

**ARL UNIVERSITY LAW LIBRARIES**

**TABLES 57–66**

**PAGE INTENTIONALLY LEFT BLANK.**

**TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2014–2015**

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Arizona	8	67,659	61,768	60,000	14.1
Arizona State	6	70,396	64,500	63,000	20.0
Boston University	11	79,400	74,950	57,000	13.4
Boston College	16	78,226	78,210	46,700	18.7
British Columbia	4	*	*	54,223	21.5
Calgary	2	*	*	60,714	17.0
California, Davis	7	88,741	87,347	47,722	20.4
California, Irvine	6	90,750	81,474	47,722	15.3
California, Los Angeles	17	88,109	88,253	47,722	14.6
Case Western Reserve	12	70,768	72,388	40,000	21.2
Cincinnati	8	71,942	65,181	49,000	20.8
Colorado	10	73,562	66,800	55,000	14.3
Columbia	16	92,208	81,000	59,280	15.9
Connecticut	11	74,120	77,924	44,622	15.5
Cornell	11	78,698	73,438	64,000	9.5
Duke	12	75,535	71,800	62,000	17.9
Emory	10	62,773	56,683	50,000	10.7
Florida	11	66,808	60,924	55,000	11.5
Florida State	10	59,409	57,373	50,000	17.7
George Washington	22	103,816	100,255	55,000	18.8
Georgetown	26	77,629	70,875	58,000	10.4
Georgia	8	57,540	57,352	57,500	15.6
Harvard	25	88,467	84,366	58,500	13.2
Hawaii	6	89,371	90,636	50,004	14.0
Houston	11	63,595	57,467	53,000	18.9
Howard	8	56,147	55,394	52,999	21.4
Illinois, Urbana	8	77,972	76,570	56,000	17.6
Indiana	10	73,263	65,604	41,208	21.0
Iowa	18	77,555	76,000	43,000	16.7
Kansas	5	58,057	56,943	40,500	12.6
Kentucky	7	59,916	58,438	52,000	12.0
Louisiana State	10	62,218	62,000	50,000	15.6
Louisville	7	64,262	65,441	40,000	22.3
McGill	3	*	*	46,703	9.3
Manitoba	3	*	*	52,342	23.0
Miami	13	63,170	60,000	48,000	14.6
Michigan	9	69,807	64,890	50,000	9.6
Minnesota	12	86,607	78,275	55,000	22.7
Missouri	8	60,189	61,590	40,000	18.6
Montreal	6	62,806	57,578	51,741	10.7
Nebraska	6	71,274	72,996	50,000	18.7
New Mexico	6	82,819	80,340	50,000	9.8

**TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2014–2015**

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
New York University	18	87,431	79,743	70,000	25.7
North Carolina	11	78,769	75,035	45,000	13.6
Northwestern	7	71,412	67,525	51,000	16.4
Notre Dame	13	78,277	73,738	47,000	20.7
Ohio State	8	63,976	60,798	50,000	7.3
Oklahoma	7	61,800	54,637	42,000	19.9
Oregon	8	61,758	63,757	45,000	16.9
Ottawa	4	*	*	58,775	21.5
Pennsylvania	15	75,129	73,540	51,000	17.9
Pennsylvania State	6	90,082	84,096	65,000	25.2
Queen's	3	*	*	53,180	14.7
Rutgers, Camden	7	72,385	72,550	70,000	17.9
Rutgers, Newark	9	81,245	77,557	68,000	15.9
Saskatchewan	2	*	*	57,110	32.0
South Carolina	9	69,713	71,859	55,000	15.0
Southern Illinois	5	60,294	56,646	50,000	10.2
SUNY Buffalo	12	73,586	70,278	60,000	17.3
Syracuse	9	62,982	59,076	46,700	19.9
Temple	6	76,556	57,181	46,000	23.3
Tennessee	10	80,303	78,573	55,000	14.0
Texas	16	75,155	60,000	43,000	15.3
Texas Tech	7	61,920	61,500	55,000	11.7
Toronto	6	99,909	104,219	54,269	21.8
Tulane	8	63,403	63,395	45,000	15.3
Utah	8	68,788	68,516	52,500	16.6
Vanderbilt	7	75,433	71,558	60,000	13.7
Virginia	16	69,100	66,700	65,000	16.7
Washington	17	75,286	70,140	62,000	22.9
Washington U.-St. Louis	7	66,623	62,850	50,000	23.4
Wayne State	5	58,042	56,656	50,000	20.6
Western	2	*	*	52,742	24.0
Wisconsin	12	65,101	60,139	44,000	20.8
Yale	21	88,134	80,500	53,550	16.3
York	5	105,623	112,608	45,769	13.6

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 58: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES**  
**RANK ORDER TABLE, FY 2014–2015**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	New York University	70,000	39	Montreal	51,741
1	Rutgers, Camden	70,000	40	Northwestern	51,000
3	Rutgers, Newark	68,000	40	Pennsylvania	51,000
4	Pennsylvania State	65,000	42	Hawaii	50,004
4	Virginia	65,000	43	Emory	50,000
6	Cornell	64,000	43	Florida State	50,000
7	Arizona State	63,000	43	Louisiana State	50,000
8	Duke	62,000	43	Michigan	50,000
8	Washington	62,000	43	Nebraska	50,000
10	Calgary	60,714	43	New Mexico	50,000
11	Arizona	60,000	43	Ohio State	50,000
11	SUNY Buffalo	60,000	43	Southern Illinois	50,000
11	Vanderbilt	60,000	43	Washington U.-St. Louis	50,000
14	Columbia	59,280	43	Wayne State	50,000
15	Ottawa	58,775	53	Cincinnati	49,000
16	Harvard	58,500	54	Miami	48,000
17	Georgetown	58,000	55	California, Davis	47,722
18	Georgia	57,500	55	California, Irvine	47,722
19	Saskatchewan	57,110	55	California, Los Angeles	47,722
20	Boston University	57,000	58	Notre Dame	47,000
21	Illinois, Urbana	56,000	59	McGill	46,703
22	Colorado	55,000	60	Boston College	46,700
22	Florida	55,000	60	Syracuse	46,700
22	George Washington	55,000	62	Temple	46,000
22	Minnesota	55,000	63	York	45,769
22	South Carolina	55,000	64	North Carolina	45,000
22	Tennessee	55,000	64	Oregon	45,000
22	Texas Tech	55,000	64	Tulane	45,000
29	Toronto	54,269	67	Connecticut	44,622
30	British Columbia	54,223	68	Wisconsin	44,000
31	Yale	53,550	69	Iowa	43,000
32	Queen`s	53,180	69	Texas	43,000
33	Houston	53,000	71	Oklahoma	42,000
34	Howard	52,999	72	Indiana	41,208
35	Western	52,742	73	Kansas	40,500
36	Utah	52,500	74	Case Western Reserve	40,000
37	Manitoba	52,342	74	Louisville	40,000
38	Kentucky	52,000	74	Missouri	40,000

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

**TABLE 59: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2014–2015**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	112,608	39	Indiana	65,604
2	Toronto	104,219	40	Louisville	65,441
3	George Washington	100,255	41	Cincinnati	65,181
4	Hawaii	90,636	42	Michigan	64,890
5	California, Los Angeles	88,253	43	Arizona State	64,500
6	California, Davis	87,347	44	Oregon	63,757
7	Harvard	84,366	45	Tulane	63,395
8	Pennsylvania State	84,096	46	Washington U.-St. Louis	62,850
9	California, Irvine	81,474	47	Louisiana State	62,000
10	Columbia	81,000	48	Arizona	61,768
11	Yale	80,500	49	Missouri	61,590
12	New Mexico	80,340	50	Texas Tech	61,500
13	New York University	79,743	51	Florida	60,924
14	Tennessee	78,573	52	Ohio State	60,798
15	Minnesota	78,275	53	Wisconsin	60,139
16	Boston College	78,210	54	Miami	60,000
17	Connecticut	77,924	54	Texas	60,000
18	Rutgers, Newark	77,557	56	Syracuse	59,076
19	Illinois, Urbana	76,570	57	Kentucky	58,438
20	Iowa	76,000	58	Montreal	57,578
21	North Carolina	75,035	59	Houston	57,467
22	Boston University	74,950	60	Florida State	57,373
23	Notre Dame	73,738	61	Georgia	57,352
24	Pennsylvania	73,540	62	Temple	57,181
25	Cornell	73,438	63	Kansas	56,943
26	Nebraska	72,996	64	Emory	56,683
27	Rutgers, Camden	72,550	65	Wayne State	56,656
28	Case Western Reserve	72,388	66	Southern Illinois	56,646
29	South Carolina	71,859	67	Howard	55,394
30	Duke	71,800	68	Oklahoma	54,637
31	Vanderbilt	71,558		British Columbia	*
32	Georgetown	70,875		Calgary	*
33	SUNY Buffalo	70,278		McGill	*
34	Washington	70,140		Manitoba	*
35	Utah	68,516		Ottawa	*
36	Northwestern	67,525		Queen's	*
37	Colorado	66,800		Saskatchewan	*
38	Virginia	66,700		Western	*

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

\* British Columbia, Calgary, McGill, Manitoba, Ottawa, Queen's, Saskatchewan, and Western are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

**TABLE 60: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES  
RANK ORDER TABLE, FY 2014–2015**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	105,623	39	Case Western Reserve	70,768
2	George Washington	103,816	40	Arizona State	70,396
3	Toronto	99,909	41	Michigan	69,807
4	Columbia	92,208	42	South Carolina	69,713
5	California, Irvine	90,750	43	Virginia	69,100
6	Pennsylvania State	90,082	44	Utah	68,788
7	Hawaii	89,371	45	Arizona	67,659
8	California, Davis	88,741	46	Florida	66,808
9	Harvard	88,467	47	Washington U.-St. Louis	66,623
10	Yale	88,134	48	Wisconsin	65,101
11	California, Los Angeles	88,109	49	Louisville	64,262
12	New York University	87,431	50	Ohio State	63,976
13	Minnesota	86,607	51	Houston	63,595
14	New Mexico	82,819	52	Tulane	63,403
15	Rutgers, Newark	81,245	53	Miami	63,170
16	Tennessee	80,303	54	Syracuse	62,982
17	Boston University	79,400	55	Montreal	62,806
18	North Carolina	78,769	56	Emory	62,773
19	Cornell	78,698	57	Louisiana State	62,218
20	Notre Dame	78,277	58	Texas Tech	61,920
21	Boston College	78,226	59	Oklahoma	61,800
22	Illinois, Urbana	77,972	60	Oregon	61,758
23	Georgetown	77,629	61	Southern Illinois	60,294
24	Iowa	77,555	62	Missouri	60,189
25	Temple	76,556	63	Kentucky	59,916
26	Duke	75,535	64	Florida State	59,409
27	Vanderbilt	75,433	65	Kansas	58,057
28	Washington	75,286	66	Wayne State	58,042
29	Texas	75,155	67	Georgia	57,540
30	Pennsylvania	75,129	68	Howard	56,147
31	Connecticut	74,120		British Columbia	*
32	SUNY Buffalo	73,586		Calgary	*
33	Colorado	73,562		McGill	*
34	Indiana	73,263		Manitoba	*
35	Rutgers, Camden	72,385		Ottawa	*
36	Cincinnati	71,942		Queen's	*
37	Northwestern	71,412		Saskatchewan	*
38	Nebraska	71,274		Western	*

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

\* British Columbia, Calgary, McGill, Manitoba, Ottawa, Queen's, Saskatchewan, and Western are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

**TABLE 61: AVERAGE SALARIES OF ARL UNIVERSITY LAW 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, Law		.	‡	2	139,457	4	154,296	8	172,429	8
Associate Director		.	‡	1	95,375	9	‡	2	92,876	10
Assistant Director	‡	2	‡	2	91,303	7	‡	2	89,515	10
Head, Branch		.		.		.		.		.
Administrative Specialist	‡	1	‡	1	‡	1		.	‡	3
Digital Specialist	58,048	12	70,786	6	69,920	4	76,001	6	81,857	4
Functional Specialist		.	59,134	5	96,514	4	‡	2	‡	1
Subject Specialist	60,248	19	70,189	17	75,480	9	72,754	6	78,631	7
Dept. Head, Acquisitions	‡	1	73,123	4	‡	3	‡	1	73,361	4
Dept. Head, Research/ Reference/Information or Learning Commons		.	74,809	5	‡	1	‡	2	85,668	5
Dept. Head, Cataloging		.	‡	1	‡	1	‡	3	‡	3
Dept. Head, Circulation	‡	3	65,129	5	‡	3	‡	3	61,242	4
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1	‡	2		.		.		.
Dept. Head, Library Technology		.	‡	1	‡	1		.	‡	1
Dept. Head, Other	‡	1	‡	2	67,249	4	‡	2	‡	3
Public Services	57,270	6	63,218	6	‡	2	‡	3	‡	1
Technical Services	53,463	4	56,107	7	58,045	4	‡	1		.
Research/Reference/ Instruction	63,168	50	69,948	37	73,708	31	75,342	17	70,798	15
Cataloger/Metadata Analysts	45,866	4	60,741	4	72,968	6	65,232	6	60,273	5
<b>All Positions:</b>	<b>60,635</b>	<b>104</b>	<b>70,361</b>	<b>108</b>	<b>79,993</b>	<b>94</b>	<b>83,119</b>	<b>64</b>	<b>87,026</b>	<b>84</b>

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 61: AVERAGE SALARIES OF ARL UNIVERSITY LAW 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, Law	‡	3	156,236	11	135,720	5	181,193	10	197,896	21
Associate Director	‡	3	119,454	5	110,947	6	‡	3	115,781	8
Assistant Director	90,404	8	82,559	9	103,719	5	104,114	6	‡	2
Head, Branch		.		.		.		.		.
Administrative Specialist	‡	2			‡	2	‡	1	‡	2
Digital Specialist	101,241	4	‡	1		.		.	‡	1
Functional Specialist	‡	1		.	‡	1	‡	1		.
Subject Specialist	86,954	8	81,055	4	86,188	7	‡	2	‡	3
Dept. Head, Acquisitions	77,499	8	‡	2	‡	2	‡	2	‡	3
Dept. Head, Research/ Reference/Information or Learning Commons	‡	2	‡	1	‡	3	‡	3	‡	2
Dept. Head, Cataloging	‡	2	78,988	5	80,719	4	74,104	4	79,428	6
Dept. Head, Circulation	83,006	4	‡	1		.	67,938	4	‡	2
Dept. Head, Rare Books/ Manuscripts/Special Collections		.	‡	1		.		.		.
Dept. Head, Library Technology	‡	1		.		.		.	‡	1
Dept. Head, Other		.	88,478	4	‡	1	‡	1	‡	2
Public Services	‡	2	‡	1	‡	2	‡	1	‡	2
Technical Services		.		.	‡	2		.	‡	2
Research/Reference/ Instruction	80,196	10	95,990	8	75,157	5	78,207	6	87,100	6
Cataloger/Metadata Analysts	‡	3	70,274	4	‡	3	‡	1	‡	3
<b>All Positions:</b>	<b>88,500</b>	<b>61</b>	<b>100,164</b>	<b>57</b>	<b>92,869</b>	<b>48</b>	<b>105,203</b>	<b>45</b>	<b>122,418</b>	<b>66</b>

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	167,788	38	175,864	34	171,602	72
Associate Director	106,888	28	102,684	19	105,188	47
Assistant Director	90,512	38	90,012	15	90,370	53
Head, Branch		.		.		.
Administrative Specialist	‡	11	‡	2	65,464	13
Digital Specialist	65,361	16	77,377	22	72,317	38
Functional Specialist	82,764	6	74,908	9	78,051	15
Subject Specialist	73,524	57	74,612	25	73,856	82
Dept. Head, Acquisitions	72,493	25	75,390	5	72,976	30
Dept. Head, Research/Reference/ Information or Learning Commons	84,582	16	81,820	8	83,661	24
Dept. Head, Cataloging	73,963	21	77,316	8	74,888	29
Dept. Head, Circulation	68,525	23	63,951	6	67,578	29
Dept. Head, Rare Books/ Manuscripts/Special Collections	101,052	4		.	101,052	4
Dept. Head, Library Technology	‡	2	‡	3	85,172	5
Dept. Head, Other	79,601	11	77,109	9	78,480	20
Public Services	60,501	15	67,962	11	63,657	26
Technical Services	‡	17	‡	3	61,687	20
Research/Reference/Instruction	72,564	126	70,654	59	71,955	185
Cataloger/Metadata Analysts	64,738	27	70,159	12	66,406	39
<b>All Positions:</b>	<b>82,805</b>	<b>481</b>	<b>90,417</b>	<b>250</b>	<b>85,408</b>	<b>731</b>

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 63: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	167,788	38	175,864	34	171,602	72
Associate Director	106,888	28	102,684	19	105,188	47
Assistant Director	90,512	38	90,012	15	90,370	53
Head, Branch		.		.		.
Dept. Head, Acquisitions	72,493	25	75,390	5	72,976	30
Dept. Head, Cataloging	73,963	21	77,316	8	74,888	29
Dept. Head, Circulation	68,525	23	63,951	6	67,578	29
Dept. Head, Library Technology	‡	2	‡	3	85,172	5
Dept. Head, Rare Book/Manuscripts/Special Collections	101,052	4		.	101,052	4
Dept. Head, Research/Reference/Info or Learning Commons	84,582	16	81,820	8	83,661	24
Dept. Head, Other	79,601	11	77,109	9	78,480	20
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	‡	6	‡	2	67,410	8
Business Manager	62,349	5		.	62,349	5
Human Resources		.		.		.
Development/Advancement		.		.		.
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	‡	7	‡	3	60,687	10
IT, Systems	67,631	6	74,931	11	72,355	17
IT, Web Developer	‡	1	‡	2	‡	3
IT, Programmer		.		.		.
Scholarly Communications		.		.		.
Digital Acquisitions	‡	2	‡	2	79,987	4
Digital Collections Curation		.	73,316	4	73,316	4
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	‡	2	‡	6	72,722	8
Archivists	‡	3	‡	1	94,298	4
Assessment, Management Info Systems, Planning		.	‡	1	‡	1
Media Specialists	‡	1	‡	1	‡	2
Preservation, including digital collections		.		.		.
Subject Specialist (no subgroup)	73,982	42	74,715	24	74,248	66
Subject Specialist in Humanities/Fine Arts		.		.		.
Subject Specialist in Sciences & Technology	‡	2		.	‡	2
Subject Specialist in Social/Behavior Science	‡	12	‡	1	68,564	13
Subject Specialist in Area Studies	‡	1		.	‡	1

**TABLE 63: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	64,738	27	70,159	12	66,406	39
Research/Reference/Instruction	72,564	126	70,654	59	71,955	185
Public Services	60,501	15	67,962	11	63,657	26
Technical Services	‡	17	‡	3	61,687	20
<b>All Positions:</b>	<b>82,805</b>	<b>481</b>	<b>90,417</b>	<b>250</b>	<b>85,408</b>	<b>731</b>

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 64: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, FY 2014–2015**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	27.4	38	26.3	34	26.8	72
Associate Director	23.3	28	22.0	19	22.8	47
Assistant Director	21.1	38	20.3	15	20.8	53
Head, Branch		.		.		.
Administrative Specialist	19.2	11	32.5	2	21.2	13
Digital Specialist	8.2	16	12.2	22	10.5	38
Functional Specialist	7.5	6	16.2	9	12.7	15
Subject Specialist	12.9	57	13.6	25	13.1	82
Dept. Head, Acquisitions	21.7	25	15.8	5	20.7	30
Dept. Head, Research/Reference/ Information or Learning Commons	20.3	16	20.8	8	20.4	24
Dept. Head, Cataloging	27.2	21	24.0	8	26.3	29
Dept. Head, Circulation	16.8	23	18.5	6	17.2	29
Dept. Head, Rare Books/ Manuscripts/Special Collections	9.8	4		.	9.8	4
Dept. Head, Library Technology	30.0	2	11.3	3	18.8	5
Dept. Head, Other	20.7	11	14.8	9	18.1	20
Public Services	15.1	15	10.5	11	13.2	26
Technical Services	11.3	17	13.3	3	11.6	20
Research/Reference/Instruction	11.0	126	11.7	59	11.2	185
Cataloger/Metadata Analysts	15.5	27	21.3	12	17.3	39
<b>All Positions:</b>	<b>16.6</b>	<b>481</b>	<b>17.0</b>	<b>250</b>	<b>16.7</b>	<b>731</b>

. No positions reported in this category.

**TABLE 65: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	27.4	38	26.3	34	26.8	72
Associate Director	23.3	28	22.0	19	22.8	47
Assistant Director	21.1	38	20.3	15	20.8	53
Head, Branch		.		.		.
Dept. Head, Acquisitions	21.7	25	15.8	5	20.7	30
Dept. Head, Cataloging	27.2	21	24.0	8	26.3	29
Dept. Head, Circulation	16.8	23	18.5	6	17.2	29
Dept. Head, Library Technology	30.0	2	11.3	3	18.8	5
Dept. Head, Rare Book/Manuscripts/Special Collections	9.8	4		.	9.8	4
Dept. Head, Research/Reference/Info or Learning Commons	20.3	16	20.8	8	20.4	24
Dept. Head, Other	20.7	11	14.8	9	18.1	20
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	23.2	6	32.5	2	25.5	8
Business Manager	14.4	5		.	14.4	5
Human Resources		.		.		.
Development/Advancement		.		.		.
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	3.9	7	3.7	3	3.8	10
IT, Systems	11.5	6	13.6	11	12.9	17
IT, Web Developer	15.0	1	22.0	2	19.7	3
IT, Programmer		.		.		.
Scholarly Communications		.		.		.
Digital Acquisitions	10.0	2	14.0	2	12.0	4
Digital Collections Curation		.	8.8	4	8.8	4
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	6.0	2	14.8	6	12.6	8
Archivists	6.3	3	13.0	1	8.0	4
Assessment, Management Info Systems, Planning		.	34.0	1	34.0	1
Media Specialists	14.0	1	10.0	1	12.0	2
Preservation, including digital collections		.		.		.
Subject Specialist (no subgroup)	13.0	42	13.0	24	13.0	66
Subject Specialist in Humanities/Fine Arts		.		.		.
Subject Specialist in Sciences & Technology	26.0	2		.	26.0	2
Subject Specialist in Social/Behavior Science	9.0	12	29.0	1	10.5	13
Subject Specialist in Area Studies	29.0	1		.	29.0	1

**TABLE 65: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	15.5	27	21.3	12	17.3	39
Research/Reference/Instruction	11.0	126	11.7	59	11.2	185
Public Services	15.1	15	10.5	11	13.2	26
Technical Services	11.3	17	13.3	3	11.6	20
<b>All Positions:</b>	<b>16.6</b>	<b>481</b>	<b>17.0</b>	<b>250</b>	<b>16.7</b>	<b>731</b>

. No positions reported in this category.

**TABLE 66: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW 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	61,196	75	59,185	29	60,635	104	14%
4–7 years	69,107	73	72,977	35	70,361	108	15%
8–11 years	82,851	58	75,388	36	79,993	94	13%
12–15 years	81,896	41	85,300	23	83,119	64	9%
16–19 years	83,704	56	93,670	28	87,026	84	11%
20–23 years	82,483	39	99,168	22	88,500	61	8%
24–27 years	97,551	35	104,320	22	100,164	57	8%
28–31 years	89,117	24	96,621	24	92,869	48	7%
32–35 years	96,977	33	127,824	12	105,203	45	6%
over 35 years	114,343	47	142,394	19	122,418	66	9%
<b>All Positions:</b>	<b>82,805</b>	<b>481</b>	<b>90,417</b>	<b>250</b>	<b>85,408</b>	<b>731</b>	<b>100%</b>

Canadian salaries are expressed in US dollars.