

US ARL UNIVERSITY LIBRARIES

TABLES 28–39

TABLE 28: AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2014–2015, 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.
Director		.		.	‡	1	‡	3	237,341	4
Associate Director	‡	1	‡	1	105,797	18	110,317	18	125,230	47
Assistant Director	162,401	4	111,861	5	96,922	14	97,957	16	103,129	17
Head, Branch	63,140	8	62,876	21	73,925	31	84,197	40	82,334	43
Administrative Specialist	58,110	47	63,370	44	67,302	54	67,798	60	79,200	45
Digital Specialist	56,387	171	62,100	179	67,256	200	73,667	178	77,519	146
Functional Specialist	51,503	153	57,343	177	60,535	177	64,875	132	70,004	104
Subject Specialist	55,236	134	58,609	164	63,274	223	70,029	164	72,437	146
Dept. Head, Acquisitions	‡	1	‡	5	71,536	10	73,852	18	74,612	8
Dept. Head, Research/ Reference/Information or Learning Commons		.	67,982	5	75,250	16	82,704	24	87,468	23
Dept. Head, Cataloging	63,221	4	66,527	7	71,777	13	75,654	20	80,814	17
Dept. Head, Circulation	62,283	5	59,880	10	79,061	13	76,645	15	72,994	8
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1	67,063	7	‡	5	88,659	14	87,229	13
Dept. Head, Library Technology		.	82,171	8	93,676	11	93,603	20	90,165	12
Dept. Head, Other	65,951	15	68,623	40	73,255	62	77,387	91	85,855	59
Public Services	51,167	26	55,908	35	55,014	30	62,884	28	68,265	10
Technical Services	42,119	14	51,977	18	58,241	16	61,600	14	70,788	10
Research/Reference/ Instruction	51,065	99	57,207	123	60,597	109	67,923	87	66,502	71
Cataloger/Metadata Analysts	50,670	47	57,488	57	63,061	79	67,879	77	66,898	62
All Positions:	54,788	730	60,132	906	66,273	1,082	73,300	1,019	79,260	845

Years of experience reflect total professional experience.

Excludes Canadian libraries. See Table 41 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

* 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 28: AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2014–2015, PART 2: 20 TO OVER 35 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.
Director	202,186	5	226,709	7	239,447	13	237,306	22	235,734	41
Associate Director	125,733	36	138,079	32	134,194	36	134,406	38	142,109	60
Assistant Director	113,808	13	116,052	14	115,172	17	115,110	22	122,316	17
Head, Branch	93,349	37	84,057	35	96,470	43	87,378	32	102,069	37
Administrative Specialist	76,793	46	80,791	53	80,419	32	88,875	28	85,130	17
Digital Specialist	78,099	74	79,104	82	84,610	41	85,856	16	79,488	24
Functional Specialist	76,992	65	72,115	72	75,099	46	77,786	36	85,067	45
Subject Specialist	73,628	134	76,594	109	78,262	97	80,208	80	86,392	115
Dept. Head, Acquisitions	85,587	8	75,044	12	85,776	11	87,144	7	81,288	8
Dept. Head, Research/ Reference/Information or Learning Commons	88,710	15	89,702	16	87,991	14	93,285	5	96,598	5
Dept. Head, Cataloging	87,116	14	84,708	20	84,321	16	87,875	13	94,104	14
Dept. Head, Circulation	81,105	7	76,124	10	88,382	10	87,553	8	88,906	10
Dept. Head, Rare Books/ Manuscripts/Special Collections	95,839	10	93,654	9	99,889	17	113,913	8	110,259	10
Dept. Head, Library Technology	112,765	18	106,718	7	109,885	8	†	5	†	2
Dept. Head, Other	90,026	58	85,265	63	98,549	48	93,869	39	101,491	44
Public Services	81,102	13	63,860	13	57,513	4	69,009	13	80,980	6
Technical Services	75,638	5	62,305	9	68,023	12	65,042	7	86,939	4
Research/Reference/ Instruction	69,372	45	73,920	49	76,447	37	80,479	38	80,800	55
Cataloger/Metadata Analysts	70,482	42	72,912	53	74,410	36	71,562	42	76,731	56
All Positions:	84,000	645	83,476	665	91,836	538	96,135	459	105,002	570

Years of experience reflect total professional experience.

Excludes Canadian libraries. See Table 41 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

* 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 29: AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2014–2015, 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.
Director					‡	1	‡	2	‡	2
Associate Director					‡	1	‡	3	156,021	4
Assistant Director							‡	2	‡	1
Head, Branch			‡	1	‡	1	69,581	4	83,000	11
Administrative Specialist	64,799	11	64,615	5	60,947	11	77,228	16	‡	1
Digital Specialist	55,643	29	64,333	33	67,342	41	71,543	25	79,221	16
Functional Specialist	54,310	28	60,049	22	62,436	24	66,773	12	57,380	5
Subject Specialist	55,857	26	59,620	33	65,104	53	70,029	38	76,932	30
Dept. Head, Acquisitions	‡	1	‡	3	‡	1	‡	3		
Dept. Head, Research/ Reference/Information or Learning Commons					‡	3	‡	2	‡	2
Dept. Head, Cataloging			‡	2	‡	3	‡	3	78,459	7
Dept. Head, Circulation			‡	3	‡	3	‡	1		
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1			‡	1	‡	1	‡	1
Dept. Head, Library Technology			‡	1	‡	2	‡	3		
Dept. Head, Other	‡	1	70,679	4	72,141	6	69,829	4	80,401	9
Public Services	‡	3	58,303	7	‡	2	59,195	5	‡	2
Technical Services			50,259	8	63,225	5	‡	1	‡	1
Research/Reference/ Instruction	51,210	18	57,845	18	64,200	19	69,182	14	64,155	8
Cataloger/Metadata Analysts	52,140	8	59,055	12	60,773	19	66,643	13	68,392	8
All Positions:	55,556	126	60,775	152	65,691	196	75,160	152	82,532	108

Years of experience reflect total professional experience.

Excludes Canadian libraries.

Excludes medical and law libraries.

* 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 29: AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2014–2015, PART 2: 20 TO OVER 35 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.
Director	‡	1	‡	1	‡	1	‡	1	‡	3
Associate Director	‡	1			‡	1	‡	2	130,398	8
Assistant Director	‡	2	‡	3	‡	1			‡	2
Head, Branch	70,953	5	‡	2	‡	3	‡	2	102,567	4
Administrative Specialist	69,823	13	77,930	10	77,372	7	68,369	5	‡	2
Digital Specialist	69,845	6	80,993	12	‡	2	‡	1	‡	3
Functional Specialist	82,269	11	70,196	7	‡	3	‡	3	‡	2
Subject Specialist	73,567	27	76,859	12	80,719	10	81,068	15	92,919	8
Dept. Head, Acquisitions	‡	1	‡	1			‡	1	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons			‡	3			‡	1		
Dept. Head, Cataloging	82,189	4	‡	2	‡	1	‡	1	‡	1
Dept. Head, Circulation			‡	1			‡	1	‡	2
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	2			‡	1			‡	1
Dept. Head, Library Technology	‡	3			‡	2				
Dept. Head, Other	90,673	14	101,417	9	98,646	8	‡	2	104,848	6
Public Services			‡	3	‡	1				
Technical Services	‡	1							‡	1
Research/Reference/ Instruction	77,625	10	75,663	7	‡	2	‡	2	79,128	8
Cataloger/Metadata Analysts	71,963	6	74,351	7	‡	2	‡	5	81,195	7
All Positions:	81,897	107	84,312	80	88,536	45	82,128	42	99,510	59

Years of experience reflect total professional experience.

Excludes Canadian libraries.

Excludes medical and law libraries.

* 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 30: NUMBER AND AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	235,028	55	231,559	41	233,547	96
Associate Director	128,117	168	133,672	119	130,420	287
Assistant Director	108,623	80	116,448	59	111,944	139
Head, Branch	82,694	215	92,526	112	86,062	327
Administrative Specialist	73,285	299	72,418	127	73,026	426
Digital Specialist	68,463	449	70,870	662	69,897	1,111
Functional Specialist	63,228	632	66,421	375	64,417	1,007
Subject Specialist	68,367	873	72,329	493	69,797	1,366
Dept. Head, Acquisitions	77,054	60	79,370	28	77,791	88
Dept. Head, Research/Reference/ Information or Learning Commons	85,742	87	84,115	36	85,266	123
Dept. Head, Cataloging	82,013	96	80,669	42	81,604	138
Dept. Head, Circulation	79,757	59	74,817	37	77,853	96
Dept. Head, Rare Books/ Manuscripts/Special Collections	92,413	46	95,302	48	93,888	94
Dept. Head, Library Technology	98,388	27	98,862	64	98,721	91
Dept. Head, Other	83,125	315	86,516	204	84,458	519
Public Services	60,931	121	61,507	57	61,115	178
Technical Services	60,707	80	59,623	29	60,419	109
Research/Reference/Instruction	65,028	517	65,219	196	65,081	713
Cataloger/Metadata Analysts	66,352	388	67,950	163	66,825	551
All Positions:	75,008	4,567	78,964	2,892	76,542	7,459

Excludes Canadian libraries. See Table 42 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

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

. No positions reported in this category.

TABLE 31: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	221,272	8	214,006	4	218,850	12
Associate Director	123,768	13	144,845	7	131,145	20
Assistant Director	108,432	7	133,018	4	117,372	11
Head, Branch	79,474	22	84,435	11	81,128	33
Administrative Specialist	70,844	64	73,198	17	71,338	81
Digital Specialist	65,328	74	70,453	94	68,196	168
Functional Specialist	61,766	84	67,343	33	63,339	117
Subject Specialist	69,143	179	70,383	73	69,502	252
Dept. Head, Acquisitions	‡	9	‡	3	75,741	12
Dept. Head, Research/Reference/ Information or Learning Commons	‡	9	‡	2	84,537	11
Dept. Head, Cataloging	78,633	20	82,203	4	79,228	24
Dept. Head, Circulation	77,980	4	69,436	7	72,543	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	85,190	8		.	85,190	8
Dept. Head, Library Technology	97,396	4	117,239	7	110,023	11
Dept. Head, Other	86,773	41	90,219	22	87,976	63
Public Services	59,285	17	53,371	6	57,742	23
Technical Services	54,245	12	63,590	5	56,993	17
Research/Reference/Instruction	64,441	79	68,561	27	65,491	106
Cataloger/Metadata Analysts	63,479	68	71,459	19	65,222	87
All Positions:	71,818	722	76,554	345	73,349	1,067

Excludes Canadian libraries.

Excludes medical and law libraries.

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

. No positions reported in this category.

TABLE 32: NUMBER AND AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	235,028	55	231,559	41	233,547	96
Associate Director	128,117	168	133,672	119	130,420	287
Assistant Director	108,623	80	116,448	59	111,944	139
Head, Branch	82,694	215	92,526	112	86,062	327
Dept. Head, Acquisitions	77,054	60	79,370	28	77,791	88
Dept. Head, Cataloging	82,013	96	80,669	42	81,604	138
Dept. Head, Circulation	79,757	59	74,817	37	77,853	96
Dept. Head, Library Technology	98,388	27	98,862	64	98,721	91
Dept. Head, Rare Book/Manuscripts/Special Collections	92,413	46	95,302	48	93,888	94
Dept. Head, Research/Reference/Info or Learning Commons	85,742	87	84,115	36	85,266	123
Dept. Head, Other	83,125	315	86,516	204	84,458	519
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	69,492	127	68,430	44	69,218	171
Business Manager	73,146	83	73,397	58	73,250	141
Human Resources	75,850	67	69,801	7	75,278	74
Development/ Advancement	87,889	22	80,028	18	84,351	40
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	63,271	67	65,816	50	64,359	117
IT, Systems	72,118	92	71,177	239	71,438	331
IT, Web Developer	66,046	59	68,272	85	67,360	144
IT, Programmer	74,667	61	74,835	202	74,796	263
Scholarly Communications	71,407	43	72,716	24	71,876	67
Digital Acquisitions	65,954	65	59,580	16	64,695	81
Digital Collections Curation	65,435	62	65,127	46	65,304	108
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	64,350	108	65,758	52	64,807	160
Archivists	62,160	333	67,707	204	64,268	537
Assessment, Management Info Systems, Planning	67,281	41	69,222	19	67,895	60
Media Specialists	58,268	37	59,787	55	59,176	92
Preservation, including digital collections	65,454	113	68,282	45	66,259	158
Subject Specialist (no subgroup)	70,022	379	73,113	220	71,157	599
Subject Specialist in Humanities/Fine Arts	65,347	122	73,365	85	68,639	207
Subject Specialist in Sciences & Technology	66,718	142	68,763	65	67,360	207
Subject Specialist in Social/Behavior Science	63,981	116	70,433	56	66,081	172
Subject Specialist in Area Studies	72,612	114	73,486	67	72,936	181

TABLE 32: NUMBER AND AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	66,352	388	67,950	163	66,825	551
Research/Reference/Instruction	65,028	517	65,219	196	65,081	713
Public Services	60,931	121	61,507	57	61,115	178
Technical Services	60,707	80	59,623	29	60,419	109
All Positions:	75,008	4,567	78,964	2,892	76,542	7,459

Excludes Canadian libraries. See Table 43 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

TABLE 33: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	221,272	8	214,006	4	218,850	12
Associate Director	123,768	13	144,845	7	131,145	20
Assistant Director	108,432	7	133,018	4	117,372	11
Head, Branch	79,474	22	84,435	11	81,128	33
Dept. Head, Acquisitions	‡	9	‡	3	75,741	12
Dept. Head, Cataloging	78,633	20	82,203	4	79,228	24
Dept. Head, Circulation	77,980	4	69,436	7	72,543	11
Dept. Head, Library Technology	97,396	4	117,239	7	110,023	11
Dept. Head, Rare Book/ Manuscripts/ Special Collections	85,190	8		.	85,190	8
Dept. Head, Research/ Reference/ Info or Learning Commons	‡	9	‡	2	84,537	11
Dept. Head, Other	86,773	41	90,219	22	87,976	63
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/ IP Permissions; Other Admin.	‡	17	‡	3	64,406	20
Business Manager	67,798	27	72,543	11	69,172	38
Human Resources	75,892	19		.	75,892	19
Development/ Advancement	‡	1	‡	3	104,957	4
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	57,846	13	56,498	7	57,374	20
IT, Systems	69,588	18	72,535	40	71,620	58
IT, Web Developer	68,729	6	67,135	11	67,698	17
IT, Programmer	68,462	17	72,427	32	71,051	49
Scholarly Communications	‡	8	‡	1	64,658	9
Digital Acquisitions	60,420	10		.	60,420	10
Digital Collections Curation	‡	2	‡	3	67,394	5
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	60,902	21	62,987	5	61,303	26
Archivists	64,427	41	68,054	20	65,616	61
Assessment, Management Info Systems, Planning	‡	8	‡	2	57,505	10
Media Specialists	58,251	8	65,909	4	60,804	12
Preservation, including digital collections	‡	6	‡	2	63,684	8
Subject Specialist (no subgroup)	70,635	61	68,443	24	70,016	85
Subject Specialist in Humanities/ Fine Arts	65,642	16	71,343	6	67,197	22
Subject Specialist in Sciences & Technology	64,006	23	65,544	11	64,504	34
Subject Specialist in Social/ Behavior Science	64,994	24	77,366	10	68,633	34
Subject Specialist in Area Studies	72,464	55	71,483	22	72,184	77

TABLE 33: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	63,479	68	71,459	19	65,222	87
Research/Reference/Instruction	64,441	79	68,561	27	65,491	106
Public Services	59,285	17	53,371	6	57,742	23
Technical Services	54,245	12	63,590	5	56,993	17
All Positions:	71,818	722	76,554	345	73,349	1,067

Excludes Canadian libraries.

Excludes medical and law libraries.

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

. No positions reported in this category.

TABLE 34: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.2	55	33.7	41	33.4	96
Associate Director	27.1	168	25.3	119	26.3	287
Assistant Director	23.5	80	22.8	59	23.2	139
Head, Branch	22.0	215	22.7	112	22.2	327
Administrative Specialist	18.2	299	14.7	127	17.2	426
Digital Specialist	13.6	449	12.7	662	13.0	1,111
Functional Specialist	13.0	632	15.5	375	14.0	1,007
Subject Specialist	16.8	873	18.5	493	17.4	1,366
Dept. Head, Acquisitions	21.6	60	20.2	28	21.1	88
Dept. Head, Research/Reference/ Information or Learning Commons	19.8	87	19.4	36	19.7	123
Dept. Head, Cataloging	22.6	96	19.5	42	21.7	138
Dept. Head, Circulation	20.4	59	18.5	37	19.7	96
Dept. Head, Rare Books/ Manuscripts/Special Collections	21.1	46	23.5	48	22.3	94
Dept. Head, Library Technology	19.9	27	17.5	64	18.3	91
Dept. Head, Other	20.3	315	19.8	204	20.1	519
Public Services	14.1	121	13.8	57	14.0	178
Technical Services	16.4	80	14.3	29	15.8	109
Research/Reference/Instruction	15.4	517	16.0	196	15.5	713
Cataloger/Metadata Analysts	18.4	388	19.4	163	18.7	551
All Positions:	17.5	4,567	17.3	2,892	17.4	7,459

Excludes Canadian libraries. See Table 44 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries. See Tables 54 and 64 for comparable figures for medical and law libraries.

TABLE 35: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	22.4	8	35.3	4	26.7	12
Associate Director	30.1	13	26.1	7	28.7	20
Assistant Director	25.9	7	21.5	4	24.3	11
Head, Branch	21.5	22	24.5	11	22.5	33
Administrative Specialist	16.5	64	18.2	17	16.9	81
Digital Specialist	10.7	74	11.5	94	11.1	168
Functional Specialist	10.5	84	13.9	33	11.4	117
Subject Specialist	15.4	179	14.1	73	15.0	252
Dept. Head, Acquisitions	18.6	9	5.0	3	15.2	12
Dept. Head, Research/Reference/ Information or Learning Commons	18.3	9	19.0	2	18.5	11
Dept. Head, Cataloging	19.2	20	13.5	4	18.3	24
Dept. Head, Circulation	22.0	4	15.4	7	17.8	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	19.0	8			19.0	8
Dept. Head, Library Technology	18.3	4	16.1	7	16.9	11
Dept. Head, Other	21.4	41	22.8	22	21.9	63
Public Services	12.6	17	9.7	6	11.8	23
Technical Services	13.2	12	7.0	5	11.4	17
Research/Reference/Instruction	13.5	79	15.1	27	13.9	106
Cataloger/Metadata Analysts	15.4	68	18.0	19	15.9	87
All Positions:	15.4	722	15.1	345	15.3	1,067

Excludes Canadian libraries.

Excludes medical and law libraries.

TABLE 36: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.2	55	33.7	41	33.4	96
Associate Director	27.1	168	25.3	119	26.3	287
Assistant Director	23.5	80	22.8	59	23.2	139
Head, Branch	22.0	215	22.7	112	22.2	327
Dept. Head, Acquisitions	21.6	60	20.2	28	21.1	88
Dept. Head, Cataloging	22.6	96	19.5	42	21.7	138
Dept. Head, Circulation	20.4	59	18.5	37	19.7	96
Dept. Head, Library Technology	19.9	27	17.5	64	18.3	91
Dept. Head, Rare Book/Manuscripts/Special Collections	21.1	46	23.5	48	22.3	94
Dept. Head, Research/Reference/Info or Learning Commons	19.8	87	19.4	36	19.7	123
Dept. Head, Other	20.3	315	19.8	204	20.1	519
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	17.6	127	14.2	44	16.8	171
Business Manager	18.5	83	16.4	58	17.6	141
Human Resources	20.0	67	13.4	7	19.3	74
Development/ Advancement	15.4	22	10.9	18	13.4	40
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	9.9	67	9.3	50	9.7	117
IT, Systems	17.3	92	14.1	239	15.0	331
IT, Web Developer	13.7	59	10.4	85	11.7	144
IT, Programmer	16.0	61	13.6	202	14.1	263
Scholarly Communications	13.6	43	11.7	24	12.9	67
Digital Acquisitions	12.6	65	10.6	16	12.2	81
Digital Collections Curation	10.5	62	10.3	46	10.5	108
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	13.5	108	14.2	52	13.8	160
Archivists	12.2	333	16.3	204	13.8	537
Assessment, Management Info Systems, Planning	13.7	41	16.7	19	14.7	60
Media Specialists	14.2	37	15.0	55	14.7	92
Preservation, including digital collections	14.3	113	13.6	45	14.1	158
Subject Specialist (no subgroup)	17.8	379	18.7	220	18.1	599
Subject Specialist in Humanities/Fine Arts	15.5	122	18.9	85	16.9	207
Subject Specialist in Sciences & Technology	16.0	142	17.3	65	16.4	207
Subject Specialist in Social/Behavior Science	15.8	116	20.2	56	17.3	172
Subject Specialist in Area Studies	16.7	114	17.0	67	16.8	181

TABLE 36: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	18.4	388	19.4	163	18.7	551
Research/Reference/Instruction	15.4	517	16.0	196	15.5	713
Public Services	14.1	121	13.8	57	14.0	178
Technical Services	16.4	80	14.3	29	15.8	109
All Positions:	17.5	4,567	17.3	2,892	17.4	7,459

Excludes Canadian libraries. See Table 45 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

TABLE 37: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	22.4	8	35.3	4	26.7	12
Associate Director	30.1	13	26.1	7	28.7	20
Assistant Director	25.9	7	21.5	4	24.3	11
Head, Branch	21.5	22	24.5	11	22.5	33
Dept. Head, Acquisitions	18.6	9	5.0	3	15.2	12
Dept. Head, Cataloging	19.2	20	13.5	4	18.3	24
Dept. Head, Circulation	22.0	4	15.4	7	17.8	11
Dept. Head, Library Technology	18.3	4	16.1	7	16.9	11
Dept. Head, Rare Book/Manuscripts/Special Collections	19.0	8		.	19.0	8
Dept. Head, Research/Reference/Info or Learning Commons	18.3	9	19.0	2	18.5	11
Dept. Head, Other	21.4	41	22.8	22	21.9	63
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	16.4	17	12.3	3	15.8	20
Business Manager	15.8	27	19.9	11	17.0	38
Human Resources	17.8	19		.	17.8	19
Development/Advancement	14.0	1	17.7	3	16.8	4
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	8.4	13	3.7	7	6.8	20
IT, Systems	15.2	18	13.4	40	13.9	58
IT, Web Developer	9.0	6	9.0	11	9.0	17
IT, Programmer	11.8	17	12.4	32	12.2	49
Scholarly Communications	4.0	8	2.0	1	3.8	9
Digital Acquisitions	10.2	10		.	10.2	10
Digital Collections Curation	10.0	2	6.3	3	7.8	5
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	9.8	21	11.8	5	10.2	26
Archivists	10.8	41	12.5	20	11.4	61
Assessment, Management Info Systems, Planning	8.1	8	10.5	2	8.6	10
Media Specialists	13.8	8	23.8	4	17.1	12
Preservation, including digital collections	9.7	6	16.5	2	11.4	8
Subject Specialist (no subgroup)	15.7	61	14.5	24	15.4	85
Subject Specialist in Humanities/Fine Arts	11.2	16	15.7	6	12.4	22
Subject Specialist in Sciences & Technology	11.7	23	11.8	11	11.8	34
Subject Specialist in Social/Behavior Science	18.0	24	16.4	10	17.5	34
Subject Specialist in Area Studies	16.6	55	13.2	22	15.6	77

TABLE 37: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	15.4	68	18.0	19	15.9	87
Research/Reference/Instruction	13.5	79	15.1	27	13.9	106
Public Services	12.6	17	9.7	6	11.8	23
Technical Services	13.2	12	7.0	5	11.4	17
All Positions:	15.0	722	15.0	345	15.0	1,067

Excludes Canadian libraries.

Excludes medical and law libraries.

. No positions reported in this category.

TABLE 38: NUMBER AND AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2014–2015

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	53,421	461	57,131	269	54,788	730	10%
4–7 years	58,741	563	62,414	343	60,132	906	12%
8–11 years	64,875	669	68,539	413	66,273	1,082	15%
12–15 years	71,981	590	75,115	429	73,300	1,019	14%
16–19 years	77,324	504	82,120	341	79,260	845	11%
20–23 years	82,554	374	85,996	271	84,000	645	9%
24–27 years	82,514	410	85,024	255	83,476	665	9%
28–31 years	89,399	341	96,056	197	91,836	538	7%
32–35 years	94,365	300	99,475	159	96,135	459	6%
over 35 years	102,879	355	108,507	215	105,002	570	8%
All Positions:	75,008	4,567	78,964	2,892	76,542	7,459	100%

Excludes Canadian libraries. See Table 46 for salaries of Canadian librarians expressed in Canadian dollars.
Excludes medical and law libraries.

TABLE 39: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2014–2015

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	54,996	89	56,903	37	55,556	126	12%
4–7 years	59,503	101	63,293	51	60,775	152	14%
8–11 years	64,821	133	67,527	63	65,691	196	18%
12–15 years	72,484	97	79,880	55	75,160	152	14%
16–19 years	82,346	68	82,848	40	82,532	108	10%
20–23 years	78,541	81	92,355	26	81,897	107	10%
24–27 years	84,899	52	83,223	28	84,312	80	7%
28–31 years	84,468	33	99,724	12	88,536	45	4%
32–35 years	81,421	24	83,070	18	82,128	42	4%
over 35 years	94,959	44	112,860	15	99,510	59	6%
All Positions:	71,818	722	76,554	345	73,349	1,067	100%

Excludes Canadian libraries.

Excludes medical and law libraries.

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