

ARL UNIVERSITY MEDICAL LIBRARIES

TABLES 47-56

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TABLE 47: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2014–2015

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Alabama	1	‡	‡	45,000	33.0
Alberta	5	98,994	94,497	55,863	19.8
Arizona	17	71,212	70,368	56,365	21.7
Boston University	12	63,036	61,000	51,000	9.3
British Columbia	8	88,489	90,607	54,223	22.1
Calgary	15	79,272	78,439	60,714	12.9
California, Davis	5	79,307	77,356	47,722	23.0
California, Los Angeles	9	87,280	86,090	47,722	21.9
Case Western Reserve	7	62,974	57,521	40,000	22.4
Cincinnati	14	64,946	55,033	43,000	22.1
Columbia	9	77,321	79,887	59,280	21.0
Connecticut	14	84,875	85,113	58,178	20.5
Cornell	15	77,932	74,833	62,000	12.5
Dartmouth	8	73,590	71,789	47,500	23.8
Duke	15	61,710	57,939	50,000	14.7
Emory	14	63,896	62,525	52,000	18.6
Florida	11	65,525	62,107	44,928	16.1
Florida State	8	51,025	50,868	48,000	14.1
George Washington	14	74,019	70,434	52,200	17.9
Georgetown	13	65,575	65,700	49,697	16.9
Harvard	14	84,178	81,411	58,500	15.9
Hawaii	6	48,323	41,292	50,004	17.5
Howard	7	69,883	61,500	60,000	12.6
Illinois, Chicago	23	62,748	61,674	47,000	13.2
Iowa	12	66,137	59,382	43,000	19.8
Johns Hopkins	24	71,895	73,556	51,000	17.9
Kansas	6	62,540	63,500	42,000	15.0
Kentucky	11	60,883	58,461	39,500	25.7
Louisiana State	2	‡	‡	36,000	5.0
Louisville	10	55,366	52,056	40,000	21.3
McGill	9	65,214	56,392	46,703	9.2
McMaster	9	72,503	68,973	45,261	14.7
Manitoba	18	79,887	84,633	52,342	14.4
Miami	8	77,785	76,362	55,000	18.5
Michigan	21	69,746	69,275	48,000	16.9
Minnesota	13	68,819	69,024	51,500	15.5
Missouri	11	60,488	60,961	40,000	25.5
Montreal	11	73,880	73,909	51,741	18.5
Nebraska	15	70,194	63,852	48,000	20.9
New York University	25	84,047	77,582	60,000	11.4
North Carolina	26	65,781	63,086	45,000	20.4
Northwestern	13	72,116	71,108	50,000	18.6

TABLE 47: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2014–2015

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Ohio State	9	73,398	67,157	50,000	20.1
Oklahoma	8	57,698	60,000	40,000	17.8
Oklahoma State	4	55,324	49,416	38,000	21.5
Ottawa	6	87,761	90,641	58,775	14.3
Pennsylvania	9	74,674	75,559	51,000	21.4
Pennsylvania State	8	63,372	64,872	49,000	12.8
Pittsburgh	28	71,649	66,813	46,000	18.5
Queen`s	5	92,322	90,221	53,180	19.0
Rochester	25	59,891	58,423	45,000	19.6
Rutgers	13	82,718	77,943	58,464	23.2
Saskatchewan	7	87,060	84,472	57,110	14.1
South Carolina	8	54,983	49,872	38,750	19.6
Southern California	14	78,261	70,855	56,275	16.9
Southern Illinois	4	*	*	41,000	29.8
SUNY Buffalo	11	63,561	63,330	48,000	19.9
SUNY Stony Brook	13	73,658	72,500	47,000	16.8
Temple	8	61,457	62,316	46,000	18.0
Tennessee, Knoxville	4	*	*	45,000	17.0
Tennessee, Memphis	14	56,211	59,685	45,000	17.8
Texas Tech	22	53,206	49,804	40,621	19.3
Toronto	14	89,203	83,978	54,269	14.6
Tulane	7	60,864	57,477	44,000	20.3
Utah	14	67,648	62,110	44,000	18.2
Vanderbilt	13	63,185	61,825	45,000	13.5
Virginia	13	68,542	69,050	48,000	24.8
Washington	16	70,877	66,084	48,204	22.0
Washington U.-St. Louis	25	62,396	54,019	43,563	15.9
Wayne State	5	59,826	60,388	50,000	17.4
Wisconsin	13	64,779	63,132	44,000	16.2
Yale	18	83,803	85,287	53,550	18.3

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 2014–2015**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Cornell	62,000	35	Nebraska	48,000
2	Calgary	60,714	35	SUNY Buffalo	48,000
3	Howard	60,000	35	Virginia	48,000
3	New York University	60,000	40	California, Davis	47,722
5	Columbia	59,280	40	California, Los Angeles	47,722
6	Ottawa	58,775	42	Dartmouth	47,500
7	Harvard	58,500	43	Illinois, Chicago	47,000
8	Rutgers	58,464	43	SUNY Stony Brook	47,000
9	Connecticut	58,178	45	McGill	46,703
10	Saskatchewan	57,110	46	Pittsburgh	46,000
11	Arizona	56,365	46	Temple	46,000
12	Southern California	56,275	48	McMaster	45,261
13	Alberta	55,863	49	Alabama	45,000
14	Miami	55,000	49	North Carolina	45,000
15	Toronto	54,269	49	Rochester	45,000
16	British Columbia	54,223	49	Tennessee, Knoxville	45,000
17	Yale	53,550	49	Tennessee, Memphis	45,000
18	Queen`s	53,180	49	Vanderbilt	45,000
19	Manitoba	52,342	55	Florida	44,928
20	George Washington	52,200	56	Tulane	44,000
21	Emory	52,000	56	Utah	44,000
22	Montreal	51,741	56	Wisconsin	44,000
23	Minnesota	51,500	59	Washington U.-St. Louis	43,563
24	Boston University	51,000	60	Cincinnati	43,000
24	Johns Hopkins	51,000	60	Iowa	43,000
24	Pennsylvania	51,000	62	Kansas	42,000
27	Hawaii	50,004	63	Southern Illinois	41,000
28	Duke	50,000	64	Texas Tech	40,621
28	Northwestern	50,000	65	Case Western Reserve	40,000
28	Ohio State	50,000	65	Louisville	40,000
28	Wayne State	50,000	65	Missouri	40,000
32	Georgetown	49,697	65	Oklahoma	40,000
33	Pennsylvania State	49,000	69	Kentucky	39,500
34	Washington	48,204	70	South Carolina	38,750
35	Florida State	48,000	71	Oklahoma State	38,000
35	Michigan	48,000	72	Louisiana State	36,000

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 2014–2015**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Alberta	94,497	37	Nebraska	63,852
2	Ottawa	90,641	38	Kansas	63,500
3	British Columbia	90,607	39	SUNY Buffalo	63,330
4	Queen's	90,221	40	Wisconsin	63,132
5	California, Los Angeles	86,090	41	North Carolina	63,086
6	Yale	85,287	42	Emory	62,525
7	Connecticut	85,113	43	Temple	62,316
8	Manitoba	84,633	44	Utah	62,110
9	Saskatchewan	84,472	45	Florida	62,107
10	Toronto	83,978	46	Vanderbilt	61,825
11	Harvard	81,411	47	Illinois, Chicago	61,674
12	Columbia	79,887	48	Howard	61,500
13	Calgary	78,439	49	Boston University	61,000
14	Rutgers	77,943	50	Missouri	60,961
15	New York University	77,582	51	Wayne State	60,388
16	California, Davis	77,356	52	Oklahoma	60,000
17	Miami	76,362	53	Tennessee, Memphis	59,685
18	Pennsylvania	75,559	54	Iowa	59,382
19	Cornell	74,833	55	Kentucky	58,461
20	Montreal	73,909	56	Rochester	58,423
21	Johns Hopkins	73,556	57	Duke	57,939
22	SUNY Stony Brook	72,500	58	Case Western Reserve	57,521
23	Dartmouth	71,789	59	Tulane	57,477
24	Northwestern	71,108	60	McGill	56,392
25	Southern California	70,855	61	Cincinnati	55,033
26	George Washington	70,434	62	Washington U.-St. Louis	54,019
27	Arizona	70,368	63	Louisville	52,056
28	Michigan	69,275	64	Florida State	50,868
29	Virginia	69,050	65	South Carolina	49,872
30	Minnesota	69,024	66	Texas Tech	49,804
31	McMaster	68,973	67	Oklahoma State	49,416
32	Ohio State	67,157	68	Hawaii	41,292
33	Pittsburgh	66,813		Alabama	*
34	Washington	66,084		Louisiana State	*
35	Georgetown	65,700		Southern Illinois	*
36	Pennsylvania State	64,872		Tennessee, Knoxville	*

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

* Alabama, Louisiana State, Southern Illinois, and Tennessee–Knoxville 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 2014–2015**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Alberta	98,994	37	Utah	67,648
2	Queen`s	92,322	38	Iowa	66,137
3	Toronto	89,203	39	North Carolina	65,781
4	British Columbia	88,489	40	Georgetown	65,575
5	Ottawa	87,761	41	Florida	65,525
6	California, Los Angeles	87,280	42	McGill	65,214
7	Saskatchewan	87,060	43	Cincinnati	64,946
8	Connecticut	84,875	44	Wisconsin	64,779
9	Harvard	84,178	45	Emory	63,896
10	New York University	84,047	46	SUNY Buffalo	63,561
11	Yale	83,803	47	Pennsylvania State	63,372
12	Rutgers	82,718	48	Vanderbilt	63,185
13	Manitoba	79,887	49	Boston University	63,036
14	California, Davis	79,307	50	Case Western Reserve	62,974
15	Calgary	79,272	51	Illinois, Chicago	62,748
16	Southern California	78,261	52	Kansas	62,540
17	Cornell	77,932	53	Washington U.-St. Louis	62,396
18	Miami	77,785	54	Duke	61,710
19	Columbia	77,321	55	Temple	61,457
20	Pennsylvania	74,674	56	Kentucky	60,883
21	George Washington	74,019	57	Tulane	60,864
22	Montreal	73,880	58	Missouri	60,488
23	SUNY Stony Brook	73,658	59	Rochester	59,891
24	Dartmouth	73,590	60	Wayne State	59,826
25	Ohio State	73,398	61	Oklahoma	57,698
26	McMaster	72,503	62	Tennessee, Memphis	56,211
27	Northwestern	72,116	63	Louisville	55,366
28	Johns Hopkins	71,895	64	Oklahoma State	55,324
29	Pittsburgh	71,649	65	South Carolina	54,983
30	Arizona	71,212	66	Texas Tech	53,206
31	Washington	70,877	67	Florida State	51,025
32	Nebraska	70,194	68	Hawaii	48,323
33	Howard	69,883		Alabama	*
34	Michigan	69,746		Louisiana State	*
35	Minnesota	68,819		Southern Illinois	*
36	Virginia	68,542		Tennessee, Knoxville	*

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

* Alabama, Louisiana State, Southern Illinois, and Tennessee–Knoxville are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

TABLE 51: AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL 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.
Head, Medical		.	‡	1	‡	3	‡	2	142,858	4
Associate Director		.	‡	2	‡	2	85,402	7	97,698	4
Assistant Director	‡	1	70,349	5	82,214	6	‡	2	65,295	5
Head, Branch		.	‡	3	61,384	5	‡	3	68,986	4
Administrative Specialist	‡	2	56,226	5	‡	2	52,251	7	‡	2
Digital Specialist	59,084	7	61,086	11	63,658	10	67,917	19	70,400	6
Functional Specialist	59,160	7	58,197	6	60,549	7	‡	2	‡	3
Subject Specialist	54,433	25	60,524	36	65,108	40	68,587	20	68,601	15
Dept. Head, Acquisitions		.	‡	1	65,444	4	‡	1	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons		.	‡	1	‡	2	68,123	4	‡	1
Dept. Head, Cataloging		.	‡	3	‡	2	‡	1	‡	1
Dept. Head, Circulation		.	‡	3	‡	3		.	‡	2
Dept. Head, Rare Books/ Manuscripts/Special Collections		.		.		.	‡	1	‡	1
Dept. Head, Library Technology		.	‡	3		.	‡	1	‡	2
Dept. Head, Other	‡	1	‡	3	68,740	9	71,405	4	73,903	6
Public Services	‡	3	51,827	8	64,364	4	61,092	8	‡	1
Technical Services	‡	1		.	‡	1	‡	1		.
Research/Reference/ Instruction	51,517	23	61,080	28	65,085	27	74,784	20	76,467	24
Cataloger/Metadata Analysts	‡	1	‡	3	‡	1	‡	3	‡	1
All Positions:	54,261	71	61,211	122	67,088	128	69,618	106	77,621	83

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 ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2014–2015, 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	108,945	6	137,595	8	165,695	8	132,346	16	145,693	17
Associate Director	81,765	11	81,981	5	101,903	4	105,212	7	94,465	7
Assistant Director	73,532	4	‡	2	‡	2	‡	1	‡	3
Head, Branch		.	‡	2	‡	3	‡	2	‡	1
Administrative Specialist	‡	2	‡	2	‡	2	79,056	4	‡	2
Digital Specialist	66,913	10	‡	3	‡	3	‡	2	‡	3
Functional Specialist	67,698	8		.	73,466	5	‡	2	70,447	4
Subject Specialist	71,837	17	82,893	9	66,623	7	80,552	9	89,128	6
Dept. Head, Acquisitions		.	‡	3	‡	2	84,305	5	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons	‡	2	‡	2	‡	1	‡	1	74,624	5
Dept. Head, Cataloging		.	‡	1	‡	1	‡	1	‡	1
Dept. Head, Circulation	68,174	4		.	‡	2	‡	2		.
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	2	‡	1	‡	1		.	‡	2
Dept. Head, Library Technology	‡	1	‡	3		.		.	‡	1
Dept. Head, Other	86,103	6	87,797	4	83,763	9	77,760	5	83,477	7
Public Services	88,936	4	‡	1	‡	1	‡	2	‡	2
Technical Services		.	‡	3	‡	1	‡	1	‡	2
Research/Reference/ Instruction	72,488	11	70,808	10	75,546	7	67,158	9	79,702	11
Cataloger/Metadata Analysts	‡	2		.	‡	2		.	‡	2
All Positions:	77,252	90	85,596	59	91,073	61	92,614	69	94,131	77

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 ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	137,035	52	140,866	13	137,801	65
Associate Director	86,672	37	101,045	12	90,192	49
Assistant Director	70,134	26	78,829	5	71,536	31
Head, Branch	76,095	18	79,228	5	76,776	23
Administrative Specialist	65,610	25	64,362	5	65,402	30
Digital Specialist	66,354	32	66,820	42	66,618	74
Functional Specialist	63,923	32	70,135	12	65,617	44
Subject Specialist	66,519	156	66,470	28	66,512	184
Dept. Head, Acquisitions	72,793	14	63,989	4	70,836	18
Dept. Head, Research/Reference/ Information or Learning Commons	‡	16	‡	3	76,432	19
Dept. Head, Cataloging	‡	9	‡	2	68,945	11
Dept. Head, Circulation	71,392	10	64,025	6	68,629	16
Dept. Head, Rare Books/ Manuscripts/Special Collections	107,866	4	69,972	4	88,919	8
Dept. Head, Library Technology	78,633	5	69,769	6	73,798	11
Dept. Head, Other	77,808	45	75,095	9	77,356	54
Public Services	66,064	30	59,448	4	65,286	34
Technical Services	‡	8	‡	2	56,143	10
Research/Reference/Instruction	67,091	133	69,614	37	67,640	170
Cataloger/Metadata Analysts	‡	12	‡	3	65,679	15
All Positions:	74,902	664	75,204	202	74,973	866

Canadian salaries are expressed in US dollars.

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

TABLE 53: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	137,035	52	140,866	13	137,801	65
Associate Director	86,672	37	101,045	12	90,192	49
Assistant Director	70,134	26	78,829	5	71,536	31
Head, Branch	76,095	18	79,228	5	76,776	23
Dept. Head, Acquisitions	72,793	14	63,989	4	70,836	18
Dept. Head, Cataloging	‡	9	‡	2	68,945	11
Dept. Head, Circulation	71,392	10	64,025	6	68,629	16
Dept. Head, Library Technology	78,633	5	69,769	6	73,798	11
Dept. Head, Rare Book/ Manuscripts/ Special Collections	107,866	4	69,972	4	88,919	8
Dept. Head, Research/ Reference/ Info or Learning Commons	‡	16	‡	3	76,432	19
Dept. Head, Other	77,808	45	75,095	9	77,356	54
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/ IP Permissions; Other Admin.	‡	12	‡	3	58,937	15
Business Manager	‡	11	‡	1	74,903	12
Human Resources	‡	1			‡	1
Development/ Advancement	‡	1	‡	1	‡	2
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	‡	1		.	‡	1
IT, Systems	65,438	6	65,202	24	65,249	30
IT, Web Developer	65,546	8	58,636	8	62,091	16
IT, Programmer	73,537	8	78,198	8	75,867	16
Scholarly Communications	‡	3		.	‡	3
Digital Acquisitions	‡	5	‡	2	70,845	7
Digital Collections Curation	‡	1		.	‡	1
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	‡	14	‡	2	63,227	16
Archivists	67,082	18	67,958	5	67,272	23
Assessment, Management Info Systems, Planning	‡	.	‡	1	‡	1
Media Specialists	‡	.	‡	3	‡	3
Preservation, including digital collections	‡	.	‡	1	‡	1
Subject Specialist (no subgroup)	64,288	117	63,521	21	64,171	138
Subject Specialist in Humanities/ Fine Arts		.		.		.
Subject Specialist in Sciences & Technology	71,017	28	76,550	6	71,994	34
Subject Specialist in Social/ Behavior Science	‡	11	‡	1	77,892	12
Subject Specialist in Area Studies		.		.		.

TABLE 53: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	‡	12	‡	3	65,679	15
Research/Reference/Instruction	67,091	133	69,614	37	67,640	170
Public Services	66,064	30	59,448	4	65,286	34
Technical Services	‡	8	‡	2	56,143	10
All Positions:	74,902	664	75,204	202	74,973	866

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 ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.0	52	30.4	13	29.3	65
Associate Director	23.3	37	27.9	12	24.4	49
Assistant Director	19.6	26	7.8	5	17.7	31
Head, Branch	17.9	18	17.6	5	17.8	23
Administrative Specialist	19.8	25	11.8	5	18.5	30
Digital Specialist	13.7	32	15.7	42	14.8	74
Functional Specialist	14.5	32	24.5	12	17.2	44
Subject Specialist	13.7	156	12.9	28	13.6	184
Dept. Head, Acquisitions	24.5	14	18.5	4	23.2	18
Dept. Head, Research/Reference/ Information or Learning Commons	23.4	16	22.3	3	23.3	19
Dept. Head, Cataloging	15.8	9	26.5	2	17.7	11
Dept. Head, Circulation	19.0	10	16.8	6	18.2	16
Dept. Head, Rare Books/ Manuscripts/Special Collections	29.8	4	21.5	4	25.6	8
Dept. Head, Library Technology	20.6	5	16.5	6	18.4	11
Dept. Head, Other	22.8	45	19.4	9	22.3	54
Public Services	13.8	30	19.8	4	14.5	34
Technical Services	22.9	8	25.0	2	23.3	10
Research/Reference/Instruction	14.8	133	16.1	37	15.1	170
Cataloger/Metadata Analysts	17.6	12	17.0	3	17.5	15
All Positions:	17.8	664	18.1	202	17.9	866

TABLE 55: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.0	52	30.4	13	29.3	65
Associate Director	23.3	37	27.9	12	24.4	49
Assistant Director	19.6	26	7.8	5	17.7	31
Head, Branch	17.9	18	17.6	5	17.8	23
Dept. Head, Acquisitions	24.5	14	18.5	4	23.2	18
Dept. Head, Cataloging	15.8	9	26.5	2	17.7	11
Dept. Head, Circulation	19.0	10	16.8	6	18.2	16
Dept. Head, Library Technology	20.6	5	16.5	6	18.4	11
Dept. Head, Rare Book/Manuscripts/Special Collections	29.8	4	21.5	4	25.6	8
Dept. Head, Research/Reference/Info or Learning Commons	23.4	16	22.3	3	23.3	19
Dept. Head, Other	22.8	45	19.4	9	22.3	54
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	16.9	12	14.0	3	16.3	15
Business Manager	23.4	11	4.0	1	21.8	12
Human Resources	6.0	1			6.0	1
Development/Advancement	29.0	1	13.0	1	21.0	2
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	5.0	1		.	5.0	1
IT, Systems	13.5	6	17.4	24	16.6	30
IT, Web Developer	16.9	8	10.8	8	13.8	16
IT, Programmer	15.0	8	15.3	8	15.1	16
Scholarly Communications	7.0	3		.	7.0	3
Digital Acquisitions	14.4	5	17.0	2	15.1	7
Digital Collections Curation	4.0	1		.	4.0	1
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	13.5	14	15.5	2	13.8	16
Archivists	15.3	18	23.0	5	17.0	23
Assessment, Management Info Systems, Planning		.	31.0	1	31.0	1
Media Specialists		.	32.0	3	32.0	3
Preservation, including digital collections		.	21.0	1	21.0	1
Subject Specialist (no subgroup)	12.8	117	13.0	21	12.8	138
Subject Specialist in Humanities/Fine Arts		.		.		.
Subject Specialist in Sciences & Technology	17.3	28	13.5	6	16.6	34
Subject Specialist in Social/Behavior Science	14.6	11	7.0	1	14.0	12

TABLE 55: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Subject Specialist in Area Studies		.		.		.
Catalogers/Metadata analysts	17.6	12	17.0	3	17.5	15
Research/Reference/Instruction	14.8	133	16.1	37	15.1	170
Public Services	13.8	30	19.8	4	14.5	34
Technical Services	22.9	8	25.0	2	23.3	10
All Positions:	17.8	664	18.1	202	17.9	866

. No positions reported in this category.

TABLE 56: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2014–2015

	WOMEN		MEN		TOTAL		% OF TOTAL
Experience	Salary	No.	Salary	No.	Salary	No.	
0–3 years	53,575	60	58,002	11	54,261	71	8%
4–7 years	61,073	96	61,718	26	61,211	122	14%
8–11 years	67,037	98	67,254	30	67,088	128	15%
12–15 years	69,239	76	70,577	30	69,618	106	12%
16–19 years	78,568	61	74,995	22	77,621	83	10%
20–23 years	79,195	68	71,246	22	77,252	90	10%
24–27 years	85,626	42	85,522	17	85,596	59	7%
28–31 years	89,042	46	97,299	15	91,073	61	7%
32–35 years	93,728	56	87,817	13	92,614	69	8%
over 35 years	93,554	61	96,332	16	94,131	77	9%
All Positions:	74,902	664	75,204	202	74,973	866	100%

Canadian salaries are expressed in US dollars.