## US ARL University Libraries

Tables 28-39

Table 28: Average Salaries of US ARL University Librarians by Position and Years of Experience, FY 2013-2014, 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 |  | . |  |  | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 3 |
| Associate Director | $\ddagger$ | 4 | $\ddagger$ | 2 | 96,132 | 11 | 109,326 | 23 | 123,597 | 42 |
| Assistant Director | $\ddagger$ | 6 | $\ddagger$ | 3 | 92,664 | 14 | 92,148 | 16 | 110,357 | 11 |
| Head, Branch | 68,488 | 9 | 59,254 | 15 | 73,370 | 29 | 79,393 | 45 | 82,858 | 39 |
| Administrative Specialist | 66,353 | 41 | 60,379 | 55 | 68,677 | 60 | 68,925 | 51 | 75,464 | 48 |
| Digital Specialist | 55,933 | 146 | 60,484 | 192 | 66,883 | 172 | 72,090 | 194 | 74,545 | 136 |
| Functional Specialist | 51,569 | 143 | 56,158 | 196 | 58,074 | 164 | 64,216 | 132 | 67,580 | 85 |
| Subject Specialist | 52,954 | 125 | 57,487 | 193 | 61,081 | 213 | 67,682 | 176 | 71,723 | 147 |
| Dept. Head, Acquisitions |  |  | 71,805 | 9 | 70,196 | 9 | 72,227 | 17 | 72,679 | 12 |
| Dept. Head, Research/ Reference/Information or Learning Commons | $\ddagger$ | 1 | 61,156 | 6 | 72,079 | 12 | 85,491 | 23 | 79,525 | 19 |
| Dept. Head, Cataloging | \# | 3 | $\ddagger$ | 9 | 72,071 | 14 | 72,215 | 20 | 76,903 | 16 |
| Dept. Head, Circulation | 59,118 | 10 | 62,931 | 9 | 67,937 | 15 | 74,762 | 20 | $\ddagger$ | 5 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections |  |  | 70,173 | 7 | 78,176 | 4 | 80,330 | 13 | 80,006 | 13 |
| Dept. Head, Library Technology | $\ddagger$ | 3 | 84,158 | 8 | 88,808 | 17 | 89,442 | 16 | 83,716 | 13 |
| Dept. Head, Other | 66,624 | 18 | 70,890 | 46 | 71,246 | 62 | 75,119 | 86 | 80,471 | 65 |
| Public Services | 47,686 | 23 | 52,646 | 39 | 57,833 | 29 | 61,358 | 20 | 70,821 | 14 |
| Technical Services | 40,007 | 14 | 51,256 | 34 | 56,315 | 10 | 64,817 | 12 | 65,717 | 11 |
| Research/Reference/ Instruction | 51,350 | 114 | 55,761 | 125 | 58,678 | 92 | 65,774 | 86 | 64,788 | 72 |
| Cataloger/Metadata Analysts | 48,795 | 40 | 55,889 | 78 | 61,273 | 85 | 63,188 | 84 | 66,427 | 63 |
| All Positions: | 55,414 | 700 | 58,859 | 1,026 | 64,766 | 1,014 | 71,207 | 1,035 | 76,611 | 814 |

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 2013-2014, 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 | 213,368 | 8 | 205,028 | 4 | 226,796 | 11 | 224,246 | 21 | 227,090 | 47 |
| Associate Director | 123,959 | 32 | 131,437 | 37 | 133,847 | 33 | 127,843 | 40 | 140,336 | 60 |
| Assistant Director | 110,281 | 14 | 125,197 | 11 | 117,042 | 22 | 117,485 | 27 | 127,179 | 13 |
| Head, Branch | 84,833 | 35 | 86,397 | 41 | 96,321 | 43 | 86,701 | 33 | 100,553 | 36 |
| Administrative Specialist | 79,719 | 49 | 75,211 | 49 | 83,875 | 32 | 85,032 | 24 | 92,101 | 20 |
| Digital Specialist | 74,447 | 76 | 77,252 | 78 | 84,577 | 38 | 80,191 | 26 | 83,985 | 19 |
| Functional Specialist | 72,091 | 70 | 70,777 | 65 | 77,610 | 43 | 81,004 | 35 | 83,893 | 41 |
| Subject Specialist | 70,928 | 134 | 75,343 | 117 | 76,175 | 90 | 79,922 | 88 | 83,652 | 110 |
| Dept. Head, Acquisitions | 77,923 | 10 | 78,366 | 15 | 84,622 | 12 | 78,029 | 15 | 92,422 | 4 |
| Dept. Head, Research/ Reference/Information or Learning Commons | 88,717 | 12 | 80,765 | 16 | 91,271 | 14 | $\ddagger$ | 5 | 100,598 | 6 |
| Dept. Head, Cataloging | 83,729 | 20 | 83,970 | 19 | 81,020 | 17 | 88,832 | 14 | 94,578 | 12 |
| Dept. Head, Circulation | 83,499 | 8 | 76,195 | 12 | 78,079 | 12 | $\ddagger$ | 3 | 85,148 | 13 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections | 92,338 | 10 | 94,971 | 15 | 106,539 | 13 | 98,409 | 7 | 113,042 | 11 |
| Dept. Head, Library Technology | 108,536 | 19 | 107,362 | 8 | 94,202 | 10 | 117,566 | 9 | † | 1 |
| Dept. Head, Other | 87,060 | 58 | 88,852 | 50 | 95,066 | 39 | 92,261 | 36 | 99,466 | 61 |
| Public Services | 74,143 | 11 | 69,112 | 10 | 52,418 | 6 | 73,559 | 10 | 78,776 | 6 |
| Technical Services | 61,407 | 7 | 67,955 | 9 | 65,173 | 8 | 67,253 | 8 | 79,576 | 6 |
| Research/Reference/ Instruction | 67,634 | 53 | 73,477 | 47 | 72,827 | 43 | 76,421 | 30 | 77,349 | 58 |
| Cataloger/Metadata Analysts | 67,116 | 54 | 70,806 | 58 | 71,389 | 46 | 72,950 | 47 | 75,057 | 55 |
| All Positions: | 80,849 | 680 | 82,142 | 661 | 89,498 | 532 | 94,228 | 478 | 104,784 | 579 |

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 2013-2014, 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 |  | . |  | . | $\ddagger$ | 1 | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Associate Director |  | . |  | . |  | . | 121,233 | 6 | 129,406 | 5 |
| Assistant Director |  | . |  | . |  | . | $\ddagger$ | 2 | $\ddagger$ | 1 |
| Head, Branch |  |  |  |  | $\ddagger$ | 1 | 71,166 | 8 | 72,284 | 12 |
| Administrative Specialist | 69,833 | 8 | 62,521 | 10 | 63,482 | 7 | 63,259 | 11 | 67,663 | 8 |
| Digital Specialist | 51,280 | 18 | 62,497 | 32 | 64,939 | 29 | 70,466 | 31 | 74,469 | 18 |
| Functional Specialist | 54,010 | 25 | 59,565 | 19 | 55,414 | 22 | 67,940 | 14 | 68,069 | 9 |
| Subject Specialist | 53,849 | 25 | 56,499 | 42 | 61,555 | 52 | 68,080 | 33 | 74,715 | 32 |
| Dept. Head, Acquisitions |  | . | 66,536 | 4 |  | . | $\ddagger$ | 3 | $\ddagger$ | 1 |
| Dept. Head, Research/ Reference/Information or Learning Commons |  | . |  | . | $\ddagger$ | 3 | $\ddagger$ | 2 | $\ddagger$ | 1 |
| Dept. Head, Cataloging |  |  | $\ddagger$ | 2 | $\ddagger$ | 3 | 73,213 | 6 | 74,428 | 5 |
| Dept. Head, Circulation |  |  | 57,075 | 4 | $\ddagger$ | 3 | $\ddagger$ | 1 |  |  |
| Dept. Head, Rare Books/ Manuscripts/Special Collections |  |  |  | . |  |  | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Dept. Head, Library Technology | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 3 | $\ddagger$ | 3 |  |  |
| Dept. Head, Other | $\ddagger$ | 1 | 74,982 | 6 | $\ddagger$ | 3 | 76,611 | 5 | 78,469 | 11 |
| Public Services | $\ddagger$ | 3 | 47,729 | 8 | $\ddagger$ | 3 | $\ddagger$ | 3 | $\ddagger$ | 2 |
| Technical Services | $\ddagger$ | 3 | 55,000 | 12 | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 2 |
| Research/Reference/ Instruction | 49,171 | 15 | 57,395 | 20 | 61,464 | 16 | 63,860 | 12 | 73,200 | 10 |
| Cataloger/Metadata Analysts | 50,425 | 7 | 56,122 | 20 | 61,589 | 22 | 62,933 | 14 | 65,819 | 8 |
| All Positions: | 53,898 | 106 | 58,932 | 181 | 62,825 | 170 | 72,788 | 157 | 77,143 | 127 |

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 2013－2014，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 | $\ddagger$ | 1 | $\ddagger$ | 1 | キ | 1 |  |  | $\ddagger$ | 3 |
| Associate Director | キ | 1 | キ | 2 |  |  | キ | 3 | 137，530 | 8 |
| Assistant Director | $\ddagger$ | 1 | キ | 3 | \＃ | 2 | $\ddagger$ | 2 |  |  |
| Head，Branch | $\ddagger$ | 3 | キ | 2 | 81，815 | 4 | $\ddagger$ | 2 | 99，184 | 4 |
| Administrative Specialist | 81，729 | 10 | 67，119 | 7 | 79，011 | 5 | \＃ | 4 | $\ddagger$ | 3 |
| Digital Specialist | 70，124 | 9 | 76，941 | 13 | 85，588 | 4 | $\ddagger$ | 1 | $\ddagger$ | 2 |
| Functional Specialist | 76，240 | 10 | 70，287 | 6 |  |  | $\ddagger$ | 4 | $\ddagger$ | 2 |
| Subject Specialist | 72，642 | 26 | 74，745 | 15 | 71，469 | 10 | 81，642 | 13 | 88，585 | 10 |
| Dept．Head，Acquisitions |  | ． |  |  |  |  | $\ddagger$ | 2 |  |  |
| Dept．Head，Research／ Reference／Information or Learning Commons | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 2 |  |  |
| Dept．Head，Cataloging | キ | 3 | $\ddagger$ | 2 | \＃ | 3 |  |  | $\ddagger$ | 2 |
| Dept．Head，Circulation |  | ． |  | ． | キ | 1 |  |  | $\ddagger$ | 2 |
| Dept．Head，Rare Books／ <br> Manuscripts／Special <br> Collections | $\ddagger$ | 2 |  | ． | $\ddagger$ | 1 | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Dept．Head，Library Technology | $\ddagger$ | 3 |  |  | $\ddagger$ | 1 | $\ddagger$ | 1 |  |  |
| Dept．Head，Other | 87，294 | 13 | 106，112 | 10 | $\ddagger$ | 3 | \＃ | 3 | 101，662 | 9 |
| Public Services | キ | 1 | $\ddagger$ | 1 | キ | 1 |  |  | $\ddagger$ | 1 |
| Technical Services | $\ddagger$ | 1 |  |  |  |  |  |  | $\ddagger$ | 2 |
| Research／Reference／ <br> Instruction | 75，484 | 11 | $\ddagger$ | 3 | $\ddagger$ | 3 | $\ddagger$ | 1 | 76，888 | 7 |
| Cataloger／Metadata Analysts | 66，655 | 7 | 68，261 | 8 | 66，788 | 5 | 75，618 | 6 | 75，931 | 6 |
| All Positions： | 80，697 | 103 | 85，085 | 75 | 84，040 | 45 | 82，666 | 45 | 98，712 | 62 |

Years of experience reflect total professional experience．
Excludes Canadian libraries．
Excludes medical and law libraries．
${ }^{\ddagger}$ 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 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 225,935 | 57 | 222,466 | 40 | 224,504 | 97 |
| Associate Director | 127,754 | 168 | 129,396 | 116 | 128,425 | 284 |
| Assistant Director | 109,563 | 80 | 119,658 | 57 | 113,763 | 137 |
| Head, Branch | 81,920 | 213 | 90,379 | 112 | 84,835 | 325 |
| Administrative Specialist | 73,163 | 301 | 73,715 | 128 | 73,328 | 429 |
| Digital Specialist | 67,107 | 433 | 69,763 | 644 | 68,695 | 1,077 |
| Functional Specialist | 62,277 | 607 | 64,260 | 367 | 63,024 | 974 |
| Subject Specialist | 66,086 | 894 | 71,160 | 499 | 67,904 | 1,393 |
| Dept. Head, Acquisitions | 76,838 | 68 | 76,095 | 35 | 76,586 | 103 |
| Dept. Head, Research/Reference/ | 83,681 | 77 | 82,938 | 37 | 83,440 | 114 |
| Information or Learning |  |  |  |  |  |  |
| Commons |  |  |  |  |  | 144 |
| Dept. Head, Cataloging | 80,002 | 102 | 79,269 | 42 | 79,788 | 140 |
| Dept. Head, Circulation | 75,719 | 67 | 71,612 | 40 | 74,184 | 107 |
| Dept. Head, Rare Books/ | 90,688 | 46 | 93,233 | 47 | 91,974 | 93 |
| Manuscripts/Special Collections |  |  |  |  |  |  |
| Dept. Head, Library Technology | 94,147 | 31 | 97,716 | 73 | 96,653 | 104 |
| Dept. Head, Other | 81,288 | 325 | 85,400 | 196 | 82,835 | 521 |
| Public Services | 59,723 | 109 | 60,431 | 59 | 59,972 | 168 |
| Technical Services | 59,096 | 86 | 56,445 | 33 | 58,361 | 119 |
| Research/Reference/Instruction | 63,566 | 526 | 62,148 | 194 | 63,184 | 720 |
| Cataloger/Metadata Analysts | 64,484 | 425 | 65,827 | 185 | 64,891 | 610 |
| All Positions: | 73,534 | 4,615 | 77,186 | 2,904 | 74,945 | 7,519 |

Excludes Canadian libraries. See Table 42 for salaries of Canadian librarians expressed in Canadian dollars.
Excludes medical and law libraries.
$\ddagger$ 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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 228,100 | 5 | 210,406 | 4 | 220,236 | 9 |
| Associate Director | 124,602 | 15 | 140,291 | 10 | 130,878 | 25 |
| Assistant Director | 112,098 | 6 | 137,635 | 5 | 123,706 | 11 |
| Head, Branch | 75,183 | 25 | 82,315 | 11 | 77,362 | 36 |
| Administrative Specialist | 70,217 | 59 | 68,519 | 14 | 69,892 | 73 |
| Digital Specialist | 63,948 | 69 | 69,613 | 88 | 67,123 | 157 |
| Functional Specialist | 61,144 | 78 | 63,917 | 33 | 61,968 | 111 |
| Subject Specialist | 66,153 | 186 | 68,401 | 72 | 66,780 | 258 |
| Dept. Head, Acquisitions | $\ddagger$ | 8 | $\ddagger$ | 2 | 72,804 | 10 |
| Dept. Head, Research/Reference/ Information or Learning Commons | \# | 10 | $\ddagger$ | 2 | 83,797 | 12 |
| Dept. Head, Cataloging | 78,194 | 21 | 79,809 | 5 | 78,504 | 26 |
| Dept. Head, Circulation | 68,137 | 4 | 66,420 | 7 | 67,044 | 11 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections | 84,300 | 7 |  |  | 84,300 | 7 |
| Dept. Head, Library Technology | 91,584 | 6 | 109,493 | 8 | 101,818 | 14 |
| Dept. Head, Other | 83,496 | 40 | 93,139 | 24 | 87,112 | 64 |
| Public Services | $\ddagger$ | 20 | $\ddagger$ | 3 | 55,455 | 23 |
| Technical Services | 56,112 | 17 | 58,521 | 6 | 56,740 | 23 |
| Research/Reference/Instruction | 63,304 | 75 | 66,384 | 23 | 64,027 | 98 |
| Cataloger/Metadata Analysts | 61,911 | 82 | 67,485 | 21 | 63,047 | 103 |
| All Positions: | 69,438 | 733 | 76,042 | 338 | 71,522 | 1,071 |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 225,935 | 57 | 222,466 | 40 | 224,504 | 97 |
| Associate Director | 127,754 | 168 | 129,396 | 116 | 128,425 | 284 |
| Assistant Director | 109,563 | 80 | 119,658 | 57 | 113,763 | 137 |
| Head, Branch | 81,920 | 213 | 90,379 | 112 | 84,835 | 325 |
| Dept. Head, Acquisitions | 76,838 | 68 | 76,095 | 35 | 76,586 | 103 |
| Dept. Head, Cataloging | 80,002 | 102 | 79,269 | 42 | 79,788 | 144 |
| Dept. Head, Circulation | 75,719 | 67 | 71,612 | 40 | 74,184 | 107 |
| Dept. Head, Library Technology | 94,147 | 31 | 97,716 | 73 | 96,653 | 104 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 90,688 | 46 | 93,233 | 47 | 91,974 | 93 |
| Dept. Head, Research / Reference / Info or Learning Commons | 83,681 | 77 | 82,938 | 37 | 83,440 | 114 |
| Dept. Head, Other | 81,288 | 325 | 85,400 | 196 | 82,835 | 521 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ <br> Communication/IP Permissions; Other Admin. | 68,964 | 119 | 73,275 | 46 | 70,166 | 165 |
| Business Manager | 75,290 | 87 | 74,274 | 57 | 74,888 | 144 |
| Human Resources | 74,455 | 69 | 71,108 | 10 | 74,032 | 79 |
| Development/Advancement | 81,837 | 26 | 74,675 | 15 | 79,217 | 41 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 61,743 | 51 | 67,439 | 34 | 64,021 | 85 |
| IT, Systems | 71,106 | 103 | 69,504 | 232 | 69,997 | 335 |
| IT, Web Developer | 63,245 | 66 | 67,448 | 89 | 65,658 | 155 |
| IT, Programer | 71,914 | 57 | 73,010 | 212 | 72,778 | 269 |
| Scholarly Communications | 71,556 | 33 | 73,618 | 20 | 72,334 | 53 |
| Digital Acquisitions | 65,441 | 64 | 57,991 | 17 | 63,877 | 81 |
| Digital Collections Curation | 63,761 | 59 | 64,257 | 40 | 63,961 | 99 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 62,877 | 101 | 63,144 | 54 | 62,970 | 155 |
| Archivists | 61,476 | 327 | 65,865 | 202 | 63,152 | 529 |
| Assessment, Management Info Systems, Planning | 68,409 | 36 | 67,745 | 17 | 68,196 | 53 |
| Media Specialists | 58,754 | 37 | 56,819 | 55 | 57,597 | 92 |
| Preservation, including digital collections | 63,322 | 106 | 66,466 | 39 | 64,167 | 145 |
| Subject Specialist (no subgroup) | 66,960 | 460 | 71,890 | 253 | 68,709 | 713 |
| Subject Specialist in Humanities/Fine Arts | 63,154 | 102 | 71,375 | 67 | 66,413 | 169 |
| Subject Specialist in Sciences \& Technology | 64,585 | 124 | 67,059 | 58 | 65,374 | 182 |
| Subject Specialist in Social / Behavior Science | 63,701 | 110 | 70,286 | 55 | 65,896 | 165 |
| Subject Specialist in Area Studies | 69,613 | 98 | 72,476 | 66 | 70,765 | 164 |

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Table 32: Number and Average Salaries of US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Catalogers/Metadata analysts | 64,484 | 425 | 65,827 | 185 | 64,891 | 610 |
| Research/Reference/Instruction | 63,566 | 526 | 62,148 | 194 | 63,184 | 720 |
| Public Services | 59,723 | 109 | 60,431 | 59 | 59,972 | 168 |
| Technical Services | 59,096 | 86 | 56,445 | 33 | 58,361 | 119 |
| All Positions: | $\mathbf{7 3 , 5 3 4}$ | $\mathbf{4 , 6 1 5}$ | $\mathbf{7 7 , 1 8 6}$ | $\mathbf{2 , 9 0 4}$ | $\mathbf{7 4 , 9 4 5}$ | $\mathbf{7 , 5 1 9}$ |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 228,100 | 5 | 210,406 | 4 | 220,236 | 9 |
| Associate Director | 124,602 | 15 | 140,291 | 10 | 130,878 | 25 |
| Assistant Director | 112,098 | 6 | 137,635 | 5 | 123,706 | 11 |
| Head, Branch | 75,183 | 25 | 82,315 | 11 | 77,362 | 36 |
| Dept. Head, Acquisitions | $\ddagger$ | 8 | $\ddagger$ | 2 | 72,804 | 10 |
| Dept. Head, Cataloging | 78,194 | 21 | 79,809 | 5 | 78,504 | 26 |
| Dept. Head, Circulation | 68,137 | 4 | 66,420 | 7 | 67,044 | 11 |
| Dept. Head, Library Technology | 91,584 | 6 | 109,493 | 8 | 101,818 | 14 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 84,300 | 7 |  |  | 84,300 | 7 |
| Dept. Head, Research/Reference/Info or Learning Commons | $\ddagger$ | 10 | $\ddagger$ | 2 | 83,797 | 12 |
| Dept. Head, Other | 83,496 | 40 | 93,139 | 24 | 87,112 | 64 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ Communication/IP Permissions; Other Admin. | 72,414 | 14 | 65,097 | 4 | 70,788 | 18 |
| Business Manager | 68,634 | 24 | 63,322 | 8 | 67,306 | 32 |
| Human Resources | 71,272 | 20 |  | . | 71,272 | 20 |
| Development / Advancement | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 3 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | $\ddagger$ | 12 | $\ddagger$ | 3 | 54,785 | 15 |
| IT, Systems | 68,682 | 19 | 69,797 | 44 | 69,460 | 63 |
| IT, Web Developer | 64,797 | 10 | 68,609 | 10 | 66,703 | 20 |
| IT, Programer | 64,736 | 13 | 70,917 | 27 | 68,908 | 40 |
| Scholarly Communications | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 3 |
| Digital Acquisitions | 62,182 | 9 |  | . | 62,182 | 9 |
| Digital Collections Curation | $\ddagger$ | 4 | $\ddagger$ | 3 | 70,684 | 7 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 59,790 | 19 | 62,037 | 4 | 60,180 | 23 |
| Archivists | 64,352 | 38 | 64,293 | 21 | 64,331 | 59 |
| Assessment, Management Info Systems, Planning | $\ddagger$ | 7 | $\ddagger$ | 1 | 56,636 | 8 |
| Media Specialists | 56,162 | 8 | 59,034 | 5 | 57,267 | 13 |
| Preservation, including digital collections | $\ddagger$ | 6 | $\ddagger$ | 2 | 62,650 | 8 |
| Subject Specialist (no subgroup) | 66,834 | 75 | 67,519 | 31 | 67,035 | 106 |
| Subject Specialist in Humanities/Fine Arts | 61,733 | 12 | 74,289 | 4 | 64,872 | 16 |
| Subject Specialist in Sciences \& Technology | 64,099 | 23 | 60,217 | 9 | 63,007 | 32 |
| Subject Specialist in Social/Behavior Science | 63,212 | 22 | 73,531 | 9 | 66,208 | 31 |
| Subject Specialist in Area Studies | 68,263 | 54 | 70,046 | 19 | 68,727 | 73 |

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Table 33: Number and Average Salaries of Minority US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Catalogers/Metadata analysts | 61,911 | 82 | 67,485 | 21 | 63,047 | 103 |
| Research/Reference/Instruction | 63,304 | 75 | 66,384 | 23 | 64,027 | 98 |
| Public Services | $\neq$ | 20 | $\neq$ | 3 | 55,455 | 23 |
| Technical Services | 56,112 | 17 | 58,521 | 6 | 56,740 | 23 |
| All Positions: | $\mathbf{6 9 , 4 3 8}$ | 733 | 76,042 | 338 | $\mathbf{7 1 , 5 2 2}$ | $\mathbf{1 , 0 7 1}$ |

Excludes Canadian libraries. Excludes medical and law libraries.
$\neq$ Salary data are not published when fewer than four individuals are involved in either category.

Table 34: Number and Average Years of Experience of US ARL University Librarians by Position and Sex, FY 2013-2014

|  | WомеN |  | Men |  | ToтаL |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 33.6 | 57 | 34.5 | 40 | 33.9 | 97 |
| Associate Director | 26.8 | 168 | 25.4 | 116 | 26.2 | 284 |
| Assistant Director | 23.4 | 80 | 23.7 | 57 | 23.5 | 137 |
| Head, Branch | 22.1 | 213 | 23.0 | 112 | 22.4 | 325 |
| Administrative Specialist | 17.7 | 301 | 15.5 | 128 | 17.0 | 429 |
| Digital Specialist | 14.1 | 433 | 12.6 | 644 | 13.2 | 1,077 |
| Functional Specialist | 12.8 | 607 | 15.2 | 367 | 13.7 | 974 |
| Subject Specialist | 16.5 | 894 | 18.4 | 499 | 17.2 | 1,393 |
| Dept. Head, Acquisitions | 22.2 | 68 | 19.2 | 35 | 21.2 | 103 |
| Dept. Head, Research/Reference/ | 20.2 | 77 | 19.6 | 37 | 20.0 | 114 |
| Information or Learning |  |  |  |  |  |  |
| Commons | 22.2 | 102 | 20.1 | 42 | 21.6 | 144 |
| Dept. Head, Cataloging | 19.6 | 67 | 17.9 | 40 | 18.9 | 107 |
| Dept. Head, Circulation | 22.9 | 46 | 22.3 | 47 | 22.6 | 93 |
| Dept. Head, Rare Books/ |  |  |  |  |  |  |
| Manuscripts/Special Collections | 19.2 | 31 | 17.8 | 73 | 18.2 | 104 |
| Dept. Head, Library Technology | 20.4 | 325 | 19.7 | 196 | 20.1 | 521 |
| Dept. Head, Other | 14.4 | 109 | 12.2 | 59 | 13.7 | 168 |
| Public Services | 15.0 | 86 | 14.5 | 33 | 14.8 | 119 |
| Technical Services | 15.5 | 526 | 14.9 | 194 | 15.4 | 720 |
| Research/Reference/Instruction | 18.5 | 425 | 18.7 | 185 | 18.6 | 610 |
| Cataloger/Metadata Analysts | $\mathbf{1 7 . 5}$ | $\mathbf{4 , 6 1 5}$ | $\mathbf{1 7 . 2}$ | $\mathbf{2 , 9 0 4}$ | $\mathbf{1 7 . 4}$ | 7,519 |
| All Positions: |  |  |  |  |  |  |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 22.2 | 5 | 34.0 | 4 | 27.4 | 9 |
| Associate Director | 28.8 | 15 | 23.3 | 10 | 26.6 | 25 |
| Assistant Director | 26.5 | 6 | 22.6 | 5 | 24.7 | 11 |
| Head, Branch | 20.4 | 25 | 25.7 | 11 | 22.1 | 36 |
| Administrative Specialist | 16.8 | 59 | 16.0 | 14 | 16.7 | 73 |
| Digital Specialist | 12.3 | 69 | 12.4 | 88 | 12.4 | 157 |
| Functional Specialist | 10.4 | 78 | 14.6 | 33 | 11.6 | 111 |
| Subject Specialist | 15.3 | 186 | 13.8 | 72 | 14.9 | 258 |
| Dept. Head, Acquisitions | 16.8 | 8 | 5.5 | 2 | 14.5 | 10 |
| Dept. Head, Research/Reference/ | 20.3 | 10 | 18.0 | 2 | 19.9 | 12 |
| Information or Learning |  |  |  |  |  |  |
| Commons | 20.1 | 21 | 13.2 | 5 | 18.8 | 26 |
| Dept. Head, Cataloging | 16.8 | 4 | 15.4 | 7 | 15.9 | 11 |
| Dept. Head, Circulation | 24.0 | 7 |  | . | 24.0 | 7 |
| Dept. Head, Rare Books/ |  |  |  |  |  |  |
| Manuscripts/Special Collections | 15.3 | 6 | 15.0 | 8 | 15.1 | 14 |
| Dept. Head, Library Technology | 22.1 | 40 | 22.5 | 24 | 22.2 | 64 |
| Dept. Head, Other | 11.4 | 20 | 12.0 | 3 | 11.4 | 23 |
| Public Services | 12.5 | 17 | 5.0 | 6 | 10.6 | 23 |
| Technical Services | 13.1 | 75 | 14.9 | 23 | 13.5 | 98 |
| Research/Reference/Instruction | 15.8 | 82 | 15.5 | 21 | 15.7 | 103 |
| Cataloger/Metadata Analysts | $\mathbf{1 5 . 6}$ | 733 | 15.3 | 338 | 15.5 | $\mathbf{1 , 0 7 1}$ |
| All Positions: |  |  |  |  |  |  |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 33.6 | 57 | 34.5 | 40 | 33.9 | 97 |
| Associate Director | 26.8 | 168 | 25.4 | 116 | 26.2 | 284 |
| Assistant Director | 23.4 | 80 | 23.7 | 57 | 23.5 | 137 |
| Head, Branch | 22.1 | 213 | 23.0 | 112 | 22.4 | 325 |
| Dept. Head, Acquisitions | 22.2 | 68 | 19.2 | 35 | 21.2 | 103 |
| Dept. Head, Cataloging | 22.2 | 102 | 20.1 | 42 | 21.6 | 144 |
| Dept. Head, Circulation | 19.6 | 67 | 17.9 | 40 | 18.9 | 107 |
| Dept. Head, Library Technology | 19.2 | 31 | 17.8 | 73 | 18.2 | 104 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 22.9 | 46 | 22.3 | 47 | 22.6 | 93 |
| Dept. Head, Research / Reference/Info or Learning Commons | 20.2 | 77 | 19.6 | 37 | 20.0 | 114 |
| Dept. Head, Other | 20.4 | 325 | 19.7 | 196 | 20.1 | 521 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ <br> Communication/IP Permissions; Other Admin. | 17.0 | 119 | 17.6 | 46 | 17.2 | 165 |
| Business Manager | 18.6 | 87 | 15.7 | 57 | 17.5 | 144 |
| Human Resources | 19.6 | 69 | 12.5 | 10 | 18.7 | 79 |
| Development/Advancement | 12.8 | 26 | 10.3 | 15 | 11.9 | 41 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 9.5 | 51 | 11.0 | 34 | 10.1 | 85 |
| IT, Systems | 17.9 | 103 | 14.0 | 232 | 15.2 | 335 |
| IT, Web Developer | 12.5 | 66 | 10.2 | 89 | 11.2 | 155 |
| IT, Programer | 17.3 | 57 | 13.3 | 212 | 14.1 | 269 |
| Scholarly Communications | 16.5 | 33 | 9.7 | 20 | 13.9 | 53 |
| Digital Acquisitions | 13.2 | 64 | 9.2 | 17 | 12.3 | 81 |
| Digital Collections Curation | 9.9 | 59 | 10.8 | 40 | 10.3 | 99 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 12.3 | 101 | 12.9 | 54 | 12.5 | 155 |
| Archivists | 12.4 | 327 | 16.1 | 202 | 13.9 | 529 |
| Assessment, Management Info Systems, Planning | 13.7 | 36 | 15.2 | 17 | 14.2 | 53 |
| Media Specialists | 13.6 | 37 | 14.8 | 55 | 14.3 | 92 |
| Preservation, including digital collections | 13.9 | 106 | 14.0 | 39 | 13.9 | 145 |
| Subject Specialist (no subgroup) | 16.9 | 460 | 18.5 | 253 | 17.5 | 713 |
| Subject Specialist in Humanities / Fine Arts | 15.2 | 102 | 19.0 | 67 | 16.7 | 169 |
| Subject Specialist in Sciences \& Technology | 16.0 | 124 | 16.8 | 58 | 16.3 | 182 |
| Subject Specialist in Social / Behavior Science | 16.5 | 110 | 21.0 | 55 | 18.0 | 165 |
| Subject Specialist in Area Studies | 16.7 | 98 | 16.7 | 66 | 16.7 | 164 |

Table 36: Number and Average Years of Experience of US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Catalogers/Metadata analysts | 18.5 | 425 | 18.7 | 185 | 18.6 | 610 |
| Research/Reference/Instruction | 15.5 | 526 | 14.9 | 194 | 15.4 | 720 |
| Public Services | 14.4 | 109 | 12.2 | 59 | 13.7 | 168 |
| Technical Services | 15.0 | 86 | 14.5 | 33 | 14.8 | 119 |
| All Positions: | $\mathbf{1 7 . 5}$ | $\mathbf{4 , 6 1 5}$ | $\mathbf{1 7 . 2}$ | $\mathbf{2 , 9 0 4}$ | $\mathbf{1 7 . 4}$ | $\mathbf{7 , 5 1 9}$ |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 22.2 | 5 | 34.0 | 4 | 27.4 | 9 |
| Associate Director | 28.8 | 15 | 23.3 | 10 | 26.6 | 25 |
| Assistant Director | 26.5 | 6 | 22.6 | 5 | 24.7 | 11 |
| Head, Branch | 20.4 | 25 | 25.7 | 11 | 22.1 | 36 |
| Dept. Head, Acquisitions | 16.8 | 8 | 5.5 | 2 | 14.5 | 10 |
| Dept. Head, Cataloging | 20.1 | 21 | 13.2 | 5 | 18.8 | 26 |
| Dept. Head, Circulation | 16.8 | 4 | 15.4 | 7 | 15.9 | 11 |
| Dept. Head, Library Technology | 15.3 | 6 | 15.0 | 8 | 15.1 | 14 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 24.0 | 7 |  |  | 24.0 | 7 |
| Dept. Head, Research / Reference/Info or Learning Commons | 20.3 | 10 | 18.0 | 2 | 19.9 | 12 |
| Dept. Head, Other | 22.1 | 40 | 22.5 | 24 | 22.2 | 64 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ <br> Communication/IP Permissions; Other Admin. | 18.6 | 14 | 14.3 | 4 | 17.6 | 18 |
| Business Manager | 15.3 | 24 | 17.5 | 8 | 15.8 | 32 |
| Human Resources | 18.3 | 20 |  |  | 18.3 | 20 |
| Development/Advancement | 2.0 | 1 | 13.5 | 2 | 9.7 | 3 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 6.2 | 12 | 1.0 | 3 | 5.1 | 15 |
| IT, Systems | 18.3 | 19 | 14.7 | 44 | 15.8 | 63 |
| IT, Web Developer | 8.2 | 10 | 9.0 | 10 | 8.6 | 20 |
| IT, Programer | 12.9 | 13 | 11.7 | 27 | 12.1 | 40 |
| Scholarly Communications | 9.0 | 2 | 0.0 | 1 | 6.0 | 3 |
| Digital Acquisitions | 12.9 | 9 |  |  | 12.9 | 9 |
| Digital Collections Curation | 11.3 | 4 | 13.0 | 3 | 12.0 | 7 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 9.4 | 19 | 11.8 | 4 | 9.8 | 23 |
| Archivists | 10.6 | 38 | 13.6 | 21 | 11.7 | 59 |
| Assessment, Management Info Systems, Planning | 9.7 | 7 | 18.0 | 1 | 10.8 | 8 |
| Media Specialists | 12.4 | 8 | 20.4 | 5 | 15.5 | 13 |
| Preservation, including digital collections | 9.8 | 6 | 15.5 | 2 | 11.3 | 8 |
| Subject Specialist (no subgroup) | 15.4 | 75 | 14.3 | 31 | 15.0 | 106 |
| Subject Specialist in Humanities/Fine Arts | 13.4 | 12 | 17.0 | 4 | 14.3 | 16 |
| Subject Specialist in Sciences \& Technology | 13.1 | 23 | 10.2 | 9 | 12.3 | 32 |
| Subject Specialist in Social / Behavior Science | 16.6 | 22 | 17.0 | 9 | 16.7 | 31 |
| Subject Specialist in Area Studies | 16.1 | 54 | 12.7 | 19 | 15.2 | 73 |

Table 37: Number and Average Years of Experience of Minority US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Catalogers/Metadata analysts | 15.8 | 82 | 15.5 | 21 | 15.7 | 103 |
| Research/Reference/Instruction | 13.1 | 75 | 14.9 | 23 | 13.5 | 98 |
| Public Services | 11.4 | 20 | 12.0 | 3 | 11.4 | 23 |
| Technical Services | 12.5 | 17 | 5.0 | 6 | 10.6 | 23 |
| All Positions: | $\mathbf{1 5 . 6}$ | 733 | $\mathbf{1 5 . 3}$ | 338 | $\mathbf{1 5 . 5}$ | $\mathbf{1 , 0 7 1}$ |

Excludes Canadian libraries.
Excludes medical and law libraries.

Table 38: Number and Average Salaries of US ARL University Librarians by Years of Experience and Sex, FY 2013-2014

| Experience | Women |  | Men |  | Total |  | $\begin{aligned} & \% \text { оғ } \\ & \text { Total } \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |  |
| 0-3 years | 53,922 | 444 | 58,002 | 256 | 55,414 | 700 | 8\% |
| 4-7 years | 57,763 | 640 | 60,676 | 386 | 58,859 | 1,026 | 15\% |
| 8-11 years | 63,370 | 598 | 66,773 | 416 | 64,766 | 1,014 | 13\% |
| 12-15 years | 69,891 | 616 | 73,141 | 419 | 71,207 | 1,035 | 14\% |
| 16-19 years | 75,023 | 482 | 78,918 | 332 | 76,611 | 814 | 10\% |
| 20-23 years | 79,257 | 413 | 83,313 | 267 | 80,849 | 680 | 9\% |
| 24-27 years | 80,621 | 412 | 84,658 | 249 | 82,142 | 661 | 9\% |
| 28-31 years | 87,668 | 340 | 92,738 | 192 | 89,498 | 532 | 8\% |
| 32-35 years | 93,079 | 301 | 96,182 | 177 | 94,228 | 478 | 6\% |
| over 35 years | 101,814 | 369 | 110,003 | 210 | 104,784 | 579 | 7\% |
| All Positions: | 73,534 | 4,615 | 77,186 | 2,904 | 74,945 | 7,519 | 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 2013-2014

| Experience | Women |  | Men |  | Total |  | \% of <br> Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |  |
| $0-3$ years | 53,339 | 76 | 55,315 | 30 | 53,898 | 106 | 10\% |
| 4-7 years | 57,951 | 124 | 61,066 | 57 | 58,932 | 181 | 17\% |
| 8-11 years | 61,552 | 116 | 65,559 | 54 | 62,825 | 170 | 16\% |
| 12-15 years | 69,848 | 102 | 78,240 | 55 | 72,788 | 157 | 15\% |
| 16-19 years | 76,118 | 84 | 79,147 | 43 | 77,143 | 127 | 12\% |
| 20-23 years | 76,645 | 72 | 90,109 | 31 | 80,697 | 103 | 10\% |
| 24-27 years | 84,595 | 53 | 86,267 | 22 | 85,085 | 75 | 7\% |
| 28-31 years | 77,565 | 33 | 101,849 | 12 | 84,040 | 45 | 4\% |
| 32-35 years | 79,914 | 25 | 86,107 | 20 | 82,666 | 45 | 4\% |
| over 35 years | 92,512 | 48 | 119,969 | 14 | 98,712 | 62 | 6\% |
| All Positions: | 69,438 | 733 | 76,042 | 338 | 71,522 | 1,071 | 100\% |

Excludes Canadian libraries.
Excludes medical and law libraries.

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