	\$99,000	--	--	\$79,103

-- No individuals in this category  
*Il n'y a aucune personne dans cette catégorie*

\* To preserve confidentiality, no data are presented for this category  
*Aucune donnée divulguée dans cette catégorie afin d'en protéger la confidentialité*

† Aggregated results by institution only, not reported in regional and national roll-ups  
*Résultats fusionnés selon l'établissement uniquement, non compris dans les synthèses régionale et nationale*

*Italics* indicates estimated data in the form of random rounding (base 3) for all counts at this institution to preserve confidentiality

Les données en *italiques* représentent les chiffres de cet établissement qui sont arrondis aléatoirement (base 3) par souci de confidentialité

**NR** Not reported: For records where either the descriptor variable or the salary was not reported, the data was not included in the calculation of the results. In cases where the sex was missing, the NR number is included in the total NR column only. NR data is also excluded from totals  
*Non déclaré : Pour les enregistrements don't la variable descriptive ou le salaire n'a pas été indiqué, le nombre NR est inclus dans la colonne du total NR seulement. Les données NR sont aussi exclues des totaux*



Totals column for Canada, East, Quebec, Ontario and West regions includes counts and averages for four-rank institutions only

*La colonne des totaux du Canada, des régions de l'Est, du Québec, de l'Ontario et de l'Ouest tient compte des totaux pour les établissements avec structures à quatre rangs seulement*

EAST includes the following four-rank institutions in the reporting by rank: Dalhousie, Memorial, Mount Allison, Mount Saint Vincent, New Brunswick, NSCAD, Prince Edward Island, Saint Mary's and St. Francis Xavier

*L'EST comprend les établissements à quatre rangs suivants dans le rapport par rang : Acadia, Dalhousie, Memorial, Mount Allison, Mount Saint Vincent, New Brunswick, Prince Edward Island, Saint Mary's et St. Francis Xavier*

QUEBEC includes the following four-rank institutions in the reporting by rank: Bishop's and Concordia

*QUÉBEC comprend les établissements à quatre rangs suivants dans le rapport par rang : Bishop's et Concordia*

ONTARIO includes the following four-rank institutions in the reporting by rank: Brock, Carleton, Lakehead, Laurentian, NOSM, Queen's, Toronto, Trent, Western, Wilfrid Laurier, Windsor and York

*ONTARIO comprend les établissements à quatre rangs suivants dans le rapport par rang : Brock, Carleton, Lakehead, Laurentian, NOSM, Queen's, Toronto, Trent, Western, Wilfrid Laurier, Windsor et York*

WEST includes the following four-rank institutions in the reporting by rank: Manitoba, Northern BC, Regina, Saskatchewan, St. Thomas More, Victoria and Winnipeg

*L'OUEST comprend les établissements à quatre rangs suivants dans le rapport par rang : Manitoba, Northern BC, Regina, Saskatchewan, St. Thomas More, Victoria et Winnipeg*

TABLE 5 / TABLEAU 5 - 2007-2008

**LIBRARIAN SALARIES BY INSTITUTION, SEX AND AGE CATEGORY**  
**SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS L'INSTITUTION, LE SEXE ET L'ÂGE**

INSTITUTION SEX		NR PF	AGE / ÂGE				TOTAL
			<35	35-44	45-54	55+	
<b>CAPE BRETON</b>							
<b>Male</b>	Count	0	--	*	--	--	*
	Mean		--	*	--	--	*
	Median		--	*	--	--	*
<b>Female</b>	Count	0	--	--	3	*	6
	Mean		--	--	\$65,267	*	\$65,420
	Median		--	--	\$65,879	*	\$65,879
<b>Total</b>	Count	0	--	*	3	*	3
	Mean		--	*	\$65,267	*	\$63,079
	Median		--	*	\$65,879	*	\$65,879
<b>DALHOUSIE</b>							
<b>Male</b>	Count	0	*	3	*	*	9
	Mean		*	\$56,446	*	*	\$71,119
	Median		*	\$57,797	*	*	\$63,463
<b>Female</b>	Count	0	*	6	6	6	18
	Mean		*	\$61,077	\$87,026	\$95,050	\$78,030
	Median		*	\$63,075	\$93,990	\$96,456	\$82,013
<b>Total</b>	Count	0	3	9	9	6	27
	Mean		\$52,546	\$59,533	\$88,178	\$94,225	\$76,239
	Median		\$53,609	\$60,977	\$93,990	\$95,816	\$75,827
<b>MEMORIAL</b>							
<b>Male</b>	Count	0	*	*	3	*	9
	Mean		*	*	\$76,553	*	\$72,954
	Median		*	*	\$77,640	*	\$71,120
<b>Female</b>	Count	0	3	6	9	6	24
	Mean		\$54,820	\$65,531	\$80,667	\$93,397	\$74,315
	Median		\$53,190	\$66,230	\$84,160	\$93,125	\$76,010
<b>Total</b>	Count	0	6	9	12	6	33
	Mean		\$52,918	\$65,143	\$79,433	\$92,921	\$73,985
	Median		\$52,375	\$64,600	\$83,345	\$93,125	\$76,010
<b>MONCTON</b>							
<b>Male</b>	Count	0	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>Female</b>	Count	0	*	*	*	4	9
	Mean		*	*	*	\$94,444	\$80,876
	Median		*	*	*	\$95,936	\$88,311
<b>Total</b>	Count	0	*	*	*	4	9
	Mean		*	*	*	\$94,444	\$80,876
	Median		*	*	*	\$95,936	\$88,311

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL
<b>MOUNT ALLISON</b>						
<b>Male</b> Count	0	--	*	--	*	3
Mean		--	*	--	*	\$92,857
Median		--	*	--	*	\$104,423
<b>Female</b> Count	0	*	*	*	*	4
Mean		*	*	*	*	\$71,583
Median		*	*	*	*	\$70,964
<b>Total</b> Count	0	*	*	*	3	7
Mean		*	*	*	\$92,857	\$80,700
Median		*	*	*	\$104,423	\$72,203
<b>MOUNT SAINT VINCENT</b>						
<b>Male</b> Count	0	--	*	--	*	3
Mean		--	*	--	*	\$72,876
Median		--	*	--	*	\$82,432
<b>Female</b> Count	0	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Total</b> Count	0	--	3	--	*	3
Mean		--	\$58,924	--	*	\$69,773
Median		--	\$57,183	--	*	\$73,054
<b>NEW BRUNSWICK</b>						
<b>Male</b> Count	5	--	*	*	*	6
Mean		--	*	*	*	\$80,200
Median		--	*	*	*	\$72,000
<b>Female</b> Count	7	--	*	6	3	9
Mean		--	*	\$94,250	\$103,400	\$97,500
Median		--	*	\$101,500	\$106,000	\$101,500
<b>Total</b> Count	12	--	3	6	6	15
Mean		--	\$70,333	\$91,500	\$102,667	\$91,733
Median		--	\$72,000	\$101,500	\$102,500	\$99,000
<b>NSCAD</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	*	--	--	*	*
Mean		*	--	--	*	*
Median		*	--	--	*	*
<b>Total</b> Count	0	*	--	--	*	*
Mean		*	--	--	*	*
Median		*	--	--	*	*
<b>PRINCE EDWARD ISLAND</b>						
<b>Male</b> Count	0	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Female</b> Count	0	--	--	3	3	6
Mean		--	--	\$73,975	\$84,077	\$79,026
Median		--	--	\$79,103	\$81,590	\$80,346
<b>Total</b> Count	0	--	*	3	3	9
Mean		--	*	\$73,975	\$84,077	\$76,484
Median		--	*	\$79,103	\$81,590	\$79,103

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL
<b>SAINT FRANCIS-XAVIER</b>						
<b>Male</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	0	--	*	3	6
	Mean		--	*	\$82,858	\$81,879
	Median		--	*	\$78,941	\$78,941
<b>Total</b>	Count	0	--	*	3	3
	Mean		--	*	\$82,858	\$81,879
	Median		--	*	\$78,941	\$78,941
<b>SAINT MARY'S</b>						
<b>Male</b>	Count	0	--	*	*	*
	Mean		--	*	*	\$72,594
	Median		--	*	*	\$74,210
<b>Female</b>	Count	0	--	*	3	--
	Mean		--	*	\$69,572	--
	Median		--	*	\$83,712	--
<b>Total</b>	Count	0	--	3	6	*
	Mean		--	\$58,536	\$66,765	*
	Median		--	\$53,595	\$71,028	*
<b>BISHOP'S</b>						
<b>Male</b>	Count	0	--	*	*	--
	Mean		--	*	*	--
	Median		--	*	*	--
<b>Female</b>	Count	0	--	*	*	--
	Mean		--	*	*	--
	Median		--	*	*	--
<b>Total</b>	Count	0	--	*	*	--
	Mean		--	*	*	--
	Median		--	*	*	--
<b>CONCORDIA</b>						
<b>Male</b>	Count	0	3	*	*	*
	Mean		\$57,249	*	*	*
	Median		\$55,231	*	*	*
<b>Female</b>	Count	0	6	6	3	12
	Mean		\$47,462	\$64,004	\$81,491	\$90,767
	Median		\$48,216	\$64,049	\$82,070	\$89,330
<b>Total</b>	Count	0	6	6	6	12
	Mean		\$51,656	\$61,631	\$79,919	\$88,584
	Median		\$49,221	\$62,464	\$78,566	\$89,326
<b>MCGILL</b>						
<b>Male</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Total</b>	Count	61	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--

INSTITUTION SEX		NR PF	<35	35-44	45-54	55+	TOTAL
<b>BROCK</b>							
<b>Male</b>	Count	0	3	--	*	*	6
	Mean		\$66,606	--	*	*	\$77,235
	Median		\$64,320	--	*	*	\$77,393
<b>Female</b>	Count	0	*	*	3	3	12
	Mean		*	*	\$90,054	\$99,810	\$84,671
	Median		*	*	\$91,794	\$100,145	\$91,935
<b>Total</b>	Count	0	6	*	3	3	18
	Mean		\$65,578	*	\$92,483	\$99,160	\$81,882
	Median		\$63,522	*	\$94,576	\$98,678	\$86,974
<b>CARLETON</b>							
<b>Male</b>	Count	0	--	3	--	--	3
	Mean		--	\$76,249	--	--	\$76,249
	Median		--	\$78,889	--	--	\$78,889
<b>Female</b>	Count	1	*	3	6	12	18
	Mean		*	\$79,398	\$95,278	\$113,268	\$99,477
	Median		*	\$74,372	\$98,428	\$117,487	\$106,828
<b>Total</b>	Count	1	*	6	6	12	21
	Mean		*	\$77,823	\$95,278	\$113,268	\$96,447
	Median		*	\$76,630	\$98,428	\$117,487	\$102,325
<b>KING'S</b>							
<b>Male</b>	Count	0	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>Female</b>	Count	2	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>Total</b>	Count	2	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>LAKEHEAD</b>							
<b>Male</b>	Count	0	--	*	--	--	*
	Mean		--	*	--	--	*
	Median		--	*	--	--	*
<b>Female</b>	Count	3	--	*	3	*	6
	Mean		--	*	\$88,686	*	\$83,866
	Median		--	*	\$85,255	*	\$83,638
<b>Total</b>	Count	3	--	6	3	*	6
	Mean		--	\$66,045	\$88,686	*	\$76,873
	Median		--	\$65,298	\$85,255	*	\$82,310
<b>LAURENTIAN</b>							
<b>Male</b>	Count	0	--	*	--	6	6
	Mean		--	*	--	\$125,928	\$111,558
	Median		--	*	--	\$132,322	\$112,752
<b>Female</b>	Count	0	*	--	*	--	3
	Mean		*	--	*	--	\$81,962
	Median		*	--	*	--	\$92,751
<b>Total</b>	Count	0	*	*	*	3	9
	Mean		*	*	*	\$125,928	\$101,693
	Median		*	*	*	\$132,322	\$94,597

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL
<b>MCMASTER<sup>†</sup></b>						
<b>Male</b> Count	0	1	--	--	3	4
Mean		*	--	--	\$98,023	\$87,444
Median		*	--	--	\$96,987	\$86,500
<b>Female</b> Count	0	5	5	8	6	24
Mean		\$55,754	\$71,923	\$84,004	\$75,983	\$73,596
Median		\$54,618	\$70,206	\$84,976	\$71,936	\$72,314
<b>Total</b> Count	0	6	5	8	9	28
Mean		\$55,705	\$71,923	\$84,004	\$83,329	\$75,566
Median		\$55,037	\$70,206	\$84,976	\$79,905	\$74,293
<b>NOSM</b>						
<b>Male</b> Count	0	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	3	--	--	--	3
Mean		\$59,947	--	--	--	\$59,947
Median		\$59,600	--	--	--	\$59,600
<b>Total</b> Count	0	3	--	--	--	6
Mean		\$59,460	--	--	--	\$59,460
Median		\$58,800	--	--	--	\$58,800
<b>OTTAWA</b>						
<b>Male</b> Count	0	3	*	3	--	6
Mean		\$58,204	*	\$80,524	--	\$71,745
Median		\$55,630	*	\$86,728	--	\$71,272
<b>Female</b> Count	0	9	9	6	6	30
Mean		\$60,619	\$73,187	\$82,083	\$91,158	\$75,585
Median		\$66,201	\$72,310	\$82,383	\$86,728	\$74,493
<b>Total</b> Count	0	12	9	12	6	36
Mean		\$59,960	\$73,638	\$81,516	\$91,158	\$74,755
Median		\$65,293	\$74,493	\$82,383	\$86,728	\$74,493
<b>QUEEN'S</b>						
<b>Male</b> Count	0	*	3	3	*	9
Mean		*	\$66,852	\$87,680	*	\$78,527
Median		*	\$65,000	\$88,100	*	\$77,472
<b>Female</b> Count	0	6	3	18	6	33
Mean		\$59,971	\$66,441	\$86,150	\$87,449	\$77,572
Median		\$58,862	\$62,032	\$87,450	\$85,088	\$81,746
<b>Total</b> Count	0	9	9	21	3	39
Mean		\$60,004	\$66,617	\$86,380	\$90,828	\$77,758
Median		\$59,270	\$64,000	\$87,775	\$88,430	\$80,425
<b>ROYAL MILITARY COLLEGE</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	--	--	3	--	3
Mean		--	--	\$68,317	--	\$68,317
Median		--	--	\$63,487	--	\$63,487
<b>Total</b> Count	0	--	--	3	--	3
Mean		--	--	\$68,317	--	\$68,317
Median		--	--	\$63,487	--	\$63,487

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL
<b>RYERSON</b>						
<b>Male</b> Count	0	3	*	*	*	7
Mean		\$56,936	*	*	*	\$74,432
Median		\$57,034	*	*	*	\$66,458
<b>Female</b> Count	2	4	*	*	7	15
Mean		\$57,793	*	*	\$98,675	\$83,267
Median		\$57,780	*	*	\$100,199	\$85,262
<b>Total</b> Count	2	7	3	4	8	22
Mean		\$57,426	\$71,340	\$88,983	\$99,762	\$80,456
Median		\$57,034	\$74,253	\$91,644	\$100,368	\$80,620
<b>TORONTO</b>						
<b>Male</b> Count	0	5	5	16	17	43
Mean		\$61,484	\$84,637	\$87,323	\$103,608	\$90,445
Median		\$56,961	\$91,408	\$91,486	\$102,852	\$92,284
<b>Female</b> Count	0	6	21	29	39	95
Mean		\$57,310	\$69,651	\$92,335	\$99,326	\$87,979
Median		\$56,138	\$71,379	\$97,383	\$104,082	\$93,023
<b>Total</b> Count	0	11	26	45	56	138
Mean		\$59,208	\$72,533	\$90,553	\$100,626	\$88,747
Median		\$56,961	\$71,379	\$91,818	\$103,804	\$92,654
<b>TRENT</b>						
<b>Male</b> Count	0	--	*	*	*	3
Mean		--	*	*	*	\$95,576
Median		--	*	*	*	\$93,115
<b>Female</b> Count	0	--	*	3	*	3
Mean		--	*	\$115,588	*	\$109,946
Median		--	*	\$123,430	*	\$123,430
<b>Total</b> Count	0	--	*	3	*	9
Mean		--	*	\$115,777	*	\$104,557
Median		--	*	\$119,886	*	\$108,124
<b>WATERLOO</b>						
<b>Male</b> Count	6	--	--	*	--	*
Mean		--	--	*	--	*
Median		--	--	*	--	*
<b>Female</b> Count	3	3	3	6	9	21
Mean		\$60,131	\$66,801	\$71,984	\$85,960	\$74,628
Median		\$63,323	\$65,930	\$74,086	\$85,806	\$79,343
<b>Total</b> Count	9	3	6	9	6	21
Mean		\$60,131	\$66,801	\$80,983	\$85,960	\$77,371
Median		\$63,323	\$65,930	\$80,792	\$85,806	\$80,068
<b>WESTERN</b>						
<b>Male</b> Count	0	--	*	9	6	12
Mean		--	*	\$64,944	\$77,694	\$69,267
Median		--	*	\$64,752	\$77,388	\$70,590
<b>Female</b> Count	0	6	12	12	12	39
Mean		\$58,845	\$60,931	\$62,278	\$73,171	\$64,817
Median		\$58,128	\$58,995	\$61,126	\$73,548	\$60,953
<b>Total</b> Count	0	9	12	18	18	57
Mean		\$58,845	\$61,002	\$63,400	\$74,428	\$65,950
Median		\$58,128	\$59,706	\$61,126	\$75,172	\$61,720

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL
<b>WILFRID LAURIER</b>						
<b>Male</b> Count	2	--	3	--	*	3
Mean		--	\$69,366	--	*	\$77,671
Median		--	\$69,129	--	*	\$77,803
<b>Female</b> Count	0	--	6	*	6	12
Mean		--	\$71,172	*	\$104,925	\$87,363
Median		--	\$64,693	*	\$107,316	\$91,314
<b>Total</b> Count	2	--	6	*	9	18
Mean		--	\$70,495	*	\$104,591	\$85,083
Median		--	\$66,911	*	\$106,540	\$86,477
<b>WINDSOR</b>						
<b>Male</b> Count	0	*	*	--	3	6
Mean		*	*	--	\$98,472	\$89,571
Median		*	*	--	\$103,016	\$92,486
<b>Female</b> Count	0	6	6	3	*	15
Mean		\$63,672	\$71,102	\$81,090	*	\$76,700
Median		\$65,280	\$74,208	\$83,832	*	\$74,208
<b>Total</b> Count	0	6	6	3	9	24
Mean		\$62,338	\$74,228	\$81,090	\$101,984	\$80,990
Median		\$63,780	\$74,208	\$83,832	\$108,271	\$80,203
<b>YORK</b>						
<b>Male</b> Count	0	*	3	6	--	15
Mean		*	\$85,107	\$98,800	--	\$92,059
Median		*	\$81,217	\$103,525	--	\$90,539
<b>Female</b> Count	0	9	9	3	9	30
Mean		\$76,079	\$87,720	\$100,599	\$124,697	\$96,858
Median		\$77,500	\$86,615	\$104,594	\$125,433	\$89,062
<b>Total</b> Count	0	9	15	12	9	45
Mean		\$76,433	\$86,786	\$99,550	\$124,697	\$95,471
Median		\$78,312	\$86,125	\$103,593	\$125,433	\$89,894
<b>ALBERTA</b>						
<b>Male</b> Count	0	--	*	6	6	9
Mean		--	*	\$103,231	\$109,528	\$104,927
Median		--	*	\$98,696	\$108,384	\$103,540
<b>Female</b> Count	0	--	6	9	6	18
Mean		--	\$70,433	\$92,140	\$100,276	\$88,069
Median		--	\$68,682	\$95,594	\$98,976	\$91,964
<b>Total</b> Count	0	--	9	15	9	30
Mean		--	\$73,943	\$96,406	\$103,977	\$93,688
Median		--	\$71,861	\$98,696	\$106,146	\$93,660
<b>ATHABASCA</b>						
<b>Male</b> Count	0	--	--	*	--	*
Mean		--	--	*	--	*
Median		--	--	*	--	*
<b>Female</b> Count	2	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Total</b> Count	2	--	*	*	--	4
Mean		--	*	*	--	\$81,549
Median		--	*	*	--	\$81,300



INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL	
<b>BRITISH COLUMBIA</b>							
<b>Male</b>	Count	0	*	3	9	6	18
	Mean		*	\$68,089	\$97,398	\$84,758	\$86,682
	Median		*	\$68,668	\$102,071	\$80,576	\$80,542
<b>Female</b>	Count	0	9	9	12	18	45
	Mean		\$65,650	\$72,921	\$87,289	\$95,102	\$83,666
	Median		\$66,875	\$75,925	\$82,841	\$88,979	\$81,331
<b>Total</b>	Count	0	9	9	24	24	63
	Mean		\$64,965	\$71,603	\$91,424	\$91,954	\$84,594
	Median		\$66,830	\$73,023	\$84,004	\$87,922	\$80,576
<b>CALGARY</b>							
<b>Male</b>	Count	0	*	3	--	*	6
	Mean		*	\$74,053	--	*	\$78,575
	Median		*	\$78,842	--	*	\$78,842
<b>Female</b>	Count	0	6	6	9	9	27
	Mean		\$57,228	\$71,636	\$78,292	\$92,959	\$77,464
	Median		\$56,957	\$72,767	\$74,369	\$99,096	\$74,000
<b>Total</b>	Count	0	3	9	9	9	30
	Mean		\$58,984	\$72,603	\$78,292	\$94,994	\$77,673
	Median		\$57,914	\$73,880	\$74,369	\$101,048	\$74,000
<b>LETHBRIDGE</b>							
<b>Male</b>	Count	0	--	*	*	--	3
	Mean		--	*	*	--	\$71,566
	Median		--	*	*	--	\$80,497
<b>Female</b>	Count	0	*	*	6	*	9
	Mean		*	*	\$99,066	*	\$91,366
	Median		*	*	\$98,586	*	\$95,052
<b>Total</b>	Count	0	*	3	9	*	15
	Mean		*	\$70,720	\$97,258	*	\$86,797
	Median		*	\$80,497	\$95,471	*	\$89,840
<b>MANITOBA</b>							
<b>Male</b>	Count	0	--	5	5	7	17
	Mean		--	\$67,176	\$73,632	\$90,014	\$78,479
	Median		--	\$68,107	\$66,931	\$92,687	\$72,999
<b>Female</b>	Count	0	3	9	8	20	40
	Mean		\$62,318	\$68,966	\$81,589	\$90,185	\$81,601
	Median		\$61,688	\$63,911	\$77,824	\$93,372	\$79,824
<b>Total</b>	Count	0	3	14	13	27	57
	Mean		\$62,318	\$68,327	\$78,529	\$90,141	\$80,670
	Median		\$61,688	\$67,431	\$73,215	\$93,299	\$78,618
<b>NORTHERN BRITISH COLUMBIA</b>							
<b>Male</b>	Count	0	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>Female</b>	Count	0	*	*	3	*	6
	Mean		*	*	\$68,253	*	\$70,134
	Median		*	*	\$70,226	*	\$70,226
<b>Total</b>	Count	0	*	*	3	*	9
	Mean		*	*	\$68,253	*	\$70,134
	Median		*	*	\$70,226	*	\$70,226

INSTITUTION SEX		NR PF	<35	35-44	45-54	55+	TOTAL
<b>REGINA</b>							
<b>Male</b>	Count	1	--	*	*	3	6
	Mean		--	*	*	\$92,842	\$82,458
	Median		--	*	*	\$95,369	\$85,319
<b>Female</b>	Count	0	3	*	3	3	9
	Mean		\$56,471	*	\$83,548	\$84,262	\$75,643
	Median		\$56,670	*	\$78,663	\$80,879	\$78,659
<b>Total</b>	Count	1	3	*	6	6	18
	Mean		\$56,471	*	\$79,698	\$87,939	\$78,048
	Median		\$56,670	*	\$78,663	\$85,319	\$78,663
<b>SASKATCHEWAN</b>							
<b>Male</b>	Count	0	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>Female</b>	Count	0	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>Total</b>	Count	40	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>SIMON FRASER</b>							
<b>Male</b>	Count	0	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>Female</b>	Count	0	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>Total</b>	Count	40	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>ST. BONIFACE</b>							
<b>Male</b>	Count	0	--	--	*	--	*
	Mean		--	--	*	--	*
	Median		--	--	*	--	*
<b>Female</b>	Count	0	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>Total</b>	Count	0	--	--	*	--	*
	Mean		--	--	*	--	*
	Median		--	--	*	--	*
<b>ST. THOMAS MORE</b>							
<b>Male</b>	Count	0	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>Female</b>	Count	0	--	--	*	--	*
	Mean		--	--	*	--	*
	Median		--	--	*	--	*
<b>Total</b>	Count	0	--	--	*	--	*
	Mean		--	--	*	--	*
	Median		--	--	*	--	*

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL	
<b>VICTORIA</b>							
<b>Male</b>	Count	0	--	3	*	3	6
	Mean		--	\$66,507	*	\$91,005	\$80,262
	Median		--	\$64,837	*	\$93,240	\$79,638
<b>Female</b>	Count	5	6	3	6	6	18
	Mean		\$57,367	\$69,785	\$75,322	\$81,957	\$71,661
	Median		\$54,500	\$68,479	\$78,459	\$82,158	\$70,396
<b>Total</b>	Count	5	3	6	9	9	27
	Mean		\$57,367	\$68,146	\$75,726	\$85,978	\$74,119
	Median		\$54,500	\$66,658	\$78,508	\$85,553	\$73,841
<b>OPSEU</b>							
<b>Male</b>	Count	1	--	*	*	--	*
	Mean		--	*	*	--	*
	Median		--	*	*	--	*
<b>Female</b>	Count	5	*	*	*	3	6
	Mean		*	*	*	\$92,817	\$82,657
	Median		*	*	*	\$92,817	\$83,018
<b>Total</b>	Count	6	*	*	3	3	9
	Mean		*	*	\$75,745	\$92,817	\$79,827
	Median		*	*	\$73,201	\$92,817	\$83,018
<b>FPSE</b>							
<b>Male</b>	Count	1	--	*	3	*	6
	Mean		--	*	\$73,543	*	\$72,197
	Median		--	*	\$77,353	*	\$77,353
<b>Female</b>	Count	9	*	9	15	6	27
	Mean		*	\$70,646	\$72,333	\$78,355	\$72,453
	Median		*	\$71,166	\$78,729	\$78,729	\$78,729
<b>Total</b>	Count	10	*	12	18	6	36
	Mean		*	\$68,553	\$72,560	\$79,315	\$72,403
	Median		*	\$68,936	\$78,408	\$78,729	\$78,408
<b>EAST/EST</b>							
<b>Male</b>	Count	5	*	12	9	9	30
	Mean		*	\$59,166	\$80,409	\$93,236	\$74,531
	Median		*	\$59,616	\$82,470	\$90,078	\$70,862
<b>Female</b>	Count	7	12	21	30	30	96
	Mean		\$56,153	\$62,882	\$81,378	\$91,266	\$77,596
	Median		\$54,104	\$62,970	\$83,712	\$95,570	\$78,941
<b>Total</b>	Count	12	12	33	42	42	126
	Mean		\$55,157	\$61,531	\$81,185	\$91,747	\$76,823
	Median		\$54,104	\$61,231	\$83,712	\$94,000	\$77,640
<b>QUEBEC/QUÉBEC</b>							
<b>Male</b>	Count	0	3	3	3	*	9
	Mean		\$57,249	\$52,762	\$78,468	*	\$63,001
	Median		\$55,231	\$49,264	\$78,566	*	\$62,723
<b>Female</b>	Count	0	3	9	6	9	24
	Mean		\$47,462	\$65,808	\$73,434	\$90,767	\$74,718
	Median		\$48,216	\$64,646	\$80,107	\$89,330	\$77,389
<b>Total</b>	Count	61	9	12	6	12	36
	Mean		\$51,656	\$61,894	\$75,592	\$88,584	\$71,463
	Median		\$49,221	\$62,464	\$78,566	\$89,326	\$75,712

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL	
<b>ONTARIO</b>							
<b>Male</b>	Count	9	19	30	44	36	129
	Mean		\$61,798	\$76,473	\$85,910	\$101,403	\$84,488
	Median		\$57,034	\$77,386	\$88,020	\$102,625	\$82,961
<b>Female</b>	Count	16	58	78	103	113	352
	Mean		\$62,450	\$71,811	\$85,588	\$98,278	\$82,796
	Median		\$60,606	\$71,379	\$85,255	\$102,526	\$81,107
<b>Total</b>	Count	25	77	108	147	149	481
	Mean		\$62,289	\$73,106	\$85,684	\$99,033	\$83,250
	Median		\$60,275	\$71,725	\$85,262	\$102,587	\$81,746
<b>WEST/OUEST</b>							
<b>Male</b>	Count	2	*	21	27	27	81
	Mean		*	\$68,948	\$87,865	\$92,060	\$83,740
	Median		*	\$68,223	\$84,696	\$93,173	\$81,112
<b>Female</b>	Count	16	27	45	72	69	210
	Mean		\$60,631	\$71,302	\$82,261	\$90,260	\$79,734
	Median		\$60,908	\$71,861	\$81,000	\$88,979	\$78,673
<b>Total</b>	Count	98	27	66	102	96	291
	Mean		\$60,777	\$70,553	\$83,886	\$90,785	\$80,835
	Median		\$60,908	\$69,827	\$82,000	\$90,012	\$79,251
<b>CANADA</b>							
<b>Male</b>	Count	16	26	66	84	75	251
	Mean		\$60,414	\$69,854	\$85,795	\$96,335	\$82,124
	Median		\$57,017	\$68,203	\$84,624	\$95,702	\$80,497
<b>Female</b>	Count	39	100	151	210	223	684
	Mean		\$60,667	\$70,139	\$83,590	\$94,488	\$80,822
	Median		\$59,588	\$70,135	\$82,716	\$94,360	\$79,281
<b>Total</b>	Count	196	126	217	294	298	935
	Mean		\$60,614	\$70,053	\$84,220	\$94,953	\$81,172
	Median		\$59,429	\$69,301	\$82,930	\$95,266	\$79,572

-- No individuals in this category  
*Il n'y a aucune personne dans cette catégorie*

\* To preserve confidentiality, no data are presented for this category  
*Aucune donnée divulguée dans cette catégorie afin d'en protéger la confidentialité*

† Aggregated results by institution only, not reported in regional and national roll-ups  
*Résultats fusionnés selon l'établissement uniquement, non compris dans les synthèses régionale et nationale*

*Italics* indicates estimated data in the form of random rounding (base 3) for all counts at this institution to preserve confidentiality

Les données en *italiques* représentent les chiffres de cet établissement qui sont arrondis aléatoirement (base 3) par souci de confidentialité

NR Not reported: For records where either the descriptor variable or the salary was not reported, the data was not included in the calculation of the results. In cases where the sex was missing, the NR number is included in the total NR column only. NR data is also excluded from totals  
*Non déclaré : Pour les enregistrements don't la variable descriptive ou le salaire n'a pas été indiqué, le nombre NR est inclus dans la colonne du total NR seulement. Les données NR sont aussi exclues des totaux*

TABLE 6 / TABLEAU 6 - 2007-2008

**LIBRARIAN SALARIES BY INSTITUTION, SEX AND EXPERIENCE**  
**SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS L'INSTITUTION, LE SEXE ET L'EXPÉRIENCE**

YEARS SINCE AWARD OF LIBRARIAN DEGREE / NOMBRE D'ANNÉES DEPUIS L'OBTENTION DU DIPLÔME DE BIBLIOTHÉCAIRE

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>CAPE BRETON</b>						
<b>Male</b>	Count	0	*	--	--	*
	Mean		*	--	--	*
	Median		*	--	--	*
<b>Female</b>	Count	0	*	*	*	4
	Mean		*	*	*	\$65,420
	Median		*	*	*	\$65,879
<b>Total</b>	Count	0	*	*	*	5
	Mean		*	*	*	\$63,079
	Median		*	*	*	\$65,879
<b>DALHOUSIE</b>						
<b>Male</b>	Count	0	4	--	3	7
	Mean		\$56,322	--	\$90,847	\$71,119
	Median		\$56,875	--	\$89,274	\$63,463
<b>Female</b>	Count	0	6	4	8	20
	Mean		\$55,378	\$68,758	\$94,780	\$78,030
	Median		\$55,703	\$67,017	\$95,816	\$82,013
<b>Total</b>	Count	0	10	4	11	27
	Mean		\$55,756	\$68,758	\$93,708	\$76,239
	Median		\$56,875	\$67,017	\$95,816	\$75,827
<b>MEMORIAL</b>						
<b>Male</b>	Count	1	*	*	3	7
	Mean		*	*	\$81,987	\$74,147
	Median		*	*	\$80,900	\$77,640
<b>Female</b>	Count	0	7	5	6	25
	Mean		\$57,381	\$63,948	\$80,357	\$74,315
	Median		\$58,080	\$62,970	\$80,085	\$76,010
<b>Total</b>	Count	1	9	6	9	32
	Mean		\$56,631	\$63,785	\$80,900	\$74,278
	Median		\$58,080	\$62,970	\$80,900	\$76,825
<b>MONCTON</b>						
<b>Male</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	1	*	*	*	8
	Mean		*	*	*	\$79,008
	Median		*	*	*	\$84,856
<b>Total</b>	Count	1	*	*	*	8
	Mean		*	*	*	\$79,008
	Median		*	*	*	\$84,856

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>MOUNT ALLISON</b>						
<b>Male</b> Count	0	*	--	*	--	3
Mean		*	--	*	--	\$92,857
Median		*	--	*	--	\$104,423
<b>Female</b> Count	0	*	*	--	--	4
Mean		*	*	--	--	\$71,583
Median		*	*	--	--	\$70,964
<b>Total</b> Count	0	3	*	*	--	7
Mean		\$67,246	*	*	--	\$80,700
Median		\$69,724	*	*	--	\$72,203
<b>MOUNT SAINT VINCENT</b>						
<b>Male</b> Count	0	*	--	--	*	3
Mean		*	--	--	*	\$72,876
Median		*	--	--	*	\$82,432
<b>Female</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	0	*	*	--	*	5
Mean		*	*	--	*	\$69,773
Median		*	*	--	*	\$73,054
<b>NEW BRUNSWICK</b>						
<b>Male</b> Count	5	*	*	3	--	5
Mean		*	*	\$90,333	--	\$80,200
Median		*	*	\$99,000	--	\$72,000
<b>Female</b> Count	7	*	--	6	3	10
Mean		*	--	\$101,833	\$99,667	\$97,500
Median		*	--	\$106,500	\$99,000	\$101,500
<b>Total</b> Count	12	*	*	9	3	15
Mean		*	*	\$98,000	\$99,667	\$91,733
Median		*	*	\$104,000	\$99,000	\$99,000
<b>NSCAD</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	*	--	--	*	*
Mean		*	--	--	*	*
Median		*	--	--	*	*
<b>Total</b> Count	0	*	--	--	*	*
Mean		*	--	--	*	*
Median		*	--	--	*	*
<b>PRINCE EDWARD ISLAND</b>						
<b>Male</b> Count	0	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Female</b> Count	0	--	--	3	3	6
Mean		--	--	\$73,975	\$84,077	\$79,026
Median		--	--	\$79,103	\$81,590	\$80,346
<b>Total</b> Count	0	--	*	3	3	7
Mean		--	*	\$73,975	\$84,077	\$76,484
Median		--	*	\$79,103	\$81,590	\$79,103

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>SAINT FRANCIS-XAVIER</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	--	3	4	*	8
Mean		--	\$68,203	\$80,439	*	\$77,852
Median		--	\$78,941	\$76,062	*	\$78,941
<b>Total</b> Count	0	--	3	4	*	8
Mean		--	\$68,203	\$80,439	*	\$77,852
Median		--	\$78,941	\$76,062	*	\$78,941
<b>SAINT MARY'S</b>						
<b>Male</b> Count	0	*	--	*	*	4
Mean		*	--	*	*	\$72,594
Median		*	--	*	*	\$74,210
<b>Female</b> Count	0	*	*	*	--	5
Mean		*	*	*	--	\$66,489
Median		*	*	*	--	\$70,135
<b>Total</b> Count	0	3	*	3	*	9
Mean		\$48,922	*	\$77,378	*	\$69,203
Median		\$51,877	*	\$83,712	*	\$70,135
<b>BISHOP'S</b>						
<b>Male</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Female</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	0	*	*	--	--	4
Mean		*	*	--	--	\$63,861
Median		*	*	--	--	\$62,949
<b>CONCORDIA</b>						
<b>Male</b> Count	2	3	*	*	--	6
Mean		\$60,226	*	*	--	\$66,728
Median		\$61,476	*	*	--	\$64,269
<b>Female</b> Count	2	5	5	6	6	22
Mean		\$54,337	\$72,873	\$84,431	\$96,286	\$78,198
Median		\$54,739	\$74,881	\$83,688	\$94,340	\$81,724
<b>Total</b> Count	4	8	7	7	6	28
Mean		\$56,546	\$74,213	\$81,593	\$96,286	\$75,740
Median		\$57,059	\$76,542	\$83,116	\$94,340	\$77,350
<b>MCGILL</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	61	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>BROCK</b>						
<b>Male</b> Count	0	4	--	*	*	6
Mean		\$66,606	--	*	*	\$77,235
Median		\$64,320	--	*	*	\$77,393
<b>Female</b> Count	0	4	3	--	3	10
Mean		\$66,513	\$93,742	--	\$99,810	\$84,671
Median		\$63,522	\$92,076	--	\$100,145	\$91,935
<b>Total</b> Count	0	8	3	*	4	16
Mean		\$66,560	\$93,742	*	\$99,160	\$81,882
Median		\$63,522	\$92,076	*	\$98,678	\$86,974
<b>CARLETON</b>						
<b>Male</b> Count	0	*	*	--	--	3
Mean		*	*	--	--	\$76,249
Median		*	*	--	--	\$78,889
<b>Female</b> Count	2	3	6	*	8	19
Mean		\$66,341	\$94,226	*	\$114,541	\$99,198
Median		\$66,607	\$96,184	*	\$118,222	\$108,875
<b>Total</b> Count	2	4	8	*	8	22
Mean		\$66,234	\$91,024	*	\$114,541	\$96,068
Median		\$66,260	\$86,993	*	\$118,222	\$98,428
<b>KING'S</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	2	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	2	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>LAKEHEAD</b>						
<b>Male</b> Count	0	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	--	5	4	--	9
Mean		--	\$70,058	\$87,700	--	\$77,899
Median		--	\$70,305	\$84,999	--	\$82,086
<b>Total</b> Count	0	*	5	4	--	11
Mean		*	\$70,058	\$87,700	--	\$73,899
Median		*	\$70,305	\$84,999	--	\$78,295
<b>LAURENTIAN</b>						
<b>Male</b> Count	0	*	--	--	4	6
Mean		*	--	--	\$125,928	\$111,558
Median		*	--	--	\$132,322	\$112,752
<b>Female</b> Count	0	*	*	--	--	3
Mean		*	*	--	--	\$81,962
Median		*	*	--	--	\$92,751
<b>Total</b> Count	0	4	*	--	4	9
Mean		\$79,232	*	--	\$125,928	\$101,693
Median		\$82,820	*	--	\$132,322	\$94,597



INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>MCMASTER<sup>†</sup></b>						
<b>Male</b> Count	0	1	--	2	1	4
Mean		*	--	*	*	\$75,059
Median		*	--	*	*	\$72,969
<b>Female</b> Count	0	7	4	10	3	24
Mean		\$60,414	\$78,838	\$79,162	\$78,815	\$73,596
Median		\$61,292	\$78,021	\$79,176	\$73,984	\$73,118
<b>Total</b> Count	0	8	4	12	4	28
Mean		\$59,794	\$78,838	\$82,392	\$83,358	\$75,566
Median		\$58,374	\$78,021	\$80,978	\$71,546	\$72,750
<b>NOSM</b>						
<b>Male</b> Count	0	*	--	--	-- *	
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	3 --	--	--	--	3
Mean		\$59,947	--	--	--	\$59,947
Median		\$59,600	--	--	--	\$59,600
<b>Total</b> Count	0	4 --	--	--	--	4
Mean		\$59,460	--	--	--	\$59,460
Median		\$58,800	--	--	--	\$58,800
<b>OTTAWA</b>						
<b>Male</b> Count	8	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	29	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	37	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>QUEEN'S</b>						
<b>Male</b> Count	0	3	*	3	*	8
Mean		\$61,092	*	\$87,680	*	\$78,527
Median		\$60,275	*	\$88,100	*	\$77,472
<b>Female</b> Count	0	12	6	13	*	33
Mean		\$60,641	\$83,290	\$88,063	*	\$77,572
Median		\$59,720	\$81,130	\$87,450	*	\$81,746
<b>Total</b> Count	0	15	7	16	3	41
Mean		\$60,731	\$82,471	\$87,991	\$97,323	\$77,758
Median		\$59,865	\$80,425	\$87,775	\$99,195	\$80,425
<b>ROYAL MILITARY COLLEGE</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	--	--	3	--	3
Mean		--	--	\$68,317	--	\$68,317
Median		--	--	\$63,487	--	\$63,487
<b>Total</b> Count	0	--	--	3	--	3
Mean		--	--	\$68,317	--	\$68,317
Median		--	--	\$63,487	--	\$63,487

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>RYERSON</b>						
<b>Male</b> Count	0	3	*	*	*	7
Mean		\$56,936	*	*	*	\$74,432
Median		\$57,034	*	*	*	\$66,458
<b>Female</b> Count	2	5	*	4	5	15
Mean		\$58,516	*	\$93,625	\$101,534	\$83,267
Median		\$60,792	*	\$92,717	\$100,538	\$85,262
<b>Total</b> Count	2	8	*	6	6	22
Mean		\$57,924	*	\$89,830	\$102,507	\$80,456
Median		\$58,913	*	\$91,644	\$102,695	\$80,620
<b>TORONTO</b>						
<b>Male</b> Count	3	7	9	12	12	40
Mean		\$61,278	\$91,989	\$89,581	\$107,127	\$90,433
Median		\$56,961	\$91,818	\$91,718	\$103,700	\$93,650
<b>Female</b> Count	5	21	17	21	31	90
Mean		\$66,172	\$75,112	\$99,434	\$101,130	\$87,663
Median		\$68,000	\$73,419	\$102,234	\$104,273	\$94,240
<b>Total</b> Count	8	28	26	33	43	130
Mean		\$64,949	\$80,954	\$95,851	\$102,804	\$88,516
Median		\$65,068	\$80,757	\$101,489	\$104,082	\$94,020
<b>TRENT</b>						
<b>Male</b> Count	0	--	*	*	--	3
Mean		--	*	*	--	\$95,576
Median		--	*	*	--	\$93,115
<b>Female</b> Count	0	--	*	*	*	5
Mean		--	*	*	*	\$109,946
Median		--	*	*	*	\$123,430
<b>Total</b> Count	0	--	3	4	*	8
Mean		--	\$85,570	\$114,080	*	\$104,557
Median		--	\$79,534	\$119,886	*	\$108,124
<b>WATERLOO</b>						
<b>Male</b> Count	6	--	--	*	--	*
Mean		--	--	*	--	*
Median		--	--	*	--	*
<b>Female</b> Count	3	4	9	4	4	21
Mean		\$59,098	\$73,811	\$78,750	\$87,871	\$74,628
Median		\$59,662	\$79,343	\$78,714	\$87,750	\$79,343
<b>Total</b> Count	9	4	9	5	4	22
Mean		\$59,098	\$73,811	\$89,996	\$87,871	\$77,371
Median		\$59,662	\$79,343	\$80,970	\$87,750	\$80,068
<b>WESTERN</b>						
<b>Male</b> Count	2	3	3	4	*	12
Mean		\$57,097	\$66,178	\$71,888	*	\$67,921
Median		\$56,148	\$69,000	\$73,737	*	\$70,590
<b>Female</b> Count	4	13	14	5	5	37
Mean		\$57,807	\$63,129	\$69,626	\$79,167	\$64,304
Median		\$57,624	\$61,321	\$66,040	\$81,203	\$60,924
<b>Total</b> Count	6	16	17	9	7	49
Mean		\$57,674	\$63,667	\$70,631	\$79,073	\$65,190
Median		\$56,927	\$61,516	\$72,927	\$80,288	\$61,126

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>WILFRID LAURIER</b>						
<b>Male</b> Count	3	--	*	--	*	3
Mean		--	*	--	*	\$86,065
Median		--	*	--	*	\$86,477
<b>Female</b> Count	1	--	4	3	5	12
Mean		--	\$75,215	\$83,640	\$105,789	\$90,060
Median		--	\$72,025	\$77,638	\$108,093	\$91,973
<b>Total</b> Count	4	--	6	3	6	15
Mean		--	\$76,078	\$83,640	\$105,255	\$89,261
Median		--	\$74,243	\$77,638	\$107,316	\$91,314
<b>WINDSOR</b>						
<b>Male</b> Count	0	*	*	*	4	8
Mean		*	*	*	\$102,292	\$89,571
Median		*	*	*	\$106,527	\$92,486
<b>Female</b> Count	0	7	6	*	*	16
Mean		\$64,190	\$78,177	*	*	\$76,700
Median		\$63,780	\$80,203	*	*	\$74,208
<b>Total</b> Count	0	9	7	*	6	24
Mean		\$63,529	\$81,549	*	\$105,116	\$80,990
Median		\$63,780	\$80,395	*	\$109,154	\$80,203
<b>YORK</b>						
<b>Male</b> Count	0	5	6	*	--	13
Mean		\$82,797	\$93,657	*	--	\$92,059
Median		\$81,217	\$94,208	*	--	\$90,539
<b>Female</b> Count	1	14	6	3	8	31
Mean		\$79,923	\$93,395	\$110,273	\$127,667	\$97,789
Median		\$79,125	\$92,661	\$112,108	\$126,013	\$89,894
<b>Total</b> Count	1	19	12	5	8	44
Mean		\$80,680	\$93,526	\$110,330	\$127,667	\$96,096
Median		\$79,626	\$92,984	\$112,108	\$126,013	\$90,216
<b>ALBERTA</b>						
<b>Male</b> Count	0	*	*	5	*	10
Mean		*	*	\$106,354	*	\$104,927
Median		*	*	\$108,384	*	\$103,540
<b>Female</b> Count	1	*	7	8	*	19
Mean		*	\$77,257	\$96,431	*	\$87,215
Median		*	\$78,286	\$93,660	*	\$90,267
<b>Total</b> Count	1	3	9	13	4	29
Mean		\$75,716	\$84,173	\$100,248	\$104,607	\$93,322
Median		\$65,503	\$81,000	\$93,660	\$108,192	\$93,660
<b>ATHABASCA</b>						
<b>Male</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Female</b> Count	2	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Total</b> Count	2	*	3	--	--	4
Mean		*	\$80,500	--	--	\$81,549
Median		*	\$77,904	--	--	\$81,300

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>BRITISH COLUMBIA</b>						
<b>Male</b> Count	20	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	45	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	65	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>CALGARY</b>						
<b>Male</b> Count	0	*	3	--	*	6
Mean		*	\$79,943	--	*	\$78,575
Median		*	\$82,124	--	*	\$78,842
<b>Female</b> Count	1	8	11	4	*	25
Mean		\$63,112	\$74,100	\$98,146	*	\$76,212
Median		\$61,714	\$74,000	\$102,292	*	\$74,000
<b>Total</b> Count	1	10	14	4	3	31
Mean		\$62,728	\$75,352	\$98,146	\$100,653	\$76,670
Median		\$61,714	\$74,184	\$102,292	\$103,000	\$74,000
<b>LETHBRIDGE</b>						
<b>Male</b> Count	0	*	*	--	--	3
Mean		*	*	--	--	\$71,566
Median		*	*	--	--	\$80,497
<b>Female</b> Count	0	*	4	5	--	10
Mean		*	\$91,003	\$101,130	--	\$91,366
Median		*	\$89,670	\$101,700	--	\$95,052
<b>Total</b> Count	0	*	6	5	--	13
Mean		*	\$88,486	\$101,130	--	\$86,797
Median		*	\$85,137	\$101,700	--	\$89,840
<b>MANITOBA</b>						
<b>Male</b> Count	17	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	40	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	57	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>NORTHERN BRITISH COLUMBIA</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	*	3	*	*	7
Mean		*	\$68,253	*	*	\$70,134
Median		*	\$70,226	*	*	\$70,226
<b>Total</b> Count	0	*	3	*	*	7
Mean		*	\$68,253	*	*	\$70,134
Median		*	\$70,226	*	*	\$70,226

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>REGINA</b>						
<b>Male</b> Count	1	--	*	*	3	6
Mean		--	*	*	\$92,842	\$82,458
Median		--	*	*	\$95,369	\$85,319
<b>Female</b> Count	0	3	*	4	*	11
Mean		\$56,471	*	\$81,955	*	\$75,643
Median		\$56,670	*	\$79,769	*	\$78,659
<b>Total</b> Count	1	3	4	5	5	17
Mean		\$56,471	\$71,133	\$82,628	\$91,948	\$78,048
Median		\$56,670	\$71,672	\$80,879	\$95,369	\$78,663
<b>SASKATCHEWAN</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	40	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>SIMON FRASER</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	40	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>ST. BONIFACE</b>						
<b>Male</b> Count	0	--	--	*	--	*
Mean		--	--	*	--	*
Median		--	--	*	--	*
<b>Female</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	0	--	--	*	--	*
Mean		--	--	*	--	*
Median		--	--	*	--	*
<b>ST. THOMAS MORE</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Total</b> Count	0	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>VICTORIA</b>						
<b>Male</b> Count	0	*	3	*	3	8
Mean		*	\$71,746	*	\$89,280	\$80,262
Median		*	\$71,843	*	\$90,301	\$79,638
<b>Female</b> Count	6	7	4	5	3	19
Mean		\$58,051	\$74,710	\$86,699	\$76,936	\$72,079
Median		\$54,500	\$74,920	\$86,477	\$75,839	\$71,042
<b>Total</b> Count	6	8	7	6	6	27
Mean		\$58,650	\$73,440	\$88,279	\$83,108	\$74,504
Median		\$57,546	\$71,843	\$88,028	\$83,135	\$75,839
<b>OPSEU</b>						
<b>Male</b> Count	1	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Female</b> Count	5	*	*	*	*	7
Mean		*	*	*	*	\$82,657
Median		*	*	*	*	\$83,018
<b>Total</b> Count	6	*	4	*	*	9
Mean		*	\$74,015	*	*	\$79,827
Median		*	\$72,109	*	*	\$83,018
<b>FPSE</b>						
<b>Male</b> Count	1	3	*	*	--	7
Mean		\$61,635	*	*	--	\$72,197
Median		\$64,548	*	*	--	\$77,353
<b>Female</b> Count	8	7	8	9	6	30
Mean		\$54,585	\$77,093	\$79,178	\$78,625	\$72,773
Median		\$59,470	\$77,910	\$80,972	\$78,729	\$78,729
<b>Total</b> Count	9	10	10	11	6	37
Mean		\$56,700	\$77,976	\$79,097	\$78,625	\$72,664
Median		\$61,343	\$78,041	\$80,972	\$78,729	\$78,729
<b>EAST/EST</b>						
<b>Male</b> Count	6	11	3	13	4	31
Mean		\$55,741	\$65,400	\$88,213	\$91,066	\$74,851
Median		\$55,953	\$62,970	\$89,274	\$89,870	\$72,000
<b>Female</b> Count	8	22	20	30	22	94
Mean		\$56,577	\$68,104	\$87,880	\$92,392	\$77,402
Median		\$55,644	\$67,546	\$86,992	\$95,810	\$78,290
<b>Total</b> Count	14	33	23	43	26	125
Mean		\$56,298	\$67,751	\$87,980	\$92,188	\$76,769
Median		\$55,953	\$66,230	\$87,420	\$94,785	\$77,640
<b>QUEBEC/QUÉBEC</b>						
<b>Male</b> Count	2	4	3	*	--	8
Mean		\$57,486	\$78,468	*	--	\$66,239
Median		\$58,354	\$78,566	*	--	\$64,269
<b>Female</b> Count	2	6	6	6	6	24
Mean		\$53,492	\$73,500	\$84,431	\$96,286	\$76,927
Median		\$52,002	\$75,712	\$83,688	\$94,340	\$79,762
<b>Total</b> Count	65	10	9	7	6	32
Mean		\$55,089	\$75,156	\$81,593	\$96,286	\$74,255
Median		\$54,985	\$76,557	\$83,116	\$94,340	\$76,596

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL	
<b>ONTARIO</b>							
<b>Male</b>	Count	23	33	28	26	115	
	Mean		\$65,409	\$85,058	\$90,653	\$106,446	\$85,617
	Median		\$60,846	\$83,692	\$91,718	\$103,700	\$83,440
<b>Female</b>	Count	54	90	82	67	314	
	Mean		\$65,624	\$77,517	\$91,521	\$103,753	\$83,363
	Median		\$61,160	\$77,808	\$91,125	\$104,515	\$81,790
<b>Total</b>	Count	77	123	110	95	429	
	Mean		\$65,566	\$79,437	\$91,265	\$104,446	\$83,967
	Median		\$60,914	\$79,052	\$91,153	\$104,335	\$82,283
<b>WEST/OUEST</b>							
<b>Male</b>	Count	39	9	15	10	43	
	Mean		\$66,814	\$81,314	\$95,273	\$95,294	\$84,451
	Median		\$64,548	\$80,497	\$93,660	\$95,369	\$84,696
<b>Female</b>	Count	103	30	42	36	124	
	Mean		\$58,992	\$77,197	\$89,273	\$85,894	\$77,420
	Median		\$60,032	\$75,918	\$86,308	\$81,196	\$78,186
<b>Total</b>	Count	222	39	57	46	167	
	Mean		\$60,797	\$78,280	\$90,577	\$89,278	\$79,231
	Median		\$61,000	\$77,353	\$88,028	\$85,553	\$78,729
<b>CANADA</b>							
<b>Male</b>	Count	70	57	49	52	197	
	Mean		\$63,209	\$82,305	\$90,430	\$102,295	\$82,882
	Median		\$60,290	\$78,889	\$90,913	\$102,090	\$82,000
<b>Female</b>	Count	167	148	150	139	556	
	Mean		\$62,443	\$76,012	\$89,847	\$98,875	\$80,752
	Median		\$59,965	\$74,922	\$87,538	\$100,332	\$79,281
<b>Total</b>	Count	378	205	199	191	753	
	Mean		\$62,656	\$77,561	\$90,005	\$99,719	\$81,309
	Median		\$60,275	\$77,271	\$89,274	\$101,787	\$80,000

-- No individuals in this category  
*Il n'y a aucune personne dans cette catégorie*

\* To preserve confidentiality, no data are presented for this category  
*Aucune donnée divulguée dans cette catégorie afin d'en protéger la confidentialité*

† Aggregated results by institution only, not reported in regional and national roll-ups  
*Résultats fusionnés selon l'établissement uniquement, non compris dans les synthèses régionale et nationale*

*Italics* indicates estimated data in the form of random rounding (base 3) for all counts at this institution to preserve confidentiality

Les données en *italiques* représentent les chiffres de cet établissement qui sont arrondis aléatoirement (base 3) par souci de confidentialité

NR Not reported: For records where either the descriptor variable or the salary was not reported, the data was not included in the calculation of the results. In cases where the sex was missing, the NR number is included in the total NR column only. NR data is also excluded from totals  
 Non déclaré : Pour les enregistrements dont la variable descriptive ou le salaire n'a pas été indiqué, le nombre NR est inclus dans la colonne du total NR seulement. Les données NR sont aussi exclues des totaux

TABLE 7 / TABLEAU 7 - 2007-2008

**LIBRARIAN SALARIES BY INSTITUTION, SEX AND EXPERIENCE**  
**SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS L'INSTITUTION, LE SEXE ET L'EXPÉRIENCE**

YEARS AS AN ACADEMIC LIBRARIAN / NOMBRE D'ANNÉES À TITRE DE BIBLIOTHÉCAIRE UNIVERSITAIRE

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL	
<b>CAPE BRETON</b>							
<b>Male</b>	Count	0	*	--	--	*	
	Mean		*	--	--	*	
	Median		*	--	--	*	
<b>Female</b>	Count	0	*	*	*	6	
	Mean		*	*	*	\$65,420	
	Median		*	*	*	\$65,879	
<b>Total</b>	Count	0	*	*	*	3	
	Mean		*	*	*	\$63,079	
	Median		*	*	*	\$65,879	
<b>DALHOUSIE</b>							
<b>Male</b>	Count	0	3	*	*	6	
	Mean		\$56,322	*	*	\$71,119	
	Median		\$56,875	*	*	\$63,463	
<b>Female</b>	Count	0	9	3	6	3	
	Mean		\$58,300	\$66,402	\$94,362	\$97,591	\$78,030
	Median		\$57,797	\$65,173	\$95,816	\$97,711	\$82,013
<b>Total</b>	Count	0	12	3	9	3	
	Mean		\$57,581	\$73,793	\$93,012	\$97,591	\$76,239
	Median		\$57,797	\$67,017	\$92,164	\$97,711	\$75,827
<b>MEMORIAL</b>							
<b>Male</b>	Count	0	3	--	6	*	
	Mean		\$56,993	--	\$77,640	*	
	Median		\$62,970	--	\$79,270	*	
<b>Female</b>	Count	0	9	3	9	6	
	Mean		\$57,899	\$66,773	\$81,308	\$97,200	\$74,315
	Median		\$58,080	\$62,970	\$80,085	\$95,570	\$76,010
<b>Total</b>	Count	0	12	3	12	6	
	Mean		\$57,672	\$66,773	\$80,085	\$98,015	\$73,985
	Median		\$58,895	\$62,970	\$79,270	\$98,830	\$76,010
<b>MONCTON</b>							
<b>Male</b>	Count	0	--	--	--	--	
	Mean		--	--	--	--	
	Median		--	--	--	--	
<b>Female</b>	Count	0	6	--	*	3	
	Mean		\$67,176	--	*	\$94,444	\$80,876
	Median		\$57,795	--	*	\$95,936	\$88,311
<b>Total</b>	Count	0	3	--	*	3	
	Mean		\$67,176	--	*	\$94,444	\$80,876
	Median		\$57,795	--	*	\$95,936	\$88,311



INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>MOUNT ALLISON</b>						
<b>Male</b> Count	0	*	--	*	--	3
Mean		*	--	*	--	\$92,857
Median		*	--	*	--	\$104,423
<b>Female</b> Count	0	3	--	*	--	3
Mean		\$67,246	--	*	--	\$71,583
Median		\$69,724	--	*	--	\$70,964
<b>Total</b> Count	0	6	--	3	--	6
Mean		\$67,865	--	\$97,814	--	\$80,700
Median		\$69,724	--	\$104,423	--	\$72,203
<b>MOUNT SAINT VINCENT</b>						
<b>Male</b> Count	0	*	--	--	*	3
Mean		*	--	--	*	\$72,876
Median		*	--	--	*	\$82,432
<b>Female</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	0	*	*	--	*	6
Mean		*	*	--	*	\$69,773
Median		*	*	--	*	\$73,054
<b>NEW BRUNSWICK</b>						
<b>Male</b> Count	5	*	*	*	--	3
Mean		*	*	*	--	\$80,200
Median		*	*	*	--	\$72,000
<b>Female</b> Count	7	*	3	3	*	12
Mean		*	\$91,333	\$104,000	*	\$97,500
Median		*	\$94,000	\$104,000	*	\$101,500
<b>Total</b> Count	12	3	3	6	*	15
Mean		\$74,750	\$86,500	\$103,200	*	\$91,733
Median		\$66,000	\$87,500	\$104,000	*	\$99,000
<b>NSCAD</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>PRINCE EDWARD ISLAND</b>						
<b>Male</b> Count	0	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	--	*	3	*	6
Mean		--	*	\$73,975	*	\$79,026
Median		--	*	\$79,103	*	\$80,346
<b>Total</b> Count	0	*	*	3	*	9
Mean		*	*	\$73,975	*	\$76,484
Median		*	*	\$79,103	*	\$79,103

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>SAINT FRANCIS-XAVIER</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	*	*	3	*	9
Mean		*	*	\$80,139	*	\$77,852
Median		*	*	\$78,941	*	\$78,941
<b>Total</b> Count	0	*	*	6	*	9
Mean		*	*	\$80,139	*	\$77,852
Median		*	*	\$78,941	*	\$78,941
<b>SAINT MARY'S</b>						
<b>Male</b> Count	0	*	--	*	*	3
Mean		*	--	*	*	\$72,594
Median		*	--	*	*	\$74,210
<b>Female</b> Count	0	*	3	--	--	6
Mean		*	\$79,186	--	--	\$66,489
Median		*	\$83,712	--	--	\$70,135
<b>Total</b> Count	0	6	3	*	*	9
Mean		\$51,277	\$79,186	*	*	\$69,203
Median		\$52,736	\$83,712	*	*	\$70,135
<b>BISHOP'S</b>						
<b>Male</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Female</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	0	*	*	--	--	4
Mean		*	*	--	--	\$63,861
Median		*	*	--	--	\$62,949
<b>CONCORDIA</b>						
<b>Male</b> Count	2	3	3	--	--	6
Mean		\$60,226	\$73,230	--	--	\$66,728
Median		\$61,476	\$76,557	--	--	\$64,269
<b>Female</b> Count	2	6	6	9	*	24
Mean		\$55,856	\$77,029	\$89,518	*	\$78,198
Median		\$56,813	\$77,343	\$89,326	*	\$81,724
<b>Total</b> Count	4	9	9	9	*	30
Mean		\$57,313	\$75,763	\$89,518	*	\$75,740
Median		\$58,887	\$76,557	\$89,326	*	\$77,350
<b>MCGILL</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	61	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>BROCK</b>						
<b>Male</b> Count	0	6	--	*	*	6
Mean		\$66,606	--	*	*	\$77,235
Median		\$64,320	--	*	*	\$77,393
<b>Female</b> Count	0	3	3	*	*	12
Mean		\$61,680	\$93,742	*	*	\$84,671
Median		\$60,419	\$92,076	*	*	\$91,935
<b>Total</b> Count	0	6	3	3	3	15
Mean		\$64,495	\$93,742	\$91,396	\$101,078	\$81,882
Median		\$60,419	\$92,076	\$93,408	\$100,145	\$86,974
<b>CARLETON</b>						
<b>Male</b> Count	0	*	*	--	--	3
Mean		*	*	--	--	\$76,249
Median		*	*	--	--	\$78,889
<b>Female</b> Count	1	6	6	6	6	18
Mean		\$77,938	\$100,384	\$97,001	\$122,062	\$99,477
Median		\$74,258	\$105,600	\$102,025	\$119,958	\$106,828
<b>Total</b> Count	1	9	6	6	6	21
Mean		\$76,220	\$94,061	\$97,001	\$122,062	\$96,447
Median		\$73,779	\$93,134	\$102,025	\$119,958	\$102,325
<b>KING'S</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	2	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	2	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>LAKEHEAD</b>						
<b>Male</b> Count	2	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	9	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	11	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>LAURENTIAN</b>						
<b>Male</b> Count	1	*	--	--	6	6
Mean		*	--	--	\$125,928	\$115,766
Median		*	--	--	\$132,322	\$129,802
<b>Female</b> Count	1	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	2	*	*	--	3	6
Mean		*	*	--	\$125,928	\$104,566
Median		*	*	--	\$132,322	\$95,702

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>NOSM</b>						
<b>Male</b> Count	0	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	3	--	--	--	3
Mean		\$59,947	--	--	--	\$59,947
Median		\$59,600	--	--	--	\$59,600
<b>Total</b> Count	0	3	--	--	--	3
Mean		\$59,460	--	--	--	\$59,460
Median		\$58,800	--	--	--	\$58,800
<b>OTTAWA</b>						
<b>Male</b> Count	8	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	29	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	37	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>QUEEN'S</b>						
<b>Male</b> Count	0	3	*	*	*	9
Mean		\$61,092	*	*	*	\$78,527
Median		\$60,275	*	*	*	\$77,472
<b>Female</b> Count	0	12	6	12	*	33
Mean		\$60,641	\$81,595	\$89,450	*	\$77,572
Median		\$59,720	\$80,425	\$88,735	*	\$81,746
<b>Total</b> Count	0	15	9	15	3	39
Mean		\$60,731	\$80,679	\$89,932	\$97,323	\$77,758
Median		\$59,865	\$79,215	\$89,060	\$99,195	\$80,425
<b>ROYAL MILITARY COLLEGE</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	--	*	*	--	3
Mean		--	*	*	--	\$68,317
Median		--	*	*	--	\$63,487
<b>Total</b> Count	0	--	*	*	--	3
Mean		--	*	*	--	\$68,317
Median		--	*	*	--	\$63,487
<b>RYERSON</b>						
<b>Male</b> Count	0	6	--	*	--	9
Mean		\$63,125	--	*	--	\$74,432
Median		\$60,846	--	*	--	\$66,458
<b>Female</b> Count	2	3	3	6	3	15
Mean		\$58,516	\$80,798	\$97,974	\$107,378	\$83,267
Median		\$60,792	\$82,879	\$100,186	\$104,852	\$85,262
<b>Total</b> Count	2	12	3	6	3	24
Mean		\$60,821	\$80,798	\$99,549	\$107,378	\$80,456
Median		\$60,819	\$82,879	\$100,186	\$104,852	\$80,620

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>TORONTO</b>						
<b>Male</b> Count	27	--	--	--	16	16
Mean		--	--	--	\$89,562	\$89,562
Median		--	--	--	\$102,757	\$102,757
<b>Female</b> Count	49	--	--	--	46	46
Mean		--	--	--	\$86,174	\$86,174
Median		--	--	--	\$86,196	\$86,196
<b>Total</b> Count	76	--	--	--	62	62
Mean		--	--	--	\$87,049	\$87,049
Median		--	--	--	\$92,784	\$92,784
<b>TRENT</b>						
<b>Male</b> Count	2	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	3	--	*	--	*	*
Mean		--	*	--	*	*
Median		--	*	--	*	*
<b>Total</b> Count	5	*	*	--	*	3
Mean		*	*	--	*	\$100,202
Median		*	*	--	*	\$99,905
<b>WATERLOO</b>						
<b>Male</b> Count	6	--	--	*	--	*
Mean		--	--	*	--	*
Median		--	--	*	--	*
<b>Female</b> Count	3	9	3	3	6	21
Mean		\$59,844	\$80,185	\$79,852	\$85,588	\$74,628
Median		\$61,132	\$80,792	\$84,508	\$83,155	\$79,343
<b>Total</b> Count	9	6	3	6	6	21
Mean		\$59,844	\$80,185	\$90,878	\$85,588	\$77,371
Median		\$61,132	\$80,792	\$88,045	\$83,155	\$80,068
<b>WESTERN</b>						
<b>Male</b> Count	7	*	*	*	*	6
Mean		*	*	*	*	\$70,354
Median		*	*	*	*	\$72,927
<b>Female</b> Count	19	15	*	3	3	21
Mean		\$58,855	*	\$72,139	\$82,111	\$65,321
Median		\$58,128	*	\$73,548	\$81,846	\$60,058
<b>Total</b> Count	26	15	3	3	6	30
Mean		\$58,684	\$66,421	\$72,778	\$81,020	\$66,536
Median		\$58,128	\$65,956	\$73,548	\$80,746	\$61,720
<b>WILFRID LAURIER</b>						
<b>Male</b> Count	1	6	--	--	*	3
Mean		\$65,274	--	--	*	\$72,737
Median		\$61,065	--	--	*	\$69,129
<b>Female</b> Count	0	6	*	--	6	12
Mean		\$72,310	*	--	\$109,407	\$87,363
Median		\$72,675	*	--	\$109,258	\$91,314
<b>Total</b> Count	1	9	*	--	6	18
Mean		\$69,752	*	--	\$108,043	\$83,300
Median		\$69,129	*	--	\$108,093	\$82,917

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>WINDSOR</b>						
<b>Male</b> Count	0	*	--	*	3	6
Mean		*	--	*	\$102,292	\$89,571
Median		*	--	*	\$106,527	\$92,486
<b>Female</b> Count	0	9	6	*	3	15
Mean		\$64,190	\$78,092	*	\$96,565	\$76,700
Median		\$63,780	\$80,203	*	\$108,271	\$74,208
<b>Total</b> Count	0	9	6	3	6	24
Mean		\$63,529	\$78,092	\$90,192	\$99,837	\$80,990
Median		\$63,780	\$80,203	\$87,899	\$108,271	\$80,203
<b>YORK</b>						
<b>Male</b> Count	5	6	*	*	--	6
Mean		\$87,645	*	*	--	\$94,068
Median		\$90,539	*	*	--	\$94,484
<b>Female</b> Count	11	12	*	*	6	21
Mean		\$79,309	*	*	\$125,738	\$94,175
Median		\$79,125	*	*	\$125,433	\$87,151
<b>Total</b> Count	16	18	3	*	3	30
Mean		\$81,624	\$102,762	*	\$125,738	\$94,146
Median		\$80,171	\$103,593	*	\$125,433	\$89,894
<b>ALBERTA</b>						
<b>Male</b> Count	0	*	*	6	*	12
Mean		*	*	\$106,692	*	\$104,927
Median		*	*	\$108,384	*	\$103,540
<b>Female</b> Count	0	3	6	9	*	21
Mean		\$75,429	\$81,112	\$96,067	*	\$88,069
Median		\$68,682	\$79,643	\$93,660	*	\$91,964
<b>Total</b> Count	0	6	9	15	*	30
Mean		\$82,569	\$86,918	\$100,317	*	\$93,688
Median		\$83,430	\$81,000	\$93,660	*	\$93,660
<b>ATHABASCA</b>						
<b>Male</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Female</b> Count	2	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	2	*	*	--	--	4
Mean		*	*	--	--	\$81,549
Median		*	*	--	--	\$81,300
<b>BRITISH COLUMBIA</b>						
<b>Male</b> Count	20	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	45	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	65	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>CALGARY</b>						
<b>Male</b> Count	0	*	3	--	*	6
Mean		*	\$79,943	--	*	\$78,575
Median		*	\$82,124	--	*	\$78,842
<b>Female</b> Count	0	15	6	*	*	24
Mean		\$72,078	\$76,420	*	*	\$77,464
Median		\$73,158	\$73,072	*	*	\$74,000
<b>Total</b> Count	0	18	9	*	3	30
Mean		\$70,868	\$77,595	*	\$108,268	\$77,673
Median		\$69,778	\$75,560	*	\$108,000	\$74,000
<b>LETHBRIDGE</b>						
<b>Male</b> Count	0	*	*	--	--	3
Mean		*	*	--	--	\$71,566
Median		*	*	--	--	\$80,497
<b>Female</b> Count	0	*	6	3	*	9
Mean		*	\$94,570	\$104,703	*	\$91,366
Median		*	\$95,471	\$108,696	*	\$95,052
<b>Total</b> Count	0	*	9	3	*	15
Mean		*	\$91,394	\$104,703	*	\$86,797
Median		*	\$89,840	\$108,696	*	\$89,840
<b>MANITOBA</b>						
<b>Male</b> Count	15	--	--	--	*	*
Mean		--	--	--	*	*
Median		--	--	--	*	*
<b>Female</b> Count	31	3	*	*	3	9
Mean		\$65,530	*	*	\$100,289	\$84,430
Median		\$61,688	*	*	\$98,877	\$88,739
<b>Total</b> Count	46	3	*	*	6	12
Mean		\$65,530	*	*	\$101,037	\$87,721
Median		\$61,688	*	*	\$98,877	\$92,118
<b>NORTHERN BRITISH COLUMBIA</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	7	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	7	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>REGINA</b>						
<b>Male</b> Count	1	--	*	*	3	6
Mean		--	*	*	\$92,842	\$82,458
Median		--	*	*	\$95,369	\$85,319
<b>Female</b> Count	0	3	6	*	3	9
Mean		\$56,471	\$77,366	*	\$91,511	\$75,643
Median		\$56,670	\$76,814	*	\$93,323	\$78,659
<b>Total</b> Count	1	3	6	*	6	18
Mean		\$56,471	\$73,395	*	\$92,177	\$78,048
Median		\$56,670	\$74,962	*	\$94,346	\$78,663

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>SASKATCHEWAN</b>						
<b>Male</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Total</b>	Count	40	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>SIMON FRASER</b>						
<b>Male</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Total</b>	Count	40	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>ST. BONIFACE</b>						
<b>Male</b>	Count	0	--	*	--	*
	Mean		--	*	--	*
	Median		--	*	--	*
<b>Female</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Total</b>	Count	0	--	*	--	*
	Mean		--	*	--	*
	Median		--	*	--	*
<b>ST. THOMAS MORE</b>						
<b>Male</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	0	--	*	--	*
	Mean		--	*	--	*
	Median		--	*	--	*
<b>Total</b>	Count	0	--	*	--	*
	Mean		--	*	--	*
	Median		--	*	--	*
<b>VICTORIA</b>						
<b>Male</b>	Count	8	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	25	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Total</b>	Count	33	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--



INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>OPSEU</b>						
<b>Male</b> Count	1	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	6	3	--	*	*	6
Mean		\$72,378	--	*	*	\$82,597
Median		\$73,201	--	*	*	\$87,918
<b>Total</b> Count	7	3	--	*	*	9
Mean		\$71,395	--	*	*	\$79,428
Median		\$71,017	--	*	*	\$78,110
<b>FPSE</b>						
<b>Male</b> Count	5	*	*	--	--	3
Mean		*	*	--	--	\$75,854
Median		*	*	--	--	\$77,353
<b>Female</b> Count	22	9	3	3	*	18
Mean		\$70,842	\$83,218	\$79,878	*	\$76,479
Median		\$69,650	\$82,591	\$81,000	*	\$78,729
<b>Total</b> Count	27	9	3	3	*	21
Mean		\$70,056	\$82,533	\$79,878	*	\$76,380
Median		\$69,650	\$82,591	\$81,000	*	\$78,729
<b>EAST/EST</b>						
<b>Male</b> Count	5	15	*	9	3	33
Mean		\$57,513	*	\$90,005	\$91,066	\$74,531
Median		\$58,000	*	\$89,274	\$89,870	\$70,862
<b>Female</b> Count	7	33	18	27	15	96
Mean		\$60,653	\$75,983	\$85,787	\$96,225	\$77,596
Median		\$57,797	\$75,998	\$85,790	\$97,095	\$78,941
<b>Total</b> Count	12	48	21	39	21	126
Mean		\$59,629	\$76,783	\$86,947	\$95,242	\$76,823
Median		\$57,898	\$75,998	\$87,360	\$96,451	\$77,640
<b>QUEBEC/QUÉBEC</b>						
<b>Male</b> Count	2	3	6	--	--	9
Mean		\$57,486	\$74,993	--	--	\$66,239
Median		\$58,354	\$77,562	--	--	\$64,269
<b>Female</b> Count	2	9	6	6	*	24
Mean		\$54,915	\$76,973	\$89,518	*	\$76,927
Median		\$54,739	\$76,634	\$89,326	*	\$79,762
<b>Total</b> Count	65	12	9	6	*	30
Mean		\$55,849	\$76,253	\$89,518	*	\$74,255
Median		\$55,231	\$76,634	\$89,326	*	\$76,596
<b>ONTARIO</b>						
<b>Male</b> Count	60	31	7	11	29	78
Mean		\$68,334	\$85,306	\$96,852	\$96,817	\$84,469
Median		\$65,913	\$78,889	\$98,025	\$102,852	\$80,753
<b>Female</b> Count	135	80	35	35	83	233
Mean		\$66,237	\$85,442	\$88,221	\$94,381	\$82,450
Median		\$62,782	\$82,879	\$88,529	\$100,145	\$80,792
<b>Total</b> Count	195	111	42	46	112	311
Mean		\$66,823	\$85,419	\$90,285	\$95,012	\$82,956
Median		\$64,000	\$82,357	\$89,580	\$102,054	\$80,792

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>WEST/OUEST</b>						
<b>Male</b> Count	49	7	12	7	7	33
Mean		\$73,303	\$82,622	\$103,639	\$98,070	\$88,380
Median		\$66,004	\$82,062	\$108,384	\$95,369	\$86,406
<b>Female</b> Count	132	35	27	21	12	95
Mean		\$69,679	\$82,135	\$92,172	\$96,756	\$81,611
Median		\$69,650	\$80,879	\$92,118	\$97,520	\$80,000
<b>Total</b> Count	261	42	39	28	19	128
Mean		\$70,283	\$82,285	\$95,039	\$97,240	\$83,357
Median		\$68,325	\$81,000	\$93,660	\$95,369	\$82,031
<b>CANADA</b>						
<b>Male</b> Count	116	57	25	29	40	151
Mean		\$65,336	\$82,262	\$95,893	\$96,461	\$82,252
Median		\$62,970	\$80,282	\$97,550	\$99,964	\$81,217
<b>Female</b> Count	276	153	87	93	114	447
Mean		\$65,375	\$81,777	\$88,466	\$95,065	\$80,944
Median		\$61,688	\$80,792	\$88,529	\$98,197	\$80,000
<b>Total</b> Count	533	210	112	122	154	598
Mean		\$65,364	\$81,885	\$90,231	\$95,428	\$81,274
Median		\$61,980	\$80,461	\$89,527	\$98,197	\$80,395

-- No individuals in this category  
*Il n'y a aucune personne dans cette catégorie*

\* To preserve confidentiality, no data are presented for this category  
*Aucune donnée divulguée dans cette catégorie afin d'en protéger la confidentialité*

*Italics* indicates estimated data in the form of random rounding (base 3) for all counts at this institution to preserve confidentiality

Les données en *italiques* représentent les chiffres de cet établissement qui sont arrondis aléatoirement (base 3) par souci de confidentialité

NR Not reported: For records where either the descriptor variable or the salary was not reported, the data was not included in the calculation of the results. In cases where the sex was missing, the NR number is included in the total NR column only. NR data is also excluded from totals  
 Non déclaré : Pour les enregistrements don't la variable descriptive ou le salaire n'a pas été indiqué, le nombre NR est inclus dans la colonne du total NR seulement. Les données NR sont aussi exclues des totaux

TABLE 8 / TABLEAU 8 - 2007-2008

**LIBRARIAN SALARIES BY INSTITUTION, SEX AND EXPERIENCE**  
**SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS L'INSTITUTION, LE SEXE ET L'EXPÉRIENCE**

YEARS SINCE APPOINTED TO CURRENT RANK / NOMBRE D'ANNÉES DEPUIS LA NOMINATION AU RANG ACTUEL

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>CAPE BRETON</b>						
<b>Male</b>	Count	0	*	--	--	*
	Mean		*	--	--	*
	Median		*	--	--	*
<b>Female</b>	Count	0	3	*	--	3
	Mean		\$61,824	*	--	\$65,420
	Median		\$65,879	*	--	\$65,879
<b>Total</b>	Count	0	3	*	--	6
	Mean		\$59,796	*	--	\$63,079
	Median		\$59,796	*	--	\$65,879
<b>DALHOUSIE</b>						
<b>Male</b>	Count	0	4	3	--	7
	Mean		\$56,322	\$90,847	--	\$71,119
	Median		\$56,875	\$89,274	--	\$63,463
<b>Female</b>	Count	0	8	3	9	20
	Mean		\$57,827	\$77,629	\$96,123	\$78,030
	Median		\$59,387	\$75,827	\$97,095	\$82,013
<b>Total</b>	Count	0	12	6	9	27
	Mean		\$57,326	\$84,238	\$96,123	\$76,239
	Median		\$57,797	\$87,750	\$97,095	\$75,827
<b>MEMORIAL</b>						
<b>Male</b>	Count	0	6	*	*	9
	Mean		\$58,895	*	*	\$72,954
	Median		\$63,785	*	*	\$71,120
<b>Female</b>	Count	0	12	9	3	27
	Mean		\$63,785	\$73,656	\$91,088	\$74,315
	Median		\$61,340	\$76,010	\$91,495	\$76,010
<b>Total</b>	Count	0	12	9	6	33
	Mean		\$62,388	\$74,676	\$90,354	\$73,985
	Median		\$62,970	\$77,640	\$87,420	\$76,010
<b>MONCTON</b>						
<b>Male</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	1	5	*	*	8
	Mean		\$70,021	*	*	\$79,008
	Median		\$59,745	*	*	\$84,856
<b>Total</b>	Count	1	5	*	*	8
	Mean		\$70,021	*	*	\$79,008
	Median		\$59,745	*	*	\$84,856

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>MOUNT ALLISON</b>						
<b>Male</b> Count	0	3	--	--	--	3
Mean		\$92,857	--	--	--	\$92,857
Median		\$104,423	--	--	--	\$104,423
<b>Female</b> Count	0	*	*	--	--	6
Mean		*	*	--	--	\$71,583
Median		*	*	--	--	\$70,964
<b>Total</b> Count	0	6	*	--	--	6
Mean		\$81,621	*	--	--	\$80,700
Median		\$69,724	*	--	--	\$72,203
<b>MOUNT SAINT VINCENT</b>						
<b>Male</b> Count	0	*	--	*	--	3
Mean		*	--	*	--	\$72,876
Median		*	--	*	--	\$82,432
<b>Female</b> Count	1	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Total</b> Count	1	*	*	*	--	6
Mean		*	*	*	--	\$72,921
Median		*	*	*	--	\$77,743
<b>NEW BRUNSWICK</b>						
<b>Male</b> Count	3	6	*	*	--	6
Mean		\$61,500	*	*	--	\$69,714
Median		\$62,500	*	*	--	\$67,000
<b>Female</b> Count	8	3	6	*	--	9
Mean		\$66,667	\$101,500	*	--	\$90,444
Median		\$65,000	\$101,500	*	--	\$99,000
<b>Total</b> Count	11	6	6	3	--	18
Mean		\$63,714	\$91,500	\$102,333	--	\$81,375
Median		\$65,000	\$96,500	\$99,000	--	\$79,500
<b>NSCAD</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	*	--	*	--	*
Mean		*	--	*	--	*
Median		*	--	*	--	*
<b>Total</b> Count	0	*	--	*	--	*
Mean		*	--	*	--	*
Median		*	--	*	--	*
<b>PRINCE EDWARD ISLAND</b>						
<b>Male</b> Count	0	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	*	3	*	--	6
Mean		*	\$90,034	*	--	\$79,026
Median		*	\$86,564	*	--	\$80,346
<b>Total</b> Count	0	3	3	*	--	6
Mean		\$65,530	\$90,034	*	--	\$76,484
Median		\$61,231	\$86,564	*	--	\$79,103

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>SAINT FRANCIS-XAVIER</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	4	--	4	--	8
Mean		\$70,888	--	\$84,816	--	\$77,852
Median		\$78,941	--	\$84,816	--	\$78,941
<b>Total</b> Count	0	4	--	4	--	8
Mean		\$70,888	--	\$84,816	--	\$77,852
Median		\$78,941	--	\$84,816	--	\$78,941
<b>SAINT MARY'S</b>						
<b>Male</b> Count	0	*	--	*	--	3
Mean		*	--	*	--	\$72,594
Median		*	--	*	--	\$74,210
<b>Female</b> Count	0	*	3	--	--	3
Mean		*	\$79,186	--	--	\$66,489
Median		*	\$83,712	--	--	\$70,135
<b>Total</b> Count	0	3	3	*	--	9
Mean		\$51,277	\$79,186	*	--	\$69,203
Median		\$52,736	\$83,712	*	--	\$70,135
<b>BISHOP'S</b>						
<b>Male</b> Count	0	*	--	*	--	*
Mean		*	--	*	--	*
Median		*	--	*	--	*
<b>Female</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	0	*	*	*	--	4
Mean		*	*	*	--	\$63,861
Median		*	*	*	--	\$62,949
<b>CONCORDIA</b>						
<b>Male</b> Count	2	3	*	*	--	6
Mean		\$61,312	*	*	--	\$66,728
Median		\$62,723	*	*	--	\$64,269
<b>Female</b> Count	3	9	*	9	*	21
Mean		\$64,092	*	\$88,094	*	\$77,533
Median		\$61,169	*	\$84,260	*	\$81,379
<b>Total</b> Count	5	12	3	12	*	27
Mean		\$63,165	\$74,176	\$86,940	*	\$75,132
Median		\$62,464	\$76,542	\$83,688	*	\$76,557
<b>MCGILL</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	61	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>BROCK</b>						
<b>Male</b> Count	0	6	--	*	--	6
Mean		\$66,606	--	*	--	\$77,235
Median		\$64,320	--	*	--	\$77,393
<b>Female</b> Count	0	3	3	3	--	12
Mean		\$66,513	\$92,426	\$101,126	--	\$84,671
Median		\$63,522	\$92,076	\$100,145	--	\$91,935
<b>Total</b> Count	0	6	3	6	--	15
Mean		\$66,560	\$92,426	\$100,072	--	\$81,882
Median		\$63,522	\$92,076	\$99,770	--	\$86,974
<b>CARLETON</b>						
<b>Male</b> Count	0	3	--	--	--	3
Mean		\$76,249	--	--	--	\$76,249
Median		\$78,889	--	--	--	\$78,889
<b>Female</b> Count	1	7	4	4	5	20
Mean		\$85,202	\$101,760	\$113,709	\$106,250	\$99,477
Median		\$74,737	\$108,353	\$113,714	\$117,487	\$106,828
<b>Total</b> Count	1	10	4	4	5	23
Mean		\$82,516	\$101,760	\$113,709	\$106,250	\$96,447
Median		\$76,813	\$108,353	\$113,714	\$117,487	\$102,325
<b>KING'S</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	2	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	2	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>LAKEHEAD</b>						
<b>Male</b> Count	0	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	3	*	3	--	9
Mean		\$68,111	*	\$82,764	--	\$77,899
Median		\$65,732	*	\$84,743	--	\$82,086
<b>Total</b> Count	0	6	*	3	--	9
Mean		\$64,039	*	\$82,764	--	\$73,899
Median		\$60,724	*	\$84,743	--	\$78,295
<b>LAURENTIAN</b>						
<b>Male</b> Count	0	3	--	3	--	6
Mean		\$87,114	--	\$136,003	--	\$111,558
Median		\$90,521	--	\$134,843	--	\$112,752
<b>Female</b> Count	0	*	*	*	--	3
Mean		*	*	*	--	\$81,962
Median		*	*	*	--	\$92,751
<b>Total</b> Count	0	6	*	3	--	9
Mean		\$79,970	*	\$125,652	--	\$101,693
Median		\$82,820	*	\$132,322	--	\$94,597

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>NOSM</b>						
<b>Male</b> Count	0	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	3	--	--	--	3
Mean		\$59,947	--	--	--	\$59,947
Median		\$59,600	--	--	--	\$59,600
<b>Total</b> Count	0	3	--	--	--	3
Mean		\$59,460	--	--	--	\$59,460
Median		\$58,800	--	--	--	\$58,800
<b>OTTAWA</b>						
<b>Male</b> Count	0	3	*	--	3	6
Mean		\$55,630	*	--	\$79,583	\$71,745
Median		\$55,630	*	--	\$82,383	\$71,272
<b>Female</b> Count	0	9	6	6	6	27
Mean		\$69,643	\$69,947	\$84,320	\$81,421	\$75,585
Median		\$68,240	\$75,872	\$86,728	\$82,383	\$74,493
<b>Total</b> Count	0	12	9	6	9	36
Mean		\$66,409	\$73,500	\$84,320	\$80,869	\$74,755
Median		\$67,505	\$77,251	\$86,728	\$82,383	\$74,493
<b>QUEEN'S</b>						
<b>Male</b> Count	0	6	*	--	--	9
Mean		\$74,413	*	--	--	\$78,527
Median		\$71,278	*	--	--	\$77,472
<b>Female</b> Count	0	18	3	9	--	33
Mean		\$68,624	\$89,557	\$89,804	--	\$77,572
Median		\$64,000	\$90,020	\$88,430	--	\$81,746
<b>Total</b> Count	0	24	6	9	--	42
Mean		\$70,014	\$89,931	\$89,804	--	\$77,758
Median		\$65,000	\$90,020	\$88,430	--	\$80,425
<b>ROYAL MILITARY COLLEGE</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	3	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	3	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>RYERSON</b>						
<b>Male</b> Count	0	6	3	--	--	6
Mean		\$67,208	\$84,064	--	--	\$74,432
Median		\$58,940	\$78,360	--	--	\$66,458
<b>Female</b> Count	1	6	6	3	*	15
Mean		\$64,884	\$103,280	\$80,798	*	\$81,901
Median		\$60,846	\$105,519	\$82,879	*	\$84,070
<b>Total</b> Count	1	9	9	3	*	21
Mean		\$65,729	\$95,044	\$80,798	*	\$79,628
Median		\$60,846	\$104,852	\$82,879	*	\$78,360

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>TORONTO</b>						
<b>Male</b> Count	43	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	95	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	138	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>TRENT</b>						
<b>Male</b> Count	0	*	*	--	--	3
Mean		*	*	--	--	\$95,576
Median		*	*	--	--	\$93,115
<b>Female</b> Count	0	*	--	*	*	5
Mean		*	--	*	*	\$109,946
Median		*	--	*	*	\$123,430
<b>Total</b> Count	0	3	*	*	*	8
Mean		\$85,570	*	*	*	\$104,557
Median		\$79,534	*	*	*	\$108,124
<b>WATERLOO</b>						
<b>Male</b> Count	6	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	3	15	6	*	--	21
Mean		\$71,170	\$87,886	*	--	\$74,628
Median		\$70,728	\$90,192	*	--	\$79,343
<b>Total</b> Count	9	15	3	*	--	24
Mean		\$75,158	\$87,886	*	--	\$77,371
Median		\$73,592	\$90,192	*	--	\$80,068
<b>WESTERN</b>						
<b>Male</b> Count	14	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	41	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	55	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>WILFRID LAURIER</b>						
<b>Male</b> Count	1	6	--	--	*	3
Mean		\$65,274	--	--	*	\$72,737
Median		\$61,065	--	--	*	\$69,129
<b>Female</b> Count	0	6	*	6	*	15
Mean		\$70,916	*	\$99,770	*	\$87,363
Median		\$68,684	*	\$103,575	*	\$91,314
<b>Total</b> Count	1	9	*	3	3	18
Mean		\$68,659	*	\$99,770	\$107,034	\$83,300
Median		\$66,911	*	\$103,575	\$108,093	\$82,917



INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>WINDSOR</b>						
<b>Male</b> Count	0	3	--	--	3	9
Mean		\$78,073	--	--	\$108,735	\$89,571
Median		\$82,961	--	--	\$110,038	\$92,486
<b>Female</b> Count	0	9	*	*	*	18
Mean		\$68,134	*	*	*	\$76,700
Median		\$68,130	*	*	*	\$74,208
<b>Total</b> Count	0	18	*	*	3	24
Mean		\$71,240	*	*	\$109,547	\$80,990
Median		\$68,148	*	*	\$110,038	\$80,203
<b>YORK</b>						
<b>Male</b> Count	8	*	--	3	--	3
Mean		*	--	\$104,773	--	\$99,190
Median		*	--	\$103,662	--	\$103,525
<b>Female</b> Count	18	3	--	3	6	12
Mean		\$91,762	--	\$117,258	\$123,801	\$110,957
Median		\$89,894	--	\$112,108	\$125,035	\$113,112
<b>Total</b> Count	26	6	--	6	6	18
Mean		\$91,492	--	\$111,016	\$123,801	\$107,860
Median		\$90,539	--	\$105,863	\$125,035	\$104,594
<b>ALBERTA</b>						
<b>Male</b> Count	0	*	6	*	--	12
Mean		*	\$103,638	*	--	\$104,927
Median		*	\$98,696	*	--	\$103,540
<b>Female</b> Count	0	3	15	--	--	18
Mean		\$80,488	\$89,407	--	--	\$88,069
Median		\$81,000	\$93,660	--	--	\$91,964
<b>Total</b> Count	0	6	24	*	--	30
Mean		\$94,321	\$93,557	*	--	\$93,688
Median		\$85,804	\$94,330	*	--	\$93,660
<b>ATHABASCA</b>						
<b>Male</b> Count	0	--	*	*	--	*
Mean		--	*	*	--	*
Median		--	*	*	--	*
<b>Female</b> Count	0	3	*	--	--	6
Mean		\$63,996	*	--	--	\$67,131
Median		\$58,728	*	--	--	\$67,632
<b>Total</b> Count	0	3	*	*	--	6
Mean		\$63,996	*	*	--	\$73,380
Median		\$58,728	*	*	--	\$77,220
<b>BRITISH COLUMBIA</b>						
<b>Male</b> Count	0	6	5	6	3	20
Mean		\$87,214	\$93,319	\$83,777	\$80,365	\$86,682
Median		\$88,368	\$95,288	\$81,042	\$80,445	\$80,542
<b>Female</b> Count	0	14	11	10	10	45
Mean		\$72,348	\$90,403	\$86,931	\$88,834	\$83,666
Median		\$66,182	\$81,331	\$82,495	\$87,816	\$81,331
<b>Total</b> Count	0	20	16	16	13	65
Mean		\$76,808	\$91,314	\$85,748	\$86,880	\$84,594
Median		\$66,875	\$83,249	\$81,828	\$85,624	\$80,576

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>CALGARY</b>						
<b>Male</b> Count	0	3	--	*	--	6
Mean		\$72,443	--	*	--	\$78,575
Median		\$75,560	--	*	--	\$78,842
<b>Female</b> Count	3	18	3	3	--	24
Mean		\$72,104	\$86,353	\$98,522	--	\$78,028
Median		\$72,164	\$86,158	\$107,567	--	\$74,000
<b>Total</b> Count	3	21	3	6	--	30
Mean		\$72,185	\$86,353	\$101,201	--	\$78,141
Median		\$72,555	\$86,158	\$107,784	--	\$74,000
<b>LETHBRIDGE</b>						
<b>Male</b> Count	0	*	*	--	--	3
Mean		*	*	--	--	\$71,566
Median		*	*	--	--	\$80,497
<b>Female</b> Count	0	*	3	6	--	12
Mean		*	\$95,670	\$99,990	--	\$91,366
Median		*	\$95,471	\$101,973	--	\$95,052
<b>Total</b> Count	0	3	6	6	--	12
Mean		\$65,226	\$91,877	\$99,990	--	\$86,797
Median		\$65,248	\$92,656	\$101,973	--	\$89,840
<b>MANITOBA</b>						
<b>Male</b> Count	10	3	*	--	--	9
Mean		\$81,390	*	--	--	\$83,895
Median		\$79,439	*	--	--	\$79,439
<b>Female</b> Count	24	12	6	--	--	18
Mean		\$82,584	\$87,344	--	--	\$84,369
Median		\$79,454	\$86,087	--	--	\$81,271
<b>Total</b> Count	34	15	6	--	--	21
Mean		\$82,186	\$88,048	--	--	\$84,225
Median		\$79,439	\$86,087	--	--	\$80,976
<b>NORTHERN BRITISH COLUMBIA</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	*	3	3	--	6
Mean		*	\$66,281	\$73,957	--	\$70,134
Median		*	\$64,308	\$70,226	--	\$70,226
<b>Total</b> Count	0	*	3	3	--	9
Mean		*	\$66,281	\$73,957	--	\$70,134
Median		*	\$64,308	\$70,226	--	\$70,226
<b>REGINA</b>						
<b>Male</b> Count	1	*	*	3	*	6
Mean		*	*	\$92,842	*	\$82,458
Median		*	*	\$95,369	*	\$85,319
<b>Female</b> Count	0	6	6	*	--	9
Mean		\$66,702	\$82,881	*	--	\$75,643
Median		\$66,790	\$79,771	*	--	\$78,659
<b>Total</b> Count	1	9	3	3	*	18
Mean		\$66,105	\$79,981	\$94,715	*	\$78,048
Median		\$62,524	\$78,663	\$96,604	*	\$78,663

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>SASKATCHEWAN</b>						
<b>Male</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Total</b>	Count	40	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>SIMON FRASER</b>						
<b>Male</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Total</b>	Count	40	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>ST. BONIFACE</b>						
<b>Male</b>	Count	0	--	--	--	*
	Mean		--	--	--	*
	Median		--	--	--	*
<b>Female</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Total</b>	Count	0	--	--	--	*
	Mean		--	--	--	*
	Median		--	--	--	*
<b>ST. THOMAS MORE</b>						
<b>Male</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	0	*	--	--	*
	Mean		*	--	--	*
	Median		*	--	--	*
<b>Total</b>	Count	0	*	--	--	*
	Mean		*	--	--	*
	Median		*	--	--	*
<b>VICTORIA</b>						
<b>Male</b>	Count	0	3	*	*	6
	Mean		\$71,759	*	*	\$80,262
	Median		\$71,843	*	*	\$79,638
<b>Female</b>	Count	5	15	*	*	21
	Mean		\$67,561	*	*	\$71,661
	Median		\$69,415	*	*	\$70,396
<b>Total</b>	Count	5	18	3	6	27
	Mean		\$68,610	\$87,039	\$93,380	\$74,119
	Median		\$69,582	\$86,477	\$93,560	\$73,841

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>OPSEU</b>						
<b>Male</b> Count	1	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	5	3	*	--	*	9
Mean		\$77,488	*	--	*	\$82,657
Median		\$78,110	*	--	*	\$83,018
<b>Total</b> Count	6	6	*	--	*	9
Mean		\$74,965	*	--	*	\$79,827
Median		\$72,109	*	--	*	\$83,018
<b>FPSE</b>						
<b>Male</b> Count	5	3	--	--	--	3
Mean		\$75,854	--	--	--	\$75,854
Median		\$77,353	--	--	--	\$77,353
<b>Female</b> Count	30	6	--	*	*	6
Mean		\$72,640	--	*	*	\$73,321
Median		\$71,166	--	*	*	\$72,340
<b>Total</b> Count	35	9	--	*	*	9
Mean		\$73,711	--	*	*	\$74,012
Median		\$72,681	--	*	*	\$72,681
<b>EAST/EST</b>						
<b>Male</b> Count	3	21	9	6	*	33
Mean		\$64,133	\$82,012	\$89,802	*	\$72,705
Median		\$61,231	\$80,900	\$90,078	*	\$68,362
<b>Female</b> Count	10	39	27	24	*	90
Mean		\$63,337	\$81,623	\$92,500	*	\$76,713
Median		\$60,394	\$82,530	\$96,050	*	\$77,640
<b>Total</b> Count	13	60	36	27	3	126
Mean		\$63,611	\$81,703	\$92,018	\$98,287	\$75,631
Median		\$60,977	\$82,060	\$95,816	\$102,090	\$76,110
<b>QUEBEC/QUÉBEC</b>						
<b>Male</b> Count	2	6	*	*	--	6
Mean		\$58,902	*	*	--	\$66,239
Median		\$61,476	*	*	--	\$64,269
<b>Female</b> Count	3	9	3	9	*	21
Mean		\$62,445	\$73,532	\$88,094	*	\$76,265
Median		\$58,887	\$76,542	\$84,260	*	\$78,144
<b>Total</b> Count	66	15	6	9	*	30
Mean		\$61,180	\$74,791	\$86,335	*	\$73,678
Median		\$60,181	\$76,588	\$83,116	*	\$76,557
<b>ONTARIO</b>						
<b>Male</b> Count	73	41	9	8	7	65
Mean		\$73,017	\$90,190	\$114,914	\$95,363	\$82,958
Median		\$69,129	\$91,072	\$105,397	\$102,587	\$82,153
<b>Female</b> Count	169	98	34	40	27	199
Mean		\$71,617	\$88,883	\$95,071	\$103,475	\$83,604
Median		\$67,522	\$90,658	\$95,176	\$108,093	\$82,383
<b>Total</b> Count	242	139	43	48	34	264
Mean		\$72,030	\$89,156	\$98,378	\$101,805	\$83,445
Median		\$68,130	\$91,072	\$98,276	\$103,690	\$82,383

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>WEST/OUEST</b>						
<b>Male</b> Count	16	29	18	15	4	66
Mean		\$79,506	\$94,563	\$89,351	\$81,604	\$85,977
Median		\$77,353	\$95,144	\$87,060	\$80,476	\$82,465
<b>Female</b> Count	62	77	51	25	12	165
Mean		\$72,288	\$87,111	\$89,817	\$86,296	\$80,544
Median		\$71,774	\$85,167	\$84,253	\$86,667	\$78,659
<b>Total</b> Count	158	106	69	40	16	231
Mean		\$74,263	\$89,055	\$89,642	\$85,123	\$82,096
Median		\$72,948	\$90,267	\$86,190	\$83,620	\$80,000
<b>CANADA</b>						
<b>Male</b> Count	94	96	35	30	12	173
Mean		\$72,299	\$90,471	\$95,514	\$91,337	\$81,322
Median		\$66,502	\$91,072	\$91,980	\$88,196	\$80,497
<b>Female</b> Count	244	224	115	97	43	479
Mean		\$70,001	\$85,992	\$92,460	\$97,693	\$80,874
Median		\$67,442	\$85,167	\$93,148	\$94,532	\$80,000
<b>Total</b> Count	479	320	150	127	55	652
Mean		\$70,690	\$87,037	\$93,181	\$96,306	\$80,993
Median		\$67,244	\$86,520	\$93,148	\$92,817	\$80,338

-- No individuals in this category  
*Il n'y a aucune personne dans cette catégorie*

\* To preserve confidentiality, no data are presented for this category  
*Aucune donnée divulguée dans cette catégorie afin d'en protéger la confidentialité*

*Italics* indicates estimated data in the form of random rounding (base 3) for all counts at this institution to preserve confidentiality

Les données en *italiques* représentent les chiffres de cet établissement qui sont arrondis aléatoirement (base 3) par souci de confidentialité

NR Not reported: For records where either the descriptor variable or the salary was not reported, the data was not included in the calculation of the results. In cases where the sex was missing, the NR number is included in the total NR column only. NR data is also excluded from totals  
 Non déclaré : Pour les enregistrements don't la variable descriptive ou le salaire n'a pas été indiqué, le nombre NR est inclus dans la colonne du total NR seulement. Les données NR sont aussi exclues des totaux

**2006-2007**



TABLE 1 / TABLEAU 1 - 2006-2007

LIBRARIAN AVERAGES / MOYENNES DES BIBLIOTHÉCAIRES

CATEGORY / VARIABLE

INSTITUTION INSTITUTION	SEX SEXE	NO NO	SALARY SALAIRE (1)	RANK RANG (2)	AGE ÂGE	SINCE 1st LIBRARY DEGREE DEPUIS 1er DIPLOME DE BIBLIOTH.	YEARS AS ACADEMIC LIBRARIAN ANNÉES D'EMPLOI À TITRE DE BIBLIOTH.	YEARS IN RANK ANNÉES AU RANG ACTUEL
<b>CAPE BRETON</b>								
NS	Male	1	*	*	*	*	*	*
	Female	4	\$57,526	3	50	19	18	5
	Total	5	\$55,538	3	48	16	16	4
<b>DALHOUSIE</b>								
NS	Male	7	\$66,213	3	43	12	11	5
	Female	22	\$74,612	4	46	19	18	10
	Total	29	\$72,584	4	45	17	16	9
<b>MEMORIAL</b>								
NL	Male	8	\$74,004	3	53	21	20	10
	Female	28	\$69,771	3	46	20	18	9
	Total	36	\$70,712	3	47	20	18	9
<b>MONCTON</b>								
NB	Male	1	*	*	*	*	*	*
	Female	9	\$78,855	4	48	23	20	5
	Total	10	\$76,174	4	46	21	18	5
<b>MOUNT ALLISON</b>								
NB	Male	3	\$85,280	4	51	18	19	3
	Female	6	\$71,898	2.5	49	18	17	7
	Total	9	\$76,359	3	50	18	18	6
<b>MOUNT SAINT VINCENT</b>								
NS	Male	3	\$68,159	3	53	24	24	7
	Female	2	*	*	*	*	*	*
	Total	5	\$65,447	3	49	19	18	6
<b>NEW BRUNSWICK</b>								
NB	Male	7	\$71,429	3	46	18	12	5
	Female	17	\$80,188	4	53	26	19	7
	Total	24	\$77,522	3.5	50	23	17	6



INSTITUTION INSTITUTION	SEX SEXE	NO NO	SALARY SALAIRE (1)	RANK RANG (2)	AGE ÂGE	SINCE 1st LIBRARY DEGREE DEPUIS 1er DIPLOME DE BIBLIOTH.	YEARS AS ACADEMIC LIBRARIAN ANNÉES D'EMPLOI À TITRE DE BIBLIOTH.	YEARS IN RANK ANNÉES AU RANG ACTUEL
<b>NSCAD</b>								
NS	Male	0	--	--	--	--	--	--
	Female	2	*	*	*	*	*	*
	Total	2	*	*	*	*	*	*
<b>PRINCE EDWARD ISLAND</b>								
PE	Male	1	*	*	*	*	*	*
	Female	6	\$74,932	3	55	31	22	6
	Total	7	\$72,355	3	52	28	20	6
<b>SAINT FRANCIS-XAVIER</b>								
NS	Male	1	*	*	*	*	*	*
	Female	8	\$74,271	2.5	52	23	21	11
	Total	9	\$73,421	2	51	22	20	11
<b>SAINT MARY'S</b>								
NB	Male	5	\$70,556	4	52	22	17	10
	Female	5	\$62,282	3	45	13	10	5
	Total	10	\$66,419	3.5	48	17	14	7
<b>BISHOP'S</b>								
QC	Male	2	*	*	*	*	*	*
	Female	2	*	*	*	*	*	*
	Total	4	\$63,861	2.5	45	10	10	7
<b>CONCORDIA</b>								
QC	Male	8	\$60,650	2.5	38	12	8	4
	Female	24	\$73,868	3	47	22	19	10
	Total	32	\$70,563	3	45	20	17	9
<b>CARLETON</b>								
ON	Male	3	\$69,694	2	40	12	8	3
	Female	23	\$88,777	3	50	22	17	11
	Total	26	\$86,487	3	49	20	16	10
<b>KING'S</b>								
ON	Male	0	--	--	--	--	--	--
	Female	2	*	*	*	*	*	*
	Total	2	*	*	*	*	*	*
<b>LAKEHEAD</b>								
ON	Male	2	*	*	*	*	--	*
	Female	9	\$73,839	3	49	19	--	8
	Total	11	\$72,144	3	47	18	--	7

INSTITUTION INSTITUTION	SEX SEXE	NO NO	SALARY SALAIRE (1)	RANK RANG (2)	AGE ÂGE	SINCE 1st LIBRARY DEGREE DEPUIS 1er DIPLOME DE BIBLIOTH.	YEARS AS ACADEMIC LIBRARIAN ANNÉES D'EMPLOI À TITRE DE BIBLIOTH.	YEARS IN RANK ANNÉES AU RANG ACTUEL
<b>LAURENTIAN</b>								
ON	Male	6	\$102,420	2.5	52	26	28	8
	Female	3	\$77,046	2	42	9	7	6
	Total	9	\$93,962	2	49	20	20	7
<b>NOSM</b>								
ON	Male	2	*	*	*	*	*	*
	Female	3	\$54,500	1	29	2	1	1
	Total	5	\$59,460	1	33	4	3	1
<b>OCAD</b>								
ON	Male	4	\$70,500		47	13	10	7
	Female	2	*	*	*	*	*	*
	Total	6	\$67,800		51	16	8	5
<b>OTTAWA</b>								
ON	Male	6	\$76,370	3	46	--	--	12
	Female	25	\$75,669	3	45	--	--	13
	Total	31	\$75,805	3	45	--	--	13
<b>QUEEN'S</b>								
ON	Male	7	\$79,329	3	46	19	19	4
	Female	31	\$74,634	3	45	18	16	6
	Total	38	\$75,499	3	46	18	17	6
<b>ROYAL MILITARY COLLEGE</b>								
ON	Male	1	*	*	--	--	--	--
	Female	4	\$66,058	1.5	--	--	--	--
	Total	5	\$65,644	2	--	--	--	--
<b>RYERSON</b>								
ON	Male	6	\$74,044	1	42	16	12	4
	Female	17	\$78,029	1	45	20	17	9
	Total	23	\$76,942	1	44	18	15	8
<b>TORONTO</b>								
ON	Male	43	\$85,756	3	50	22	1986	--
	Female	91	\$84,774	3	50	23	1988	--
	Total	134	\$85,089	3	50	22	1987	--
<b>WATERLOO</b>								
ON	Male	8	*	4	*	23	21	3
	Female	23	\$75,744	4	50	21	19	4
	Total	31	\$77,980	4	50	22	20	3

INSTITUTION INSTITUTION	SEX SEXE	NO NO	SALARY SALAIRE (1)	RANK RANG (2)	AGE ÂGE	SINCE 1st LIBRARY DEGREE DEPUIS 1er DIPLOME DE BIBLIOTH.	YEARS AS ACADEMIC LIBRARIAN ANNÉES D'EMPLOI À TITRE DE BIBLIOTH.	YEARS IN RANK ANNÉES AU RANG ACTUEL
<b>WILFRID LAURIER</b>								
ON	Male	4	\$80,642	2	50	26	15	14
	Female	11	\$86,187	3	50	26	17	11
	Total	15	\$84,999	3	50	26	16	12
<b>WINDSOR</b>								
ON	Male	9	\$84,316	3	51	23	22	12
	Female	11	\$80,838	3	43	17	17	8
	Total	20	\$82,403	3	47	20	19	10
<b>ALBERTA</b>								
AB	Male	9	\$98,366	2	52	24	21	11
	Female	19	\$85,868	1	48	19	17	7
	Total	28	\$89,885	1	50	21	18	8
<b>ATHABASCA</b>								
AB	Male	2	*	*	*	*	*	*
	Female	4	\$67,359	2	*	*	*	4
	Total	6	\$71,768	2.5	46	11	10	6
<b>BRITISH COLUMBIA</b>								
BC	Male	21	\$79,135	1	48	--	--	12
	Female	53	\$78,736	1	48	--	--	12
	Total	74	\$78,849	1	48	--	--	12
<b>CALGARY</b>								
AB	Male	4	\$80,759	2.5	44	19	17	7
	Female	27	\$71,219	2	45	14	9	4
	Total	31	\$72,450	2	45	14	10	4
<b>LETHBRIDGE</b>								
AB	Male	3	\$68,970	2	39	9	8	3
	Female	10	\$93,705	3	51	21	22	11
	Total	13	\$87,521	3	48	18	19	9
<b>MANITOBA</b>								
MB	Male	17	\$76,092	3	51	--	*	4
	Female	40	\$76,516	3	50	--	17	4
	Total	57	\$76,390	3	50	--	20	4
<b>REGINA</b>								
SK	Male	7	\$81,549	3	52	27	26	12
	Female	11	\$75,010	3	48	20	17	7
	Total	18	\$77,552	3	50	23	20	9

INSTITUTION INSTITUTION	SEX SEXE	NO NO	SALARY SALAIRE (1)	RANK RANG (2)	AGE ÂGE	SINCE 1st LIBRARY DEGREE DEPUIS 1er DIPLOME DE BIBLIOTH.	YEARS AS ACADEMIC LIBRARIAN ANNÉES D'EMPLOI À TITRE DE BIBLIOTH.	YEARS IN RANK ANNÉES AU RANG ACTUEL
<b>VICTORIA</b>								
<b>BC</b>	Male	8	\$76,252	3.5	50	21	--	5
	Female	21	\$68,436	3	46	18	--	4
	Total	29	\$70,593	3	47	19	--	4
<b>OPSEU</b>								
<b>ON</b>	Male	0	--	--	--	--	--	--
	Female	6	\$82,971	--	50	20	23	18
	Total	6	\$82,971	--	50	20	23	18
<b>FPSE</b>								
<b>BC</b>	Male	5	\$73,834	--	51	18	12	3
	Female	16	\$70,484	--	47	19	15	7
	Total	21	\$71,366	--	48	19	15	6
<b>EAST/EST</b>								
	Male	37	\$70,048	3	48	17	16	7
	Female	109	\$72,759	3	48	21	18	8
	Total	146	\$72,067	3	48	20	17	8
<b>QUEBEC/QUÉBEC</b>								
	Male	10	\$61,475	2.5	39	12	8	5
	Female	26	\$73,028	3	47	21	19	10
	Total	36	\$69,819	3	45	19	16	8
<b>ONTARIO</b>								
	Male	101	\$82,924	3	48	21	554	7
	Female	261	\$80,442	3	48	21	557	8
	Total	362	\$81,104	3	48	21	557	8
<b>WEST/OUEST</b>								
	Male	76	\$80,024	2	50	21	19	9
	Female	201	\$76,515	2	48	18	15	8
	Total	277	\$77,488	2	48	18	16	8
<b>CANADA</b>								
	Male	224	\$78,686	3	48	20	272	8
	Female	597	\$77,365	3	48	20	262	8
	Total	821	\$77,720	3	48	20	264	8

\* To preserve confidentiality, no data are presented for this category  
*Aucune donnée divulguée dans cette catégorie afin d'en protéger la confidentialité*

- No individuals in this category  
*Il n'y a personne dans cette catégorie*

**NOTES:**

- (1) Part-time salaries have been converted to full-time equivalent salaries  
*Les traitements des bibliothécaires à temps partiel ont été convertis en traitement à temps plein*

- (2) Rank averages are based on the median rank. While most universities have a four-rank system, exceptions include Alberta (3), Athabasca (5), British Columbia (2), Calgary (3), Cape Breton (2), Lethbridge (3), McMaster (5), Moncton (3), Ottawa (5), Ryerson (2), Saint-Boniface (1), Sainte-Anne (2), Simon Fraser (5), Waterloo (6), OPSEU (1) and FPSE (1). Results should be interpreted accordingly

*Les moyennes des rangs sont calculées en fonction du rang médian. La plupart des universités possèdent un système de classement à quatre rangs à l'exception des universités de l'Alberta (3), l'Athabasca (5), British Columbia (2), Calgary (3), Cape Breton (2), Lethbridge (3), McMaster (5), Moncton (3), d'Ottawa (5), Ryerson (2), Saint-Boniface (1), Sainte-Anne (2), Simon Fraser (5), Waterloo (6), OPSEU (1) et FPSE (1). Il faut interpréter les résultats en conséquence*

TABLE 2 / TABLEAU 2 - 2006-2007

## LIBRARIAN SALARY SCALES / ÉCHELLES SALARIALES DES BIBLIOTHÉCAIRES

## RANK / RANG

INSTITUTION INSTITUTION	LIB 1	LIB 2	LIB 3	LIB 4	LIB 5	LIB 6
<b>ALBERTA</b>						
MINIMUM	\$47,038	\$65,571	\$77,370	NA	NA	NA
MAXIMUM	\$90,134	\$104,291	\$122,874	NA	NA	NA
NO. IN RANK	31	20	4	NA	NA	NA
NO. REPORTING	15	11	2	NA	NA	NA
<b>ALGOMA</b>						
MINIMUM	\$43,842	\$53,854	\$66,677	\$83,119	NA	NA
MAXIMUM	\$61,862	\$81,091	\$103,532	\$120,217	NA	NA
NO. IN RANK	0	0	0	0	NA	NA
NO. REPORTING	0	0	0	0	NA	NA
<b>ATHABASCA</b>						
MINIMUM	\$45,561	\$53,849	\$63,518	\$74,904	\$88,630	NA
MAXIMUM	\$58,414	\$69,046	\$81,437	\$96,034	\$113,635	NA
NO. IN RANK	0	3	3	0	0	NA
NO. REPORTING	0	3	3	0	0	NA
<b>BISHOP'S</b>						
MINIMUM	\$42,878	\$46,984	\$60,213	\$75,721	NA	NA
MAXIMUM	\$45,615	\$62,493	\$86,213	\$98,073	NA	NA
NO. IN RANK	0	2	2	0	NA	NA
NO. REPORTING	0	2	2	0	NA	NA
<b>BRANDON</b>						
MINIMUM	\$44,139	\$52,684	\$69,007	\$86,182	NA	NA
MAXIMUM	\$55,758	\$75,642	\$98,348	\$119,074	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	--	--	--	--	NA	NA
<b>BRITISH COLUMBIA<sup>1</sup></b>						
MINIMUM	\$50,839	\$50,839	NA	NA	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK <sup>2</sup>	--	--	NA	NA	NA	NA
NO. REPORTING	57	17	NA	NA	NA	NA
<b>BROCK</b>						
MINIMUM	\$49,232	\$53,664	\$59,566	\$66,117	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	--	--	--	--	NA	NA

<b>INSTITUTION</b>	<b>LIB 1</b>	<b>LIB 2</b>	<b>LIB 3</b>	<b>LIB 4</b>	<b>LIB 5</b>	<b>LIB 6</b>
<b>CALGARY<sup>3</sup></b>						<b>Sessional</b>
MINIMUM	\$49,764	\$60,425	\$68,720	NA	NA	\$4,900
MAXIMUM	\$65,164	\$79,382	\$104,262	NA	NA	\$5,525
NO. IN RANK	9	27	19	NA	NA	--
NO. REPORTING	7	15	9	NA	NA	0
<b>CAPE BRETON</b>						
MINIMUM	\$44,182	\$49,592	NA	NA	NA	NA
MAXIMUM	\$58,664	\$74,130	NA	NA	NA	NA
NO. IN RANK	2	3	NA	NA	NA	NA
NO. REPORTING	2	3	NA	NA	NA	NA
<b>CARLETON<sup>4</sup></b>						
MINIMUM	\$45,360	\$50,400	\$63,000	\$78,120	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	2	7	6	11	NA	NA
NO. REPORTING	2	7	5	11	NA	NA
<b>CONCORDIA</b>						
MINIMUM	\$44,194	\$48,037	\$58,124	\$73,016	NA	NA
MAXIMUM	\$49,221	\$58,091	\$89,963	\$108,205	NA	NA
NO. IN RANK	6	4	19	3	NA	NA
NO. REPORTING	6	4	19	3	NA	NA
<b>DALHOUSIE</b>						
MINIMUM	\$40,102	\$44,734	\$50,619	\$60,084	NA	NA
MAXIMUM	\$54,637	\$65,389	\$77,927	\$95,830	NA	NA
NO. IN RANK	4	3	6	16	NA	NA
NO. REPORTING	4	3	6	16	NA	NA
<b>LAKEHEAD</b>						
MINIMUM	\$42,535	\$46,795	\$54,655	\$62,515	NA	NA
MAXIMUM	\$85,040	\$85,040	\$85,040	\$94,490	NA	NA
NO. IN RANK	1	3	5	1	NA	NA
NO. REPORTING	1	3	5	1	NA	NA
<b>LAURENTIAN</b>						
MINIMUM	\$47,334	\$57,741	\$70,434	\$87,116	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	1	5	2	1	NA	NA
NO. REPORTING	1	5	2	1	NA	NA
<b>LETHBRIDGE</b>						
MINIMUM	\$33,500	\$53,000	\$62,000	NA	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	2	4	7	NA	NA	NA
NO. REPORTING	1	4	7	NA	NA	NA

<b>INSTITUTION</b>	<b>LIB 1</b>	<b>LIB 2</b>	<b>LIB 3</b>	<b>LIB 4</b>	<b>LIB 5</b>	<b>LIB 6</b>
<b>MANITOBA</b>						
MINIMUM	\$45,158	\$54,262	\$61,480	\$78,470	NA	NA
MAXIMUM	\$64,480	\$77,984	\$91,276	\$116,506	NA	NA
NO. IN RANK	0	24	24	9	NA	NA
NO. REPORTING	0	24	24	9	NA	NA
<b>MCMASTER</b>						
MINIMUM	\$42,226	\$45,602	\$50,619	\$57,731	\$67,544	NA
MAXIMUM	\$68,050	\$73,492	\$81,577	\$93,037	\$108,852	NA
NO. IN RANK	2	9	8	6	3	NA
NO. REPORTING <sup>†</sup>	2	9	8	6	3	NA
<b>MEMORIAL</b>						
MINIMUM	\$40,563	\$46,895	\$53,227	\$62,725	NA	NA
MAXIMUM	\$51,664	\$62,725	\$88,053	\$110,215	NA	NA
NO. IN RANK	6	9	11	10	NA	NA
NO. REPORTING	6	9	11	10	NA	NA
<b>MONCTON<sup>5</sup></b>						
MINIMUM	\$42,462	\$52,042	\$64,496	NA	NA	NA
MAXIMUM	\$59,706	\$76,950	\$96,110	NA	NA	NA
NO. IN RANK	4	0	6	NA	NA	NA
NO. REPORTING	4	0	6	NA	NA	NA
<b>MOUNT ALLISON</b>						
MINIMUM	\$41,618	\$52,241	\$66,404	\$85,288	NA	NA
MAXIMUM	\$54,601	\$68,764	\$90,009	\$106,532	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	2	2	2	3	NA	NA
<b>MOUNT SAINT VINCENT</b>						
MINIMUM	\$39,454	\$45,980	\$57,161	\$73,672	NA	<b>Archivist</b> \$30,359
MAXIMUM	\$47,072	\$61,216	\$80,015	\$96,526	NA	\$36,253
NO. IN RANK	1	1	2	1	NA	1
NO. REPORTING	1	1	2	1	NA	0
<b>NEW BRUNSWICK</b>						
MINIMUM	\$43,220	\$49,627	\$56,027	\$69,997	NA	NA
MAXIMUM	\$52,699	\$63,338	\$85,376	\$103,084	NA	NA
NO. IN RANK	0	8	4	12	NA	NA
NO. REPORTING	0	8	4	11	NA	NA
<b>NORTHERN B.C.</b>						
MINIMUM	\$49,509	\$52,261	\$60,196	\$66,773	NA	NA
MAXIMUM	\$55,064	\$60,594	\$68,529	\$83,438	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	--	--	--	--	NA	NA



<b>INSTITUTION</b>	<b>LIB 1</b>	<b>LIB 2</b>	<b>LIB 3</b>	<b>LIB 4</b>	<b>LIB 5</b>	<b>LIB 6</b>
<b>NOSM</b>						
MINIMUM	\$44,335	\$48,595	\$56,455	\$64,315	NA	NA
MAXIMUM	\$85,040	\$85,040	\$85,040	\$94,490	NA	NA
NO. IN RANK	4	0	1	0	NA	NA
NO. REPORTING	4	0	1	0	NA	NA
<b>NSCAD</b>						
MINIMUM	--	\$47,792	\$64,351	--	NA	NA
MAXIMUM	--	\$72,057	\$94,191	--	NA	NA
NO. IN RANK	0	1	1	0	NA	NA
NO. REPORTING	0	1	1	0	NA	NA
<b>OTTAWA*</b>						
MINIMUM	\$43,734	\$51,825	\$61,151	\$69,535	\$78,675	NA
MAXIMUM	\$58,468	\$66,527	\$79,520	\$87,908	\$100,736	NA
NO. IN RANK	0	5	16	6	4	NA
NO. REPORTING	0	5	16	6	4	NA
<b>PRINCE EDWARD ISLAND</b>						
MINIMUM	\$39,808	\$47,258	\$62,158	\$77,058	NA	NA
MAXIMUM	\$51,853	\$66,530	\$83,839	\$98,739	NA	NA
NO. IN RANK	0	3	3	1	NA	NA
NO. REPORTING	0	3	3	1	NA	NA
<b>QUEEN'S</b>						
MINIMUM	\$46,179	\$51,768	\$60,152	\$71,331	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	9	3	18	8	NA	NA
NO. REPORTING	9	3	18	8	NA	NA
<b>REGINA</b>						
MINIMUM	\$43,525	\$49,623	\$59,472	\$68,825	NA	NA
MAXIMUM	\$59,075	\$68,683	\$83,320	NA	NA	NA
NO. IN RANK	1	3	8	6	NA	NA
NO. REPORTING	1	3	8	6	NA	NA
<b>ROYAL MILITARY COLLEGE</b>						
MINIMUM	\$49,972	\$55,261	\$64,643	\$66,925	NA	NA
MAXIMUM	\$60,809	\$62,658	\$72,946	\$78,989	NA	NA
NO. IN RANK	2	1	1	2	0	NA
NO. REPORTING	2	1	0	2	0	NA
<b>RYERSON</b>						
MINIMUM	\$46,350	\$56,650	NA	NA	NA	NA
MAXIMUM	\$98,880	\$105,060	NA	NA	NA	NA
NO. IN RANK	16	7	NA	NA	NA	NA
NO. REPORTING	15	7	NA	NA	NA	NA

<b>INSTITUTION</b>	<b>LIB 1</b>	<b>LIB 2</b>	<b>LIB 3</b>	<b>LIB 4</b>	<b>LIB 5</b>	<b>LIB 6</b>
<b>SAINT MARY'S</b>						
MINIMUM	\$39,840	\$45,108	\$56,143	\$67,842	NA	NA
MAXIMUM	\$43,439	\$51,784	\$68,973	\$87,204	NA	NA
NO. IN RANK	1	3	1	5	NA	NA
NO. REPORTING	1	3	1	5	NA	NA
<b>SAINT-BONIFACE**6</b>						
MINIMUM	\$48,237	NA	NA	NA	NA	NA
MAXIMUM	\$79,211	NA	NA	NA	NA	NA
NO. IN RANK	1	NA	NA	NA	NA	NA
NO. REPORTING	1	NA	NA	NA	NA	NA
<b>SAINTE-ANNE</b>						
MINIMUM	\$38,684	\$42,884	NA	NA	NA	NA
MAXIMUM	\$49,884	\$69,484	NA	NA	NA	NA
NO. IN RANK	--	--	NA	NA	NA	NA
NO. REPORTING	0	0	NA	NA	NA	NA
<b>SIMON FRASER</b>						
MINIMUM	\$44,688	\$49,474	\$56,653	\$61,439	\$78,191	NA
MAXIMUM	\$47,081	\$59,046	\$78,533	\$83,319	\$92,891	NA
NO. IN RANK	--	--	--	--	--	NA
NO. REPORTING	--	--	--	--	--	NA
<b>ST. FRANCIS XAVIER</b>						
MINIMUM	\$45,588	\$53,235	\$64,957	\$82,164	NA	NA
MAXIMUM	\$49,411	\$71,397	\$92,680	\$111,800	NA	NA
NO. IN RANK	1	4	4	0	NA	NA
NO. REPORTING	1	4	4	0	NA	NA
<b>ST. THOMAS MORE</b>						
MINIMUM	\$43,061	\$50,812	\$59,073	\$66,910	NA	NA
MAXIMUM	\$58,063	\$69,035	\$83,868	\$93,200	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	--	--	--	--	NA	NA
<b>TORONTO</b>						
MINIMUM	\$43,061	\$50,812	\$59,073	\$66,910	NA	NA
MAXIMUM	\$58,063	\$69,035	\$83,868	\$93,200	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	6	15	89	24	NA	NA
<b>TRENT</b>						
MINIMUM	\$54,314	\$59,114	\$68,714	\$80,714	NA	NA
MAXIMUM	\$61,514	\$80,714	\$99,770	\$122,318	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	--	--	--	--	NA	NA

<b>INSTITUTION</b>	<b>LIB 1</b>	<b>LIB 2</b>	<b>LIB 3</b>	<b>LIB 4</b>	<b>LIB 5</b>	<b>LIB 6</b>
<b>VICTORIA*</b>						
MINIMUM	\$45,833	\$48,833	\$56,833	\$62,833	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	0	6	10	13	NA	NA
NO. REPORTING	0	6	10	13	NA	NA
<b>WATERLOO<sup>7</sup></b>						
MINIMUM	\$40,653	\$44,260	\$48,196	\$52,623	\$57,379	\$62,462
MAXIMUM	\$60,979	\$66,390	\$72,294	\$78,935	\$86,068	\$93,693
NO. IN RANK	1	1	3	7	4	5
NO. REPORTING	0	0	3	5	4	3
<b>WILFRID LAURIER</b>						
MINIMUM	\$45,540	\$50,715	\$58,995	\$67,275	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	0	6	7	2	NA	NA
NO. REPORTING	0	5	7	2	NA	NA
<b>WINDSOR</b>						
MINIMUM	\$44,334	\$52,311	\$65,556	\$83,437	NA	NA
MAXIMUM	\$75,368	\$88,928	\$111,446	NA	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	1	7	8	4	NA	NA
<b>WINNIPEG</b>						
MINIMUM	\$41,073	\$43,269	\$53,711	\$65,691	NA	NA
MAXIMUM	\$43,269	\$57,269	\$77,833	\$93,691	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	--	--	--	--	NA	NA
<b>YORK<sup>8</sup></b>						
MINIMUM	\$49,000	\$49,000	\$58,000	\$72,000	NA	NA
MAXIMUM	NA	NA	NA	NA	NA	NA
NO. IN RANK	--	--	--	--	NA	NA
NO. REPORTING	--	--	--	--	NA	NA
<b>FPSE-BC COMMON AGMT**<sup>9</sup></b>						
MINIMUM	\$49,688	NA	NA	NA	NA	NA
MAXIMUM	\$78,729	NA	NA	NA	NA	NA
NO. IN RANK	--	NA	NA	NA	NA	NA
NO. REPORTING	21	NA	NA	NA	NA	NA
<b>OPSEU</b>						
MINIMUM	\$49,358	NA	NA	NA	NA	NA
MAXIMUM	\$87,311	NA	NA	NA	NA	NA
NO. IN RANK	--	NA	NA	NA	NA	NA
NO. REPORTING	6	NA	NA	NA	NA	NA

**NO. IN RANK** Refers to the number of librarians reported per rank  
**NOMBRE PAR RANG** *Se rapporte au nombre de bibliothécaires par rang indiqué dans le sondage*

**NO. REPORTING** Refers to the number of individual librarians reporting data  
**NOMBRE INDIQUÉ** *Se rapporte au nombre de bibliothécaires par rang ayant soumis un rapport*

OPSEU and FPSE affiliates are on a provincial salary grid without ranks  
*Les établissements affiliés du SEFPO et de la FPSE sont assujettis à un barème des salaires provincial sans indication de rang.*

**NA** Data not applicable for this category  
*Les données sont inapplicables pour cette catégorie*

-- No value or data missing for this category  
*Sans objet pour cette catégorie*

\* Individual data not reported by rank at this institution  
*Cet établissement ne communique pas de données individuelles selon le rang*

\*\* There are no ranks at this institution  
*Il n'y a pas de rangs à cet établissement*

† Aggregate data only  
*Données globales seulement*

#### **NOTES:**

- (1) Part-time librarians have been excluded  
*Les bibliothécaires à temps partiel sont exclus*
- (2) There are no ranks at University of British Columbia; Ranks 1 and 2 here describe non-administrative and administrative librarians  
*Il n'y a pas de classement à l'Université de la Colombie-Britannique; les rangs 1 et 2 dans ce tableau désignent les bibliothécaires non administratifs et les bibliothécaires administratifs.*
- (3) Sessional Librarians (5) at Calgary earn \$4,900 per half-course equivalent  
*Les bibliothécaires contractuels/contractuelles (5) à Calgary gagnent 4 900 \$ par équivalent d'un demi-cours*
- (4) Librarian maxima at Carleton are calculated at 1.25 times the floor for Librarian III (Librarian I), 1.6 times the floor for Librarian III (Librarian II), and 2.5 the value of the floor for Librarian II (Librarians III and IV). See Appendix E: Salary Rationalization, Article 3.7, CUASA C.A.  
*Les niveaux maxima des bibliothécaires de Carleton sont calculés comme suit : 1,25 x le niveau plancher de Bibliothécaire II (Bibliothécaire I), 1,6 x le niveau plancher de Bibliothécaire II (Bibliothécaire II) et 2,5 x le niveau plancher de Bibliothécaire II (Bibliothécaires III et IV). Voir l'annexe E : rationalisation des salaires, article 3.7, CUASA C.C.*
- (5) In 1999, the minimum educational qualification at Moncton was raised to a Master's from a Baccalaureate, resulting in the elimination of Rank 1, thus data is reported to CAUT for Ranks 2-4 only. Data in the LSS is still represented based on the actual number of ranks; that is, the new "Rank 2" at Moncton is reported as Rank 1 in the LSS

*En 1999, le niveau d'études minimum exigé à l'Université de Moncton est passé du baccalauréat à la maîtrise, ce qui s'est traduit par l'élimination du rang 1. Ainsi, les données communiquées à l'ACPPU ne portent que sur les rangs 2 à 4. Les données de l'enquête sont encore présentées en fonction du nombre réel de rangs, c'est-à-dire que le nouveau « rang 2 » à Moncton est présenté comme le rang 1 dans l'enquête*

- (6) Rank classification at St. Boniface is "Professional 2"  
*Tous les postes de bibliothécaires au CUSB sont classés dans la catégorie « Professionnel » de niveau 2*
- (7) Waterloo also has nine (9) managerial librarians who are a part of the librarians' association but unranked  
*Waterloo compte également neuf (9) bibliothécaires gestionnaires qui sont membres de l'association des bibliothécaires mais dont les postes ne sont pas classés*
- (8) York does not have a grid system with a salary maximum. Salary floors are stipulated in Art. 25.01 of the Collective Agreement (<http://www.yufa.org/docs/ca/art25.html#floors>).  
*L'Université York n'a pas de grille comportant un salaire maximal. Les salaires de base sont prévus à l'article 25.01 de la convention collective*
- (10) All FPSE locals are now covered by local agreements and most locals (Camosun College, College of New Caledonia, College of the Rockies, Douglas College, Nicola Valley Institute of Technology, North Island College, Northwest Community College, Selkirk College and Vancouver Community College) are also covered by a Common Agreement. In the Common Agreement, there is an 11 step scale and Librarians are unranked. Article 12.2 (Secondary Scale Adjustment) of the Common Agreement provides some local latitude in revising secondary salary scales, and Article 13.1 provides that local agreements which provide a greater employee benefit shall supercede the relevant provision of the Common Agreement. FPSE locals for which this is the case with respect to salary scales are included separately in Table 2  
*Toutes les sections locales de la FPSE sont maintenant comprises dans les conventions locales et la plupart (Camosun College\*, College of New Caledonia\*, College of the Rockies\*, Douglas College\*, Nicola Valley Institute of Technology\*, North Island College\*, Northwest Community College\*, Selkirk College\* et Collège communautaire de Vancouver\*) sont aussi visées par une convention commune. Celle-ci prévoit une grille à 11 échelons et les bibliothécaires n'ont pas de classement. L'article 12.2 (ajustement secondaire de la grille) permet une certaine latitude au niveau local pour la révision secondaire des grilles salariales tandis que l'article 13.1 stipule que les conventions locales qui sont plus avantageuses pour les employés remplacent la disposition pertinente de la convention commune. Les sections locales dont c'est le cas figurent séparément au tableau 2*

TABLE 3 / TABLEAU 3 - 2006-2007

**LIBRARIAN SALARIES BY REGION AND SEX**  
**SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS L'INSTITUTION, LE SEXE ET LE RANG**

REGION SEX/SEXE	NR	TOTAL	REGION SEX/SEXE	NR	TOTAL
<b>EAST/EST</b>			<b>QUEBEC/QUÉBEC</b>		
<b>Male</b> Count	0	37	<b>Male</b> Count	0	10
Mean		\$70,048	Mean		\$61,475
Median		\$66,619	Median		\$61,047
<b>Female</b> Count	1	105	<b>Female</b> Count	0	26
Mean		\$72,759	Mean		\$73,028
Median		\$72,223	Median		\$76,576
<b>Total</b> Count	1	146	<b>Total</b> Count	0	36
Mean		\$72,067	Mean		\$69,819
Median		\$71,397	Median		\$74,036
<b>ONTARIO</b>			<b>WEST/OUEST</b>		
<b>Male</b> Count	9	101	<b>Male</b> Count	0	76
Mean		\$82,924	Mean		\$77,488
Median		\$80,910	Median		\$76,102
<b>Female</b> Count	8	261	<b>Female</b> Count	3	201
Mean		\$80,442	Mean		\$76,515
Median		\$79,720	Median		\$74,925
<b>Total</b> Count	17	362	<b>Total</b> Count	3	277
Mean		\$81,104	Mean		\$77,488
Median		\$81,104	Median		\$76,102
<b>CANADA</b>					
<b>Male</b> Count	0	224			
Mean		\$77,720			
Median		\$77,104			
<b>Female</b> Count	12	597			
Mean		\$81,058			
Median		\$79,520			
<b>Total</b> Count	12	821			
Mean		\$77,720			
Median		\$77,104			

**NOTES:**

NR Not reported: Records where salary was not reported are counted by sex and tabulated in the NR column. Records where sex is not reported are added to the total NR count.

*Non déclaré : Les enregistrements dont le salaire n'a pas été indiqué sont comptés par sexe et inclus dans la colonne NR. Pour les enregistrements dont le salaire n'a pas été indiqué, le nombre NR est inclus dans la colonne du total NR seulement*

TABLE 4 / TABLEAU 4 - 2006-2007

**LIBRARIAN SALARIES BY INSTITUTION, SEX AND RANK**  
**SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS L'INSTITUTION, LE SEXE ET LE RANG**

## RANK NO. / RANG NO

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>CAPE BRETON</b>								
<b>Male</b> Count	0	--	*	--	--	--	--	*
Mean		--	*	--	--	--	--	*
Median		--	*	--	--	--	--	*
<b>Female</b> Count	0	--	*	3	--	--	--	3
Mean		--	*	\$60,838	--	--	--	\$57,526
Median		--	*	\$57,493	--	--	--	\$57,493
<b>Total</b> Count	0	--	*	3	--	--	--	3
Mean		--	*	\$60,838	--	--	--	\$55,538
Median		--	*	\$57,493	--	--	--	\$57,493
<b>DALHOUSIE</b>								
<b>Male</b> Count	0	*	*	*	3	--	--	6
Mean		*	*	*	\$85,619	--	--	\$66,213
Median		*	*	*	\$84,398	--	--	\$59,338
<b>Female</b> Count	0	3	*	3	12	--	--	21
Mean		\$43,553	*	\$60,362	\$89,234	--	--	\$74,612
Median		\$43,190	*	\$59,742	\$90,779	--	--	\$85,047
<b>Total</b> Count	0	3	3	6	15	--	--	27
Mean		\$43,598	\$53,733	\$58,743	\$88,556	--	--	\$72,584
Median		\$43,462	\$51,894	\$59,454	\$90,764	--	--	\$81,564
<b>MEMORIAL</b>								
<b>Male</b> Count	0	--	3	3	*	--	--	6
Mean		--	\$60,614	\$77,500	*	--	--	\$74,004
Median		--	\$61,142	\$75,389	*	--	--	\$73,806
<b>Female</b> Count	0	6	6	6	6	--	--	27
Mean		\$47,686	\$58,934	\$76,180	\$88,053	--	--	\$69,771
Median		\$47,686	\$58,768	\$73,014	\$88,844	--	--	\$71,432
<b>Total</b> Count	0	6	9	9	9	--	--	36
Mean		\$47,686	\$59,494	\$76,540	\$88,211	--	--	\$70,712
Median		\$47,686	\$59,559	\$73,806	\$88,844	--	--	\$72,223
<b>MONCTON</b>								
<b>Male</b> Count	0	*	--	--	--	--	--	*
Mean		*	--	--	--	--	--	*
Median		*	--	--	--	--	--	*
<b>Female</b> Count	0	3	--	6	--	--	--	9
Mean		\$54,569	--	\$90,999	--	--	--	\$78,855
Median		\$53,958	--	\$94,273	--	--	--	\$85,823
<b>Total</b> Count	0	6	--	6	--	--	--	12
Mean		\$53,937	--	\$90,999	--	--	--	\$76,174
Median		\$53,000	--	\$94,273	--	--	--	\$82,428

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>MOUNT ALLISON</b>								
<b>Male</b> Count	0	--	*	--	*	--	--	3
Mean		--	*	--	*	--	--	\$85,280
Median		--	*	--	*	--	--	\$97,080
<b>Female</b> Count	0	*	*	*	*	--	--	6
Mean		*	*	*	*	--	--	\$71,898
Median		*	*	*	*	--	--	\$69,942
<b>Total</b> Count	0	*	*	*	3	--	--	9
Mean		*	*	*	\$100,224	--	--	\$76,359
Median		*	*	*	\$97,080	--	--	\$75,840
<b>MOUNT SAINT VINCENT</b>								
<b>Male</b> Count	0	*	--	*	*	--	--	3
Mean		*	--	*	*	--	--	\$68,159
Median		*	--	*	*	--	--	\$80,015
<b>Female</b> Count	0	--	*	*	--	--	--	*
Mean		--	*	*	--	--	--	*
Median		--	*	*	--	--	--	*
<b>Total</b> Count	0	*	*	*	*	--	--	6
Mean		*	*	*	*	--	--	\$65,447
Median		*	*	*	*	--	--	\$69,159
<b>NEW BRUNSWICK</b>								
<b>Male</b> Count	0	--	3	*	*	--	--	9
Mean		--	\$59,333	*	*	--	--	\$71,429
Median		--	\$61,000	*	*	--	--	\$63,000
<b>Female</b> Count	1	--	6	*	9	--	--	18
Mean		--	\$57,000	*	\$95,556	--	--	\$80,188
Median		--	\$59,000	*	\$96,000	--	--	\$82,000
<b>Total</b> Count	1	--	9	6	12	--	--	24
Mean		--	\$57,875	\$67,000	\$95,636	--	--	\$77,522
Median		--	\$60,000	\$67,000	\$96,000	--	--	\$71,000
<b>NSCAD</b>								
<b>Male</b> Count	0	--	--	--	--	--	--	--
Mean		--	--	--	--	--	--	--
Median		--	--	--	--	--	--	--
<b>Female</b> Count	0	--	*	*	--	--	--	*
Mean		--	*	*	--	--	--	*
Median		--	*	*	--	--	--	*
<b>Total</b> Count	0	--	*	*	--	--	--	*
Mean		--	*	*	--	--	--	*
Median		--	*	*	--	--	--	*
<b>PRINCE EDWARD ISLAND</b>								
<b>Male</b> Count	0	--	*	--	--	--	--	*
Mean		--	*	--	--	--	--	*
Median		--	*	--	--	--	--	*
<b>Female</b> Count	0	--	*	3	*	--	--	6
Mean		--	*	\$77,415	*	--	--	\$74,932
Median		--	*	\$76,612	*	--	--	\$75,408
<b>Total</b> Count	0	--	3	3	*	--	--	9
Mean		--	\$58,500	\$77,415	*	--	--	\$72,355
Median		--	\$56,894	\$76,612	*	--	--	\$74,203



INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>SAINT FRANCIS-XAVIER</b>								
<b>Male</b> Count	0	--	*	--	--	--	--	*
Mean		--	*	--	--	--	--	*
Median		--	*	--	--	--	--	*
<b>Female</b> Count	0	*	3	6	--	--	--	9
Mean		*	\$71,397	\$83,598	--	--	--	\$74,271
Median		*	\$71,397	\$83,598	--	--	--	\$72,956
<b>Total</b> Count	0	*	6	6	--	--	--	9
Mean		*	\$70,202	\$83,598	--	--	--	\$73,421
Median		*	\$71,397	\$83,598	--	--	--	\$71,397
<b>SAINT MARY'S</b>								
<b>Male</b> Count	0	--	*	--	3	--	--	6
Mean		--	*	--	\$84,183	--	--	\$70,556
Median		--	*	--	\$85,968	--	--	\$79,376
<b>Female</b> Count	0	*	*	*	*	--	--	6
Mean		*	*	*	*	--	--	\$62,282
Median		*	*	*	*	--	--	\$62,700
<b>Total</b> Count	0	*	3	*	6	--	--	12
Mean		*	\$50,115	*	\$82,260	--	--	\$66,419
Median		*	\$50,116	*	\$79,376	--	--	\$71,038
<b>BISHOP'S</b>								
<b>Male</b> Count	0	--	*	*	--	--	--	*
Mean		--	*	*	--	--	--	*
Median		--	*	*	--	--	--	*
<b>Female</b> Count	0	--	*	*	--	--	--	*
Mean		--	*	*	--	--	--	*
Median		--	*	*	--	--	--	*
<b>Total</b> Count	0	--	*	*	--	--	--	4
Mean		--	*	*	--	--	--	\$63,861
Median		--	*	*	--	--	--	\$62,949
<b>CONCORDIA</b>								
<b>Male</b> Count	0	*	*	6	--	--	--	9
Mean		*	*	\$68,613	--	--	--	\$60,650
Median		*	*	\$68,886	--	--	--	\$61,047
<b>Female</b> Count	0	6	*	15	3	--	--	24
Mean		\$47,042	*	\$79,318	\$95,440	--	--	\$73,868
Median		\$46,624	*	\$82,584	\$93,855	--	--	\$78,110
<b>Total</b> Count	0	6	6	21	3	--	--	33
Mean		\$47,178	\$56,104	\$77,064	\$95,440	--	--	\$70,563
Median		\$46,624	\$54,529	\$76,880	\$93,855	--	--	\$74,036
<b>CARLETON</b>								
<b>Male</b> Count	0	--	*	*	--	--	--	3
Mean		--	*	*	--	--	--	\$69,694
Median		--	*	*	--	--	--	\$72,932
<b>Female</b> Count	1	*	6	6	12	--	--	24
Mean		*	\$64,723	\$80,450	\$108,336	--	--	\$88,777
Median		*	\$61,073	\$79,186	\$107,887	--	--	\$96,621
<b>Total</b> Count	1	*	9	6	12	--	--	27
Mean		*	\$65,681	\$78,946	\$108,336	--	--	\$86,487
Median		*	\$61,073	\$72,932	\$107,887	--	--	\$89,224

INSTITUTION SEX		NR PF	1	2	3	4	5	6	TOTAL
<b>KING'S</b>									
<b>Male</b>	Count	0	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Female</b>	Count	2	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Total</b>	Count	2	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>LAKEHEAD</b>									
<b>Male</b>	Count	1	*	--	--	--	--	--	*
	Mean		*	--	--	--	--	--	*
	Median		*	--	--	--	--	--	*
<b>Female</b>	Count	0	--	3	6	*	--	--	9
	Mean		--	\$59,143	\$78,527	*	--	--	\$73,839
	Median		--	\$57,727	\$78,480	*	--	--	\$78,044
<b>Total</b>	Count	1	*	3	3	*	--	--	9
	Mean		*	\$59,143	\$78,527	*	--	--	\$72,144
	Median		*	\$57,727	\$78,480	*	--	--	\$76,204
<b>LAURENTIAN</b>									
<b>Male</b>	Count	0	--	3	*	*	--	--	6
	Mean		--	\$78,516	*	*	--	--	\$102,420
	Median		--	\$81,781	*	*	--	--	\$103,241
<b>Female</b>	Count	0	*	*	--	--	--	--	3
	Mean		*	*	--	--	--	--	\$77,046
	Median		*	*	--	--	--	--	\$83,919
<b>Total</b>	Count	0	*	3	*	*	--	--	9
	Mean		*	\$81,031	*	*	--	--	\$93,962
	Median		*	\$83,919	*	*	--	--	\$85,688
<b>MCMASTER<sup>†</sup></b>									
<b>Male</b>	Count	0	--	--	1	2	1	--	4
	Mean		--	--	*	*	*	--	*
	Median		--	--	*	*	*	--	*
<b>Female</b>	Count	0	2	9	7	4	2	--	24
	Mean		*	\$60,475	\$69,479	\$82,558	*	--	\$68,065
	Median		*	\$60,869	\$70,340	\$82,154	*	--	\$68,397
<b>Total</b>	Count	0	2	9	8	6	3	--	28
	Mean		*	\$60,475	\$68,165	\$84,685	\$90,226	--	\$70,023
	Median		*	\$60,869	\$67,632	\$83,713	*	--	\$69,789
<b>NOSM</b>									
<b>Male</b>	Count	0	*	--	*	--	--	--	*
	Mean		*	--	*	--	--	--	*
	Median		*	--	*	--	--	--	*
<b>Female</b>	Count	0	3	--	--	--	--	--	3
	Mean		\$54,500	--	--	--	--	--	\$54,500
	Median		\$54,250	--	--	--	--	--	\$54,250
<b>Total</b>	Count	0	3	--	*	--	--	--	3
	Mean		\$54,950	--	*	--	--	--	\$59,460
	Median		\$54,625	--	*	--	--	--	\$55,000

INSTITUTION SEX		NR PF	1	2	3	4	5	6	TOTAL
<b>OCAD</b>									
<b>Male</b>	Count	4	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Female</b>	Count	2	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>Total</b>	Count	6	--	--	--	--	--	--	--
	Mean		--	--	--	--	--	--	--
	Median		--	--	--	--	--	--	--
<b>OTTAWA</b>									
<b>Male</b>	Count	0	--	*	3	*	--	--	6
	Mean		--	*	\$76,519	*	--	--	\$76,370
	Median		--	*	\$79,520	*	--	--	\$79,520
<b>Female</b>	Count	0	--	3	12	3	3	--	24
	Mean		--	\$54,463	\$72,984	\$83,876	\$97,393	--	\$75,669
	Median		--	\$56,453	\$75,712	\$85,731	\$100,736	--	\$79,520
<b>Total</b>	Count	0	--	3	15	6	3	--	30
	Mean		--	\$54,961	\$73,647	\$84,536	\$97,393	--	\$75,805
	Median		--	\$56,952	\$77,616	\$85,854	\$100,736	--	\$79,520
<b>QUEEN'S</b>									
<b>Male</b>	Count	0	*	*	*	3	--	--	6
	Mean		*	*	*	\$56,514	--	--	\$79,329
	Median		*	*	*	\$83,570	--	--	\$77,505
<b>Female</b>	Count	0	6	*	15	3	--	--	30
	Mean		\$54,488	*	\$79,912	\$90,801	--	--	\$74,634
	Median		\$55,240	*	\$80,900	\$90,980	--	--	\$79,250
<b>Total</b>	Count	0	9	3	18	6	--	--	36
	Mean		\$54,685	\$72,753	\$79,386	\$91,197	--	--	\$75,499
	Median		\$55,290	\$73,105	\$79,570	\$91,332	--	--	\$78,378
<b>ROYAL MILITARY COLLEGE</b>									
<b>Male</b>	Count	0	--	--	--	*	--	--	*
	Mean		--	--	--	*	--	--	*
	Median		--	--	--	*	--	--	*
<b>Female</b>	Count	0	*	*	--	*	--	--	3
	Mean		*	*	--	*	--	--	\$66,058
	Median		*	*	--	*	--	--	\$61,952
<b>Total</b>	Count	0	*	*	--	*	--	--	3
	Mean		*	*	--	*	--	--	\$65,644
	Median		*	*	--	*	--	--	\$62,658
<b>RYERSON</b>									
<b>Male</b>	Count	0	3	*	--	--	--	--	6
	Mean		\$62,531	*	--	--	--	--	\$74,044
	Median		\$60,416	*	--	--	--	--	\$69,234
<b>Female</b>	Count	1	9	3	--	--	--	--	15
	Mean		\$69,558	\$96,666	--	--	--	--	\$78,029
	Median		\$58,230	\$101,114	--	--	--	--	\$80,880
<b>Total</b>	Count	1	15	6	--	--	--	--	21
	Mean		\$67,684	\$96,782	--	--	--	--	\$76,942
	Median		\$58,230	\$99,674	--	--	--	--	\$78,134

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>TORONTO</b>								
<b>Male</b> Count	0	*	3	30	6	--	--	42
Mean		*	\$53,687	\$86,224	\$110,714	--	--	\$85,756
Median		*	\$52,786	\$86,975	\$101,082	--	--	\$87,070
<b>Female</b> Count	0	3	12	57	18	--	--	90
Mean		\$49,813	\$58,790	\$85,749	\$106,778	--	--	\$84,774
Median		\$48,938	\$57,200	\$90,000	\$102,580	--	--	\$92,000
<b>Total</b> Count	0	6	15	87	24	--	--	132
Mean		\$50,374	\$57,769	\$85,920	\$107,762	--	--	\$85,089
Median		\$49,188	\$56,486	\$88,378	\$102,344	--	--	\$90,002
<b>WATERLOO</b>								
<b>Male</b> Count	8	--	--	--	--	--	--	--
Mean		--	--	--	--	--	--	--
Median		--	--	--	--	--	--	--
<b>Female</b> Count	8	--	--	3	5	4	3	15
Mean		--	--	\$59,352	\$70,014	\$78,890	\$85,941	\$73,434
Median		--	--	\$59,405	\$67,831	\$78,965	\$84,858	\$76,444
<b>Total</b> Count	16	--	--	3	5	4	3	15
Mean		--	--	\$59,352	\$70,014	\$78,890	\$85,941	\$73,434
Median		--	--	\$59,405	\$67,831	\$78,965	\$84,858	\$76,444
<b>WILFRID LAURIER</b>								
<b>Male</b> Count	1	--	*	*	--	--	--	3
Mean		--	*	*	--	--	--	\$80,642
Median		--	*	*	--	--	--	\$81,041
<b>Female</b> Count	0	--	3	6	*	--	--	9
Mean		--	\$65,383	\$93,155	*	--	--	\$86,187
Median		--	\$61,995	\$98,062	*	--	--	\$86,987
<b>Total</b> Count	1	--	3	6	*	--	--	12
Mean		--	\$71,407	\$91,424	*	--	--	\$84,999
Median		--	\$64,279	\$94,695	*	--	--	\$86,351
<b>WINDSOR</b>								
<b>Male</b> Count	0	*	3	3	*	--	--	9
Mean		*	\$71,082	\$95,215	*	--	--	\$84,316
Median		*	\$66,347	\$99,329	*	--	--	\$80,580
<b>Female</b> Count	0	--	6	6	*	--	--	12
Mean		--	\$67,726	\$80,723	*	--	--	\$80,838
Median		--	\$67,941	\$79,425	*	--	--	\$77,522
<b>Total</b> Count	0	*	9	9	6	--	--	21
Mean		*	\$69,164	\$86,157	\$105,690	--	--	\$82,403
Median		*	\$66,347	\$82,186	\$107,298	--	--	\$79,822
<b>ALBERTA</b>								
<b>Male</b> Count	0	3	6	*	--	--	--	9
Mean		\$90,134	\$98,404	*	--	--	--	\$98,366
Median		\$90,134	\$104,291	*	--	--	--	\$90,148
<b>Female</b> Count	0	12	6	*	--	--	--	21
Mean		\$74,349	\$102,739	*	--	--	--	\$85,868
Median		\$74,712	\$104,291	*	--	--	--	\$90,134
<b>Total</b> Count	0	15	12	*	--	--	--	30
Mean		\$77,506	\$100,769	*	--	--	--	\$89,885
Median		\$83,991	\$104,291	*	--	--	--	\$90,134

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>ATHABASCA</b>								
<b>Male</b> Count	0	--	--	*	--	--	--	*
Mean		--	--	*	--	--	--	*
Median		--	--	*	--	--	--	*
<b>Female</b> Count	0	--	3	*	--	--	--	6
Mean		--	\$59,600	*	--	--	--	\$67,359
Median		--	\$55,356	*	--	--	--	\$61,938
<b>Total</b> Count	0	--	3	3	--	--	--	6
Mean		--	\$59,600	\$83,936	--	--	--	\$71,768
Median		--	\$55,356	\$81,432	--	--	--	\$74,130
<b>BRITISH COLUMBIA</b>								
<b>Male</b> Count	0	15	6	--	--	--	--	21
Mean		\$75,338	\$88,628	--	--	--	--	\$79,135
Median		\$74,885	\$91,344	--	--	--	--	\$77,705
<b>Female</b> Count	0	42	11	--	--	--	--	53
Mean		\$71,590	\$106,022	--	--	--	--	\$78,736
Median		\$72,144	\$104,774	--	--	--	--	\$75,771
<b>Total</b> Count	0	57	17	--	--	--	--	74
Mean		\$72,576	\$99,883	--	--	--	--	\$78,849
Median		\$73,589	\$101,456	--	--	--	--	\$76,378
<b>CALGARY</b>								
<b>Male</b> Count	0	--	*	*	--	--	--	6
Mean		--	*	*	--	--	--	\$80,759
Median		--	*	*	--	--	--	\$75,119
<b>Female</b> Count	0	9	15	9	--	--	--	27
Mean		\$55,673	\$66,976	\$94,644	--	--	--	\$71,219
Median		\$57,102	\$68,000	\$96,000	--	--	--	\$68,000
<b>Total</b> Count	0	9	15	9	--	--	--	33
Mean		\$55,673	\$67,781	\$93,281	--	--	--	\$72,450
Median		\$57,102	\$69,000	\$96,000	--	--	--	\$69,200
<b>LETHBRIDGE</b>								
<b>Male</b> Count	0	*	*	*	--	--	--	3
Mean		*	*	*	--	--	--	\$68,970
Median		*	*	*	--	--	--	\$77,013
<b>Female</b> Count	1	--	3	6	--	--	--	9
Mean		--	\$89,616	\$95,750	--	--	--	\$93,705
Median		--	\$92,837	\$99,576	--	--	--	\$93,253
<b>Total</b> Count	1	*	6	9	--	--	--	12
Mean		*	\$86,466	\$94,056	--	--	--	\$87,521
Median		*	\$87,798	\$99,483	--	--	--	\$90,440
<b>MANITOBA</b>								
<b>Male</b> Count	0	--	9	9	*	--	--	18
Mean		--	\$63,773	\$81,033	*	--	--	\$76,092
Median		--	\$62,991	\$84,047	*	--	--	\$71,611
<b>Female</b> Count	0	--	18	18	9	--	--	42
Mean		--	\$62,151	\$80,698	\$101,845	--	--	\$76,516
Median		--	\$59,682	\$81,959	\$101,201	--	--	\$74,029
<b>Total</b> Count	0	--	24	24	9	--	--	57
Mean		--	\$62,624	\$80,809	\$101,312	--	--	\$76,390
Median		--	\$61,760	\$83,034	\$101,201	--	--	\$73,260

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>REGINA</b>								
<b>Male</b> Count	0	--	*	*	3	--	--	9
Mean		--	*	*	\$93,392	--	--	\$81,549
Median		--	*	*	\$93,134	--	--	\$83,320
<b>Female</b> Count	0	*	*	6	3	--	--	12
Mean		*	*	\$74,167	\$92,308	--	--	\$75,010
Median		*	*	\$74,650	\$90,686	--	--	\$76,816
<b>Total</b> Count	0	*	3	9	6	--	--	18
Mean		*	\$59,153	\$76,456	\$92,850	--	--	\$77,552
Median		*	\$57,246	\$76,816	\$92,315	--	--	\$77,900
<b>VICTORIA</b>								
<b>Male</b> Count	0	--	*	3	6	--	--	9
Mean		--	*	\$67,458	\$86,912	--	--	\$76,252
Median		--	*	\$68,315	\$89,114	--	--	\$75,420
<b>Female</b> Count	0	--	6	9	9	--	--	21
Mean		--	\$51,354	\$65,413	\$80,278	--	--	\$68,436
Median		--	\$50,000	\$64,541	\$81,257	--	--	\$66,392
<b>Total</b> Count	0	--	6	12	12	--	--	27
Mean		--	\$52,795	\$66,026	\$82,319	--	--	\$70,593
Median		--	\$50,000	\$65,466	\$82,166	--	--	\$71,685
<b>OPSEU</b>								
<b>Male</b> Count	0	--	--	--	--	--	--	--
Mean		--	--	--	--	--	--	--
Median		--	--	--	--	--	--	--
<b>Female</b> Count	6	--	--	--	--	--	--	--
Mean		--	--	--	--	--	--	--
Median		--	--	--	--	--	--	--
<b>Total</b> Count	6	--	--	--	--	--	--	--
Mean		--	--	--	--	--	--	--
Median		--	--	--	--	--	--	--
<b>FPSE</b>								
<b>Male</b> Count	5	--	--	--	--	--	--	--
Mean		--	--	--	--	--	--	--
Median		--	--	--	--	--	--	--
<b>Female</b> Count	16	--	--	--	--	--	--	--
Mean		--	--	--	--	--	--	--
Median		--	--	--	--	--	--	--
<b>Total</b> Count	21	--	--	--	--	--	--	--
Mean		--	--	--	--	--	--	--
Median		--	--	--	--	--	--	--
<b>EAST/EST</b>								
<b>Male</b> Count	0	*	12	6	12	--	--	33
Mean		*	\$58,097	\$69,190	\$89,097	--	--	\$71,204
Median		*	\$59,488	\$69,612	\$87,204	--	--	\$67,000
<b>Female</b> Count	1	12	21	24	33	--	--	93
Mean		\$46,016	\$58,921	\$74,432	\$90,837	--	--	\$72,823
Median		\$45,312	\$58,488	\$74,004	\$91,000	--	--	\$72,223
<b>Total</b> Count	1	15	33	33	45	--	--	129
Mean		\$45,426	\$58,630	\$73,198	\$90,356	--	--	\$72,387
Median		\$45,278	\$58,488	\$73,014	\$90,895	--	--	\$72,223

INSTITUTION SEX	NR PF	1	2	3	4	5	6	TOTAL
<b>QUEBEC/QUÉBEC</b>								
<b>Male</b> Count	0	*	3	3	--	--	--	9
Mean		*	\$35,638	\$70,947	--	--	--	\$61,475
Median		*	\$49,264	\$74,881	--	--	--	\$61,047
<b>Female</b> Count	0	3	3	15	3	--	--	24
Mean		\$47,042	\$52,610	\$79,150	\$95,440	--	--	\$73,028
Median		\$46,624	\$53,064	\$81,144	\$93,855	--	--	\$76,576
<b>Total</b> Count	0	6	6	21	3	--	--	36
Mean		\$47,178	\$53,824	\$77,197	\$95,440	--	--	\$69,819
Median		\$46,624	\$53,310	\$76,880	\$93,855	--	--	\$74,036
<b>ONTARIO</b>								
<b>Male</b> Count	2	5	14	41	12	--	--	72
Mean		\$53,607	\$70,000	\$87,665	\$92,056	--	--	\$85,056
Median		\$53,791	\$66,683	\$86,880	\$100,110	--	--	\$85,840
<b>Female</b> Count	1	15	31	93	39	--	--	178
Mean		\$54,178	\$64,140	\$84,336	\$104,356	--	--	\$82,664
Median		\$54,245	\$61,073	\$82,865	\$102,802	--	--	\$82,810
<b>Total</b> Count	3	20	45	134	51	--	--	250
Mean		\$54,035	\$65,963	\$85,354	\$104,935	--	--	\$83,353
Median		\$54,018	\$63,588	\$84,938	\$102,607	--	--	\$83,724
<b>WEST/OUEST</b>								
<b>Male</b> Count	0	--	9	12	9	--	--	30
Mean		--	\$63,043	\$78,252	\$91,857	--	--	\$77,326
Median		--	\$62,906	\$79,802	\$92,360	--	--	\$75,894
<b>Female</b> Count	0	*	21	27	18	--	--	72
Mean		*	\$59,425	\$75,657	\$90,123	--	--	\$73,929
Median		*	\$58,584	\$76,231	\$90,686	--	--	\$72,871
<b>Total</b> Count	0	*	33	42	27	--	--	102
Mean		*	\$60,521	\$76,460	\$90,681	--	--	\$74,974
Median		*	\$59,719	\$76,518	\$91,328	--	--	\$74,024
<b>CANADA</b>								
<b>Male</b> Count	2	9	39	67	34	--	--	149
Mean		\$45,112	\$60,629	\$82,385	\$90,938	--	--	\$78,560
Median		\$49,197	\$61,815	\$80,779	\$92,825	--	--	\$79,376
<b>Female</b> Count	2	33	79	164	95	--	--	371
Mean		\$49,963	\$60,876	\$80,725	\$96,390	--	--	\$77,773
Median		\$49,176	\$58,839	\$79,338	\$95,667	--	--	\$76,972
<b>Total</b> Count	4	42	118	231	129	--	--	520
Mean		\$49,879	\$61,711	\$81,207	\$96,308	--	--	\$77,999
Median		\$49,197	\$60,023	\$79,890	\$95,435	--	--	\$77,241

-- No individuals in this category  
*Il n'y a aucune personne dans cette catégorie*

\* To preserve confidentiality, no data are presented for this category  
*Aucune donnée divulguée dans cette catégorie afin d'en protéger la confidentialité*

† Aggregated results by institution only, not reported in regional and national roll-ups  
*Résultats fusionnés selon l'établissement uniquement, non compris dans les synthèses régionale et nationale*

*Italics* indicates estimated data in the form of random rounding (base 3) for all counts at this institution to preserve confidentiality

Les données en *italiques* représentent les chiffres de cet établissement qui sont arrondis aléatoirement (base 3) par souci de confidentialité

**NR Not reported:** For records where either the descriptor variable or the salary was not reported, the data was not included in the calculation of the results. In cases where the sex was missing, the NR number is included in the total NR column only. NR data is also excluded from totals

*Non déclaré : Pour les enregistrements don't la variable descriptive ou le salaire n'a pas été indiqué, le nombre NR est inclus dans la colonne du total NR seulement. Les données NR sont aussi exclues des totaux*

Totals column for Canada, East, Quebec, Ontario and West regions includes counts and averages for four-rank institutions only

*La colonne des totaux du Canada, des régions de l'Est, du Québec, de l'Ontario et de l'Ouest tient compte des totaux pour les établissements avec structures à quatre rangs seulement*

**EAST** includes the following four-rank institutions in the reporting by rank: Dalhousie, Memorial, Mount Allison, Mount Saint Vincent, New Brunswick, NSCAD, Prince Edward Island and Saint Mary's

*L'EST comprend les établissements à quatre rangs suivants dans le rapport par rang : Acadia, Dalhousie, Memorial, Mount Allison, Mount Saint Vincent, New Brunswick, Prince Edward Island et Saint Mary's*

**QUEBEC** includes the following four-rank institutions in the reporting by rank: Concordia

*QUÉBEC comprend les établissements à quatre rangs suivants dans le rapport par rang : Concordia*

**ONTARIO** includes the following four-rank institutions in the reporting by rank: Carleton, Lakehead, Laurentian, NOSM, Queen's, Toronto, Wilfrid Laurier and Windsor

*ONTARIO comprend les établissements à quatre rangs suivants dans le rapport par rang : Carleton, Lakehead, Laurentian, NOSM, Queen's, Toronto, Wilfrid Laurier et Windsor*

**WEST** includes the following four-rank institutions in the reporting by rank: Manitoba, Regina, and Victoria

*L'OUEST comprend les établissements à quatre rangs suivants dans le rapport par rang : Manitoba, Regina et Victoria*



TABLE 5 / TABLEAU 5 - 2006-2007

**LIBRARIAN SALARIES BY INSTITUTION, SEX AND AGE CATEGORY**  
**SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS L'INSTITUTION, LE SEXE ET L'ÂGE**

		AGE / ÂGE					
INSTITUTION SEX		NR PF	<35	35-44	45-54	55+	TOTAL
<b>CAPE BRETON</b>							
<b>Male</b>	Count	0	--	*	--	--	*
	Mean		--	*	--	--	*
	Median		--	*	--	--	*
<b>Female</b>	Count	0	--	--	6	--	3
	Mean		--	--	\$57,526	--	\$57,526
	Median		--	--	\$57,493	--	\$57,493
<b>Total</b>	Count	0	--	*	3	--	6
	Mean		--	*	\$57,526	--	\$55,538
	Median		--	*	\$57,493	--	\$57,493
<b>DALHOUSIE</b>							
<b>Male</b>	Count	0	*	*	*	*	9
	Mean		*	*	*	*	\$66,213
	Median		*	*	*	*	\$59,338
<b>Female</b>	Count	0	*	9	6	6	24
	Mean		*	\$56,576	\$87,545	\$91,204	\$74,612
	Median		*	\$58,816	\$90,749	\$91,808	\$85,047
<b>Total</b>	Count	0	6	9	9	6	30
	Mean		\$45,196	\$56,363	\$87,253	\$90,232	\$72,584
	Median		\$43,462	\$58,816	\$90,749	\$90,779	\$81,564
<b>MEMORIAL</b>							
<b>Male</b>	Count	0	--	*	3	3	6
	Mean		--	*	\$71,695	\$85,415	\$74,004
	Median		--	*	\$72,223	\$84,887	\$73,806
<b>Female</b>	Count	0	9	6	6	6	30
	Mean		\$52,549	\$59,726	\$74,937	\$87,855	\$69,771
	Median		\$53,227	\$60,850	\$76,972	\$87,262	\$71,432
<b>Total</b>	Count	0	9	9	9	9	36
	Mean		\$52,549	\$59,882	\$73,964	\$87,190	\$70,712
	Median		\$53,227	\$60,350	\$75,389	\$84,887	\$72,223
<b>MONCTON</b>							
<b>Male</b>	Count	0	*	--	--	--	*
	Mean		*	--	--	--	*
	Median		*	--	--	--	*
<b>Female</b>	Count	0	3	--	*	6	9
	Mean		\$54,569	--	*	\$92,337	\$78,855
	Median		\$53,958	--	*	\$94,273	\$85,823
<b>Total</b>	Count	0	3	--	*	6	12
	Mean		\$53,937	--	*	\$92,337	\$76,174
	Median		\$53,000	--	*	\$94,273	\$82,428

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL
<b>MOUNT ALLISON</b>						
<b>Male</b> Count	0	--	*	--	*	3
Mean		--	*	--	*	\$85,280
Median		--	*	--	*	\$97,080
<b>Female</b> Count	0	*	*	*	3	6
Mean		*	*	*	\$79,752	\$71,898
Median		*	*	*	\$88,992	\$69,942
<b>Total</b> Count	0	*	*	*	3	9
Mean		*	*	*	\$86,683	\$76,359
Median		*	*	*	\$97,080	\$75,840
<b>MOUNT SAINT VINCENT</b>						
<b>Male</b> Count	0	--	*	--	*	3
Mean		--	*	--	*	\$68,159
Median		--	*	--	*	\$80,015
<b>Female</b> Count	0	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Total</b> Count	0	--	3	--	*	6
Mean		--	\$54,070	--	*	\$65,447
Median		--	\$53,598	--	*	\$69,159
<b>NEW BRUNSWICK</b>						
<b>Male</b> Count	2	--	*	*	*	3
Mean		--	*	*	*	\$75,200
Median		--	*	*	*	\$67,000
<b>Female</b> Count	7	--	*	6	3	12
Mean		--	*	\$91,500	\$98,667	\$92,100
Median		--	*	\$93,500	\$103,000	\$93,500
<b>Total</b> Count	9	--	3	6	3	15
Mean		--	\$65,667	\$88,875	\$97,250	\$86,467
Median		--	\$67,000	\$93,500	\$98,000	\$91,000
<b>NSCAD</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	*	--	--	*	*
Mean		*	--	--	*	*
Median		*	--	--	*	*
<b>Total</b> Count	0	*	--	--	*	*
Mean		*	--	--	*	*
Median		*	--	--	*	*
<b>PRINCE EDWARD ISLAND</b>						
<b>Male</b> Count	0	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	--	--	3	3	6
Mean		--	--	\$69,236	\$80,627	\$74,932
Median		--	--	\$74,203	\$76,612	\$75,408
<b>Total</b> Count	0	*	--	3	3	9
Mean		*	--	\$69,236	\$80,627	\$72,355
Median		*	--	\$74,203	\$76,612	\$74,203

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL
<b>SAINT FRANCIS-XAVIER</b>						
<b>Male</b> Count	0	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Female</b> Count	0	--	*	3	3	6
Mean		--	*	\$78,491	\$78,277	\$74,271
Median		--	*	\$71,397	\$74,515	\$72,956
<b>Total</b> Count	0	--	*	3	6	9
Mean		--	*	\$78,491	\$78,277	\$73,421
Median		--	*	\$71,397	\$74,515	\$71,397
<b>SAINT MARY'S</b>						
<b>Male</b> Count	0	--	*	*	*	3
Mean		--	*	*	*	\$70,556
Median		--	*	*	*	\$79,376
<b>Female</b> Count	0	--	3	*	--	3
Mean		--	\$64,064	*	--	\$62,282
Median		--	\$62,700	*	--	\$62,700
<b>Total</b> Count	0	--	3	6	*	12
Mean		--	\$60,160	\$62,594	*	\$66,419
Median		--	\$56,408	\$65,580	*	\$71,038
<b>BISHOP'S</b>						
<b>Male</b> Count	0	*	--	*	--	*
Mean		*	--	*	--	*
Median		*	--	*	--	*
<b>Female</b> Count	0	--	*	*	--	*
Mean		--	*	*	--	*
Median		--	*	*	--	*
<b>Total</b> Count	0	*	*	*	--	4
Mean		*	*	*	--	\$63,861
Median		*	*	*	--	\$62,949
<b>CONCORDIA</b>						
<b>Male</b> Count	0	6	*	*	*	6
Mean		\$32,689	*	*	*	\$60,650
Median		\$45,702	*	*	*	\$61,047
<b>Female</b> Count	0	6	3	3	9	24
Mean		\$51,881	\$64,005	\$79,832	\$88,923	\$73,868
Median		\$49,221	\$65,745	\$80,394	\$87,654	\$78,110
<b>Total</b> Count	0	9	3	6	12	33
Mean		\$52,174	\$62,954	\$78,251	\$86,753	\$70,563
Median		\$49,221	\$62,772	\$76,880	\$87,596	\$74,036
<b>CARLETON</b>						
<b>Male</b> Count	0	--	3	--	--	3
Mean		--	\$69,694	--	--	\$69,694
Median		--	\$72,932	--	--	\$72,932
<b>Female</b> Count	1	4	3	5	10	22
Mean		\$54,672	\$73,591	\$91,951	\$105,388	\$88,777
Median		\$55,458	\$69,148	\$95,435	\$109,313	\$96,621
<b>Total</b> Count	1	4	6	5	10	25
Mean		\$54,672	\$71,642	\$91,951	\$105,388	\$86,487
Median		\$55,458	\$71,040	\$95,435	\$109,313	\$89,224

INSTITUTION SEX		NR PF	<35	35-44	45-54	55+	TOTAL
<b>KING'S</b>							
<b>Male</b>	Count	0	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>Female</b>	Count	2	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>Total</b>	Count	2	--	--	--	--	--
	Mean		--	--	--	--	--
	Median		--	--	--	--	--
<b>LAKEHEAD</b>							
<b>Male</b>	Count	1	--	*	--	--	*
	Mean		--	*	--	--	*
	Median		--	*	--	--	*
<b>Female</b>	Count	3	--	*	3	*	6
	Mean		--	*	\$83,325	*	\$79,208
	Median		--	*	\$81,121	*	\$79,334
<b>Total</b>	Count	4	--	3	3	*	9
	Mean		--	\$67,178	\$83,325	*	\$76,019
	Median		--	\$66,607	\$81,121	*	\$78,044
<b>LAURENTIAN</b>							
<b>Male</b>	Count	0	*	*	--	6	6
	Mean		*	*	--	\$116,430	\$102,420
	Median		*	*	--	\$122,550	\$103,241
<b>Female</b>	Count	0	*	--	*	--	3
	Mean		*	--	*	--	\$77,046
	Median		*	--	*	--	\$83,919
<b>Total</b>	Count	0	*	*	*	3	9
	Mean		*	*	*	\$116,430	\$93,962
	Median		*	*	*	\$122,550	\$85,688
<b>MCMASTER<sup>†</sup></b>							
<b>Male</b>	Count	0	1	--	--	3	4
	Mean		*	--	--	\$93,173	\$82,414
	Median		*	--	--	\$92,129	\$81,892
<b>Female</b>	Count	0	4	7	7	6	24
	Mean		\$49,876	\$63,569	\$80,768	\$71,920	\$68,391
	Median		\$50,026	\$61,314	\$80,780	\$68,464	\$66,898
<b>Total</b>	Count	0	5	7	7	9	28
	Mean		\$50,137	\$63,569	\$80,768	\$79,004	\$70,431
	Median		\$51,180	\$61,314	\$80,780	\$75,707	\$68,997
<b>NOSM</b>							
<b>Male</b>	Count	0	*	--	*	--	*
	Mean		*	--	*	--	*
	Median		*	--	*	--	*
<b>Female</b>	Count	0	3	--	--	--	3
	Mean		\$54,500	--	--	--	\$54,500
	Median		\$54,250	--	--	--	\$54,250
<b>Total</b>	Count	0	3	--	*	--	3
	Mean		\$54,950	--	*	--	\$59,460
	Median		\$54,625	--	*	--	\$55,000

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL
<b>OCAD</b>						
<b>Male</b> Count	0	--	*	*	*	3
Mean		--	*	*	*	\$70,500
Median		--	*	*	*	\$68,000
<b>Female</b> Count	1	--	--	--	--	*
Mean		--	--	--	--	*
Median		--	--	--	--	*
<b>Total</b> Count	1	--	*	*	*	6
Mean		--	*	*	*	\$67,800
Median		--	*	*	*	\$68,000
<b>OTTAWA</b>						
<b>Male</b> Count	0	*	--	3	*	6
Mean		*	--	\$83,743	*	\$76,370
Median		*	--	\$85,000	*	\$79,520
<b>Female</b> Count	0	6	6	6	6	27
Mean		\$61,618	\$77,713	\$78,567	\$85,441	\$75,669
Median		\$62,088	\$77,828	\$79,520	\$79,520	\$79,520
<b>Total</b> Count	0	6	6	12	6	33
Mean		\$62,147	\$77,713	\$79,978	\$84,454	\$75,805
Median		\$62,088	\$77,828	\$79,520	\$79,520	\$79,520
<b>QUEEN'S</b>						
<b>Male</b> Count	0	*	*	3	*	6
Mean		*	*	\$55,597	*	\$79,329
Median		*	*	\$75,305	*	\$77,505
<b>Female</b> Count	0	6	6	18	3	30
Mean		\$55,050	\$61,255	\$82,421	\$84,293	\$74,634
Median		\$54,718	\$56,068	\$82,865	\$83,394	\$79,250
<b>Total</b> Count	0	9	3	21	6	39
Mean		\$55,224	\$63,575	\$82,273	\$87,354	\$75,499
Median		\$55,190	\$56,075	\$82,865	\$89,455	\$78,378
<b>ROYAL MILITARY COLLEGE</b>						
<b>Male</b> Count	1	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	4	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	5	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>RYERSON</b>						
<b>Male</b> Count	0	*	*	*	*	6
Mean		*	*	*	*	\$74,044
Median		*	*	*	*	\$69,234
<b>Female</b> Count	2	3	*	3	6	15
Mean		\$55,026	*	\$95,187	\$92,167	\$79,349
Median		\$55,684	*	\$101,114	\$96,570	\$82,040
<b>Total</b> Count	2	6	3	3	9	21
Mean		\$55,255	\$71,672	\$95,007	\$93,239	\$77,833
Median		\$55,684	\$75,320	\$97,790	\$96,583	\$79,720

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL
<b>TORONTO</b>						
<b>Male</b> Count	0	6	6	14	17	43
Mean		\$56,376	\$86,226	\$82,052	\$99,010	\$85,756
Median		\$53,289	\$89,923	\$86,386	\$98,812	\$87,070
<b>Female</b> Count	0	7	21	27	36	91
Mean		\$55,928	\$68,542	\$90,453	\$95,592	\$84,774
Median		\$56,022	\$67,047	\$95,667	\$100,072	\$92,000
<b>Total</b> Count	0	13	27	41	53	134
Mean		\$56,135	\$72,472	\$87,584	\$96,689	\$85,089
Median		\$54,705	\$67,452	\$90,005	\$99,691	\$90,002
<b>WATERLOO</b>						
<b>Male</b> Count	7	--	--	*	--	*
Mean		--	--	*	--	*
Median		--	--	*	--	*
<b>Female</b> Count	3	*	3	6	9	18
Mean		*	\$67,162	\$73,100	\$83,406	\$75,744
Median		*	\$67,831	\$75,800	\$81,184	\$77,954
<b>Total</b> Count	10	*	3	9	9	21
Mean		*	\$67,162	\$80,187	\$83,406	\$77,980
Median		*	\$67,831	\$77,677	\$81,184	\$78,231
<b>WILFRID LAURIER</b>						
<b>Male</b> Count	1	--	*	--	*	3
Mean		--	*	--	*	\$80,642
Median		--	*	--	*	\$81,041
<b>Female</b> Count	0	--	6	3	6	9
Mean		--	\$70,784	\$92,132	\$97,130	\$86,187
Median		--	\$68,078	\$101,430	\$98,812	\$86,987
<b>Total</b> Count	1	--	6	3	6	15
Mean		--	\$71,410	\$92,132	\$97,025	\$84,999
Median		--	\$69,220	\$101,430	\$96,606	\$86,351
<b>WINDSOR</b>						
<b>Male</b> Count	0	--	3	*	3	9
Mean		--	\$77,025	*	\$98,914	\$84,316
Median		--	\$66,347	*	\$102,713	\$80,580
<b>Female</b> Count	0	3	3	3	*	9
Mean		\$67,102	\$74,757	\$82,981	*	\$80,838
Median		\$66,284	\$77,150	\$84,152	*	\$77,522
<b>Total</b> Count	0	3	6	3	6	21
Mean		\$67,102	\$75,891	\$76,211	\$101,726	\$82,403
Median		\$66,284	\$73,374	\$80,219	\$105,522	\$79,822
<b>ALBERTA</b>						
<b>Male</b> Count	0	*	--	6	3	9
Mean		*	--	\$92,968	\$110,485	\$98,366
Median		*	--	\$90,134	\$104,291	\$90,148
<b>Female</b> Count	0	*	3	6	6	21
Mean		*	\$66,371	\$93,595	\$97,180	\$85,868
Median		*	\$65,314	\$97,140	\$95,067	\$90,134
<b>Total</b> Count	0	*	3	12	9	30
Mean		*	\$66,371	\$93,334	\$101,615	\$89,885
Median		*	\$65,314	\$92,662	\$104,291	\$90,134

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL
<b>ATHABASCA</b>						
<b>Male</b> Count	0	--	--	*	--	*
Mean		--	--	*	--	*
Median		--	--	*	--	*
<b>Female</b> Count	2	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Total</b> Count	2	--	*	*	--	4
Mean		--	*	*	--	\$80,082
Median		--	*	*	--	\$80,586
<b>BRITISH COLUMBIA</b>						
<b>Male</b> Count	0	3	4	8	6	21
Mean		\$57,834	\$70,422	\$89,597	\$81,645	\$79,135
Median		\$57,813	\$71,466	\$83,908	\$77,854	\$77,705
<b>Female</b> Count	0	10	9	17	17	53
Mean		\$59,288	\$68,421	\$84,894	\$89,479	\$78,736
Median		\$60,768	\$71,193	\$79,689	\$83,602	\$75,771
<b>Total</b> Count	0	13	13	25	23	74
Mean		\$58,953	\$69,036	\$86,399	\$87,435	\$78,849
Median		\$60,245	\$71,193	\$82,181	\$83,086	\$76,378
<b>CALGARY</b>						
<b>Male</b> Count	0	--	3	--	*	3
Mean		--	\$73,603	--	*	\$80,759
Median		--	\$74,792	--	*	\$75,119
<b>Female</b> Count	0	6	9	9	3	27
Mean		\$55,728	\$64,437	\$76,052	\$87,120	\$71,219
Median		\$54,957	\$65,240	\$69,200	\$90,840	\$68,000
<b>Total</b> Count	0	6	12	9	6	33
Mean		\$55,728	\$66,729	\$76,052	\$89,638	\$72,450
Median		\$54,957	\$69,286	\$69,200	\$93,420	\$69,200
<b>LETHBRIDGE</b>						
<b>Male</b> Count	0	--	*	*	--	3
Mean		--	*	*	--	\$68,970
Median		--	*	*	--	\$77,013
<b>Female</b> Count	1	--	*	6	*	9
Mean		--	*	\$96,951	*	\$93,705
Median		--	*	\$96,368	*	\$93,253
<b>Total</b> Count	1	--	3	9	*	12
Mean		--	\$68,591	\$95,086	*	\$87,521
Median		--	\$77,013	\$93,253	*	\$90,440
<b>MANITOBA</b>						
<b>Male</b> Count	0	--	4	6	7	17
Mean		--	\$64,905	\$70,348	\$87,408	\$76,092
Median		--	\$63,944	\$67,301	\$90,125	\$71,611
<b>Female</b> Count	0	3	11	10	16	40
Mean		\$58,491	\$65,648	\$76,467	\$87,398	\$76,516
Median		\$57,877	\$64,139	\$73,386	\$89,393	\$74,029
<b>Total</b> Count	0	3	15	16	23	57
Mean		\$58,491	\$65,450	\$74,172	\$87,401	\$76,390
Median		\$57,877	\$64,139	\$71,793	\$89,754	\$73,260

INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL
<b>REGINA</b>						
<b>Male</b> Count	1	--	*	*	3	6
Mean		--	*	*	\$90,667	\$79,891
Median		--	*	*	\$93,134	\$83,320
<b>Female</b> Count	0	*	*	3	6	12
Mean		*	*	\$79,185	\$81,204	\$75,010
Median		*	*	\$76,816	\$77,900	\$76,816
<b>Total</b> Count	1	*	3	3	9	18
Mean		*	\$75,445	\$75,624	\$85,259	\$76,732
Median		*	\$68,871	\$76,816	\$83,320	\$76,816
<b>VICTORIA</b>						
<b>Male</b> Count	0	--	6	*	3	6
Mean		--	\$65,593	*	\$85,495	\$76,252
Median		--	\$64,295	*	\$87,068	\$75,420
<b>Female</b> Count	0	3	3	6	6	21
Mean		\$52,897	\$61,472	\$72,761	\$79,823	\$68,436
Median		\$50,000	\$59,898	\$75,612	\$79,584	\$66,392
<b>Total</b> Count	0	3	6	9	9	30
Mean		\$52,897	\$63,827	\$75,061	\$81,714	\$70,593
Median		\$50,000	\$60,275	\$76,282	\$81,257	\$71,685
<b>OPSEU</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	2	--	*	*	*	4
Mean		--	*	*	*	\$82,576
Median		--	*	*	*	\$82,576
<b>Total</b> Count	2	--	*	*	*	4
Mean		--	*	*	*	\$82,576
Median		--	*	*	*	\$82,576
<b>FPSE</b>						
<b>Male</b> Count	0	--	--	3	*	3
Mean		--	--	\$70,146	*	\$73,834
Median		--	--	\$72,000	*	\$78,729
<b>Female</b> Count	3	3	*	3	3	12
Mean		\$60,368	*	\$71,842	\$76,974	\$69,850
Median		\$62,624	*	\$76,480	\$78,729	\$72,000
<b>Total</b> Count	3	3	*	6	9	18
Mean		\$60,368	*	\$70,994	\$77,657	\$70,957
Median		\$62,624	*	\$74,240	\$78,729	\$73,837
<b>EAST/EST</b>						
<b>Male</b> Count	2	4	11	9	11	35
Mean		\$41,268	\$56,065	\$75,634	\$87,818	\$70,507
Median		\$51,670	\$57,976	\$79,376	\$85,968	\$67,000
<b>Female</b> Count	7	14	21	35	32	102
Mean		\$52,054	\$59,199	\$78,039	\$87,271	\$73,490
Median		\$52,592	\$58,816	\$79,376	\$90,192	\$74,359
<b>Total</b> Count	9	18	32	44	43	137
Mean		\$51,839	\$58,122	\$77,547	\$87,411	\$72,728
Median		\$52,000	\$58,396	\$79,376	\$88,992	\$73,806



INSTITUTION SEX	NR PF	<35	35-44	45-54	55+	TOTAL
<b>QUEBEC/QUÉBEC</b>						
<b>Male</b> Count	0	6	*	3	*	9
Mean		\$34,761	*	\$77,348	*	\$61,475
Median		\$47,448	*	\$76,880	*	\$61,047
<b>Female</b> Count	0	6	6	6	12	27
Mean		\$51,881	\$67,162	\$72,190	\$88,923	\$73,028
Median		\$49,221	\$69,475	\$78,456	\$87,654	\$76,576
<b>Total</b> Count	0	12	6	6	12	36
Mean		\$51,932	\$65,690	\$74,400	\$86,753	\$69,819
Median		\$49,242	\$65,745	\$76,880	\$87,596	\$74,036
<b>ONTARIO</b>						
<b>Male</b> Count	10	13	21	27	30	91
Mean		\$59,364	\$75,431	\$76,839	\$99,598	\$83,133
Median		\$56,300	\$72,856	\$80,219	\$99,436	\$81,041
<b>Female</b> Count	18	37	48	78	80	243
Mean		\$57,724	\$70,404	\$85,623	\$93,484	\$80,957
Median		\$56,022	\$68,822	\$84,036	\$98,091	\$80,253
<b>Total</b> Count	28	50	69	105	110	334
Mean		\$58,150	\$71,934	\$84,761	\$95,151	\$81,549
Median		\$56,282	\$69,000	\$83,919	\$98,755	\$80,479
<b>WEST/OUEST</b>						
<b>Male</b> Count	1	4	18	28	25	75
Mean		\$65,625	\$67,460	\$81,819	\$88,905	\$79,871
Median		\$60,381	\$68,614	\$81,806	\$90,125	\$78,380
<b>Female</b> Count	6	28	44	62	61	195
Mean		\$57,194	\$67,322	\$82,123	\$86,979	\$76,723
Median		\$57,895	\$66,736	\$78,671	\$86,265	\$75,000
<b>Total</b> Count	7	32	62	90	86	270
Mean		\$58,248	\$67,362	\$82,028	\$87,538	\$77,597
Median		\$57,895	\$67,540	\$79,870	\$87,680	\$76,102
<b>CANADA</b>						
<b>Male</b> Count	13	26	51	67	67	211
Mean		\$50,622	\$68,134	\$78,725	\$93,126	\$78,853
Median		\$53,674	\$66,778	\$80,219	\$92,649	\$78,380
<b>Female</b> Count	31	86	117	179	184	566
Mean		\$56,153	\$67,123	\$82,628	\$89,974	\$77,788
Median		\$55,940	\$67,081	\$82,040	\$90,306	\$76,996
<b>Total</b> Count	44	112	168	246	251	777
Mean		\$56,498	\$67,430	\$82,176	\$90,815	\$78,077
Median		\$55,940	\$67,042	\$81,642	\$90,769	\$77,652

-- No individuals in this category  
*Il n'y a aucune personne dans cette catégorie*

\* To preserve confidentiality, no data are presented for this category  
*Aucune donnée divulguée dans cette catégorie afin d'en protéger la confidentialité*

† Aggregated results by institution only, not reported in regional and national roll-ups  
*Résultats fusionnés selon l'établissement uniquement, non compris dans les synthèses régionale et nationale*

*Italics* indicates estimated data in the form of random rounding (base 3) for all counts at this institution to *preserve confidentiality*

Les données en *italiques* représentent les chiffres de cet établissement qui sont arrondis aléatoirement (base 3) par souci de confidentialité

**NR Not reported:** For records where either the descriptor variable or the salary was not reported, the data was not included in the calculation of the results. In cases where the sex was missing, the NR number is included in the total NR column only. NR data is also excluded from totals

*Non déclaré :* Pour les enregistrements don't la variable descriptive ou le salaire n'a pas été indiqué, le nombre NR est inclus dans la colonne du total NR seulement. Les données NR sont aussi exclues des totaux

TABLE 6 / TABLEAU 6 - 2006-2007

**LIBRARIAN SALARIES BY INSTITUTION, SEX AND EXPERIENCE**  
**SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS L'INSTITUTION, LE SEXE ET L'EXPÉRIENCE**

YEARS SINCE AWARD OF LIBRARIAN DEGREE / NOMBRE D'ANNÉES DEPUIS L'OBTENTION DU DIPLÔME DE BIBLIOTHÉCAIRE

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>CAPE BRETON</b>						
<b>Male</b>	Count	0	*	--	--	*
	Mean		*	--	--	*
	Median		*	--	--	*
<b>Female</b>	Count	0	*	*	*	6
	Mean		*	*	*	\$57,526
	Median		*	*	*	\$57,493
<b>Total</b>	Count	0	*	*	*	6
	Mean		*	*	*	\$55,538
	Median		*	*	*	\$57,493
<b>DALHOUSIE</b>						
<b>Male</b>	Count	0	6	--	3	9
	Mean		\$51,659	--	\$85,619	\$66,213
	Median		\$51,782	--	\$84,398	\$59,338
<b>Female</b>	Count	0	9	*	*	21
	Mean		\$52,283	*	\$90,156	\$74,612
	Median		\$54,652	*	\$90,764	\$85,047
<b>Total</b>	Count	0	12	*	12	30
	Mean		\$52,075	*	\$89,109	\$72,584
	Median		\$51,894	*	\$90,749	\$81,564
<b>MEMORIAL</b>						
<b>Male</b>	Count	1	*	--	6	6
	Mean		*	--	\$78,555	\$75,841
	Median		*	--	\$78,555	\$75,389
<b>Female</b>	Count	0	9	6	6	27
	Mean		\$53,051	\$65,100	\$78,472	\$89,372
	Median		\$53,227	\$69,057	\$76,972	\$87,262
<b>Total</b>	Count	1	9	6	12	33
	Mean		\$54,378	\$65,100	\$78,502	\$90,314
	Median		\$56,393	\$69,057	\$76,972	\$89,636
<b>MONCTON</b>						
<b>Male</b>	Count	0	*	--	--	*
	Mean		*	--	--	*
	Median		*	--	--	*
<b>Female</b>	Count	1	*	*	3	6
	Mean		*	*	\$91,729	\$76,942
	Median		*	*	\$94,385	\$82,428
<b>Total</b>	Count	1	3	*	3	9
	Mean		\$52,653	*	\$91,729	\$74,176
	Median		\$52,042	*	\$94,385	\$79,034

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>MOUNT ALLISON</b>						
<b>Male</b> Count	0	*	--	*	--	3
Mean		*	--	*	--	\$85,280
Median		*	--	*	--	\$97,080
<b>Female</b> Count	0	*	*	*	*	6
Mean		*	*	*	*	\$71,898
Median		*	*	*	*	\$69,942
<b>Total</b> Count	0	3	*	3	*	9
Mean		\$59,324	*	\$94,384	*	\$76,359
Median		\$61,680	*	\$97,080	*	\$75,840
<b>MOUNT SAINT VINCENT</b>						
<b>Male</b> Count	0	*	--	--	*	3
Mean		*	--	--	*	\$68,159
Median		*	--	--	*	\$80,015
<b>Female</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	0	*	*	--	*	3
Mean		*	*	--	*	\$65,447
Median		*	*	--	*	\$69,159
<b>NEW BRUNSWICK</b>						
<b>Male</b> Count	2	*	*	3	--	6
Mean		*	*	\$85,000	--	\$75,200
Median		*	*	\$93,000	--	\$67,000
<b>Female</b> Count	7	*	*	6	3	9
Mean		*	*	\$100,000	\$94,667	\$92,100
Median		*	*	\$103,000	\$91,000	\$93,500
<b>Total</b> Count	9	*	*	9	3	15
Mean		*	*	\$94,375	\$94,667	\$86,467
Median		*	*	\$97,500	\$91,000	\$91,000
<b>NSCAD</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	*	--	*	--	*
Mean		*	--	*	--	*
Median		*	--	*	--	*
<b>Total</b> Count	0	*	--	*	--	*
Mean		*	--	*	--	*
Median		*	--	*	--	*
<b>PRINCE EDWARD ISLAND</b>						
<b>Male</b> Count	0	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	--	--	3	3	6
Mean		--	--	\$69,236	\$80,627	\$74,932
Median		--	--	\$74,203	\$76,612	\$75,408
<b>Total</b> Count	0	*	--	3	3	6
Mean		*	--	\$69,236	\$80,627	\$72,355
Median		*	--	\$74,203	\$76,612	\$74,203

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>SAINT FRANCIS-XAVIER</b>						
<b>Male</b> Count	0	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Female</b> Count	0	--	3	6	*	9
Mean		--	\$64,873	\$76,718	*	\$74,271
Median		--	\$74,515	\$71,397	*	\$72,956
<b>Total</b> Count	0	--	3	3	*	9
Mean		--	\$65,309	\$76,718	*	\$73,421
Median		--	\$70,567	\$71,397	*	\$71,397
<b>SAINT MARY'S</b>						
<b>Male</b> Count	0	*	*	*	*	6
Mean		*	*	*	*	\$70,556
Median		*	*	*	*	\$79,376
<b>Female</b> Count	0	*	*	*	--	6
Mean		*	*	*	--	\$62,282
Median		*	*	*	--	\$62,700
<b>Total</b> Count	0	3	3	3	*	9
Mean		\$46,134	\$64,620	\$81,573	*	\$66,419
Median		\$48,446	\$62,700	\$79,376	*	\$71,038
<b>BISHOP'S</b>						
<b>Male</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Female</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	0	*	*	--	--	4
Mean		*	*	--	--	\$63,861
Median		*	*	--	--	\$62,949
<b>CONCORDIA</b>						
<b>Male</b> Count	2	3	*	*	--	6
Mean		\$37,745	*	*	--	\$65,051
Median		\$53,556	*	*	--	\$62,593
<b>Female</b> Count	3	6	6	6	6	21
Mean		\$55,121	\$75,641	\$85,074	\$93,742	\$77,724
Median		\$55,502	\$75,692	\$85,061	\$92,378	\$80,394
<b>Total</b> Count	5	9	9	3	6	27
Mean		\$56,407	\$75,701	\$80,638	\$93,742	\$74,908
Median		\$56,461	\$75,700	\$82,584	\$92,378	\$76,518
<b>CARLETON</b>						
<b>Male</b> Count	0	*	*	--	--	3
Mean		*	*	--	--	\$69,694
Median		*	*	--	--	\$72,932
<b>Female</b> Count	2	6	6	*	6	21
Mean		\$57,596	\$87,506	*	\$106,231	\$88,347
Median		\$55,462	\$89,534	*	\$111,007	\$95,435
<b>Total</b> Count	2	6	9	*	9	24
Mean		\$58,067	\$84,212	*	\$106,231	\$86,015
Median		\$57,943	\$79,680	*	\$111,007	\$86,428

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>KING'S</b>						
<b>Male</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	2	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Total</b>	Count	2	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>LAKEHEAD</b>						
<b>Male</b>	Count	1	*	--	--	*
	Mean		*	--	--	*
	Median		*	--	--	*
<b>Female</b>	Count	0	*	3	3	9
	Mean		*	\$71,370	\$83,325	\$73,839
	Median		*	\$78,044	\$81,121	\$78,044
<b>Total</b>	Count	1	*	6	3	9
	Mean		*	\$71,370	\$83,325	\$72,144
	Median		*	\$78,044	\$81,121	\$76,204
<b>LAURENTIAN</b>						
<b>Male</b>	Count	0	*	--	3	6
	Mean		*	--	\$116,430	\$102,420
	Median		*	--	\$122,550	\$103,241
<b>Female</b>	Count	0	*	*	--	3
	Mean		*	*	--	\$77,046
	Median		*	*	--	\$83,919
<b>Total</b>	Count	0	6	*	--	9
	Mean		\$73,562	*	--	\$93,962
	Median		\$74,400	*	--	\$85,688
<b>MCMASTER<sup>†</sup></b>						
<b>Male</b>	Count	0	1	--	2	4
	Mean		*	--	*	*
	Median		*	--	*	*
<b>Female</b>	Count	0	7	7	8	24
	Mean		\$54,156	\$71,528	\$78,174	\$72,229
	Median		\$53,406	\$95,954	\$77,862	\$77,669
<b>Total</b>	Count	0	8	7	10	28
	Mean		\$53,784	\$71,528	\$81,278	\$70,431
	Median		\$52,293	\$95,954	\$81,532	\$76,202
<b>NOSM</b>						
<b>Male</b>	Count	0	*	*	--	*
	Mean		*	*	--	*
	Median		*	*	--	*
<b>Female</b>	Count	0	3	--	--	3
	Mean		\$54,500	--	--	\$54,500
	Median		\$54,250	--	--	\$54,250
<b>Total</b>	Count	0	3	*	--	3
	Mean		\$54,950	*	--	\$59,460
	Median		\$54,625	*	--	\$55,000

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>OCAD</b>						
<b>Male</b> Count	0	*	*	*	--	3
Mean		*	*	*	--	\$70,500
Median		*	*	*	--	\$68,000
<b>Female</b> Count	1	--	--	--	--	*
Mean		--	--	--	--	*
Median		--	--	--	--	*
<b>Total</b> Count	1	*	*	*	--	3
Mean		*	*	*	--	\$67,800
Median		*	*	*	--	\$68,000
<b>OTTAWA</b>						
<b>Male</b> Count	6	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	25	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	31	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>QUEEN'S</b>						
<b>Male</b> Count	0	*	3	*	*	9
Mean		*	\$59,108	*	*	\$79,329
Median		*	\$75,180	*	*	\$77,505
<b>Female</b> Count	0	9	9	12	*	30
Mean		\$55,367	\$78,394	\$83,292	*	\$74,634
Median		\$55,290	\$77,020	\$82,865	*	\$79,250
<b>Total</b> Count	0	9	9	15	3	39
Mean		\$55,456	\$78,269	\$83,220	\$94,463	\$75,499
Median		\$55,578	\$77,262	\$82,865	\$94,335	\$78,378
<b>ROYAL MILITARY COLLEGE</b>						
<b>Male</b> Count	1	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	4	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	5	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>RYERSON</b>						
<b>Male</b> Count	0	*	*	*	--	6
Mean		*	*	*	--	\$74,044
Median		*	*	*	--	\$69,234
<b>Female</b> Count	2	6	*	3	3	15
Mean		\$55,026	*	\$91,203	\$95,637	\$79,349
Median		\$55,684	*	\$96,557	\$99,014	\$82,040
<b>Total</b> Count	2	6	3	9	6	21
Mean		\$55,255	\$71,672	\$92,879	\$95,637	\$77,833
Median		\$55,684	\$75,320	\$96,557	\$99,014	\$79,720

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>TORONTO</b>						
<b>Male</b> Count	4	10	7	11	11	39
Mean		\$63,563	\$90,866	\$84,333	\$102,752	\$85,375
Median		\$63,934	\$87,070	\$85,892	\$99,542	\$87,070
<b>Female</b> Count	5	20	15	23	28	86
Mean		\$62,721	\$72,573	\$96,745	\$96,489	\$84,533
Median		\$61,466	\$69,000	\$98,779	\$100,176	\$92,518
<b>Total</b> Count	9	30	22	34	39	125
Mean		\$63,001	\$78,393	\$92,729	\$98,255	\$84,796
Median		\$63,934	\$79,899	\$97,632	\$99,884	\$90,005
<b>WATERLOO</b>						
<b>Male</b> Count	7	--	--	*	--	*
Mean		--	--	*	--	*
Median		--	--	*	--	*
<b>Female</b> Count	3	*	6	3	3	21
Mean		*	\$73,408	\$77,073	\$83,622	\$75,744
Median		*	\$76,634	\$78,231	\$81,184	\$77,954
<b>Total</b> Count	10	*	9	6	3	21
Mean		*	\$73,408	\$84,679	\$83,622	\$77,980
Median		*	\$76,634	\$79,242	\$81,184	\$78,231
<b>WILFRID LAURIER</b>						
<b>Male</b> Count	1	--	*	--	*	3
Mean		--	*	--	*	\$80,642
Median		--	*	--	*	\$81,041
<b>Female</b> Count	0	--	3	*	6	12
Mean		--	\$70,784	*	\$100,503	\$86,187
Median		--	\$68,078	*	\$102,930	\$86,987
<b>Total</b> Count	1	--	6	*	6	12
Mean		--	\$71,410	*	\$99,854	\$84,999
Median		--	\$69,220	*	\$102,180	\$86,351
<b>WINDSOR</b>						
<b>Male</b> Count	0	*	*	*	3	9
Mean		*	*	*	\$105,025	\$84,316
Median		*	*	*	\$106,097	\$80,580
<b>Female</b> Count	0	3	3	*	*	12
Mean		\$67,102	\$77,812	*	*	\$80,838
Median		\$66,284	\$77,522	*	*	\$77,522
<b>Total</b> Count	0	6	9	3	3	21
Mean		\$63,909	\$79,112	\$81,650	\$105,955	\$82,403
Median		\$66,284	\$77,522	\$80,580	\$106,097	\$79,822
<b>ALBERTA</b>						
<b>Male</b> Count	0	*	*	6	*	9
Mean		*	*	\$100,310	*	\$98,366
Median		*	*	\$97,212	*	\$90,148
<b>Female</b> Count	1	3	3	6	*	18
Mean		\$65,208	\$73,621	\$98,555	*	\$84,617
Median		\$63,357	\$73,423	\$95,176	*	\$90,134
<b>Total</b> Count	1	6	6	12	3	27
Mean		\$70,196	\$76,184	\$99,365	\$102,861	\$89,200
Median		\$65,314	\$78,707	\$95,176	\$104,291	\$90,134



INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>ATHABASCA</b>						
<b>Male</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Female</b> Count	2	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Total</b> Count	2	*	3	--	--	6
Mean		*	\$80,196	--	--	\$80,082
Median		*	\$81,432	--	--	\$80,586
<b>BRITISH COLUMBIA</b>						
<b>Male</b> Count	21	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	53	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	74	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>CALGARY</b>						
<b>Male</b> Count	0	--	3	--	*	6
Mean		--	\$73,603	--	*	\$80,759
Median		--	\$74,792	--	*	\$75,119
<b>Female</b> Count	1	9	12	3	*	24
Mean		\$58,178	\$68,970	\$96,166	*	\$69,916
Median		\$57,914	\$68,500	\$99,500	*	\$66,832
<b>Total</b> Count	1	9	15	3	3	30
Mean		\$58,178	\$69,897	\$96,166	\$93,435	\$71,362
Median		\$57,914	\$69,200	\$99,500	\$96,000	\$69,100
<b>LETHBRIDGE</b>						
<b>Male</b> Count	0	*	*	--	--	3
Mean		*	*	--	--	\$68,970
Median		*	*	--	--	\$77,013
<b>Female</b> Count	1	--	9	*	--	9
Mean		--	\$90,764	*	--	\$93,705
Median		--	\$92,837	*	--	\$93,253
<b>Total</b> Count	1	*	9	*	--	12
Mean		*	\$89,905	*	--	\$87,521
Median		*	\$90,441	*	--	\$90,441
<b>MANITOBA</b>						
<b>Male</b> Count	17	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	40	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	57	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>REGINA</b>						
<b>Male</b> Count	1	--	*	*	3	6
Mean		--	*	*	\$90,667	\$79,891
Median		--	*	*	\$93,134	\$83,320
<b>Female</b> Count	0	*	3	3	*	9
Mean		*	\$77,347	\$78,773	*	\$75,010
Median		*	\$72,483	\$77,900	*	\$76,816
<b>Total</b> Count	1	*	3	6	6	18
Mean		*	\$71,213	\$79,682	\$89,359	\$76,732
Median		*	\$68,871	\$78,984	\$93,134	\$76,816
<b>VICTORIA</b>						
<b>Male</b> Count	0	*	3	*	*	9
Mean		*	\$67,458	*	*	\$76,252
Median		*	\$68,315	*	*	\$75,420
<b>Female</b> Count	1	6	3	6	3	21
Mean		\$53,333	\$70,874	\$83,782	\$72,823	\$68,899
Median		\$50,000	\$71,002	\$83,978	\$71,685	\$69,038
<b>Total</b> Count	1	9	9	6	3	27
Mean		\$54,166	\$69,410	\$83,864	\$79,579	\$71,000
Median		\$53,331	\$68,315	\$83,978	\$81,257	\$72,734
<b>OPSEU</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	2	*	*	*	*	6
Mean		*	*	*	*	\$82,576
Median		*	*	*	*	\$82,576
<b>Total</b> Count	2	*	*	*	*	6
Mean		*	*	*	*	\$82,576
Median		*	*	*	*	\$82,576
<b>FPSE</b>						
<b>Male</b> Count	0	*	*	*	--	6
Mean		*	*	*	--	\$73,834
Median		*	*	*	--	\$78,729
<b>Female</b> Count	3	6	*	6	*	12
Mean		\$60,144	*	\$78,124	*	\$69,850
Median		\$61,047	*	\$78,729	*	\$72,000
<b>Total</b> Count	3	3	3	6	*	18
Mean		\$60,057	\$69,532	\$78,297	*	\$70,957
Median		\$59,710	\$69,540	\$78,729	*	\$73,837
<b>EAST/EST</b>						
<b>Male</b> Count	3	13	3	14	4	34
Mean		\$49,246	\$61,801	\$84,684	\$87,049	\$70,783
Median		\$51,968	\$66,619	\$84,642	\$86,106	\$69,612
<b>Female</b> Count	8	27	19	35	20	101
Mean		\$52,513	\$65,359	\$84,600	\$89,056	\$73,285
Median		\$52,248	\$69,159	\$87,203	\$91,496	\$74,203
<b>Total</b> Count	11	40	22	49	24	135
Mean		\$52,633	\$64,874	\$84,624	\$88,722	\$72,655
Median		\$52,145	\$67,237	\$85,968	\$90,318	\$73,806

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>QUEBEC/QUÉBEC</b>						
<b>Male</b> Count	2	6	3	*	--	9
Mean		\$39,665	\$77,348	*	--	\$64,981
Median		\$51,410	\$76,880	*	--	\$62,593
<b>Female</b> Count	3	6	9	6	6	21
Mean		\$54,145	\$75,783	\$85,074	\$93,742	\$76,439
Median		\$54,283	\$76,518	\$85,061	\$92,378	\$79,703
<b>Total</b> Count	5	9	12	6	6	30
Mean		\$54,979	\$76,252	\$80,638	\$93,742	\$73,482
Median		\$54,529	\$76,576	\$82,584	\$92,378	\$76,518
<b>ONTARIO</b>						
<b>Male</b> Count	20	22	21	18	20	81
Mean		\$63,191	\$76,508	\$82,911	\$105,364	\$83,320
Median		\$61,880	\$77,502	\$85,892	\$99,615	\$81,041
<b>Female</b> Count	46	51	53	56	55	215
Mean		\$60,506	\$75,826	\$88,975	\$97,100	\$81,059
Median		\$57,684	\$77,150	\$89,900	\$100,223	\$80,631
<b>Total</b> Count	66	73	74	74	75	296
Mean		\$61,315	\$77,019	\$88,559	\$99,304	\$81,678
Median		\$57,727	\$77,502	\$89,900	\$100,183	\$80,910
<b>WEST/OUEST</b>						
<b>Male</b> Count	39	6	13	11	7	37
Mean		\$68,768	\$73,349	\$91,896	\$93,992	\$82,026
Median		\$68,506	\$73,783	\$90,134	\$93,134	\$81,432
<b>Female</b> Count	102	26	35	27	11	99
Mean		\$57,751	\$75,197	\$88,696	\$84,215	\$75,299
Median		\$57,957	\$72,483	\$89,300	\$81,257	\$75,000
<b>Total</b> Count	141	32	48	38	18	136
Mean		\$59,817	\$74,697	\$89,622	\$88,017	\$77,129
Median		\$58,122	\$72,953	\$90,134	\$89,714	\$76,816
<b>CANADA</b>						
<b>Male</b> Count	64	45	40	44	31	160
Mean		\$56,880	\$74,491	\$85,214	\$100,433	\$79,440
Median		\$57,289	\$75,320	\$85,892	\$98,698	\$79,558
<b>Female</b> Count	159	110	114	122	92	438
Mean		\$57,546	\$73,886	\$87,530	\$93,592	\$77,722
Median		\$56,306	\$74,515	\$88,540	\$96,456	\$77,876
<b>Total</b> Count	223	155	154	166	123	598
Mean		\$58,356	\$74,511	\$87,402	\$95,316	\$78,181
Median		\$56,884	\$74,874	\$88,155	\$97,551	\$78,490

-- No individuals in this category  
*Il n'y a aucune personne dans cette catégorie*

\* To preserve confidentiality, no data are presented for this category  
*Aucune donnée divulguée dans cette catégorie afin d'en protéger la confidentialité*

† Aggregated results by institution only, not reported in regional and national roll-ups  
*Résultats fusionnés selon l'établissement uniquement, non compris dans les synthèses régionale et nationale*

*Italics* indicates estimated data in the form of random rounding (base 3) for all counts at this institution to preserve confidentiality

Les données en *italiques* représentent les chiffres de cet établissement qui sont arrondis aléatoirement (base 3) par souci de confidentialité

NR Not reported: For records where either the descriptor variable or the salary was not reported, the data was not included in the calculation of the results. In cases where the sex was missing, the NR number is included in the total NR column only. NR data is also excluded from totals

Non déclaré : Pour les enregistrements dont la variable descriptive ou le salaire n'a pas été indiqué, le nombre NR est inclus dans la colonne du total NR seulement. Les données NR sont aussi exclues des totaux

TABLE 7 / TABLEAU 7 - 2006-2007

**LIBRARIAN SALARIES BY INSTITUTION, SEX AND EXPERIENCE**  
**SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS L'INSTITUTION, LE SEXE ET L'EXPÉRIENCE**

YEARS AS AN ACADEMIC LIBRARIAN / NOMBRE D'ANNÉES À TITRE DE BIBLIOTHÉCAIRE UNIVERSITAIRE

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>CAPE BRETON</b>						
<b>Male</b>	Count	0	*	--	--	*
	Mean		*	--	--	*
	Median		*	--	--	*
<b>Female</b>	Count	0	*	*	*	3
	Mean		*	*	*	\$57,526
	Median		*	*	*	\$57,493
<b>Total</b>	Count	0	*	*	*	6
	Mean		*	*	*	\$55,538
	Median		*	*	*	\$57,493
<b>DALHOUSIE</b>						
<b>Male</b>	Count	0	6	*	*	6
	Mean		\$51,659	*	*	\$66,213
	Median		\$51,782	*	*	\$59,338
<b>Female</b>	Count	0	6	3	9	3
	Mean		\$52,874	\$60,878	\$89,517	\$93,140
	Median		\$51,894	\$59,915	\$90,749	\$92,712
<b>Total</b>	Count	0	12	6	9	3
	Mean		\$52,432	\$68,382	\$88,210	\$93,140
	Median		\$51,894	\$61,532	\$88,976	\$92,712
<b>MEMORIAL</b>						
<b>Male</b>	Count	0	*	*	3	*
	Mean		*	*	\$72,751	*
	Median		*	*	\$75,389	*
<b>Female</b>	Count	0	9	3	12	*
	Mean		\$52,436	\$65,891	\$81,672	*
	Median		\$52,436	\$69,057	\$82,512	*
<b>Total</b>	Count	0	12	3	15	6
	Mean		\$53,755	\$67,157	\$79,888	\$91,615
	Median		\$54,810	\$70,640	\$81,721	\$92,802
<b>MONCTON</b>						
<b>Male</b>	Count	0	*	--	--	*
	Mean		*	--	--	*
	Median		*	--	--	*
<b>Female</b>	Count	0	6	--	*	6
	Mean		\$65,329	--	*	\$92,337
	Median		\$55,874	--	*	\$94,273
<b>Total</b>	Count	0	3	--	*	3
	Mean		\$62,672	--	*	\$92,337
	Median		\$53,958	--	*	\$94,273

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>MOUNT ALLISON</b>						
<b>Male</b> Count	0	*	--	*	--	3
Mean		*	--	*	--	\$85,280
Median		*	--	*	--	\$97,080
<b>Female</b> Count	0	3	--	*	*	6
Mean		\$53,348	--	*	*	\$71,898
Median		\$52,248	--	*	*	\$69,942
<b>Total</b> Count	0	6	--	6	*	9
Mean		\$55,431	--	\$89,748	*	\$76,359
Median		\$56,964	--	\$93,036	*	\$75,840
<b>MOUNT SAINT VINCENT</b>						
<b>Male</b> Count	0	*	--	--	*	3
Mean		*	--	--	*	\$68,159
Median		*	--	--	*	\$80,015
<b>Female</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	0	*	*	--	*	3
Mean		*	*	--	*	\$65,447
Median		*	*	--	*	\$69,159
<b>NEW BRUNSWICK</b>						
<b>Male</b> Count	2	*	*	*	--	6
Mean		*	*	*	--	\$75,200
Median		*	*	*	--	\$67,000
<b>Female</b> Count	7	*	3	6	*	9
Mean		*	\$85,000	\$98,750	*	\$92,100
Median		*	\$88,000	\$99,500	*	\$93,500
<b>Total</b> Count	9	3	6	6	*	15
Mean		\$70,750	\$80,500	\$97,833	*	\$86,467
Median		\$62,000	\$82,000	\$97,500	*	\$91,000
<b>NSCAD</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>PRINCE EDWARD ISLAND</b>						
<b>Male</b> Count	0	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	*	*	3	*	6
Mean		*	*	\$69,236	*	\$74,932
Median		*	*	\$74,203	*	\$75,408
<b>Total</b> Count	0	*	*	3	*	9
Mean		*	*	\$69,236	*	\$72,355
Median		*	*	\$74,203	*	\$74,203

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>SAINT FRANCIS-XAVIER</b>						
<b>Male</b> Count	0	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Female</b> Count	0	*	*	6	*	9
Mean		*	*	\$76,718	*	\$74,271
Median		*	*	\$71,397	*	\$72,956
<b>Total</b> Count	0	*	3	3	*	9
Mean		*	\$71,883	\$76,718	*	\$73,421
Median		*	\$74,515	\$71,397	*	\$71,397
<b>SAINT MARY'S</b>						
<b>Male</b> Count	0	*	*	*	*	6
Mean		*	*	*	*	\$70,556
Median		*	*	*	*	\$79,376
<b>Female</b> Count	0	*	3	--	--	3
Mean		*	\$73,817	--	--	\$62,282
Median		*	\$79,376	--	--	\$62,700
<b>Total</b> Count	0	3	3	*	*	12
Mean		\$47,546	\$75,207	*	*	\$66,419
Median		\$49,281	\$79,376	*	*	\$71,038
<b>BISHOP'S</b>						
<b>Male</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Female</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	0	*	*	--	--	4
Mean		*	*	--	--	\$63,861
Median		*	*	--	--	\$62,949
<b>CONCORDIA</b>						
<b>Male</b> Count	1	6	3	--	--	6
Mean		\$39,071	\$71,551	--	--	\$62,287
Median		\$49,629	\$74,881	--	--	\$62,295
<b>Female</b> Count	3	6	6	9	*	21
Mean		\$55,121	\$75,641	\$87,401	*	\$77,724
Median		\$55,502	\$75,692	\$87,596	*	\$80,394
<b>Total</b> Count	4	9	9	9	*	30
Mean		\$55,218	\$74,278	\$87,401	*	\$73,865
Median		\$55,502	\$74,881	\$87,596	*	\$75,700
<b>CARLETON</b>						
<b>Male</b> Count	0	*	*	--	--	3
Mean		*	*	--	--	\$69,694
Median		*	*	--	--	\$72,932
<b>Female</b> Count	1	6	6	6	6	21
Mean		\$67,176	\$93,353	\$91,482	\$112,724	\$88,777
Median		\$64,532	\$99,021	\$96,212	\$111,586	\$96,621
<b>Total</b> Count	1	9	6	3	6	27
Mean		\$66,426	\$87,012	\$91,482	\$112,724	\$86,487
Median		\$61,073	\$85,581	\$96,212	\$111,586	\$89,224

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL	
<b>KING'S</b>							
<b>Male</b>	Count	0	--	--	--	--	
	Mean		--	--	--	--	
	Median		--	--	--	--	
<b>Female</b>	Count	2	--	--	--	--	
	Mean		--	--	--	--	
	Median		--	--	--	--	
<b>Total</b>	Count	2	--	--	--	--	
	Mean		--	--	--	--	
	Median		--	--	--	--	
<b>LAKEHEAD</b>							
<b>Male</b>	Count	2	--	--	--	--	
	Mean		--	--	--	--	
	Median		--	--	--	--	
<b>Female</b>	Count	9	--	--	--	--	
	Mean		--	--	--	--	
	Median		--	--	--	--	
<b>Total</b>	Count	11	--	--	--	--	
	Mean		--	--	--	--	
	Median		--	--	--	--	
<b>LAURENTIAN</b>							
<b>Male</b>	Count	1	*	--	6	3	
	Mean		*	--	\$116,430	\$106,548	
	Median		*	--	\$122,550	\$119,734	
<b>Female</b>	Count	0	*	*	--	3	
	Mean		*	*	--	\$77,046	
	Median		*	*	--	\$83,919	
<b>Total</b>	Count	1	3	*	6	9	
	Mean		\$70,823	*	--	\$116,430	\$95,485
	Median		\$67,019	*	--	\$122,550	\$86,218
<b>NOSM</b>							
<b>Male</b>	Count	0	*	*	--	*	
	Mean		*	*	--	*	
	Median		*	*	--	*	
<b>Female</b>	Count	0	3	--	--	3	
	Mean		\$54,500	--	--	\$54,500	
	Median		\$54,250	--	--	\$54,250	
<b>Total</b>	Count	0	3	*	--	6	
	Mean		\$54,950	*	--	\$59,460	
	Median		\$54,625	*	--	\$55,000	
<b>OCAD</b>							
<b>Male</b>	Count	0	3	*	--	3	
	Mean		\$71,333	*	--	\$70,500	
	Median		\$68,000	*	--	\$68,000	
<b>Female</b>	Count	1	*	--	--	*	
	Mean		*	--	--	*	
	Median		*	--	--	*	
<b>Total</b>	Count	1	3	*	--	6	
	Mean		\$67,750	*	--	\$67,800	
	Median		\$68,000	*	--	\$68,000	



INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>OTTAWA</b>						
<b>Male</b>	Count	6	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	25	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Total</b>	Count	31	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>QUEEN'S</b>						
<b>Male</b>	Count	0	*	3	*	9
	Mean		*	\$74,489	*	\$79,329
	Median		*	\$73,105	*	\$77,505
<b>Female</b>	Count	0	9	6	12	33
	Mean		\$55,367	\$76,959	\$84,657	\$74,634
	Median		\$55,290	\$76,535	\$83,340	\$79,250
<b>Total</b>	Count	0	12	9	12	36
	Mean		\$55,456	\$76,285	\$85,133	\$75,499
	Median		\$55,578	\$76,050	\$83,692	\$78,378
<b>ROYAL MILITARY COLLEGE</b>						
<b>Male</b>	Count	1	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	4	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Total</b>	Count	5	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>RYERSON</b>						
<b>Male</b>	Count	0	6	--	*	6
	Mean		\$62,531	--	*	\$74,044
	Median		\$60,416	--	*	\$69,234
<b>Female</b>	Count	2	3	3	6	15
	Mean		\$55,026	\$79,436	\$94,092	\$100,144
	Median		\$55,684	\$79,720	\$96,570	\$101,114
<b>Total</b>	Count	2	9	3	6	21
	Mean		\$58,361	\$79,436	\$95,085	\$100,144
	Median		\$57,684	\$79,720	\$96,570	\$101,114
<b>TORONTO</b>						
<b>Male</b>	Count	25	--	--	--	18
	Mean		--	--	--	\$84,604
	Median		--	--	--	\$94,352
<b>Female</b>	Count	43	--	--	--	48
	Mean		--	--	--	\$82,097
	Median		--	--	--	\$81,308
<b>Total</b>	Count	68	--	--	--	66
	Mean		--	--	--	\$82,781
	Median		--	--	--	\$85,423

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>WATERLOO</b>						
<b>Male</b> Count	7	--	--	*	--	*
Mean		--	--	*	--	*
Median		--	--	*	--	*
<b>Female</b> Count	3	6	9	3	6	18
Mean		\$61,584	\$75,600	\$80,325	\$83,060	\$75,744
Median		\$62,069	\$77,677	\$78,231	\$80,781	\$77,954
<b>Total</b> Count	10	3	9	6	6	21
Mean		\$61,584	\$75,600	\$90,922	\$83,060	\$77,980
Median		\$62,069	\$77,677	\$83,526	\$80,781	\$78,231
<b>WILFRID LAURIER</b>						
<b>Male</b> Count	1	*	--	--	*	3
Mean		*	--	--	*	\$80,642
Median		*	--	--	*	\$81,041
<b>Female</b> Count	0	6	*	--	6	9
Mean		\$70,168	*	--	\$104,200	\$86,187
Median		\$67,705	*	--	\$104,056	\$86,987
<b>Total</b> Count	1	9	*	--	6	12
Mean		\$70,880	*	--	\$102,681	\$84,999
Median		\$67,705	*	--	\$102,930	\$86,351
<b>WINDSOR</b>						
<b>Male</b> Count	0	3	*	*	3	9
Mean		\$61,520	*	*	\$105,025	\$84,316
Median		\$66,319	*	*	\$106,097	\$80,580
<b>Female</b> Count	0	3	3	*	*	12
Mean		\$67,102	\$75,924	*	*	\$80,838
Median		\$66,284	\$77,336	*	*	\$77,522
<b>Total</b> Count	0	6	3	3	6	21
Mean		\$64,311	\$80,421	\$82,579	\$105,955	\$82,403
Median		\$66,302	\$77,522	\$82,366	\$106,097	\$79,822
<b>ALBERTA</b>						
<b>Male</b> Count	0	*	--	6	--	9
Mean		*	--	\$100,878	--	\$98,366
Median		*	--	\$104,291	--	\$90,148
<b>Female</b> Count	0	6	6	6	*	21
Mean		\$70,002	\$77,729	\$100,442	*	\$85,868
Median		\$63,357	\$76,000	\$97,140	*	\$90,134
<b>Total</b> Count	0	6	9	12	*	27
Mean		\$76,526	\$77,729	\$100,660	*	\$89,885
Median		\$77,157	\$76,000	\$100,716	*	\$90,134
<b>ATHABASCA</b>						
<b>Male</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Female</b> Count	2	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Total</b> Count	2	3	*	--	--	6
Mean		\$79,632	*	--	--	\$80,082
Median		\$79,740	*	--	--	\$80,586

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>BRITISH COLUMBIA</b>						
<b>Male</b> Count	21	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	53	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	74	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>CALGARY</b>						
<b>Male</b> Count	0	--	3	*	--	6
Mean		--	\$73,603	*	--	\$80,759
Median		--	\$74,792	*	--	\$75,119
<b>Female</b> Count	0	18	3	6	--	27
Mean		\$66,546	\$70,901	\$92,645	--	\$71,219
Median		\$63,414	\$65,663	\$94,400	--	\$68,000
<b>Total</b> Count	0	18	6	6	--	33
Mean		\$66,546	\$71,914	\$94,561	--	\$72,450
Median		\$63,414	\$72,682	\$99,500	--	\$69,200
<b>LETHBRIDGE</b>						
<b>Male</b> Count	0	*	*	--	--	3
Mean		*	*	--	--	\$68,970
Median		*	*	--	--	\$77,013
<b>Female</b> Count	1	--	6	*	*	9
Mean		--	\$92,698	*	*	\$93,705
Median		--	\$93,045	*	*	\$93,253
<b>Total</b> Count	1	*	9	*	*	12
Mean		*	\$91,432	*	*	\$87,521
Median		*	\$92,837	*	*	\$90,440
<b>MANITOBA</b>						
<b>Male</b> Count	15	--	--	--	*	*
Mean		--	--	--	*	*
Median		--	--	--	*	*
<b>Female</b> Count	32	3	*	*	*	9
Mean		\$61,471	*	*	*	\$79,311
Median		\$57,877	*	*	*	\$78,198
<b>Total</b> Count	47	3	*	*	3	12
Mean		\$61,471	*	*	\$98,554	\$82,902
Median		\$57,877	*	*	\$98,254	\$88,014
<b>REGINA</b>						
<b>Male</b> Count	1	--	*	*	3	6
Mean		--	*	*	\$90,667	\$79,891
Median		--	*	*	\$93,134	\$83,320
<b>Female</b> Count	0	*	3	*	*	9
Mean		*	\$76,412	*	*	\$75,010
Median		*	\$72,483	*	*	\$76,816
<b>Total</b> Count	1	*	9	3	3	15
Mean		*	\$72,297	\$82,798	\$89,359	\$76,732
Median		*	\$71,034	\$83,320	\$93,134	\$76,816

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL
<b>VICTORIA</b>						
<b>Male</b>	Count	8	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	21	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Total</b>	Count	29	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>OPSEU</b>						
<b>Male</b>	Count	0	--	--	--	--
	Mean		--	--	--	--
	Median		--	--	--	--
<b>Female</b>	Count	3	*	--	*	3
	Mean		*	--	*	\$84,155
	Median		*	--	*	\$87,311
<b>Total</b>	Count	3	*	--	*	3
	Mean		*	--	*	\$84,155
	Median		*	--	*	\$87,311
<b>FPSE</b>						
<b>Male</b>	Count	2	*	*	--	3
	Mean		*	*	--	\$70,570
	Median		*	*	--	\$72,000
<b>Female</b>	Count	7	6	--	6	* 9
	Mean		\$62,950	--	\$76,601	* \$70,882
	Median		\$62,624	--	\$77,202	* \$72,000
<b>Total</b>	Count	9	3	*	6	* 12
	Mean		\$62,302	*	\$76,601	* \$70,804
	Median		\$62,624	*	\$77,202	* \$72,000
<b>EAST/EST</b>						
<b>Male</b>	Count	2	15	5	10	5 35
	Mean		\$50,264	\$75,223	\$85,634	\$86,617 \$70,507
	Median		\$51,968	\$72,223	\$85,183	\$85,009 \$67,000
<b>Female</b>	Count	7	33	19	35	15 102
	Mean		\$55,542	\$71,471	\$83,348	\$92,529 \$73,490
	Median		\$52,248	\$73,806	\$84,887	\$94,161 \$74,359
<b>Total</b>	Count	9	48	24	45	20 137
	Mean		\$54,898	\$72,252	\$83,856	\$91,051 \$72,728
	Median		\$52,145	\$73,014	\$84,887	\$92,758 \$73,806
<b>QUEBEC/QUÉBEC</b>						
<b>Male</b>	Count	1	3	3	--	-- 9
	Mean		\$40,527	\$73,734	--	-- \$62,839
	Median		\$49,264	\$75,880	--	-- \$62,295
<b>Female</b>	Count	3	6	9	6	* 21
	Mean		\$54,145	\$75,783	\$87,401	* \$76,439
	Median		\$54,283	\$76,518	\$87,596	* \$79,703
<b>Total</b>	Count	4	12	12	9	* 30
	Mean		\$54,135	\$75,038	\$87,401	* \$72,614
	Median		\$53,556	\$76,518	\$87,596	* \$75,700

INSTITUTION SEX	NR PF	0-9	10-19	20-29	30+	TOTAL	
<b>ONTARIO</b>							
<b>Male</b>	Count	43	16	8	7	27	58
	Mean		\$64,626	\$77,004	\$73,402	\$92,588	\$82,820
	Median		\$65,299	\$74,416	\$83,570	\$99,329	\$79,110
<b>Female</b>	Count	93	41	29	26	72	168
	Mean		\$62,271	\$80,220	\$86,769	\$87,755	\$80,083
	Median		\$58,230	\$79,250	\$85,162	\$94,826	\$80,190
<b>Total</b>	Count	136	57	37	33	99	226
	Mean		\$62,932	\$79,525	\$88,170	\$89,073	\$80,785
	Median		\$60,586	\$77,505	\$85,365	\$96,913	\$80,172
<b>WEST/OUEST</b>							
<b>Male</b>	Count	47	6	9	9	5	29
	Mean		\$73,602	\$73,574	\$99,077	\$93,307	\$84,897
	Median		\$78,376	\$74,792	\$102,226	\$93,134	\$83,896
<b>Female</b>	Count	116	33	24	21	7	85
	Mean		\$65,951	\$79,263	\$92,287	\$91,103	\$78,288
	Median		\$62,624	\$77,492	\$90,134	\$90,264	\$76,000
<b>Total</b>	Count	163	39	33	30	12	114
	Mean		\$67,128	\$77,712	\$94,324	\$92,021	\$79,969
	Median		\$62,624	\$75,446	\$90,134	\$91,699	\$79,476
<b>CANADA</b>							
<b>Male</b>	Count	93	42	26	26	37	131
	Mean		\$56,968	\$74,971	\$86,024	\$91,878	\$78,617
	Median		\$57,976	\$74,836	\$90,134	\$95,968	\$78,000
<b>Female</b>	Count	219	113	79	90	96	378
	Mean		\$60,949	\$77,432	\$86,782	\$89,037	\$77,678
	Median		\$57,914	\$76,612	\$87,257	\$94,248	\$77,760
<b>Total</b>	Count	312	155	105	116	133	509
	Mean		\$60,876	\$76,823	\$88,035	\$89,828	\$77,920
	Median		\$57,976	\$76,050	\$87,696	\$94,385	\$77,842

-- No individuals in this category  
*Il n'y a aucune personne dans cette catégorie*

\* To preserve confidentiality, no data are presented for this category  
*Aucune donnée divulguée dans cette catégorie afin d'en protéger la confidentialité*

*Italics* indicates estimated data in the form of random rounding (base 3) for all counts at this institution to preserve confidentiality

Les données en *italiques* représentent les chiffres de cet établissement qui sont arrondis aléatoirement (base 3) par souci de confidentialité

NR Not reported: For records where either the descriptor variable or the salary was not reported, the data was not included in the calculation of the results. In cases where the sex was missing, the NR number is included in the total NR column only. NR data is also excluded from totals  
 Non déclaré : Pour les enregistrements don't la variable descriptive ou le salaire n'a pas été indiqué, le nombre NR est inclus dans la colonne du total NR seulement. Les données NR sont aussi exclues des totaux

TABLE 8 / TABLEAU 8 - 2006-2007

LIBRARIAN SALARIES BY INSTITUTION, SEX AND EXPERIENCE  
SALAIRES DES BIBLIOTHÉCAIRES D'APRÈS L'INSTITUTION, LE SEXE ET L'EXPÉRIENCE

YEARS SINCE APPOINTED TO CURRENT RANK / NOMBRE D'ANNÉES DEPUIS LA NOMINATION AU RANG ACTUEL

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>CAPE BRETON</b>						
<b>Male</b>	Count	0	*	--	--	*
	Mean		*	--	--	*
	Median		*	--	--	*
<b>Female</b>	Count	0	3	*	--	3
	Mean		\$54,191	*	--	\$57,526
	Median		\$57,493	*	--	\$57,493
<b>Total</b>	Count	0	6	*	--	3
	Mean		\$52,540	*	--	\$55,538
	Median		\$52,540	*	--	\$57,493
<b>DALHOUSIE</b>						
<b>Male</b>	Count	0	4	3	--	7
	Mean		\$51,659	\$85,619	--	\$66,213
	Median		\$51,782	\$84,398	--	\$59,338
<b>Female</b>	Count	0	10	3	9	22
	Mean		\$56,476	\$84,303	\$91,531	\$74,612
	Median		\$58,113	\$87,203	\$91,991	\$85,047
<b>Total</b>	Count	0	14	6	9	29
	Mean		\$55,100	\$84,961	\$91,531	\$72,584
	Median		\$54,652	\$85,800	\$91,991	\$81,564
<b>MEMORIAL</b>						
<b>Male</b>	Count	0	3	*	*	9
	Mean		\$60,614	*	*	\$74,004
	Median		\$61,142	*	*	\$73,806
<b>Female</b>	Count	0	9	6	9	30
	Mean		\$58,696	\$67,248	\$82,044	\$69,771
	Median		\$56,393	\$67,474	\$82,512	\$71,432
<b>Total</b>	Count	0	12	9	9	36
	Mean		\$59,107	\$68,705	\$82,296	\$70,712
	Median		\$57,976	\$70,640	\$82,512	\$72,223
<b>MONCTON</b>						
<b>Male</b>	Count	0	*	--	--	*
	Mean		*	--	--	*
	Median		*	--	--	*
<b>Female</b>	Count	1	6	*	*	9
	Mean		\$68,070	*	*	\$76,942
	Median		\$57,790	*	*	\$82,428
<b>Total</b>	Count	1	6	*	*	9
	Mean		\$65,399	*	*	\$74,176
	Median		\$55,874	*	*	\$79,034

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>MOUNT ALLISON</b>						
<b>Male</b> Count	0	3	--	--	--	3
Mean		\$85,280	--	--	--	\$85,280
Median		\$97,080	--	--	--	\$97,080
<b>Female</b> Count	0	3	--	*	--	6
Mean		\$58,971	--	*	--	\$71,898
Median		\$58,146	--	*	--	\$69,942
<b>Total</b> Count	0	6	--	*	--	9
Mean		\$70,246	--	*	--	\$76,359
Median		\$64,043	--	*	--	\$75,840
<b>MOUNT SAINT VINCENT</b>						
<b>Male</b> Count	0	*	--	*	--	3
Mean		*	--	*	--	\$68,159
Median		*	--	*	--	\$80,015
<b>Female</b> Count	1	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Total</b> Count	1	*	*	*	--	6
Mean		*	*	*	--	\$68,409
Median		*	*	*	--	\$74,587
<b>NEW BRUNSWICK</b>						
<b>Male</b> Count	3	3	--	*	--	6
Mean		\$61,333	--	*	--	\$69,250
Median		\$63,000	--	*	--	\$65,000
<b>Female</b> Count	8	3	3	*	--	9
Mean		\$62,333	\$94,200	*	--	\$84,556
Median		\$61,000	\$91,000	*	--	\$91,000
<b>Total</b> Count	11	6	3	*	--	12
Mean		\$61,833	\$94,200	*	--	\$79,846
Median		\$62,000	\$91,000	*	--	\$88,000
<b>NSCAD</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	0	*	--	*	--	*
Mean		*	--	*	--	*
Median		*	--	*	--	*
<b>Total</b> Count	0	*	--	*	--	*
Mean		*	--	*	--	*
Median		*	--	*	--	*
<b>PRINCE EDWARD ISLAND</b>						
<b>Male</b> Count	0	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	3	3	--	--	6
Mean		\$67,630	\$82,233	--	--	\$74,932
Median		\$74,203	\$81,430	--	--	\$75,408
<b>Total</b> Count	0	3	3	--	--	6
Mean		\$64,946	\$82,233	--	--	\$72,355
Median		\$65,548	\$81,430	--	--	\$74,203

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>SAINT FRANCIS-XAVIER</b>						
<b>Male</b> Count	0	--	*	--	--	*
Mean		--	*	--	--	*
Median		--	*	--	--	*
<b>Female</b> Count	0	3	--	3	*	9
Mean		\$64,873	--	\$82,038	*	\$74,271
Median		\$74,515	--	\$82,038	*	\$72,956
<b>Total</b> Count	0	3	*	3	*	9
Mean		\$64,873	*	\$82,038	*	\$73,421
Median		\$74,515	*	\$82,038	*	\$71,397
<b>SAINT MARY'S</b>						
<b>Male</b> Count	0	*	*	*	--	6
Mean		*	*	*	--	\$70,556
Median		*	*	*	--	\$79,376
<b>Female</b> Count	0	3	*	--	--	6
Mean		\$50,885	*	--	--	\$62,282
Median		\$50,116	*	--	--	\$62,700
<b>Total</b> Count	0	3	3	*	--	9
Mean		\$50,577	\$79,376	*	--	\$66,419
Median		\$50,116	\$79,376	*	--	\$71,038
<b>BISHOP'S</b>						
<b>Male</b> Count	0	*	--	*	--	*
Mean		*	--	*	--	*
Median		*	--	*	--	*
<b>Female</b> Count	0	*	*	--	--	*
Mean		*	*	--	--	*
Median		*	*	--	--	*
<b>Total</b> Count	0	*	*	*	--	4
Mean		*	*	*	--	\$63,861
Median		*	*	*	--	\$62,949
<b>CONCORDIA</b>						
<b>Male</b> Count	1	3	*	*	--	6
Mean		\$42,474	*	*	--	\$62,287
Median		\$53,556	*	*	--	\$62,295
<b>Female</b> Count	5	9	*	12	*	21
Mean		\$65,454	*	\$86,361	*	\$78,122
Median		\$62,076	*	\$83,618	*	\$80,394
<b>Total</b> Count	6	12	*	12	*	27
Mean		\$61,869	*	\$85,317	*	\$73,858
Median		\$60,938	*	\$83,116	*	\$75,700
<b>CARLETON</b>						
<b>Male</b> Count	0	3	--	--	--	3
Mean		\$69,694	--	--	--	\$69,694
Median		\$72,932	--	--	--	\$72,932
<b>Female</b> Count	1	8	5	6	3	22
Mean		\$67,176	\$96,260	\$106,131	\$99,200	\$88,777
Median		\$64,532	\$102,607	\$108,916	\$110,739	\$96,621
<b>Total</b> Count	1	11	5	6	3	25
Mean		\$67,863	\$96,260	\$106,131	\$99,200	\$86,487
Median		\$67,991	\$102,607	\$108,916	\$110,739	\$89,224



INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>KING'S</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	2	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	2	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>LAKEHEAD</b>						
<b>Male</b> Count	1	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	6	*	3	--	9
Mean		\$69,256	*	\$80,075	--	\$73,839
Median		\$66,607	*	\$80,624	--	\$78,044
<b>Total</b> Count	1	6	*	3	--	12
Mean		\$67,194	*	\$80,075	--	\$72,144
Median		\$62,167	*	\$80,624	--	\$76,204
<b>LAURENTIAN</b>						
<b>Male</b> Count	0	3	*	*	--	6
Mean		\$78,516	*	*	--	\$102,420
Median		\$81,781	*	*	--	\$103,241
<b>Female</b> Count	0	*	--	*	--	3
Mean		*	--	*	--	\$77,046
Median		*	--	*	--	\$83,919
<b>Total</b> Count	0	3	*	3	--	9
Mean		\$76,200	*	\$114,975	--	\$93,962
Median		\$81,781	*	\$125,365	--	\$85,688
<b>NOSM</b>						
<b>Male</b> Count	0	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	0	3	--	--	--	3
Mean		\$54,500	--	--	--	\$54,500
Median		\$54,250	--	--	--	\$54,250
<b>Total</b> Count	0	3	--	--	--	6
Mean		\$59,460	--	--	--	\$59,460
Median		\$55,000	--	--	--	\$55,000
<b>OCAD</b>						
<b>Male</b> Count	0	3	--	*	--	3
Mean		\$71,333	--	*	--	\$70,500
Median		\$68,000	--	*	--	\$68,000
<b>Female</b> Count	1	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Total</b> Count	1	3	--	*	--	3
Mean		\$67,750	--	*	--	\$67,800
Median		\$68,000	--	*	--	\$68,000

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>OTTAWA</b>						
<b>Male</b> Count	0	*	*	3	--	6
Mean		*	*	\$81,347	--	\$76,370
Median		*	*	\$79,520	--	\$79,520
<b>Female</b> Count	0	9	3	9	6	24
Mean		\$66,449	\$79,134	\$80,908	\$81,654	\$75,669
Median		\$64,897	\$79,520	\$79,520	\$79,520	\$79,520
<b>Total</b> Count	0	12	6	12	6	33
Mean		\$67,427	\$76,980	\$81,040	\$81,654	\$75,805
Median		\$64,897	\$75,019	\$79,520	\$79,520	\$79,520
<b>QUEEN'S</b>						
<b>Male</b> Count	0	3	*	--	--	9
Mean		\$55,657	*	--	--	\$79,329
Median		\$72,856	*	--	--	\$77,505
<b>Female</b> Count	0	15	15	--	--	30
Mean		\$64,650	\$85,283	--	--	\$74,634
Median		\$59,238	\$84,960	--	--	\$79,250
<b>Total</b> Count	0	21	15	--	--	36
Mean		\$67,476	\$85,409	--	--	\$75,499
Median		\$66,915	\$84,960	--	--	\$78,378
<b>ROYAL MILITARY COLLEGE</b>						
<b>Male</b> Count	1	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	4	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	5	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>RYERSON</b>						
<b>Male</b> Count	0	6	*	--	--	6
Mean		\$67,318	*	--	--	\$74,044
Median		\$60,416	*	--	--	\$69,234
<b>Female</b> Count	1	9	3	3	*	18
Mean		\$64,007	\$101,545	\$79,436	*	\$78,029
Median		\$57,957	\$101,114	\$79,720	*	\$80,880
<b>Total</b> Count	1	12	6	3	*	24
Mean		\$65,110	\$95,926	\$79,436	*	\$76,942
Median		\$57,957	\$101,114	\$79,720	*	\$78,134
<b>TORONTO</b>						
<b>Male</b> Count	43	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	91	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Total</b> Count	134	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>WATERLOO</b>						
<b>Male</b> Count	7	*	--	--	--	*
Mean		*	--	--	--	*
Median		*	--	--	--	*
<b>Female</b> Count	3	18	3	*	--	18
Mean		\$76,311	\$78,166	*	--	\$75,744
Median		\$79,242	\$77,677	*	--	\$77,954
<b>Total</b> Count	10	18	3	*	--	21
Mean		\$79,040	\$78,166	*	--	\$77,980
Median		\$80,253	\$77,677	*	--	\$78,231
<b>WILFRID LAURIER</b>						
<b>Male</b> Count	1	*	--	--	*	3
Mean		*	--	--	*	\$80,642
Median		*	--	--	*	\$81,041
<b>Female</b> Count	0	3	*	3	*	9
Mean		\$68,852	*	\$93,304	*	\$86,187
Median		\$64,850	*	\$98,062	*	\$86,987
<b>Total</b> Count	1	6	*	6	*	12
Mean		\$70,121	*	\$93,304	*	\$84,999
Median		\$65,992	*	\$98,062	*	\$86,351
<b>WINDSOR</b>						
<b>Male</b> Count	0	6	*	--	3	9
Mean		\$72,637	*	--	\$105,025	\$84,316
Median		\$66,347	*	--	\$106,097	\$80,580
<b>Female</b> Count	0	9	*	*	*	12
Mean		\$72,143	*	*	*	\$80,838
Median		\$71,434	*	*	*	\$77,522
<b>Total</b> Count	0	12	*	*	3	18
Mean		\$72,349	*	*	\$105,955	\$82,403
Median		\$70,516	*	*	\$106,097	\$79,822
<b>ALBERTA</b>						
<b>Male</b> Count	0	--	9	*	*	9
Mean		--	\$98,696	*	*	\$98,366
Median		--	\$90,148	*	*	\$90,148
<b>Female</b> Count	0	3	15	--	--	18
Mean		\$79,470	\$87,068	--	--	\$85,868
Median		\$76,000	\$90,134	--	--	\$90,134
<b>Total</b> Count	0	3	21	*	*	27
Mean		\$79,470	\$90,607	*	*	\$89,885
Median		\$76,000	\$90,134	*	*	\$90,134
<b>ATHABASCA</b>						
<b>Male</b> Count	0	--	*	*	--	*
Mean		--	*	*	--	*
Median		--	*	*	--	*
<b>Female</b> Count	0	3	*	--	--	3
Mean		\$59,600	*	--	--	\$67,359
Median		\$55,356	*	--	--	\$61,938
<b>Total</b> Count	0	3	*	*	--	6
Mean		\$59,600	*	*	--	\$71,768
Median		\$55,356	*	*	--	\$74,130

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>BRITISH COLUMBIA</b>						
<b>Male</b> Count	0	9	3	9	*	21
Mean		\$79,274	\$83,136	\$77,333	*	\$79,135
Median		\$91,235	\$74,463	\$77,432	*	\$77,705
<b>Female</b> Count	0	18	9	12	9	51
Mean		\$68,968	\$86,404	\$81,736	\$86,237	\$78,736
Median		\$62,618	\$75,771	\$78,322	\$83,550	\$75,771
<b>Total</b> Count	0	27	15	18	12	72
Mean		\$71,640	\$85,533	\$79,975	\$84,840	\$78,849
Median		\$63,176	\$74,885	\$77,508	\$81,938	\$76,378
<b>CALGARY</b>						
<b>Male</b> Count	1	*	--	*	--	3
Mean		*	--	*	--	\$82,530
Median		*	--	*	--	\$74,792
<b>Female</b> Count	3	18	3	*	--	24
Mean		\$67,824	\$76,654	*	--	\$71,576
Median		\$65,240	\$75,000	*	--	\$68,500
<b>Total</b> Count	4	21	3	3	--	27
Mean		\$68,286	\$76,654	\$100,475	--	\$72,793
Median		\$68,000	\$75,000	\$99,699	--	\$69,200
<b>LETHBRIDGE</b>						
<b>Male</b> Count	0	*	*	--	--	3
Mean		*	*	--	--	\$68,970
Median		*	*	--	--	\$77,013
<b>Female</b> Count	1	*	*	6	--	9
Mean		*	*	\$96,670	--	\$93,705
Median		*	*	\$99,668	--	\$93,253
<b>Total</b> Count	1	3	3	6	--	12
Mean		\$74,289	\$89,916	\$96,670	--	\$87,521
Median		\$81,556	\$93,253	\$99,668	--	\$90,440
<b>MANITOBA</b>						
<b>Male</b> Count	10	3	*	--	--	6
Mean		\$76,508	*	--	--	\$78,965
Median		\$74,731	*	--	--	\$74,731
<b>Female</b> Count	26	12	*	--	--	12
Mean		\$76,186	*	--	--	\$79,054
Median		\$72,435	*	--	--	\$74,745
<b>Total</b> Count	36	18	6	--	--	21
Mean		\$76,281	\$90,687	--	--	\$79,025
Median		\$73,260	\$96,254	--	--	\$74,731
<b>REGINA</b>						
<b>Male</b> Count	1	*	*	6	--	6
Mean		*	*	\$88,830	--	\$79,891
Median		*	*	\$88,227	--	\$83,320
<b>Female</b> Count	0	3	3	*	--	9
Mean		\$66,754	\$79,135	*	--	\$75,010
Median		\$68,871	\$77,900	*	--	\$76,816
<b>Total</b> Count	1	6	3	6	--	15
Mean		\$65,169	\$76,664	\$88,353	--	\$76,732
Median		\$63,058	\$76,816	\$88,227	--	\$76,816

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>VICTORIA</b>						
<b>Male</b> Count	0	6	*	*	--	9
Mean		\$67,886	*	*	--	\$76,252
Median		\$68,315	*	*	--	\$75,420
<b>Female</b> Count	0	18	*	3	--	21
Mean		\$63,106	*	\$89,449	--	\$68,436
Median		\$62,220	*	\$90,769	--	\$66,392
<b>Total</b> Count	0	21	3	3	--	27
Mean		\$64,244	\$83,426	\$89,555	--	\$70,593
Median		\$64,541	\$82,166	\$90,769	--	\$71,685
<b>OPSEU</b>						
<b>Male</b> Count	0	--	--	--	--	--
Mean		--	--	--	--	--
Median		--	--	--	--	--
<b>Female</b> Count	2	*	--	--	*	6
Mean		*	--	--	*	\$82,576
Median		*	--	--	*	\$82,576
<b>Total</b> Count	2	*	--	--	*	3
Mean		*	--	--	*	\$82,576
Median		*	--	--	*	\$82,576
<b>FPSE</b>						
<b>Male</b> Count	2	3	--	--	--	3
Mean		\$70,570	--	--	--	\$70,570
Median		\$72,000	--	--	--	\$72,000
<b>Female</b> Count	8	3	*	*	*	9
Mean		\$66,360	*	*	*	\$69,901
Median		\$62,624	*	*	*	\$69,540
<b>Total</b> Count	10	6	*	*	*	9
Mean		\$67,939	*	*	*	\$70,084
Median		\$64,852	*	*	*	\$72,000
<b>EAST/EST</b>						
<b>Male</b> Count	3	21	9	6	*	33
Mean		\$57,692	\$78,638	\$85,466	*	\$69,669
Median		\$56,894	\$79,376	\$85,428	*	\$66,810
<b>Female</b> Count	10	48	24	27	3	99
Mean		\$59,439	\$79,899	\$87,853	\$84,084	\$72,608
Median		\$57,493	\$80,403	\$90,764	\$84,887	\$73,806
<b>Total</b> Count	13	66	33	33	6	135
Mean		\$59,753	\$79,615	\$87,405	\$87,055	\$71,857
Median		\$57,493	\$79,376	\$90,192	\$90,428	\$72,223
<b>QUEBEC/QUÉBEC</b>						
<b>Male</b> Count	1	6	*	*	--	9
Mean		\$43,323	*	*	--	\$62,839
Median		\$51,410	*	*	--	\$62,295
<b>Female</b> Count	5	6	*	9	*	21
Mean		\$63,431	*	\$86,361	*	\$76,677
Median		\$58,789	*	\$83,618	*	\$79,703
<b>Total</b> Count	6	12	3	12	*	30
Mean		\$60,068	\$76,127	\$84,898	*	\$72,525
Median		\$57,651	\$76,634	\$82,850	*	\$75,700

INSTITUTION SEX	NR PF	0-4	5-9	10-19	20+	TOTAL
<b>ONTARIO</b>						
<b>Male</b> Count	53	31	7	6	4	48
Mean		\$69,184	\$88,362	\$95,213	\$102,920	\$80,782
Median		\$68,000	\$80,580	\$82,260	\$102,713	\$77,752
<b>Female</b> Count	105	81	33	26	16	156
Mean		\$68,533	\$87,719	\$87,852	\$92,219	\$78,241
Median		\$66,915	\$85,950	\$84,920	\$92,232	\$79,472
<b>Total</b> Count	158	112	40	32	20	204
Mean		\$69,886	\$87,832	\$89,232	\$94,359	\$78,839
Median		\$67,716	\$85,658	\$84,576	\$96,759	\$79,338
<b>WEST/OUEST</b>						
<b>Male</b> Count	14	25	17	17	3	62
Mean		\$72,844	\$88,725	\$83,953	\$86,666	\$80,913
Median		\$72,000	\$90,134	\$83,320	\$78,002	\$79,060
<b>Female</b> Count	38	85	42	25	11	163
Mean		\$68,729	\$85,732	\$87,141	\$85,646	\$77,076
Median		\$65,526	\$85,128	\$83,602	\$83,086	\$75,000
<b>Total</b> Count	52	110	59	42	14	225
Mean		\$69,664	\$86,594	\$85,851	\$85,865	\$78,133
Median		\$67,540	\$88,257	\$83,320	\$81,938	\$76,231
<b>CANADA</b>						
<b>Male</b> Count	71	82	32	31	8	153
Mean		\$65,084	\$86,069	\$86,014	\$95,956	\$77,310
Median		\$63,147	\$81,072	\$83,320	\$97,967	\$77,057
<b>Female</b> Count	158	220	101	87	31	439
Mean		\$66,522	\$84,798	\$87,477	\$88,952	\$76,463
Median		\$63,669	\$84,960	\$87,538	\$87,311	\$76,552
<b>Total</b> Count	229	302	133	118	39	592
Mean		\$67,136	\$85,103	\$87,092	\$90,389	\$76,682
Median		\$63,896	\$83,991	\$85,318	\$87,654	\$76,803

-- No individuals in this category  
*Il n'y a aucune personne dans cette catégorie*

\* To preserve confidentiality, no data are presented for this category  
*Aucune donnée divulguée dans cette catégorie afin d'en protéger la confidentialité*

*Italics* indicates estimated data in the form of random rounding (base 3) for all counts at this institution to preserve confidentiality

Les données en *italiques* représentent les chiffres de cet établissement qui sont arrondis aléatoirement (base 3) par souci de confidentialité

NR Not reported: For records where either the descriptor variable or the salary was not reported, the data was not included in the calculation of the results. In cases where the sex was missing, the NR number is included in the total NR column only. NR data is also excluded from totals  
 Non déclaré : Pour les enregistrements don't la variable descriptive ou le salaire n'a pas été indiqué, le nombre NR est inclus dans la colonne du total NR seulement. Les données NR sont aussi exclues des totaux



