

TABLE 4 / TABLEAU 4 - 2012-2013

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

**RANK NO. / RANG NO**

| INSTITUTION<br>SEX/SEXE            |        | NR<br>ND | Lib. 1/<br>Biblio. 1 | Lib. 2/<br>Biblio. 2 | Lib. 3/<br>Biblio. 3 | Lib. 4/<br>Biblio. 4 | Lib. 5/<br>Biblio. 5 | Lib. 6/<br>Biblio. 6 | TOTAL     |
|------------------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------|
| <b>ACADIA</b>                      |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                        | Count  | 0        | --                   | *                    | --                   | --                   | --                   | --                   | *         |
|                                    | Mean   |          | --                   | *                    | --                   | --                   | --                   | --                   | *         |
|                                    | Median |          | --                   | *                    | --                   | --                   | --                   | --                   | *         |
| <b>Female</b>                      | Count  | 0        | --                   | --                   | *                    | *                    | --                   | --                   | 6         |
|                                    | Mean   |          | --                   | --                   | *                    | *                    | --                   | --                   | \$92,000  |
|                                    | Median |          | --                   | --                   | *                    | *                    | --                   | --                   | \$88,000  |
| <b>Total</b>                       | Count  | 0        | --                   | *                    | *                    | *                    | --                   | --                   | 6         |
|                                    | Mean   |          | --                   | *                    | *                    | *                    | --                   | --                   | \$85,333  |
|                                    | Median |          | --                   | *                    | *                    | *                    | --                   | --                   | \$85,000  |
| <b>ATLANTIC SCHOOL OF THEOLOGY</b> |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                        | Count  | 0        | *                    | *                    | --                   | --                   | --                   | --                   | *         |
|                                    | Mean   |          | *                    | *                    | --                   | --                   | --                   | --                   | *         |
|                                    | Median |          | *                    | *                    | --                   | --                   | --                   | --                   | *         |
| <b>Female</b>                      | Count  | 0        | *                    | --                   | --                   | --                   | --                   | --                   | *         |
|                                    | Mean   |          | *                    | --                   | --                   | --                   | --                   | --                   | *         |
|                                    | Median |          | *                    | --                   | --                   | --                   | --                   | --                   | *         |
| <b>Total</b>                       | Count  | 0        | *                    | *                    | --                   | --                   | --                   | --                   | 3         |
|                                    | Mean   |          | *                    | *                    | --                   | --                   | --                   | --                   | \$53,372  |
|                                    | Median |          | *                    | *                    | --                   | --                   | --                   | --                   | \$52,315  |
| <b>CAPE BRETON</b>                 |        |          |                      |                      |                      |                      |                      |                      |           |
|                                    |        |          | Librarian I/II       | Librarian III        | Librarian IV         |                      |                      |                      |           |
| <b>Male</b>                        | Count  | 0        | *                    | --                   | --                   | --                   | --                   | --                   | *         |
|                                    | Mean   |          | *                    | --                   | --                   | --                   | --                   | --                   | *         |
|                                    | Median |          | *                    | --                   | --                   | --                   | --                   | --                   | *         |
| <b>Female</b>                      | Count  | 0        | --                   | *                    | *                    | --                   | --                   | --                   | 3         |
|                                    | Mean   |          | --                   | *                    | *                    | --                   | --                   | --                   | \$90,339  |
|                                    | Median |          | --                   | *                    | *                    | --                   | --                   | --                   | \$88,089  |
| <b>Total</b>                       | Count  | 0        | *                    | *                    | *                    | --                   | --                   | --                   | 3         |
|                                    | Mean   |          | *                    | *                    | *                    | --                   | --                   | --                   | \$84,020  |
|                                    | Median |          | *                    | *                    | *                    | --                   | --                   | --                   | \$88,089  |
| <b>DALHOUSIE</b>                   |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                        | Count  | 0        | --                   | --                   | *                    | 3                    | --                   | --                   | 9         |
|                                    | Mean   |          | --                   | --                   | *                    | \$119,448            | --                   | --                   | \$107,805 |
|                                    | Median |          | --                   | --                   | *                    | \$112,735            | --                   | --                   | \$90,146  |
| <b>Female</b>                      | Count  | 0        | *                    | *                    | 6                    | 12                   | --                   | --                   | 18        |
|                                    | Mean   |          | *                    | *                    | \$81,716             | \$113,257            | --                   | --                   | \$95,340  |
|                                    | Median |          | *                    | *                    | \$81,593             | \$118,038            | --                   | --                   | \$92,316  |
| <b>Total</b>                       | Count  | 0        | *                    | *                    | 9                    | 15                   | --                   | --                   | 27        |
|                                    | Mean   |          | *                    | *                    | \$80,962             | \$115,321            | --                   | --                   | \$98,696  |
|                                    | Median |          | *                    | *                    | \$81,593             | \$117,766            | --                   | --                   | \$91,231  |

| INSTITUTION<br>SEX/SEXE     |        | NR<br>ND | Lib. 1/<br>Biblio. 1 | Lib. 2/<br>Biblio. 2 | Lib. 3/<br>Biblio. 3 | Lib. 4/<br>Biblio. 4 | Lib. 5/<br>Biblio. 5 | Lib. 6/<br>Biblio. 6 | TOTAL     |
|-----------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------|
| <b>MONCTON</b>              |        |          |                      |                      |                      |                      |                      |                      |           |
|                             |        |          | Biblio. II           | Biblio. III          | Biblio. IV           |                      |                      |                      |           |
| <b>Male</b>                 | Count  | 0        | *                    | --                   | *                    | --                   | --                   | --                   | 3         |
|                             | Mean   |          | *                    | --                   | *                    | --                   | --                   | --                   | \$77,600  |
|                             | Median |          | *                    | --                   | *                    | --                   | --                   | --                   | \$70,322  |
| <b>Female</b>               | Count  | 0        | 6                    | 3                    | *                    | --                   | --                   | --                   | 9         |
|                             | Mean   |          | \$63,650             | \$77,904             | *                    | --                   | --                   | --                   | \$75,848  |
|                             | Median |          | \$64,864             | \$76,994             | *                    | --                   | --                   | --                   | \$75,174  |
| <b>Total</b>                | Count  | 0        | 6                    | 6                    | *                    | --                   | --                   | --                   | 12        |
|                             | Mean   |          | \$63,853             | \$77,904             | *                    | --                   | --                   | --                   | \$76,286  |
|                             | Median |          | \$64,864             | \$76,994             | *                    | --                   | --                   | --                   | \$72,748  |
| <b>MOUNT ALLISON</b>        |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                 | Count  | 0        | --                   | *                    | --                   | *                    | --                   | --                   | 3         |
|                             | Mean   |          | --                   | *                    | --                   | *                    | --                   | --                   | \$106,297 |
|                             | Median |          | --                   | *                    | --                   | *                    | --                   | --                   | \$94,935  |
| <b>Female</b>               | Count  | 0        | --                   | *                    | --                   | *                    | --                   | --                   | 3         |
|                             | Mean   |          | --                   | *                    | --                   | *                    | --                   | --                   | \$97,018  |
|                             | Median |          | --                   | *                    | --                   | *                    | --                   | --                   | \$97,730  |
| <b>Total</b>                | Count  | 0        | --                   | 3                    | --                   | 3                    | --                   | --                   | 6         |
|                             | Mean   |          | --                   | \$82,551             | --                   | \$114,828            | --                   | --                   | \$100,995 |
|                             | Median |          | --                   | \$83,483             | --                   | \$117,677            | --                   | --                   | \$94,935  |
| <b>MOUNT SAINT VINCENT</b>  |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                 | Count  | 0        | *                    | --                   | *                    | *                    | --                   | --                   | 3         |
|                             | Mean   |          | *                    | --                   | *                    | *                    | --                   | --                   | \$76,121  |
|                             | Median |          | *                    | --                   | *                    | *                    | --                   | --                   | \$73,504  |
| <b>Female</b>               | Count  | 0        | --                   | --                   | *                    | --                   | --                   | --                   | *         |
|                             | Mean   |          | --                   | --                   | *                    | --                   | --                   | --                   | *         |
|                             | Median |          | --                   | --                   | *                    | --                   | --                   | --                   | *         |
| <b>Total</b>                | Count  | 0        | *                    | --                   | 3                    | *                    | --                   | --                   | 6         |
|                             | Mean   |          | *                    | --                   | \$82,551             | *                    | --                   | --                   | \$80,502  |
|                             | Median |          | *                    | --                   | \$80,289             | *                    | --                   | --                   | \$80,289  |
| <b>NEW BRUNSWICK</b>        |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                 | Count  | 0        | --                   | *                    | --                   | 9                    | --                   | --                   | 9         |
|                             | Mean   |          | --                   | *                    | --                   | \$94,286             | --                   | --                   | \$88,111  |
|                             | Median |          | --                   | *                    | --                   | \$89,000             | --                   | --                   | \$88,000  |
| <b>Female</b>               | Count  | 2        | *                    | *                    | 3                    | 12                   | --                   | --                   | 18        |
|                             | Mean   |          | *                    | *                    | \$79,000             | \$103,636            | --                   | --                   | \$91,941  |
|                             | Median |          | *                    | *                    | \$78,000             | \$100,000            | --                   | --                   | \$88,000  |
| <b>Total</b>                | Count  | 2        | *                    | 3                    | 3                    | 18                   | --                   | --                   | 24        |
|                             | Mean   |          | *                    | \$67,000             | \$79,000             | \$100,000            | --                   | --                   | \$90,615  |
|                             | Median |          | *                    | \$66,500             | \$78,000             | \$95,000             | --                   | --                   | \$88,000  |
| <b>PRINCE EDWARD ISLAND</b> |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                 | Count  | 0        | --                   | *                    | --                   | --                   | --                   | --                   | *         |
|                             | Mean   |          | --                   | *                    | --                   | --                   | --                   | --                   | *         |
|                             | Median |          | --                   | *                    | --                   | --                   | --                   | --                   | *         |
| <b>Female</b>               | Count  | 0        | *                    | --                   | 3                    | *                    | --                   | --                   | 3         |
|                             | Mean   |          | *                    | --                   | \$94,309             | *                    | --                   | --                   | \$95,674  |
|                             | Median |          | *                    | --                   | \$92,294             | *                    | --                   | --                   | \$92,294  |
| <b>Total</b>                | Count  | 0        | *                    | *                    | 3                    | *                    | --                   | --                   | 6         |
|                             | Mean   |          | *                    | *                    | \$94,309             | *                    | --                   | --                   | \$88,864  |
|                             | Median |          | *                    | *                    | \$92,294             | *                    | --                   | --                   | \$89,271  |

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|---------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------|
| <b>ST. FRANCIS XAVIER</b> |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>               | Count  | 0        | --                   | --                   | --                   | --                   | --                   | --                   | --       |
|                           | Mean   |          | --                   | --                   | --                   | --                   | --                   | --                   | --       |
|                           | Median |          | --                   | --                   | --                   | --                   | --                   | --                   | --       |
| <b>Female</b>             | Count  | 0        | 3                    | 3                    | 3                    | *                    | --                   | --                   | 9        |
|                           | Mean   |          | \$59,661             | \$80,551             | \$103,453            | *                    | --                   | --                   | \$85,430 |
|                           | Median |          | \$59,661             | \$84,286             | \$101,848            | *                    | --                   | --                   | \$84,286 |
| <b>Total</b>              | Count  | 0        | 3                    | 3                    | 3                    | *                    | --                   | --                   | 12       |
|                           | Mean   |          | \$59,661             | \$80,551             | \$103,453            | *                    | --                   | --                   | \$85,430 |
|                           | Median |          | \$59,661             | \$84,286             | \$101,848            | *                    | --                   | --                   | \$84,286 |
| <b>SAINT MARY'S</b>       |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>               | Count  | 0        | --                   | --                   | *                    | *                    | --                   | --                   | 3        |
|                           | Mean   |          | --                   | --                   | *                    | *                    | --                   | --                   | \$84,036 |
|                           | Median |          | --                   | --                   | *                    | *                    | --                   | --                   | \$80,170 |
| <b>Female</b>             | Count  | 0        | --                   | *                    | *                    | 3                    | --                   | --                   | 3        |
|                           | Mean   |          | --                   | *                    | *                    | \$99,684             | --                   | --                   | \$85,796 |
|                           | Median |          | --                   | *                    | *                    | \$104,206            | --                   | --                   | \$90,641 |
| <b>Total</b>              | Count  | 0        | --                   | *                    | 3                    | 3                    | --                   | --                   | 9        |
|                           | Mean   |          | --                   | *                    | \$75,495             | \$96,842             | --                   | --                   | \$85,014 |
|                           | Median |          | --                   | *                    | \$75,495             | \$104,206            | --                   | --                   | \$80,950 |
| <b>BISHOP'S</b>           |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>               | Count  | 0        | --                   | --                   | *                    | --                   | --                   | --                   | *        |
|                           | Mean   |          | --                   | --                   | *                    | --                   | --                   | --                   | *        |
|                           | Median |          | --                   | --                   | *                    | --                   | --                   | --                   | *        |
| <b>Female</b>             | Count  | 0        | --                   | *                    | *                    | --                   | --                   | --                   | 3        |
|                           | Mean   |          | --                   | *                    | *                    | --                   | --                   | --                   | \$76,280 |
|                           | Median |          | --                   | *                    | *                    | --                   | --                   | --                   | \$72,385 |
| <b>Total</b>              | Count  | 0        | --                   | *                    | 6                    | --                   | --                   | --                   | 3        |
|                           | Mean   |          | --                   | *                    | \$85,569             | --                   | --                   | --                   | \$80,512 |
|                           | Median |          | --                   | *                    | \$85,311             | --                   | --                   | --                   | \$74,453 |
| <b>CONCORDIA</b>          |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>               | Count  | 0        | Assis Lib<br>3       | Assoc Lib<br>6       | Senior Lib<br>--     | --                   | --                   | LTAs<br>*            | 12       |
|                           | Mean   |          | \$66,236             | \$88,114             | --                   | --                   | --                   | *                    | \$73,505 |
|                           | Median |          | \$65,593             | \$83,914             | --                   | --                   | --                   | *                    | \$71,314 |
| <b>Female</b>             | Count  | 0        | 6                    | 12                   | *                    | --                   | --                   | *                    | 21       |
|                           | Mean   |          | \$61,243             | \$89,684             | *                    | --                   | --                   | *                    | \$80,685 |
|                           | Median |          | \$60,343             | \$90,214             | *                    | --                   | --                   | *                    | \$77,614 |
| <b>Total</b>              | Count  | 0        | 12                   | 18                   | *                    | --                   | --                   | 3                    | 30       |
|                           | Mean   |          | \$63,059             | \$89,193             | *                    | --                   | --                   | \$51,863             | \$78,217 |
|                           | Median |          | \$60,343             | \$88,114             | *                    | --                   | --                   | \$51,520             | \$73,414 |
| <b>MCGILL</b>             |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>               | Count  | 0        | 5                    | 7                    | --                   | --                   | --                   | --                   | 12       |
|                           | Mean   |          | \$64,474             | \$98,190             | --                   | --                   | --                   | --                   | \$84,142 |
|                           | Median |          | \$65,224             | \$105,645            | --                   | --                   | --                   | --                   | \$80,904 |
| <b>Female</b>             | Count  | 0        | 31                   | 19                   | --                   | --                   | --                   | --                   | 50       |
|                           | Mean   |          | \$66,646             | \$98,511             | --                   | --                   | --                   | --                   | \$78,755 |
|                           | Median |          | \$62,828             | \$101,771            | --                   | --                   | --                   | --                   | \$72,098 |
| <b>Total</b>              | Count  | 0        | 36                   | 26                   | --                   | --                   | --                   | --                   | 62       |
|                           | Mean   |          | \$66,345             | \$98,425             | --                   | --                   | --                   | --                   | \$79,798 |
|                           | Median |          | \$63,081             | \$102,435            | --                   | --                   | --                   | --                   | \$73,240 |

| INSTITUTION<br>SEX/SEXE |        | NR<br>ND | Lib. 1/<br>Biblio. 1 | Lib. 2/<br>Biblio. 2 | Lib. 3/<br>Biblio. 3 | Lib. 4/<br>Biblio. 4 | Lib. 5/<br>Biblio. 5 | Lib. 6/<br>Biblio. 6 | TOTAL     |
|-------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------|
| <b>BROCK</b>            |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | *                    | 3                    | --                   | --                   | --                   | 6         |
|                         | Mean   |          | --                   | *                    | \$119,010            | --                   | --                   | --                   | \$105,903 |
|                         | Median |          | --                   | *                    | \$120,896            | --                   | --                   | --                   | \$107,958 |
| <b>Female</b>           | Count  | 0        | *                    | *                    | 6                    | *                    | --                   | --                   | 12        |
|                         | Mean   |          | *                    | *                    | \$111,802            | *                    | --                   | --                   | \$103,222 |
|                         | Median |          | *                    | *                    | \$122,611            | *                    | --                   | --                   | \$96,104  |
| <b>Total</b>            | Count  | 0        | *                    | 3                    | 12                   | *                    | --                   | --                   | 18        |
|                         | Mean   |          | *                    | \$80,391             | \$114,423            | *                    | --                   | --                   | \$104,168 |
|                         | Median |          | *                    | \$79,688             | \$122,611            | *                    | --                   | --                   | \$102,763 |
| <b>CARLETON</b>         |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | --                   | *                    | *                    | --                   | --                   | 3         |
|                         | Mean   |          | --                   | --                   | *                    | *                    | --                   | --                   | \$107,748 |
|                         | Median |          | --                   | --                   | *                    | *                    | --                   | --                   | \$108,228 |
| <b>Female</b>           | Count  | 2        | --                   | 3                    | 6                    | 9                    | --                   | --                   | 21        |
|                         | Mean   |          | --                   | \$73,945             | \$101,992            | \$129,148            | --                   | --                   | \$108,951 |
|                         | Median |          | --                   | \$71,798             | \$99,196             | \$133,011            | --                   | --                   | \$106,004 |
| <b>Total</b>            | Count  | 2        | --                   | 6                    | 9                    | 9                    | --                   | --                   | 24        |
|                         | Mean   |          | --                   | \$73,945             | \$101,990            | \$126,304            | --                   | --                   | \$108,741 |
|                         | Median |          | --                   | \$71,798             | \$99,196             | \$131,469            | --                   | --                   | \$106,004 |
| <b>GUELPH</b>           |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | *                    | 6                    | *                    | --                   | --                   | --                   | 12        |
|                         | Mean   |          | *                    | \$105,351            | *                    | --                   | --                   | --                   | \$101,836 |
|                         | Median |          | *                    | \$103,612            | *                    | --                   | --                   | --                   | \$103,337 |
| <b>Female</b>           | Count  | 0        | 6                    | 15                   | --                   | --                   | --                   | --                   | 18        |
|                         | Mean   |          | \$83,908             | \$103,961            | --                   | --                   | --                   | --                   | \$98,391  |
|                         | Median |          | \$78,658             | \$104,150            | --                   | --                   | --                   | --                   | \$97,052  |
| <b>Total</b>            | Count  | 0        | 6                    | 21                   | *                    | --                   | --                   | --                   | 27        |
|                         | Mean   |          | \$83,679             | \$104,448            | *                    | --                   | --                   | --                   | \$99,621  |
|                         | Median |          | \$78,658             | \$103,881            | *                    | --                   | --                   | --                   | \$100,036 |
| <b>LAKEHEAD</b>         |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | *                    | *                    | --                   | --                   | --                   | 3         |
|                         | Mean   |          | --                   | *                    | *                    | --                   | --                   | --                   | \$81,913  |
|                         | Median |          | --                   | *                    | *                    | --                   | --                   | --                   | \$84,807  |
| <b>Female</b>           | Count  | 0        | --                   | 3                    | 6                    | *                    | --                   | --                   | 9         |
|                         | Mean   |          | --                   | \$86,028             | \$99,990             | *                    | --                   | --                   | \$97,597  |
|                         | Median |          | --                   | \$83,949             | \$104,028            | *                    | --                   | --                   | \$101,849 |
| <b>Total</b>            | Count  | 0        | --                   | 6                    | 6                    | *                    | --                   | --                   | 12        |
|                         | Mean   |          | --                   | \$82,465             | \$98,575             | *                    | --                   | --                   | \$93,676  |
|                         | Median |          | --                   | \$83,949             | \$102,938            | *                    | --                   | --                   | \$91,271  |
| <b>LAURENTIAN</b>       |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | *                    | *                    | *                    | --                   | --                   | 3         |
|                         | Mean   |          | --                   | *                    | *                    | *                    | --                   | --                   | \$130,892 |
|                         | Median |          | --                   | *                    | *                    | *                    | --                   | --                   | \$124,490 |
| <b>Female</b>           | Count  | 1        | *                    | --                   | *                    | --                   | --                   | --                   | *         |
|                         | Mean   |          | *                    | --                   | *                    | --                   | --                   | --                   | *         |
|                         | Median |          | *                    | --                   | *                    | --                   | --                   | --                   | *         |
| <b>Total</b>            | Count  | 1        | *                    | *                    | 3                    | *                    | --                   | --                   | 6         |
|                         | Mean   |          | *                    | *                    | \$122,050            | *                    | --                   | --                   | \$122,262 |
|                         | Median |          | *                    | *                    | \$122,804            | *                    | --                   | --                   | \$118,104 |

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|-------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------|
| <b>MCMaster - MUALA</b> |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | *                    | 3                    | --                   | --                   | --                   | 6         |
|                         | Mean   |          | --                   | *                    | \$83,615             | --                   | --                   | --                   | \$78,336  |
|                         | Median |          | --                   | *                    | \$85,951             | --                   | --                   | --                   | \$81,726  |
| <b>Female</b>           | Count  | 0        | --                   | 3                    | 6                    | 6                    | --                   | --                   | 15        |
|                         | Mean   |          | --                   | \$67,367             | \$85,887             | \$95,396             | --                   | --                   | \$84,118  |
|                         | Median |          | --                   | \$67,027             | \$89,434             | \$91,647             | --                   | --                   | \$87,197  |
| <b>Total</b>            | Count  | 0        | --                   | 3                    | 9                    | 3                    | --                   | --                   | 18        |
|                         | Mean   |          | --                   | \$66,394             | \$85,130             | \$95,396             | --                   | --                   | \$82,901  |
|                         | Median |          | --                   | \$64,053             | \$87,197             | \$91,647             | --                   | --                   | \$85,951  |
| <b>MCMaster - MUFA</b>  |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | --                   | --                   | --                   | *                    | --                   | *         |
|                         | Mean   |          | --                   | --                   | --                   | --                   | *                    | --                   | *         |
|                         | Median |          | --                   | --                   | --                   | --                   | *                    | --                   | *         |
| <b>Female</b>           | Count  | 0        | --                   | *                    | --                   | --                   | 3                    | --                   | 6         |
|                         | Mean   |          | --                   | *                    | --                   | --                   | \$127,585            | --                   | \$118,349 |
|                         | Median |          | --                   | *                    | --                   | --                   | \$125,087            | --                   | \$124,188 |
| <b>Total</b>            | Count  | 0        | --                   | *                    | --                   | --                   | 3                    | --                   | 6         |
|                         | Mean   |          | --                   | *                    | --                   | --                   | \$119,325            | --                   | \$114,544 |
|                         | Median |          | --                   | *                    | --                   | --                   | \$123,290            | --                   | \$115,217 |
| <b>NIPISSING</b>        |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | Admin 4              | Admin 6              |                      |                      |                      |                      |           |
|                         | Mean   |          | --                   | *                    | --                   | --                   | --                   | --                   | *         |
|                         | Median |          | --                   | *                    | --                   | --                   | --                   | --                   | *         |
| <b>Female</b>           | Count  | 0        | *                    | *                    | --                   | --                   | --                   | --                   | 3         |
|                         | Mean   |          | *                    | *                    | --                   | --                   | --                   | --                   | \$65,297  |
|                         | Median |          | *                    | *                    | --                   | --                   | --                   | --                   | \$64,842  |
| <b>Total</b>            | Count  | 0        | *                    | *                    | --                   | --                   | --                   | --                   | 3         |
|                         | Mean   |          | *                    | *                    | --                   | --                   | --                   | --                   | \$70,577  |
|                         | Median |          | *                    | *                    | --                   | --                   | --                   | --                   | \$68,098  |
| <b>NOSM</b>             |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | *                    | --                   | --                   | --                   | --                   | *         |
|                         | Mean   |          | --                   | *                    | --                   | --                   | --                   | --                   | *         |
|                         | Median |          | --                   | *                    | --                   | --                   | --                   | --                   | *         |
| <b>Female</b>           | Count  | 0        | --                   | *                    | *                    | --                   | --                   | --                   | 3         |
|                         | Mean   |          | --                   | *                    | *                    | --                   | --                   | --                   | \$84,519  |
|                         | Median |          | --                   | *                    | *                    | --                   | --                   | --                   | \$80,028  |
| <b>Total</b>            | Count  | 0        | --                   | 3                    | *                    | --                   | --                   | --                   | 3         |
|                         | Mean   |          | --                   | \$72,337             | *                    | --                   | --                   | --                   | \$82,915  |
|                         | Median |          | --                   | \$76,500             | *                    | --                   | --                   | --                   | \$76,536  |
| <b>OCAD</b>             |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | 4                    | --                   | --                   | --                   | --                   | --                   | 4         |
|                         | Mean   |          | \$81,242             | --                   | --                   | --                   | --                   | --                   | \$81,242  |
|                         | Median |          | \$81,258             | --                   | --                   | --                   | --                   | --                   | \$81,258  |
| <b>Female</b>           | Count  | 0        | 3                    | --                   | --                   | --                   | --                   | --                   | 3         |
|                         | Mean   |          | \$81,216             | --                   | --                   | --                   | --                   | --                   | \$81,216  |
|                         | Median |          | \$81,195             | --                   | --                   | --                   | --                   | --                   | \$81,195  |
| <b>Total</b>            | Count  | 0        | 7                    | --                   | --                   | --                   | --                   | --                   | 7         |
|                         | Mean   |          | \$81,231             | --                   | --                   | --                   | --                   | --                   | \$81,231  |
|                         | Median |          | \$81,258             | --                   | --                   | --                   | --                   | --                   | \$81,258  |

| INSTITUTION<br>SEX/SEXE       |        | NR<br>ND | Lib. 1/<br>Biblio. 1 | Lib. 2/<br>Biblio. 2 | Lib. 3/<br>Biblio. 3 | Lib. 4/<br>Biblio. 4 | Lib. 5/<br>Biblio. 5 | Lib. 6/<br>Biblio. 6 | TOTAL     |
|-------------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------|
| <b>OTTAWA</b>                 |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                   | Count  | 1        | --                   | *                    | 3                    | *                    | --                   | --                   | 6         |
|                               | Mean   |          | --                   | *                    | \$80,141             | *                    | --                   | --                   | \$85,932  |
|                               | Median |          | --                   | *                    | \$80,943             | *                    | --                   | --                   | \$81,618  |
| <b>Female</b>                 | Count  | 2        | --                   | 3                    | 15                   | 6                    | *                    | --                   | 27        |
|                               | Mean   |          | --                   | \$68,409             | \$86,361             | \$100,017            | *                    | --                   | \$87,126  |
|                               | Median |          | --                   | \$68,686             | \$84,819             | \$101,098            | *                    | --                   | \$84,825  |
| <b>Total</b>                  | Count  | 3        | --                   | 6                    | 18                   | 6                    | *                    | --                   | 33        |
|                               | Mean   |          | --                   | \$68,368             | \$85,379             | \$101,013            | *                    | --                   | \$86,909  |
|                               | Median |          | --                   | \$68,424             | \$84,557             | \$101,098            | *                    | --                   | \$84,813  |
| <b>QUEEN'S</b>                |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                   | Count  | 0        | --                   | *                    | 6                    | --                   | --                   | --                   | 6         |
|                               | Mean   |          | --                   | *                    | \$106,335            | --                   | --                   | --                   | \$103,508 |
|                               | Median |          | --                   | *                    | \$106,750            | --                   | --                   | --                   | \$105,040 |
| <b>Female</b>                 | Count  | 0        | *                    | *                    | 24                   | 6                    | --                   | --                   | 33        |
|                               | Mean   |          | *                    | *                    | \$107,228            | \$113,657            | --                   | --                   | \$106,019 |
|                               | Median |          | *                    | *                    | \$113,250            | \$119,490            | --                   | --                   | \$113,250 |
| <b>Total</b>                  | Count  | 0        | *                    | 3                    | 27                   | 9                    | --                   | --                   | 39        |
|                               | Mean   |          | *                    | \$88,603             | \$107,100            | \$113,657            | --                   | --                   | \$105,697 |
|                               | Median |          | *                    | \$86,840             | \$110,695            | \$119,490            | --                   | --                   | \$108,460 |
| <b>ROYAL MILITARY COLLEGE</b> |        |          |                      |                      |                      |                      |                      |                      |           |
|                               |        |          | LS-1                 | LS-2                 | LS-3                 | LS-4                 | LS-5                 |                      |           |
| <b>Male</b>                   | Count  | 0        | --                   | --                   | --                   | --                   | --                   | --                   | --        |
|                               | Mean   |          | --                   | --                   | --                   | --                   | --                   | --                   | --        |
|                               | Median |          | --                   | --                   | --                   | --                   | --                   | --                   | --        |
| <b>Female</b>                 | Count  | 1        | *                    | --                   | *                    | *                    | --                   | --                   | 4         |
|                               | Mean   |          | *                    | --                   | *                    | *                    | --                   | --                   | \$77,184  |
|                               | Median |          | *                    | --                   | *                    | *                    | --                   | --                   | \$76,133  |
| <b>Total</b>                  | Count  | 1        | *                    | --                   | *                    | *                    | --                   | --                   | 4         |
|                               | Mean   |          | *                    | --                   | *                    | *                    | --                   | --                   | \$77,184  |
|                               | Median |          | *                    | --                   | *                    | *                    | --                   | --                   | \$76,133  |
| <b>RYERSON</b>                |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                   | Count  | 0        | --                   | 7                    | 3                    | --                   | --                   | --                   | 10        |
|                               | Mean   |          | --                   | \$83,642             | \$125,443            | --                   | --                   | --                   | \$96,183  |
|                               | Median |          | --                   | \$85,110             | \$132,338            | --                   | --                   | --                   | \$88,644  |
| <b>Female</b>                 | Count  | 0        | --                   | 13                   | 4                    | --                   | --                   | --                   | 17        |
|                               | Mean   |          | --                   | \$87,607             | \$128,140            | --                   | --                   | --                   | \$97,144  |
|                               | Median |          | --                   | \$86,110             | \$129,999            | --                   | --                   | --                   | \$88,751  |
| <b>Total</b>                  | Count  | 0        | --                   | 20                   | 7                    | --                   | --                   | --                   | 27        |
|                               | Mean   |          | --                   | \$86,219             | \$126,984            | --                   | --                   | --                   | \$96,788  |
|                               | Median |          | --                   | \$85,421             | \$131,426            | --                   | --                   | --                   | \$88,751  |
| <b>TORONTO</b>                |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                   | Count  | 0        | --                   | 4                    | 23                   | 10                   | --                   | --                   | 37        |
|                               | Mean   |          | --                   | \$70,837             | \$106,527            | \$117,684            | --                   | --                   | \$105,684 |
|                               | Median |          | --                   | \$69,864             | \$105,463            | \$117,236            | --                   | --                   | \$109,203 |
| <b>Female</b>                 | Count  | 0        | 9                    | 25                   | 62                   | 12                   | --                   | --                   | 108       |
|                               | Mean   |          | \$60,441             | \$70,057             | \$100,662            | \$127,538            | --                   | --                   | \$93,212  |
|                               | Median |          | \$60,507             | \$70,527             | \$96,317             | \$128,616            | --                   | --                   | \$92,561  |
| <b>Total</b>                  | Count  | 0        | 9                    | 29                   | 85                   | 22                   | --                   | --                   | 145       |
|                               | Mean   |          | \$60,441             | \$70,165             | \$102,249            | \$123,059            | --                   | --                   | \$96,395  |
|                               | Median |          | \$60,507             | \$70,527             | \$98,435             | \$125,667            | --                   | --                   | \$94,978  |

| INSTITUTION<br>SEX/SEXE |        | NR<br>ND | Lib. 1/<br>Biblio. 1 | Lib. 2/<br>Biblio. 2 | Lib. 3/<br>Biblio. 3 | Lib. 4/<br>Biblio. 4 | Lib. 5/<br>Biblio. 5 | Lib. 6/<br>Biblio. 6 | TOTAL     |
|-------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------|
| <b>TRENT</b>            |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | --                   | *                    | *                    | --                   | --                   | 3         |
|                         | Mean   |          | --                   | --                   | *                    | *                    | --                   | --                   | \$117,762 |
|                         | Median |          | --                   | --                   | *                    | *                    | --                   | --                   | \$113,153 |
| <b>Female</b>           | Count  | 0        | *                    | --                   | *                    | 3                    | --                   | --                   | 6         |
|                         | Mean   |          | *                    | --                   | *                    | \$138,459            | --                   | --                   | \$121,051 |
|                         | Median |          | *                    | --                   | *                    | \$141,135            | --                   | --                   | \$134,446 |
| <b>Total</b>            | Count  | 0        | *                    | --                   | 3                    | 6                    | --                   | --                   | 9         |
|                         | Mean   |          | *                    | --                   | \$105,462            | \$138,727            | --                   | --                   | \$119,955 |
|                         | Median |          | *                    | --                   | \$102,898            | \$139,797            | --                   | --                   | \$129,094 |
| <b>WATERLOO</b>         |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 1        | --                   | --                   | *                    | *                    | --                   | --                   | *         |
|                         | Mean   |          | --                   | --                   | *                    | *                    | --                   | --                   | *         |
|                         | Median |          | --                   | --                   | *                    | *                    | --                   | --                   | *         |
| <b>Female</b>           | Count  | 5        | 3                    | *                    | *                    | 6                    | 3                    | 6                    | 21        |
|                         | Mean   |          | \$47,462             | *                    | *                    | \$79,259             | \$89,314             | \$100,776            | \$78,550  |
|                         | Median |          | \$47,462             | *                    | *                    | \$78,570             | \$88,640             | \$100,746            | \$78,895  |
| <b>Total</b>            | Count  | 6        | 3                    | *                    | 3                    | 6                    | 3                    | 6                    | 24        |
|                         | Mean   |          | \$47,462             | *                    | \$71,234             | \$79,956             | \$89,314             | \$100,776            | \$78,533  |
|                         | Median |          | \$47,462             | *                    | \$72,000             | \$78,895             | \$88,640             | \$100,746            | \$78,895  |
| <b>WESTERN</b>          |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | 3                    | 3                    | 3                    | --                   | --                   | 9         |
|                         | Mean   |          | --                   | \$75,941             | \$88,943             | \$92,283             | --                   | --                   | \$85,722  |
|                         | Median |          | --                   | \$77,690             | \$90,230             | \$92,722             | --                   | --                   | \$86,196  |
| <b>Female</b>           | Count  | 0        | 3                    | 21                   | 18                   | *                    | --                   | --                   | 48        |
|                         | Mean   |          | \$56,267             | \$70,501             | \$82,152             | *                    | --                   | --                   | \$74,678  |
|                         | Median |          | \$56,165             | \$69,445             | \$80,734             | *                    | --                   | --                   | \$75,440  |
| <b>Total</b>            | Count  | 0        | 3                    | 27                   | 21                   | 6                    | --                   | --                   | 57        |
|                         | Mean   |          | \$56,267             | \$71,154             | \$83,078             | \$93,629             | --                   | --                   | \$76,422  |
|                         | Median |          | \$56,165             | \$69,568             | \$82,075             | \$92,722             | --                   | --                   | \$77,544  |
| <b>WILFRID LAURIER</b>  |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | 6                    | *                    | --                   | --                   | --                   | 6         |
|                         | Mean   |          | --                   | \$75,895             | *                    | --                   | --                   | --                   | \$82,078  |
|                         | Median |          | --                   | \$70,711             | *                    | --                   | --                   | --                   | \$78,266  |
| <b>Female</b>           | Count  | 0        | --                   | 6                    | 6                    | 3                    | --                   | --                   | 15        |
|                         | Mean   |          | --                   | \$81,290             | \$97,891             | \$126,026            | --                   | --                   | \$95,771  |
|                         | Median |          | --                   | \$80,702             | \$97,104             | \$122,434            | --                   | --                   | \$88,118  |
| <b>Total</b>            | Count  | 0        | --                   | 12                   | 6                    | 3                    | --                   | --                   | 24        |
|                         | Mean   |          | --                   | \$79,042             | \$97,790             | \$126,026            | --                   | --                   | \$91,414  |
|                         | Median |          | --                   | \$78,932             | \$97,104             | \$122,434            | --                   | --                   | \$84,120  |
| <b>WINDSOR</b>          |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | *                    | --                   | 3                    | *                    | --                   | --                   | 6         |
|                         | Mean   |          | *                    | --                   | \$115,342            | *                    | --                   | --                   | \$110,542 |
|                         | Median |          | *                    | --                   | \$116,114            | *                    | --                   | --                   | \$116,114 |
| <b>Female</b>           | Count  | 0        | *                    | 6                    | 6                    | *                    | --                   | --                   | 15        |
|                         | Mean   |          | *                    | \$88,617             | \$108,472            | *                    | --                   | --                   | \$100,596 |
|                         | Median |          | *                    | \$88,127             | \$111,410            | *                    | --                   | --                   | \$98,109  |
| <b>Total</b>            | Count  | 0        | *                    | 6                    | 9                    | *                    | --                   | --                   | 21        |
|                         | Mean   |          | *                    | \$88,617             | \$110,970            | *                    | --                   | --                   | \$103,438 |
|                         | Median |          | *                    | \$88,127             | \$111,847            | *                    | --                   | --                   | \$100,461 |

| INSTITUTION<br>SEX/SEXE |        | NR<br>ND | Lib. 1/<br>Biblio. 1 | Lib. 2/<br>Biblio. 2 | Lib. 3/<br>Biblio. 3 | Lib. 4/<br>Biblio. 4 | Lib. 5/<br>Biblio. 5 | Lib. 6/<br>Biblio. 6 | TOTAL     |
|-------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------|
| <b>YORK</b>             |        |          | Assis Lib            | Assoc Lib            | Senior Lib           |                      |                      | Adjunct Lib          |           |
| <b>Male</b>             | Count  | 0        | 6                    | 9                    | --                   | --                   | --                   | *                    | 18        |
|                         | Mean   |          | \$104,138            | \$128,859            | --                   | --                   | --                   | *                    | \$112,286 |
|                         | Median |          | \$104,490            | \$131,332            | --                   | --                   | --                   | *                    | \$109,526 |
| <b>Female</b>           | Count  | 0        | 9                    | 18                   | 3                    | --                   | --                   | 6                    | 33        |
|                         | Mean   |          | \$102,996            | \$127,072            | \$157,258            | --                   | --                   | \$70,000             | \$116,332 |
|                         | Median |          | \$103,340            | \$119,471            | \$154,081            | --                   | --                   | \$70,000             | \$112,436 |
| <b>Total</b>            | Count  | 0        | 18                   | 24                   | 3                    | --                   | --                   | 6                    | 51        |
|                         | Mean   |          | \$103,534            | \$127,644            | \$157,258            | --                   | --                   | \$72,861             | \$114,904 |
|                         | Median |          | \$103,969            | \$121,710            | \$154,081            | --                   | --                   | \$70,000             | \$112,130 |
| <b>ALBERTA</b>          |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | 15                   | 6                    | *                    | --                   | --                   | --                   | 27        |
|                         | Mean   |          | \$89,609             | \$118,430            | *                    | --                   | --                   | --                   | \$103,754 |
|                         | Median |          | \$86,046             | \$122,404            | *                    | --                   | --                   | --                   | \$104,936 |
| <b>Female</b>           | Count  | 0        | 21                   | 15                   | 6                    | --                   | --                   | --                   | 39        |
|                         | Mean   |          | \$88,570             | \$121,646            | \$158,210            | --                   | --                   | --                   | \$107,111 |
|                         | Median |          | \$82,492             | \$122,382            | \$158,208            | --                   | --                   | --                   | \$107,783 |
| <b>Total</b>            | Count  | 0        | 39                   | 21                   | 6                    | --                   | --                   | --                   | 66        |
|                         | Mean   |          | \$89,008             | \$120,477            | \$158,208            | --                   | --                   | --                   | \$105,788 |
|                         | Median |          | \$83,218             | \$122,382            | \$158,208            | --                   | --                   | --                   | \$106,302 |
| <b>ATHABASCA</b>        |        |          | Prof. A              | Prof. B              | Prof. C              | Prof. D              |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | --                   | *                    | *                    | --                   | --                   | 3         |
|                         | Mean   |          | --                   | --                   | *                    | *                    | --                   | --                   | \$101,977 |
|                         | Median |          | --                   | --                   | *                    | *                    | --                   | --                   | \$107,079 |
| <b>Female</b>           | Count  | 0        | --                   | *                    | --                   | *                    | --                   | --                   | 3         |
|                         | Mean   |          | --                   | *                    | --                   | *                    | --                   | --                   | \$82,174  |
|                         | Median |          | --                   | *                    | --                   | *                    | --                   | --                   | \$74,244  |
| <b>Total</b>            | Count  | 0        | --                   | *                    | *                    | 3                    | --                   | --                   | 6         |
|                         | Mean   |          | --                   | *                    | *                    | \$105,187            | --                   | --                   | \$92,075  |
|                         | Median |          | --                   | *                    | *                    | \$107,079            | --                   | --                   | \$93,675  |
| <b>BRANDON</b>          |        |          | PA I                 | PA II                | PA III               | PA IV                |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | --                   | *                    | --                   | --                   | --                   | *         |
|                         | Mean   |          | --                   | --                   | *                    | --                   | --                   | --                   | *         |
|                         | Median |          | --                   | --                   | *                    | --                   | --                   | --                   | *         |
| <b>Female</b>           | Count  | 0        | --                   | --                   | *                    | --                   | --                   | --                   | *         |
|                         | Mean   |          | --                   | --                   | *                    | --                   | --                   | --                   | *         |
|                         | Median |          | --                   | --                   | *                    | --                   | --                   | --                   | *         |
| <b>Total</b>            | Count  | 0        | --                   | --                   | 3                    | --                   | --                   | --                   | 3         |
|                         | Mean   |          | --                   | --                   | \$94,075             | --                   | --                   | --                   | \$94,075  |
|                         | Median |          | --                   | --                   | \$92,195             | --                   | --                   | --                   | \$92,195  |
| <b>BRITISH COLUMBIA</b> |        |          | Gen.                 | Admin.               |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | 21                   | 9                    | --                   | --                   | --                   | --                   | 30        |
|                         | Mean   |          | \$86,202             | \$104,042            | --                   | --                   | --                   | --                   | \$91,554  |
|                         | Median |          | \$85,514             | \$106,864            | --                   | --                   | --                   | --                   | \$88,524  |
| <b>Female</b>           | Count  | 0        | 44                   | 21                   | --                   | --                   | --                   | --                   | 65        |
|                         | Mean   |          | \$80,733             | \$108,015            | --                   | --                   | --                   | --                   | \$89,547  |
|                         | Median |          | \$80,330             | \$102,712            | --                   | --                   | --                   | --                   | \$88,164  |
| <b>Total</b>            | Count  | 0        | 65                   | 30                   | --                   | --                   | --                   | --                   | 95        |
|                         | Mean   |          | \$82,500             | \$106,823            | --                   | --                   | --                   | --                   | \$90,181  |
|                         | Median |          | \$82,368             | \$104,461            | --                   | --                   | --                   | --                   | \$88,292  |

| INSTITUTION<br>SEX/SEXE |        | NR<br>ND | Lib. 1/<br>Biblio. 1 | Lib. 2/<br>Biblio. 2 | Lib. 3/<br>Biblio. 3 | Lib. 4/<br>Biblio. 4 | Lib. 5/<br>Biblio. 5 | Lib. 6/<br>Biblio. 6 | TOTAL     |
|-------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------|
| <b>CALGARY</b>          |        |          |                      |                      |                      |                      |                      |                      |           |
|                         |        |          |                      |                      |                      |                      |                      | Sessionals           |           |
| <b>Male</b>             | Count  | 0        | *                    | *                    | 6                    | --                   | --                   | --                   | 6         |
|                         | Mean   |          | *                    | *                    | \$108,287            | --                   | --                   | --                   | \$100,517 |
|                         | Median |          | *                    | *                    | \$107,944            | --                   | --                   | --                   | \$104,620 |
| <b>Female</b>           | Count  | 0        | 9                    | 15                   | 24                   | --                   | --                   | 3                    | 51        |
|                         | Mean   |          | \$73,654             | \$88,702             | \$113,808            | --                   | --                   | \$56,077             | \$95,302  |
|                         | Median |          | \$76,564             | \$89,538             | \$114,507            | --                   | --                   | \$55,346             | \$96,757  |
| <b>Total</b>            | Count  | 0        | 9                    | 15                   | 30                   | --                   | --                   | 3                    | 60        |
|                         | Mean   |          | \$73,126             | \$88,525             | \$112,704            | --                   | --                   | \$56,077             | \$96,009  |
|                         | Median |          | \$73,282             | \$88,660             | \$111,353            | --                   | --                   | \$55,346             | \$96,757  |
| <b>LETHBRIDGE</b>       |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | *                    | *                    | --                   | --                   | --                   | 3         |
|                         | Mean   |          | --                   | *                    | *                    | --                   | --                   | --                   | \$129,209 |
|                         | Median |          | --                   | *                    | *                    | --                   | --                   | --                   | \$117,716 |
| <b>Female</b>           | Count  | 1        | --                   | 3                    | 3                    | --                   | --                   | --                   | 6         |
|                         | Mean   |          | --                   | \$107,012            | \$132,108            | --                   | --                   | --                   | \$121,352 |
|                         | Median |          | --                   | \$122,947            | \$133,164            | --                   | --                   | --                   | \$127,174 |
| <b>Total</b>            | Count  | 1        | --                   | 3                    | 6                    | --                   | --                   | --                   | 12        |
|                         | Mean   |          | --                   | \$108,254            | \$134,013            | --                   | --                   | --                   | \$123,709 |
|                         | Median |          | --                   | \$117,462            | \$133,164            | --                   | --                   | --                   | \$125,060 |
| <b>MANITOBA</b>         |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | *                    | 3                    | 6                    | 3                    | --                   | --                   | 15        |
|                         | Mean   |          | *                    | \$80,963             | \$95,149             | \$126,630            | --                   | --                   | \$92,839  |
|                         | Median |          | *                    | \$83,734             | \$90,000             | \$123,667            | --                   | --                   | \$89,095  |
| <b>Female</b>           | Count  | 0        | 3                    | 18                   | 15                   | 9                    | --                   | --                   | 42        |
|                         | Mean   |          | \$54,567             | \$75,260             | \$94,566             | \$127,195            | --                   | --                   | \$91,054  |
|                         | Median |          | \$56,222             | \$75,698             | \$94,612             | \$131,142            | --                   | --                   | \$85,648  |
| <b>Total</b>            | Count  | 0        | 6                    | 18                   | 21                   | 12                   | --                   | --                   | 60        |
|                         | Mean   |          | \$53,493             | \$76,116             | \$94,752             | \$127,054            | --                   | --                   | \$91,508  |
|                         | Median |          | \$52,507             | \$76,011             | \$92,851             | \$131,017            | --                   | --                   | \$86,890  |
| <b>NORTHERN BC</b>      |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | --                   | *                    | --                   | --                   | --                   | *         |
|                         | Mean   |          | --                   | --                   | *                    | --                   | --                   | --                   | *         |
|                         | Median |          | --                   | --                   | *                    | --                   | --                   | --                   | *         |
| <b>Female</b>           | Count  | 0        | *                    | 3                    | *                    | 3                    | --                   | --                   | 12        |
|                         | Mean   |          | *                    | \$61,801             | *                    | \$83,020             | --                   | --                   | \$70,936  |
|                         | Median |          | *                    | \$62,769             | *                    | \$83,682             | --                   | --                   | \$70,398  |
| <b>Total</b>            | Count  | 0        | *                    | 3                    | *                    | 3                    | --                   | --                   | 12        |
|                         | Mean   |          | *                    | \$61,801             | *                    | \$83,020             | --                   | --                   | \$71,683  |
|                         | Median |          | *                    | \$62,769             | *                    | \$83,682             | --                   | --                   | \$77,671  |
| <b>REGINA</b>           |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | *                    | 6                    | --                   | --                   | --                   | 6         |
|                         | Mean   |          | --                   | *                    | \$89,390             | --                   | --                   | --                   | \$86,470  |
|                         | Median |          | --                   | *                    | \$92,981             | --                   | --                   | --                   | \$86,591  |
| <b>Female</b>           | Count  | 0        | --                   | *                    | 6                    | 3                    | --                   | --                   | 9         |
|                         | Mean   |          | --                   | *                    | \$86,897             | \$104,853            | --                   | --                   | \$90,850  |
|                         | Median |          | --                   | *                    | \$84,665             | \$109,856            | --                   | --                   | \$87,925  |
| <b>Total</b>            | Count  | 0        | --                   | 3                    | 9                    | 6                    | --                   | --                   | 15        |
|                         | Mean   |          | --                   | \$71,123             | \$88,282             | \$104,853            | --                   | --                   | \$89,208  |
|                         | Median |          | --                   | \$71,868             | \$89,129             | \$109,856            | --                   | --                   | \$87,925  |

| INSTITUTION<br>SEX/SEXE |        | NR<br>ND | Lib. 1/<br>Biblio. 1 | Lib. 2/<br>Biblio. 2 | Lib. 3/<br>Biblio. 3 | Lib. 4/<br>Biblio. 4 | Lib. 5/<br>Biblio. 5 | Lib. 6/<br>Biblio. 6 | TOTAL     |
|-------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------|
| <b>ROYAL ROADS</b>      |        |          |                      |                      |                      |                      |                      |                      |           |
|                         |        |          | Junior Lib.          | Senior Lib.          |                      |                      |                      |                      |           |
| Male                    | Count  | 0        | *                    | *                    | --                   | --                   | --                   | --                   | *         |
|                         | Mean   |          | *                    | *                    | --                   | --                   | --                   | --                   | *         |
|                         | Median |          | *                    | *                    | --                   | --                   | --                   | --                   | *         |
| Female                  | Count  | 0        | --                   | *                    | --                   | --                   | --                   | --                   | *         |
|                         | Mean   |          | --                   | *                    | --                   | --                   | --                   | --                   | *         |
|                         | Median |          | --                   | *                    | --                   | --                   | --                   | --                   | *         |
| Total                   | Count  | 0        | *                    | *                    | --                   | --                   | --                   | --                   | 3         |
|                         | Mean   |          | *                    | *                    | --                   | --                   | --                   | --                   | \$64,267  |
|                         | Median |          | *                    | *                    | --                   | --                   | --                   | --                   | \$66,000  |
| <b>ST. MARY'S</b>       |        |          |                      |                      |                      |                      |                      |                      |           |
| Male                    | Count  | 0        | *                    | --                   | --                   | --                   | --                   | --                   | *         |
|                         | Mean   |          | *                    | --                   | --                   | --                   | --                   | --                   | *         |
|                         | Median |          | *                    | --                   | --                   | --                   | --                   | --                   | *         |
| Female                  | Count  | 0        | 3                    | --                   | --                   | --                   | --                   | --                   | 3         |
|                         | Mean   |          | \$40,100             | --                   | --                   | --                   | --                   | --                   | \$40,100  |
|                         | Median |          | \$42,210             | --                   | --                   | --                   | --                   | --                   | \$42,210  |
| Total                   | Count  | 0        | 6                    | --                   | --                   | --                   | --                   | --                   | 6         |
|                         | Mean   |          | \$45,587             | --                   | --                   | --                   | --                   | --                   | \$45,587  |
|                         | Median |          | \$42,210             | --                   | --                   | --                   | --                   | --                   | \$42,210  |
| <b>SASKATCHEWAN</b>     |        |          |                      |                      |                      |                      |                      |                      |           |
| Male                    | Count  | 0        | 3                    | *                    | *                    | 3                    | --                   | --                   | 9         |
|                         | Mean   |          | \$79,868             | *                    | *                    | \$145,679            | --                   | --                   | \$107,793 |
|                         | Median |          | \$82,546             | *                    | *                    | \$127,789            | --                   | --                   | \$106,099 |
| Female                  | Count  | 0        | 6                    | 3                    | 12                   | 6                    | --                   | --                   | 27        |
|                         | Mean   |          | \$72,898             | \$100,422            | \$111,167            | \$129,284            | --                   | --                   | \$106,344 |
|                         | Median |          | \$73,824             | \$94,444             | \$110,687            | \$128,625            | --                   | --                   | \$110,687 |
| Total                   | Count  | 0        | 9                    | 3                    | 12                   | 9                    | --                   | --                   | 36        |
|                         | Mean   |          | \$75,686             | \$102,198            | \$110,777            | \$134,202            | --                   | --                   | \$106,697 |
|                         | Median |          | \$76,798             | \$100,984            | \$108,721            | \$128,207            | --                   | --                   | \$107,525 |
| <b>SIMON FRASER</b>     |        |          |                      |                      |                      |                      |                      |                      |           |
|                         |        |          | Librarian 1          | Librarian 2          | Librarian 3          | Div. Head            | AUL                  |                      |           |
| Male                    | Count  | 0        | --                   | *                    | 6                    | 3                    | *                    | --                   | 12        |
|                         | Mean   |          | --                   | *                    | \$86,690             | \$93,769             | *                    | --                   | \$88,558  |
|                         | Median |          | --                   | *                    | \$88,383             | \$93,769             | *                    | --                   | \$88,383  |
| Female                  | Count  | 0        | *                    | 6                    | 12                   | 6                    | 3                    | --                   | 27        |
|                         | Mean   |          | *                    | \$62,412             | \$82,163             | \$90,499             | \$99,621             | --                   | \$81,940  |
|                         | Median |          | *                    | \$61,066             | \$85,305             | \$93,769             | \$103,003            | --                   | \$85,305  |
| Total                   | Count  | 0        | *                    | 6                    | 15                   | 9                    | 3                    | --                   | 36        |
|                         | Mean   |          | *                    | \$62,143             | \$83,494             | \$91,807             | \$100,851            | --                   | \$83,908  |
|                         | Median |          | *                    | \$61,066             | \$85,305             | \$93,769             | \$103,772            | --                   | \$88,382  |
| <b>VICTORIA</b>         |        |          |                      |                      |                      |                      |                      |                      |           |
| Male                    | Count  | 0        | --                   | --                   | 9                    | *                    | --                   | --                   | 9         |
|                         | Mean   |          | --                   | --                   | \$82,375             | *                    | --                   | --                   | \$86,941  |
|                         | Median |          | --                   | --                   | \$80,414             | *                    | --                   | --                   | \$83,936  |
| Female                  | Count  | 0        | *                    | 6                    | 6                    | 12                   | --                   | --                   | 21        |
|                         | Mean   |          | *                    | \$69,983             | \$81,004             | \$100,615            | --                   | --                   | \$88,145  |
|                         | Median |          | *                    | \$71,616             | \$80,856             | \$100,017            | --                   | --                   | \$90,266  |
| Total                   | Count  | 0        | *                    | 3                    | 12                   | 15                   | --                   | --                   | 30        |
|                         | Mean   |          | *                    | \$69,983             | \$81,788             | \$101,321            | --                   | --                   | \$87,769  |
|                         | Median |          | *                    | \$71,616             | \$80,856             | \$100,017            | --                   | --                   | \$87,354  |

| INSTITUTION<br>SEX/SEXE     |        | NR<br>ND | Lib. 1/<br>Biblio. 1 | Lib. 2/<br>Biblio. 2 | Lib. 3/<br>Biblio. 3 | Lib. 4/<br>Biblio. 4 | Lib. 5/<br>Biblio. 5 | Lib. 6/<br>Biblio. 6 | TOTAL     |
|-----------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------|
| <b>WINNIPEG</b>             |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                 | Count  | 0        | --                   | *                    | *                    | *                    | --                   | --                   | 6         |
|                             | Mean   |          | --                   | *                    | *                    | *                    | --                   | --                   | \$81,795  |
|                             | Median |          | --                   | *                    | *                    | *                    | --                   | --                   | \$83,936  |
| <b>Female</b>               | Count  | 0        | --                   | *                    | *                    | --                   | --                   | --                   | 3         |
|                             | Mean   |          | --                   | *                    | *                    | --                   | --                   | --                   | \$81,922  |
|                             | Median |          | --                   | *                    | *                    | --                   | --                   | --                   | \$78,799  |
| <b>Total</b>                | Count  | 0        | --                   | 3                    | 6                    | *                    | --                   | --                   | 9         |
|                             | Mean   |          | --                   | \$62,969             | \$85,984             | *                    | --                   | --                   | \$81,837  |
|                             | Median |          | --                   | \$62,187             | \$85,112             | *                    | --                   | --                   | \$78,799  |
| <b>OPSEU - ALGONQUIN</b>    |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                 | Count  | 0        | --                   | --                   | --                   | --                   | --                   | --                   | --        |
|                             | Mean   |          | --                   | --                   | --                   | --                   | --                   | --                   | --        |
|                             | Median |          | --                   | --                   | --                   | --                   | --                   | --                   | --        |
| <b>Female</b>               | Count  | 0        | 3                    | --                   | --                   | --                   | --                   | --                   | 3         |
|                             | Mean   |          | \$89,588             | --                   | --                   | --                   | --                   | --                   | \$89,588  |
|                             | Median |          | \$94,095             | --                   | --                   | --                   | --                   | --                   | \$94,095  |
| <b>Total</b>                | Count  | 0        | 3                    | --                   | --                   | --                   | --                   | --                   | 3         |
|                             | Mean   |          | \$89,588             | --                   | --                   | --                   | --                   | --                   | \$89,588  |
|                             | Median |          | \$94,095             | --                   | --                   | --                   | --                   | --                   | \$94,095  |
| <b>OPSEU - CENTENNIAL</b>   |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                 | Count  | 1        | --                   | --                   | --                   | --                   | --                   | --                   | --        |
|                             | Mean   |          | --                   | --                   | --                   | --                   | --                   | --                   | --        |
|                             | Median |          | --                   | --                   | --                   | --                   | --                   | --                   | --        |
| <b>Female</b>               | Count  | 0        | 4                    | --                   | --                   | --                   | --                   | --                   | 4         |
|                             | Mean   |          | \$102,186            | --                   | --                   | --                   | --                   | --                   | \$102,186 |
|                             | Median |          | \$102,186            | --                   | --                   | --                   | --                   | --                   | \$102,186 |
| <b>Total</b>                | Count  | 1        | 4                    | --                   | --                   | --                   | --                   | --                   | 4         |
|                             | Mean   |          | \$102,186            | --                   | --                   | --                   | --                   | --                   | \$102,186 |
|                             | Median |          | \$102,186            | --                   | --                   | --                   | --                   | --                   | \$102,186 |
| <b>OPSEU - DURHAM</b>       |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                 | Count  | 0        | --                   | --                   | --                   | --                   | --                   | --                   | --        |
|                             | Mean   |          | --                   | --                   | --                   | --                   | --                   | --                   | --        |
|                             | Median |          | --                   | --                   | --                   | --                   | --                   | --                   | --        |
| <b>Female</b>               | Count  | 0        | 3                    | --                   | --                   | --                   | --                   | --                   | 3         |
|                             | Mean   |          | \$91,389             | --                   | --                   | --                   | --                   | --                   | \$91,389  |
|                             | Median |          | \$94,095             | --                   | --                   | --                   | --                   | --                   | \$94,095  |
| <b>Total</b>                | Count  | 0        | 3                    | --                   | --                   | --                   | --                   | --                   | 3         |
|                             | Mean   |          | \$91,389             | --                   | --                   | --                   | --                   | --                   | \$91,389  |
|                             | Median |          | \$94,095             | --                   | --                   | --                   | --                   | --                   | \$94,095  |
| <b>OPSEU - GEORGE BROWN</b> |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>                 | Count  | 1        | *                    | --                   | --                   | --                   | --                   | --                   | *         |
|                             | Mean   |          | *                    | --                   | --                   | --                   | --                   | --                   | *         |
|                             | Median |          | *                    | --                   | --                   | --                   | --                   | --                   | *         |
| <b>Female</b>               | Count  | 5        | 6                    | --                   | --                   | --                   | --                   | --                   | 6         |
|                             | Mean   |          | \$77,334             | --                   | --                   | --                   | --                   | --                   | \$77,334  |
|                             | Median |          | \$80,591             | --                   | --                   | --                   | --                   | --                   | \$80,591  |
| <b>Total</b>                | Count  | 6        | 6                    | --                   | --                   | --                   | --                   | --                   | 6         |
|                             | Mean   |          | \$79,229             | --                   | --                   | --                   | --                   | --                   | \$79,229  |
|                             | Median |          | \$81,944             | --                   | --                   | --                   | --                   | --                   | \$81,944  |

| INSTITUTION<br>SEX/SEXE     |        | NR<br>ND | Lib. 1/<br>Biblio. 1 | Lib. 2/<br>Biblio. 2 | Lib. 3/<br>Biblio. 3 | Lib. 4/<br>Biblio. 4 | Lib. 5/<br>Biblio. 5 | Lib. 6/<br>Biblio. 6 | TOTAL    |
|-----------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------|
| <b>ACIFA - MOUNT ROYAL</b>  |        |          | Asst Prof            | Assoc Prof           | Professor            |                      |                      |                      |          |
| <b>Male</b>                 | Count  | 0        | *                    | *                    | --                   | --                   | --                   | --                   | 3        |
|                             | Mean   |          | *                    | *                    | --                   | --                   | --                   | --                   | \$71,883 |
|                             | Median |          | *                    | *                    | --                   | --                   | --                   | --                   | \$68,707 |
| <b>Female</b>               | Count  | 0        | 6                    | 9                    | *                    | --                   | --                   | --                   | 15       |
|                             | Mean   |          | \$68,707             | \$78,234             | *                    | --                   | --                   | --                   | \$76,920 |
|                             | Median |          | \$68,707             | \$78,234             | *                    | --                   | --                   | --                   | \$78,234 |
| <b>Total</b>                | Count  | 0        | 6                    | 9                    | *                    | --                   | --                   | --                   | 18       |
|                             | Mean   |          | \$68,707             | \$78,234             | *                    | --                   | --                   | --                   | \$76,031 |
|                             | Median |          | \$68,707             | \$78,234             | *                    | --                   | --                   | --                   | \$78,234 |
| <b>FPSE - CAPILANO</b>      |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>                 | Count  | 1        | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                             | Mean   |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                             | Median |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
| <b>Female</b>               | Count  | 1        | 3                    | --                   | --                   | --                   | --                   | --                   | 3        |
|                             | Mean   |          | \$78,743             | --                   | --                   | --                   | --                   | --                   | \$78,743 |
|                             | Median |          | \$82,591             | --                   | --                   | --                   | --                   | --                   | \$82,591 |
| <b>Total</b>                | Count  | 3        | 6                    | --                   | --                   | --                   | --                   | --                   | 3        |
|                             | Mean   |          | \$75,643             | --                   | --                   | --                   | --                   | --                   | \$75,643 |
|                             | Median |          | \$82,591             | --                   | --                   | --                   | --                   | --                   | \$82,591 |
| <b>FPSE - EMILY CARR</b>    |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>                 | Count  | 0        | --                   | --                   | --                   | --                   | --                   | --                   | --       |
|                             | Mean   |          | --                   | --                   | --                   | --                   | --                   | --                   | --       |
|                             | Median |          | --                   | --                   | --                   | --                   | --                   | --                   | --       |
| <b>Female</b>               | Count  | 0        | 3                    | --                   | --                   | --                   | --                   | --                   | 3        |
|                             | Mean   |          | \$62,104             | --                   | --                   | --                   | --                   | --                   | \$62,104 |
|                             | Median |          | \$63,248             | --                   | --                   | --                   | --                   | --                   | \$63,248 |
| <b>Total</b>                | Count  | 0        | 3                    | --                   | --                   | --                   | --                   | --                   | 3        |
|                             | Mean   |          | \$62,104             | --                   | --                   | --                   | --                   | --                   | \$62,104 |
|                             | Median |          | \$63,248             | --                   | --                   | --                   | --                   | --                   | \$63,248 |
| <b>FPSE - FRASER VALLEY</b> |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>                 | Count  | 0        | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                             | Mean   |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                             | Median |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
| <b>Female</b>               | Count  | 0        | 6                    | --                   | --                   | --                   | --                   | --                   | 6        |
|                             | Mean   |          | \$69,463             | --                   | --                   | --                   | --                   | --                   | \$69,463 |
|                             | Median |          | \$72,809             | --                   | --                   | --                   | --                   | --                   | \$72,809 |
| <b>Total</b>                | Count  | 0        | 9                    | --                   | --                   | --                   | --                   | --                   | 9        |
|                             | Mean   |          | \$67,839             | --                   | --                   | --                   | --                   | --                   | \$67,839 |
|                             | Median |          | \$72,809             | --                   | --                   | --                   | --                   | --                   | \$72,809 |
| <b>FPSE - KWANTLEN</b>      |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>                 | Count  | 0        | --                   | --                   | --                   | --                   | --                   | --                   | --       |
|                             | Mean   |          | --                   | --                   | --                   | --                   | --                   | --                   | --       |
|                             | Median |          | --                   | --                   | --                   | --                   | --                   | --                   | --       |
| <b>Female</b>               | Count  | 0        | 16                   | --                   | --                   | --                   | --                   | --                   | 16       |
|                             | Mean   |          | \$85,744             | --                   | --                   | --                   | --                   | --                   | \$85,744 |
|                             | Median |          | \$85,744             | --                   | --                   | --                   | --                   | --                   | \$85,744 |
| <b>Total</b>                | Count  | 0        | 16                   | --                   | --                   | --                   | --                   | --                   | 16       |
|                             | Mean   |          | \$85,744             | --                   | --                   | --                   | --                   | --                   | \$85,744 |
|                             | Median |          | \$85,744             | --                   | --                   | --                   | --                   | --                   | \$85,744 |

| INSTITUTION<br>SEX/SEXE       |        | NR<br>ND | Lib. 1/<br>Biblio. 1 | Lib. 2/<br>Biblio. 2 | Lib. 3/<br>Biblio. 3 | Lib. 4/<br>Biblio. 4 | Lib. 5/<br>Biblio. 5 | Lib. 6/<br>Biblio. 6 | TOTAL    |
|-------------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------|
| <b>FPSE - LANGARA</b>         |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>                   | Count  | 0        | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                               | Mean   |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                               | Median |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
| <b>Female</b>                 | Count  | 0        | 12                   | --                   | --                   | --                   | --                   | --                   | 12       |
|                               | Mean   |          | \$78,361             | --                   | --                   | --                   | --                   | --                   | \$78,361 |
|                               | Median |          | \$85,110             | --                   | --                   | --                   | --                   | --                   | \$85,110 |
| <b>Total</b>                  | Count  | 0        | 15                   | --                   | --                   | --                   | --                   | --                   | 15       |
|                               | Mean   |          | \$78,164             | --                   | --                   | --                   | --                   | --                   | \$78,164 |
|                               | Median |          | \$85,003             | --                   | --                   | --                   | --                   | --                   | \$85,003 |
| <b>FPSE - NORTHWEST</b>       |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>                   | Count  | 0        | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                               | Mean   |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                               | Median |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
| <b>Female</b>                 | Count  | 0        | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                               | Mean   |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                               | Median |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
| <b>Total</b>                  | Count  | 0        | 3                    | --                   | --                   | --                   | --                   | --                   | 3        |
|                               | Mean   |          | \$79,435             | --                   | --                   | --                   | --                   | --                   | \$79,435 |
|                               | Median |          | \$83,231             | --                   | --                   | --                   | --                   | --                   | \$83,231 |
| <b>FPSE - SELKIRK</b>         |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>                   | Count  | 0        | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                               | Mean   |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                               | Median |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
| <b>Female</b>                 | Count  | 0        | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                               | Mean   |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
|                               | Median |          | *                    | --                   | --                   | --                   | --                   | --                   | *        |
| <b>Total</b>                  | Count  | 0        | 3                    | --                   | --                   | --                   | --                   | --                   | 3        |
|                               | Mean   |          | \$73,603             | --                   | --                   | --                   | --                   | --                   | \$73,603 |
|                               | Median |          | \$83,231             | --                   | --                   | --                   | --                   | --                   | \$83,231 |
| <b>FPSE - THOMPSON RIVERS</b> |        |          |                      |                      |                      |                      |                      |                      |          |
|                               |        |          | Librarian I          | Librarian II         | Librarian III        |                      |                      |                      |          |
| <b>Male</b>                   | Count  | 0        | 3                    | --                   | --                   | --                   | --                   | --                   | 3        |
|                               | Mean   |          | \$71,488             | --                   | --                   | --                   | --                   | --                   | \$71,488 |
|                               | Median |          | \$70,787             | --                   | --                   | --                   | --                   | --                   | \$70,787 |
| <b>Female</b>                 | Count  | 0        | 7                    | --                   | --                   | --                   | --                   | --                   | 7        |
|                               | Mean   |          | \$75,234             | --                   | --                   | --                   | --                   | --                   | \$75,234 |
|                               | Median |          | \$72,186             | --                   | --                   | --                   | --                   | --                   | \$72,186 |
| <b>Total</b>                  | Count  | 0        | 10                   | --                   | --                   | --                   | --                   | --                   | 10       |
|                               | Mean   |          | \$74,111             | --                   | --                   | --                   | --                   | --                   | \$74,111 |
|                               | Median |          | \$72,186             | --                   | --                   | --                   | --                   | --                   | \$72,186 |
| <b>FPSE - VANCOUVER</b>       |        |          |                      |                      |                      |                      |                      |                      |          |
| <b>Male</b>                   | Count  | 0        | 3                    | --                   | --                   | --                   | --                   | --                   | 3        |
|                               | Mean   |          | \$81,299             | --                   | --                   | --                   | --                   | --                   | \$81,299 |
|                               | Median |          | \$84,904             | --                   | --                   | --                   | --                   | --                   | \$84,904 |
| <b>Female</b>                 | Count  | 0        | 5                    | --                   | --                   | --                   | --                   | --                   | 5        |
|                               | Mean   |          | \$83,831             | --                   | --                   | --                   | --                   | --                   | \$83,831 |
|                               | Median |          | \$84,904             | --                   | --                   | --                   | --                   | --                   | \$84,904 |
| <b>Total</b>                  | Count  | 0        | 8                    | --                   | --                   | --                   | --                   | --                   | 8        |
|                               | Mean   |          | \$82,881             | --                   | --                   | --                   | --                   | --                   | \$82,881 |
|                               | Median |          | \$84,904             | --                   | --                   | --                   | --                   | --                   | \$84,904 |

| INSTITUTION<br>SEX/SEXE |        | NR<br>ND | Lib. 1/<br>Biblio. 1 | Lib. 2/<br>Biblio. 2 | Lib. 3/<br>Biblio. 3 | Lib. 4/<br>Biblio. 4 | Lib. 5/<br>Biblio. 5 | Lib. 6/<br>Biblio. 6 | TOTAL     |
|-------------------------|--------|----------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------|
| <b>EAST/EST</b>         |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | *                    | 6                    | 3                    | 18                   | --                   | --                   | 30        |
|                         | Mean   |          | *                    | \$73,659             | \$76,379             | \$104,131            | --                   | --                   | \$90,624  |
|                         | Median |          | *                    | \$71,000             | \$73,690             | \$94,881             | --                   | --                   | \$86,000  |
| <b>Female</b>           | Count  | 2        | 6                    | 9                    | 21                   | 30                   | --                   | --                   | 69        |
|                         | Mean   |          | \$62,214             | \$72,113             | \$87,011             | \$107,945            | --                   | --                   | \$91,570  |
|                         | Median |          | \$59,661             | \$71,158             | \$85,000             | \$109,032            | --                   | --                   | \$90,146  |
| <b>Total</b>            | Count  | 2        | 9                    | 18                   | 24                   | 48                   | --                   | --                   | 96        |
|                         | Mean   |          | \$60,810             | \$72,750             | \$84,885             | \$106,565            | --                   | --                   | \$91,278  |
|                         | Median |          | \$59,661             | \$71,000             | \$83,710             | \$104,206            | --                   | --                   | \$89,000  |
| <b>QUEBEC/QUÉBEC</b>    |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | --                   | --                   | *                    | --                   | --                   | --                   | *         |
|                         | Mean   |          | --                   | --                   | *                    | --                   | --                   | --                   | *         |
|                         | Median |          | --                   | --                   | *                    | --                   | --                   | --                   | *         |
| <b>Female</b>           | Count  | 0        | --                   | *                    | *                    | --                   | --                   | --                   | 3         |
|                         | Mean   |          | --                   | *                    | *                    | --                   | --                   | --                   | \$76,280  |
|                         | Median |          | --                   | *                    | *                    | --                   | --                   | --                   | \$72,385  |
| <b>Total</b>            | Count  | 0        | --                   | *                    | 6                    | --                   | --                   | --                   | 3         |
|                         | Mean   |          | --                   | *                    | \$85,569             | --                   | --                   | --                   | \$80,512  |
|                         | Median |          | --                   | *                    | \$85,311             | --                   | --                   | --                   | \$74,453  |
| <b>ONTARIO</b>          |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | *                    | 27                   | 51                   | 18                   | --                   | --                   | 102       |
|                         | Mean   |          | *                    | \$78,611             | \$106,684            | \$117,820            | --                   | --                   | \$100,446 |
|                         | Median |          | *                    | \$78,058             | \$107,773            | \$113,508            | --                   | --                   | \$92,420  |
| <b>Female</b>           | Count  | 3        | 21                   | 90                   | 150                  | 45                   | --                   | --                   | 306       |
|                         | Mean   |          | \$62,528             | \$76,019             | \$100,349            | \$121,633            | --                   | --                   | \$93,933  |
|                         | Median |          | \$60,077             | \$77,204             | \$97,606             | \$122,434            | --                   | --                   | \$88,933  |
| <b>Total</b>            | Count  | 3        | 18                   | 117                  | 204                  | 63                   | --                   | --                   | 405       |
|                         | Mean   |          | \$62,824             | \$76,634             | \$102,003            | \$120,544            | --                   | --                   | \$95,546  |
|                         | Median |          | \$61,960             | \$77,416             | \$99,772             | \$121,592            | --                   | --                   | \$90,230  |
| <b>WEST/OUEST</b>       |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | 6                    | 8                    | 27                   | 10                   | --                   | --                   | 51        |
|                         | Mean   |          | \$70,539             | \$81,683             | \$92,148             | \$123,103            | --                   | --                   | \$94,034  |
|                         | Median |          | \$75,999             | \$79,014             | \$88,573             | \$120,317            | --                   | --                   | \$88,573  |
| <b>Female</b>           | Count  | 1        | 12                   | 33                   | 46                   | 35                   | --                   | --                   | 126       |
|                         | Mean   |          | \$65,147             | \$78,129             | \$99,202             | \$111,657            | --                   | --                   | \$93,899  |
|                         | Median |          | \$65,883             | \$73,172             | \$96,628             | \$109,987            | --                   | --                   | \$91,089  |
| <b>Total</b>            | Count  | 1        | 18                   | 41                   | 73                   | 45                   | --                   | --                   | 177       |
|                         | Mean   |          | \$66,945             | \$78,823             | \$96,593             | \$114,201            | --                   | --                   | \$93,938  |
|                         | Median |          | \$67,073             | \$74,122             | \$92,981             | \$112,981            | --                   | --                   | \$90,000  |
| <b>CANADA</b>           |        |          |                      |                      |                      |                      |                      |                      |           |
| <b>Male</b>             | Count  | 0        | 8                    | 43                   | 87                   | 45                   | --                   | --                   | 183       |
|                         | Mean   |          | \$67,833             | \$78,377             | \$99,975             | \$113,822            | --                   | --                   | \$96,900  |
|                         | Median |          | \$69,251             | \$77,000             | \$92,682             | \$105,423            | --                   | --                   | \$92,420  |
| <b>Female</b>           | Count  | 6        | 38                   | 134                  | 218                  | 110                  | --                   | --                   | 500       |
|                         | Mean   |          | \$63,298             | \$76,130             | \$98,736             | \$114,726            | --                   | --                   | \$93,502  |
|                         | Median |          | \$59,661             | \$74,122             | \$94,382             | \$114,412            | --                   | --                   | \$88,933  |
| <b>Total</b>            | Count  | 6        | 46                   | 177                  | 305                  | 155                  | --                   | --                   | 683       |
|                         | Mean   |          | \$64,086             | \$76,675             | \$99,090             | \$114,464            | --                   | --                   | \$94,412  |
|                         | Median |          | \$61,942             | \$76,217             | \$93,923             | \$112,735            | --                   | --                   | \$89,911  |

-- 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 to multiples of 3 for all counts at this institution to preserve confidentiality. *Italics* in the regional and national roll-ups indicate adjusted estimates to mean salaries based on the inclusion of University of Toronto results

Les données en *italiques* représentent les chiffres de cet établissement qui sont arrondis aléatoirement (multiples de 3) par souci de confidentialité. Les données présentées en *italiques* dans les cumuls régionaux et nationaux indiquent que les estimations sont ajustées aux salaires moyens compte tenu de l'inclusion des résultats de l'University of Toronto

NR Not reported: For records where either Rank or Salary is not reported, the data is not included in the calculation of the results and the record is added to the NR count. In cases where Sex is missing, the record is added to the Total NR count. NR counts are not included in the counts in the Total column

ND Non déclaré : Lorsque le rang ni le salaire n'ont été indiqués, les données n'ont pas été comptabilisées dans le calcul des résultats, le dossier en cause étant plutôt ajouté au dénombrement de ND. Lorsque le sexe n'est pas indiqué, le dossier est ajouté au dénombrement du total de ND. Le nombre de ND n'est pas inclus dans les calculs de la colonne Total

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: Acadia, Dalhousie, Mount Allison, Mount Saint Vincent, New Brunswick, NSCAD, Prince Edward Island, St. Francis Xavier and Saint Mary's

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

QUEBEC includes the following four-rank institutions in the reporting by rank: Bishop's. For Librarians hired as of June 1, 2012, Concordia University no longer has a four-rank salary structure for Librarians (see the "New Model Salary" as per Article 39 of the 2012-2015 Concordia University Faculty Association Collective Agreement). Bishop's is thus the lone four-rank Quebec institution reporting in the 2014 LSASS

*QUÉBEC comprend les établissements à quatre rangs suivants dans le rapport par rang : Bishop's. L'Université Concordia n'est plus dotée d'une structure salariale à quatre rangs pour les bibliothécaires embauchés à partir du 1er juin 2012 (voir le « Nouveau modèle des salaires » prévu à l'article 39 de la convention collective 2012-2015 de l'Association des professeurs de l'Université Concordia). Bishop's est le seul établissement au Québec qui, dans le cadre de l'enquête ESSAB de 2014, présente ses données suivant une structure à quatre rangs*

ONTARIO includes the following four-rank institutions in the reporting by rank: Algoma, Brock, Carleton, Lakehead, Laurentian, McMaster (MUALA), NOSM, Queen's, Ryerson, Trent, Western, Wilfrid Laurier and Windsor

*ONTARIO comprend les établissements à quatre rangs suivants dans le rapport par rang : Algoma, Brock, Carleton, Lakehead, Laurentian, McMaster (MUALA), NOSM, Queen's, Ryerson, Trent, Western, Wilfrid Laurier et Windsor*

WEST includes the following four-rank institutions in the reporting by rank: Brandon, Lethbridge, Manitoba, Northern BC, Regina, Saskatchewan, Victoria and Winnipeg

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