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ARL University Medical Libraries

Table 47: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Medical Libraries, FY 2015–2016

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Alabama	1	‡	‡	45,000	34.0
Alberta	5	92,429	89,060	50,751	20.8
Arizona	15	72,384	72,479	56,365	22.1
Boston University	12	63,036	61,000	51,000	9.3
British Columbia	8	84,119	82,634	49,451	23.1
Calgary	8	82,211	84,072	55,371	16.0
California, Davis	4	81,096	77,356	47,722	23.3
California, Los Angeles	10	84,772	90,636	47,722	20.8
Case Western Reserve	6	60,839	53,570	40,000	20.8
Cincinnati	12	60,479	56,700	43,000	18.4
Columbia	8	80,050	80,686	61,350	21.6
Connecticut	13	85,809	86,496	61,734	20.0
Cornell	12	79,346	81,020	62,000	17.1
Dartmouth	7	68,774	66,278	48,500	21.9
Duke	14	63,940	59,594	50,000	16.6
Emory	14	67,201	64,245	52,000	19.6
Florida	10	64,760	59,746	44,928	16.4
Florida State	9	53,110	54,599	52,000	9.2
George Washington	13	76,257	73,781	54,500	17.4
Georgetown	10	75,697	73,116	55,000	18.7
Harvard	19	83,022	78,829	55,460	15.0
Hawaii	3	‡	‡	60,852	23.3
Howard	4	73,500	72,000	60,000	15.0
Illinois, Chicago	22	63,119	62,943	45,833	14.2
Iowa	9	66,106	60,867	43,000	17.0
Johns Hopkins	22	70,829	73,978	52,000	19.0
Kansas	9	57,125	52,250	42,000	14.4
Kentucky	11	62,983	61,617	50,000	26.7
Louisiana State	1	‡	‡	36,000	4.0
Louisville	8	55,832	52,950	41,000	23.3
McGill	9	62,708	55,542	43,445	10.2
McMaster	10	67,488	63,632	41,278	14.3
Manitoba	19	73,513	77,364	48,691	14.8
Miami	9	80,144	79,191	60,000	17.8
Michigan	20	70,926	71,608	49,000	17.9
Minnesota	13	70,146	68,344	52,340	13.5
Missouri	10	62,828	61,521	40,000	28.7
Nebraska	13	73,186	71,486	50,000	20.2
New York University	25	85,334	81,818	60,000	14.9
North Carolina	28	67,276	64,750	45,000	19.9
Northwestern	14	73,858	74,375	60,000	16.6
Ohio State	9	75,788	68,971	50,000	21.1

Table 47: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Medical Libraries, FY 2015–2016

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Oklahoma	15	59,018	54,728	40,000	15.0
Oklahoma State	4	‡	‡	38,000	22.5
Ottawa	6	79,963	76,103	57,455	12.0
Pennsylvania	9	77,726	77,714	51,000	22.4
Pennsylvania State	8	65,683	66,492	53,000	13.5
Pittsburgh	27	73,389	68,308	45,000	19.0
Queen's	6	94,336	97,904	48,901	21.2
Rochester	24	60,483	56,228	45,675	19.2
Rutgers	13	80,556	75,339	58,464	24.1
Saskatchewan	7	89,380	87,564	64,347	14.4
South Carolina	8	56,003	49,872	40,000	20.6
Southern California	14	79,469	75,555	61,415	12.9
Southern Illinois	5	64,325	68,046	45,000	24.8
SUNY Buffalo	11	65,668	64,851	48,000	20.5
SUNY Stony Brook	12	74,502	71,400	47,000	14.1
Temple	8	61,733	63,844	50,000	19.3
Tennessee, Knoxville	5	53,281	52,847	45,000	15.4
Tennessee, Memphis	10	63,396	61,728	45,000	22.0
Texas Tech	18	53,136	50,122	41,434	17.9
Toronto	15	81,586	77,431	51,964	16.7
Tulane	13	46,319	47,954	45,000	17.9
Utah	15	68,264	63,450	50,000	14.7
Vanderbilt	13	63,185	61,825	57,000	14.5
Virginia	13	72,808	70,750	50,000	24.8
Washington	13	72,909	66,426	48,500	19.5
Washington U.-St. Louis	25	63,856	55,274	44,441	15.0
Wayne State	4	‡	‡	54,000	20.5
Wisconsin	12	64,650	61,404	42,000	16.8
Yale	17	86,021	87,372	53,550	18.4

Directors are included in figures for filled positions and average years of experience, but not in either the average or median salary statistics. Canadian salaries are expressed in US dollars.

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

Table 48: Beginning Professional Salaries in ARL University Medical Libraries
Rank Order Table, FY 2015–2016

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Saskatchewan	64,347	37	British Columbia	49,451
2	Cornell	62,000	38	Michigan	49,000
3	Connecticut	61,734	39	Queen's	48,901
4	Southern California	61,415	40	Manitoba	48,691
5	Columbia	61,350	41	Dartmouth	48,500
6	Hawaii	60,852	41	Washington	48,500
7	Howard	60,000	43	SUNY Buffalo	48,000
7	Miami	60,000	44	California, Davis	47,722
7	New York University	60,000	44	California, Los Angeles	47,722
7	Northwestern	60,000	46	SUNY Stony Brook	47,000
11	Rutgers	58,464	47	Illinois, Chicago	45,833
12	Ottawa	57,455	48	Rochester	45,675
13	Vanderbilt	57,000	49	Alabama	45,000
14	Arizona	56,365	49	North Carolina	45,000
15	Harvard	55,460	49	Pittsburgh	45,000
16	Calgary	55,371	49	Southern Illinois	45,000
17	Georgetown	55,000	49	Tennessee, Knoxville	45,000
18	George Washington	54,500	49	Tennessee, Memphis	45,000
19	Wayne State	54,000	49	Tulane	45,000
20	Yale	53,550	56	Florida	44,928
21	Pennsylvania State	53,000	57	Washington U.-St. Louis	44,441
22	Minnesota	52,340	58	McGill	43,445
23	Emory	52,000	59	Cincinnati	43,000
23	Florida State	52,000	59	Iowa	43,000
23	Johns Hopkins	52,000	61	Kansas	42,000
26	Toronto	51,964	61	Wisconsin	42,000
27	Boston University	51,000	63	Texas Tech	41,434
27	Pennsylvania	51,000	64	McMaster	41,278
29	Alberta	50,751	65	Louisville	41,000
30	Duke	50,000	66	Case Western Reserve	40,000
30	Kentucky	50,000	66	Missouri	40,000
30	Nebraska	50,000	66	Oklahoma	40,000
30	Ohio State	50,000	66	South Carolina	40,000
30	Temple	50,000	70	Oklahoma State	38,000
30	Utah	50,000	71	Louisiana State	36,000
30	Virginia	50,000			

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
Canadian salaries are expressed in US dollars.

Table 49: Median Professional Salaries in ARL University Medical Libraries
Rank Order Table, FY 2015–2016

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Queen's	97,904	37	Dartmouth	66,278
2	California, Los Angeles	90,636	38	SUNY Buffalo	64,851
3	Alberta	89,060	39	North Carolina	64,750
4	Saskatchewan	87,564	40	Emory	64,245
5	Yale	87,372	41	Temple	63,844
6	Connecticut	86,496	42	McMaster	63,632
7	Calgary	84,072	43	Utah	63,450
8	British Columbia	82,634	44	Illinois, Chicago	62,943
9	New York University	81,818	45	Vanderbilt	61,825
10	Cornell	81,020	46	Tennessee, Memphis	61,728
11	Columbia	80,686	47	Kentucky	61,617
12	Miami	79,191	48	Missouri	61,521
13	Harvard	78,829	49	Wisconsin	61,404
14	Pennsylvania	77,714	50	Boston University	61,000
15	Toronto	77,431	51	Iowa	60,867
16	Manitoba	77,364	52	Florida	59,746
17	California, Davis	77,356	53	Duke	59,594
18	Ottawa	76,103	54	Cincinnati	56,700
19	Southern California	75,555	55	Rochester	56,228
20	Rutgers	75,339	56	McGill	55,542
21	Northwestern	74,375	57	Washington U.-St. Louis	55,274
22	Johns Hopkins	73,978	58	Oklahoma	54,728
23	George Washington	73,781	59	Florida State	54,599
24	Georgetown	73,116	60	Case Western Reserve	53,570
25	Arizona	72,479	61	Louisville	52,950
26	Howard	72,000	62	Tennessee, Knoxville	52,847
27	Michigan	71,608	63	Kansas	52,250
28	Nebraska	71,486	64	Texas Tech	50,122
29	SUNY Stony Brook	71,400	65	South Carolina	49,872
30	Virginia	70,750	66	Tulane	47,954
31	Ohio State	68,971		Alabama	‡
32	Minnesota	68,344		Hawaii	‡
33	Pittsburgh	68,308		Louisiana State	‡
34	Southern Illinois	68,046		Oklahoma State	‡
35	Pennsylvania State	66,492		Wayne State	‡
36	Washington	66,426			

Salaries of directors are not included in the calculation of medians.

* Alabama, Hawaii, Louisiana State, Oklahoma State, and Wayne State are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

Table 50: Average Professional Salaries in ARL University Medical Libraries
Rank Order Table, FY 2015–2016

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Queen's	94,336	37	McMaster	67,488
2	Alberta	92,429	38	North Carolina	67,276
3	Saskatchewan	89,380	39	Emory	67,201
4	Yale	86,021	40	Iowa	66,106
5	Connecticut	85,809	41	Pennsylvania State	65,683
6	New York University	85,334	42	SUNY Buffalo	65,668
7	California, Los Angeles	84,772	43	Florida	64,760
8	British Columbia	84,119	44	Wisconsin	64,650
9	Harvard	83,022	45	Southern Illinois	64,325
10	Calgary	82,211	46	Duke	63,940
11	Toronto	81,586	47	Washington U.-St. Louis	63,856
12	California, Davis	81,096	48	Tennessee, Memphis	63,396
13	Rutgers	80,556	49	Vanderbilt	63,185
14	Miami	80,144	50	Illinois, Chicago	63,119
15	Columbia	80,050	51	Boston University	63,036
16	Ottawa	79,963	52	Kentucky	62,983
17	Southern California	79,469	53	Missouri	62,828
18	Cornell	79,346	54	McGill	62,708
19	Pennsylvania	77,726	55	Temple	61,733
20	George Washington	76,257	56	Case Western Reserve	60,839
21	Ohio State	75,788	57	Rochester	60,483
22	Georgetown	75,697	58	Cincinnati	60,479
23	SUNY Stony Brook	74,502	59	Oklahoma	59,018
24	Northwestern	73,858	60	Kansas	57,125
25	Manitoba	73,513	61	South Carolina	56,003
26	Howard	73,500	62	Louisville	55,832
27	Pittsburgh	73,389	63	Tennessee, Knoxville	53,281
28	Nebraska	73,186	64	Texas Tech	53,136
29	Washington	72,909	65	Florida State	53,110
30	Virginia	72,808	66	Tulane	46,319
31	Arizona	72,384		Alabama	‡
32	Michigan	70,926		Hawaii	‡
33	Johns Hopkins	70,829		Louisiana State	‡
34	Minnesota	70,146		Oklahoma State	‡
35	Dartmouth	68,774		Wayne State	‡
36	Utah	68,264			

Salaries of directors are not included in the calculation of averages.

* Alabama, Hawaii, Louisiana State, Oklahoma State, and Wayne State are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

Table 51: Average Salaries of Professional Staff in ARL University Medical Libraries by Position and Years of Experience, FY 2015–2016, Part 1: 0 to 19 Years of Experience

	0–3 years		4–7 years		8–11 years		12–15 years		16–19 years	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Head, Medical	.	.	‡	1	122,014	4	‡	4	132,497	6
Associate Director	.	.	‡	3	79,909	4	‡	3	96,309	7
Assistant Director	.	.	‡	3	69,987	4	59,314	4	‡	1
Head, Branch	‡	1	63,985	4	‡	3	74,758	4	‡	3
Administrative Specialist	‡	2	61,043	7	‡	1	‡	3	‡	3
Digital Specialist	56,247	4	59,553	10	70,984	13	70,508	8	68,180	10
Functional Specialist	‡	3	59,795	9	61,720	6	72,837	4	‡	3
Subject Specialist	53,051	21	58,970	35	63,344	38	71,151	20	68,916	15
Dept. Head, Acquisitions	‡	1	‡	1	‡	3	66,456	4	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons	.	.	.	.	‡	2	‡	3	‡	3
Dept. Head, Cataloging	.	.	‡	3	.	.	‡	2	‡	2
Dept. Head, Circulation	.	.	‡	3	62,009	4	‡	1	‡	2
Dept. Head, Rare Books/ Manuscripts/Special Collections	.	.	.	.	.	.	‡	1	‡	1
Dept. Head, Library Technology	.	.	‡	2	.	.	‡	1	‡	1
Dept. Head, Other	.	.	‡	2	68,986	6	76,967	4	69,670	9
Public Services	48,193	5	54,946	5	60,901	6	59,376	8	‡	3
Technical Services	‡	3	.	.	‡	2	‡	1	‡	2
Research/Reference/ Instruction	54,217	23	60,595	29	67,340	26	73,548	21	74,559	13
Cataloger/Metadata Analysts	‡	2	‡	1	‡	2	‡	2	‡	2
All Positions:	53,316	65	60,215	118	67,045	124	71,735	98	77,345	87

Years of experience reflect total professional experience.

Canadian salaries are expressed in US dollars.

‡ Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

. No positions reported in this category.

Table 51: Average Salaries of Professional Staff in ARL University Medical Libraries by Position and Years of Experience, FY 2015–2016, Part 2: 20 to over 30 Years of Experience

	20–23 years		24–27 years		28–31 years		32–35 years		over 35 years	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Head, Medical	124,448	4	109,771	9	160,874	8	153,704	12	140,142	18
Associate Director	85,013	7	‡	3	‡	3	‡	3	101,016	5
Assistant Director	‡	3	80,995	4	‡	3	‡	1	‡	1
Head, Branch	‡	1	‡	1	‡	2	‡	2	‡	2
Administrative Specialist	‡	2	‡	3	‡	1	‡	3	72,187	5
Digital Specialist	66,136	8	78,896	5	‡	3	‡	1	‡	2
Functional Specialist	72,547	4	‡	2	‡	3	‡	2	73,577	5
Subject Specialist	71,614	14	79,666	13	71,473	4	82,969	8	83,670	7
Dept. Head, Acquisitions	‡	1	‡	3	‡	3	80,672	4	‡	2
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	‡	2	‡	1	‡	2	79,455	5
Dept. Head, Cataloging	.	.	.	.	.	.	‡	3	‡	1
Dept. Head, Circulation	‡	3	‡	1	‡	2	‡	2	‡	1
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	2	‡	1	‡	1	.	.	‡	2
Dept. Head, Library Technology	‡	2	83,453	4	.	.	‡	1	‡	1
Dept. Head, Other	‡	2	80,532	5	76,728	4	93,124	4	81,103	6
Public Services	91,985	7	‡	1	‡	1	‡	2	‡	2
Technical Services	.	.	‡	3	‡	1	‡	1	‡	1
Research/Reference/ Instruction	78,018	17	83,676	7	71,204	10	79,507	8	78,120	10
Cataloger/Metadata Analysts	‡	2	.	.	‡	2	.	.	‡	2
All Positions:	80,120	80	83,624	67	91,699	52	98,886	59	92,973	78

Years of experience reflect total professional experience.

Canadian salaries are expressed in US dollars..

‡ Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

. No positions reported in this category.

Table 52: Number and Average Salaries of Professional Staff in ARL University Medical Libraries by Position and Sex, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	136,025	52	132,044	14	135,181	66
Associate Director	87,672	32	104,441	6	90,319	38
Assistant Director	70,492	20	69,887	4	70,391	24
Head, Branch	72,335	18	81,410	5	74,308	23
Administrative Specialist	70,526	24	62,492	6	68,919	30
Digital Specialist	64,059	25	70,364	39	67,901	64
Functional Specialist	66,090	28	72,142	13	68,009	41
Subject Specialist	66,415	144	66,185	31	66,374	175
Dept. Head, Acquisitions	71,972	19	66,866	4	71,084	23
Dept. Head, Research/Reference/ Information or Learning Commons	‡	16	‡	3	80,027	19
Dept. Head, Cataloging	‡	9	‡	2	73,259	11
Dept. Head, Circulation	71,618	12	67,336	7	70,040	19
Dept. Head, Rare Books/ Manuscripts/Special Collections	100,279	4	70,866	4	85,572	8
Dept. Head, Library Technology	82,422	5	86,900	7	85,034	12
Dept. Head, Other	76,251	33	77,443	9	76,506	42
Public Services	65,629	35	78,298	5	67,213	40
Technical Services	53,007	14	.	.	53,007	14
Research/Reference/Instruction	67,693	128	73,487	36	68,965	164
Cataloger/Metadata Analysts	‡	13	‡	2	65,986	15
All Positions:	74,985	631	77,131	197	75,496	828

Canadian salaries are expressed in US dollars.

‡ Salary data are not published when fewer than four individuals are involved in either category.

. No positions reported in this category.

Table 53: Number and Average Salaries of Professional Staff in ARL University Medical Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	136,025	52	132,044	14	135,181	66
Associate Director	87,672	32	104,441	6	90,319	38
Assistant Director	70,492	20	69,887	4	70,391	24
Head, Branch	72,335	18	81,410	5	74,308	23
Dept. Head, Acquisitions	71,972	19	66,866	4	71,084	23
Dept. Head, Cataloging	†	9	†	2	73,259	11
Dept. Head, Circulation	71,618	12	67,336	7	70,040	19
Dept. Head, Library Technology	82,422	5	86,900	7	85,034	12
Dept. Head, Rare Book/Manuscripts/Special Collections	100,279	4	70,866	4	85,572	8
Dept. Head, Research/Reference/Info or Learning Commons	†	16	†	3	80,027	19
Dept. Head, Other	76,251	33	77,443	9	76,506	42
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/ IP Permissions; Other Admin.	68,680	9	62,550	4	66,794	13
Business Manager	†	14	†	1	73,000	15
Human Resources	†	1	.	.	†	1
Development/Advancement	.	.	†	1	†	1
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	†	2	.	.	†	2
IT, Systems	66,124	5	63,907	18	64,389	23
IT, Web Developer	68,249	5	68,915	8	68,659	13
IT, Programmer	†	3	†	7	77,259	10
Scholarly Communications	†	3	.	.	†	3
Digital Acquisitions	†	3	†	6	73,534	9
Digital Collections Curation	54,764	4	.	.	54,764	4
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	†	8	†	2	68,268	10
Archivists	67,187	20	67,973	7	67,391	27
Assessment, Management Info Systems, Planning	.	.	†	1	†	1
Media Specialists	.	.	†	3	†	3
Preservation, including digital collections	.	.	.	.	.	.
Subject Specialist (no subgroup)	63,322	107	63,189	24	63,297	131
Subject Specialist in Humanities/Fine Arts	.	.	.	.	.	.
Subject Specialist in Sciences & Technology	74,345	32	76,455	7	74,724	39
Subject Specialist in Social/Behavior Science	81,848	5	.	.	81,848	5
Subject Specialist in Area Studies	.	.	.	.	.	.

Table 53: Number and Average Salaries of Professional Staff in ARL University Medical Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	‡	13	‡	2	65,986	15
Research/Reference/Instruction	67,693	128	73,487	36	68,965	164
Public Services	65,629	35	78,298	5	67,213	40
Technical Services	53,007	14	.	.	53,007	14
All Positions:	74,985	631	77,131	197	75,496	828

Canadian salaries are expressed in US dollars..

‡ Salary data are not published when fewer than four individuals are involved in either category.

. No positions reported in this category.

Table 54: Number and Average Years of Experience of Professional Staff in ARL University Medical Libraries by Position and Sex, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	28.6	52	27.1	14	28.3	66
Associate Director	21.2	32	26.0	6	22.0	38
Assistant Director	19.9	20	14.0	4	18.9	24
Head, Branch	17.8	18	17.8	5	17.8	23
Administrative Specialist	22.0	24	11.5	6	19.9	30
Digital Specialist	11.4	25	17.2	39	15.0	64
Functional Specialist	15.8	28	21.3	13	17.5	41
Subject Specialist	14.1	144	12.8	31	13.8	175
Dept. Head, Acquisitions	23.1	19	19.3	4	22.4	23
Dept. Head, Research/Reference/ Information or Learning Commons	25.8	16	22.0	3	25.2	19
Dept. Head, Cataloging	17.9	9	27.5	2	19.6	11
Dept. Head, Circulation	20.6	12	15.9	7	18.8	19
Dept. Head, Rare Books/ Manuscripts/Special Collections	29.8	4	22.5	4	26.1	8
Dept. Head, Library Technology	21.4	5	22.4	7	22.0	12
Dept. Head, Other	22.5	33	20.7	9	22.1	42
Public Services	14.2	35	20.6	5	15.0	40
Technical Services	18.1	14	.	.	18.1	14
Research/Reference/Instruction	14.6	128	16.5	36	15.0	164
Cataloger/Metadata Analysts	17.2	13	23.5	2	18.1	15
All Positions:	17.8	631	18.2	197	17.9	828

. No positions reported in this category.

Table 55: Number and Average Years of Experience of Professional Staff in ARL University Medical Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	28.6	52	27.1	14	28.3	66
Associate Director	21.2	32	26.0	6	22.0	38
Assistant Director	19.9	20	14.0	4	18.9	24
Head, Branch	17.8	18	17.8	5	17.8	23
Dept. Head, Acquisitions	23.1	19	19.3	4	22.4	23
Dept. Head, Cataloging	17.9	9	27.5	2	19.6	11
Dept. Head, Circulation	20.6	12	15.9	7	18.8	19
Dept. Head, Library Technology	21.4	5	22.4	7	22.0	12
Dept. Head, Rare Book/Manuscripts/Special Collections	29.8	4	22.5	4	26.1	8
Dept. Head, Research/Reference/Info or Learning Commons	25.8	16	22.0	3	25.2	19
Dept. Head, Other	22.5	33	20.7	9	22.1	42
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/ IP Permissions; Other Admin.	23.2	9	12.5	4	19.9	13
Business Manager	22.4	14	5.0	1	21.2	15
Human Resources	7.0	1	.	.	7.0	1
Development/Advancement	.	.	14.0	1	14.0	1
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	7.0	2	.	.	7.0	2
IT, Systems	17.6	5	19.3	18	19.0	23
IT, Web Developer	11.4	5	12.9	8	12.3	13
IT, Programmer	13.7	3	17.1	7	16.1	10
Scholarly Communications	8.7	3	.	.	8.7	3
Digital Acquisitions	13.0	3	16.8	6	15.6	9
Digital Collections Curation	5.0	4	.	.	5.0	4
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	18.4	8	16.5	2	18.0	10
Archivists	14.7	20	16.1	7	15.1	27
Assessment, Management Info Systems, Planning	.	.	32.0	1	32.0	1
Media Specialists	.	.	33.0	3	33.0	3
Preservation, including digital collections	12.8	107	12.4	24	12.8	.
Subject Specialist (no subgroup)	.	.	.	.	.	131
Subject Specialist in Humanities/Fine Arts	.	.	.	.	.	.
Subject Specialist in Sciences & Technology	17.7	32	14.0	7	17.0	39
Subject Specialist in Social/Behavior Science	17.4	5	.	.	17.4	5
Subject Specialist in Area Studies	.	.	.	.	.	.

Table 55: Number and Average Years of Experience of Professional Staff in ARL University Medical Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	17.2	13	23.5	2	18.1	15
Research/Reference/Instruction	14.6	128	16.5	36	15.0	164
Public Services	14.2	35	20.6	5	15.0	40
Technical Services	18.1	14	.	.	18.1	14
All Positions:	17.8	631	18.2	197	17.9	828

. No positions reported in this category.

Table 56: Number and Average Salaries of Professional Staff in ARL University Medical Libraries by Years of Experience and Sex, FY 2015–2016

	WOMEN		MEN		TOTAL		% OF TOTAL
Experience	Salary	No.	Salary	No.	Salary	No.	
0–3 years	52,114	53	58,629	12	53,316	65	8%
4–7 years	60,065	95	60,833	23	60,215	118	14%
8–11 years	66,249	93	69,435	31	67,045	124	15%
12–15 years	71,139	74	73,572	24	71,735	98	12%
16–19 years	75,793	64	81,664	23	77,345	87	11%
20–23 years	81,556	55	76,962	25	80,120	80	10%
24–27 years	82,341	49	87,117	18	83,624	67	8%
28–31 years	91,013	39	93,755	13	91,699	52	6%
32–35 years	97,436	47	104,564	12	98,886	59	7%
over 35 years	95,515	62	83,122	16	92,973	78	9%
All Positions:	74,985	631	77,131	197	75,496	828	100%

Canadian salaries are expressed in US dollars.