

ARL UNIVERSITY LAW LIBRARIES

TABLES 57–66

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TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2013–2014

| INSTITUTION | FILLED POSITIONS | AVERAGE SALARY | MEDIAN SALARY | BEGINNING SALARY | AVERAGE YRS. EXP. |
|-------------------------|---------------------|-------------------|------------------|---------------------|----------------------|
| Alberta | 2 | ‡ | ‡ | 58,567 | 31.5 |
| Arizona | 9 | 68,774 | 64,518 | 60,000 | 18.7 |
| Arizona State | 5 | 70,745 | 66,500 | 50,000 | 23.0 |
| Boston University | 11 | 77,410 | 72,050 | 55,000 | 15.4 |
| Boston College | 16 | 76,025 | 76,302 | 45,800 | 17.7 |
| British Columbia | 4 | ‡ | ‡ | 55,082 | 20.5 |
| Calgary | 2 | ‡ | ‡ | 64,702 | 16.0 |
| California, Davis | 7 | 83,238 | 82,266 | 47,544 | 21.1 |
| California, Irvine | 8 | 87,437 | 77,976 | 47,544 | 13.0 |
| California, Los Angeles | 17 | 81,876 | 77,976 | 47,544 | 13.9 |
| Case Western Reserve | 12 | 70,336 | 70,795 | 36,414 | 20.2 |
| Cincinnati | 8 | 69,834 | 63,885 | 48,000 | 19.8 |
| Colorado | 8 | 78,249 | 65,120 | 50,000 | 16.1 |
| Columbia | 18 | 84,613 | 75,660 | 57,000 | 15.6 |
| Connecticut | 10 | 76,458 | 73,321 | 41,857 | 19.8 |
| Cornell | 9 | 78,828 | 79,596 | 64,000 | 10.3 |
| Duke | 12 | 72,147 | 68,550 | 62,000 | 16.9 |
| Emory | 10 | 61,401 | 55,983 | 50,000 | 9.7 |
| Florida | 11 | 62,311 | 57,113 | 55,000 | 11.3 |
| Florida State | 10 | 57,634 | 55,099 | 50,000 | 16.7 |
| George Washington | 23 | 99,250 | 94,317 | 55,000 | 18.0 |
| Georgetown | 26 | 79,778 | 75,000 | 63,000 | 11.5 |
| Georgia | 8 | 56,905 | 57,352 | 57,500 | 14.6 |
| Harvard | 33 | 84,873 | 80,053 | 53,000 | 10.9 |
| Hawaii | 6 | 85,410 | 84,864 | 50,004 | 13.0 |
| Houston | 11 | 61,398 | 56,445 | 54,000 | 19.1 |
| Howard | 8 | 56,146 | 55,393 | 52,000 | 20.4 |
| Illinois, Urbana | 10 | 66,635 | 71,000 | 56,000 | 19.3 |
| Indiana | 10 | 71,623 | 63,038 | 40,400 | 20.0 |
| Iowa | 17 | 78,194 | 75,850 | 43,000 | 19.5 |
| Kansas | 6 | 53,163 | 54,736 | 40,500 | 9.7 |
| Kentucky | 7 | 57,502 | 55,743 | 52,000 | 11.0 |
| Louisiana State | 11 | 59,976 | 58,003 | 42,000 | 13.8 |
| Louisville | 7 | 60,687 | 61,200 | 40,000 | 21.9 |
| McGill | 4 | ‡ | ‡ | 49,771 | 18.8 |
| Manitoba | 3 | ‡ | ‡ | 54,686 | 22.0 |
| Miami | 14 | 62,665 | 61,284 | 49,000 | 17.0 |
| Michigan | 10 | 74,714 | 64,505 | 49,000 | 10.6 |
| Minnesota | 13 | 85,497 | 80,812 | 55,000 | 21.8 |
| Missouri | 8 | 60,189 | 61,590 | 40,000 | 17.6 |
| Montreal | 6 | 68,362 | 74,527 | 53,856 | 11.3 |
| Nebraska | 6 | 67,948 | 69,481 | 50,000 | 17.7 |

TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2013–2014

| INSTITUTION | FILLED POSITIONS | AVERAGE SALARY | MEDIAN SALARY | BEGINNING SALARY | AVERAGE YRS. EXP. |
|-------------------------|------------------|----------------|---------------|------------------|-------------------|
| New Mexico | 6 | 70,695 | 71,760 | 50,000 | 11.2 |
| New York University | 19 | 84,338 | 77,328 | 70,000 | 23.7 |
| North Carolina | 11 | 78,710 | 72,779 | 45,000 | 13.4 |
| Northwestern | 9 | 74,534 | 70,298 | 50,000 | 22.1 |
| Notre Dame | 13 | 75,822 | 71,225 | 48,000 | 19.7 |
| Ohio State | 8 | 62,784 | 59,670 | 48,000 | 10.1 |
| Oklahoma | 7 | 59,551 | 52,852 | 42,000 | 18.9 |
| Oregon | 8 | 55,566 | 54,000 | 45,000 | 16.5 |
| Ottawa | 4 | ‡ | ‡ | 60,204 | 20.5 |
| Pennsylvania | 15 | 73,161 | 71,840 | 45,000 | 16.9 |
| Pennsylvania State | 7 | 84,940 | 77,262 | 65,000 | 24.3 |
| Queen's | 3 | ‡ | ‡ | 55,292 | 13.7 |
| Rutgers, Camden | 7 | 71,831 | 71,050 | 70,000 | 16.9 |
| Rutgers, Newark | 9 | 89,026 | 78,863 | 58,451 | 19.4 |
| Saskatchewan | 3 | ‡ | ‡ | 60,862 | 34.3 |
| South Carolina | 11 | 67,682 | 71,870 | 55,000 | 12.6 |
| Southern Illinois | 5 | 59,109 | 55,530 | 50,000 | 9.2 |
| SUNY Buffalo | 12 | 70,518 | 67,036 | 60,000 | 16.8 |
| Syracuse | 10 | 61,054 | 57,781 | 46,700 | 17.4 |
| Temple | 10 | 68,084 | 56,960 | 46,000 | 27.2 |
| Tennessee | 10 | 79,344 | 77,076 | 55,000 | 13.8 |
| Texas | 16 | 69,426 | 59,000 | 52,000 | 14.9 |
| Texas Tech | 7 | 67,390 | 63,825 | 50,500 | 13.1 |
| Toronto | 6 | 103,480 | 108,602 | 57,834 | 15.8 |
| Tulane | 8 | 64,016 | 63,395 | 45,000 | 14.6 |
| Utah | 8 | 67,939 | 67,670 | 52,520 | 15.9 |
| Vanderbilt | 6 | 75,448 | 68,500 | 60,000 | 18.7 |
| Virginia | 16 | 69,100 | 66,700 | 63,500 | 15.7 |
| Washington | 18 | 69,540 | 64,512 | 62,000 | 20.8 |
| Washington U.-St. Louis | 8 | 68,360 | 62,850 | 50,000 | 23.6 |
| Wayne State | 5 | 65,810 | 62,585 | 50,000 | 23.8 |
| Western Ontario | 2 | ‡ | ‡ | 55,377 | 23.0 |
| Wisconsin | 12 | 64,140 | 61,638 | 45,000 | 21.1 |
| Yale | 21 | 87,866 | 80,500 | 55,000 | 15.4 |
| York | 5 | 108,521 | 115,018 | 48,776 | 12.6 |

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 2013–2014

| RANK | INSTITUTION | SALARY | RANK | INSTITUTION | SALARY |
|------|---------------------|--------|------|-------------------------|--------|
| 1 | New York University | 70,000 | 40 | Hawaii | 50,004 |
| 1 | Rutgers, Camden | 70,000 | 41 | Arizona State | 50,000 |
| 3 | Pennsylvania State | 65,000 | 41 | Colorado | 50,000 |
| 4 | Calgary | 64,702 | 41 | Emory | 50,000 |
| 5 | Cornell | 64,000 | 41 | Florida State | 50,000 |
| 6 | Virginia | 63,500 | 41 | Nebraska | 50,000 |
| 7 | Georgetown | 63,000 | 41 | New Mexico | 50,000 |
| 8 | Duke | 62,000 | 41 | Northwestern | 50,000 |
| 8 | Washington | 62,000 | 41 | Southern Illinois | 50,000 |
| 10 | Saskatchewan | 60,862 | 41 | Washington U.-St. Louis | 50,000 |
| 11 | Ottawa | 60,204 | 41 | Wayne State | 50,000 |
| 12 | Arizona | 60,000 | 51 | McGill | 49,771 |
| 12 | SUNY Buffalo | 60,000 | 52 | Miami | 49,000 |
| 12 | Vanderbilt | 60,000 | 52 | Michigan | 49,000 |
| 15 | Alberta | 58,567 | 54 | York | 48,776 |
| 16 | Rutgers, Newark | 58,451 | 55 | Cincinnati | 48,000 |
| 17 | Toronto | 57,834 | 55 | Notre Dame | 48,000 |
| 18 | Georgia | 57,500 | 55 | Ohio State | 48,000 |
| 19 | Columbia | 57,000 | 58 | California, Davis | 47,544 |
| 20 | Illinois, Urbana | 56,000 | 58 | California, Irvine | 47,544 |
| 21 | Western Ontario | 55,377 | 58 | California, Los Angeles | 47,544 |
| 22 | Queen's | 55,292 | 61 | Syracuse | 46,700 |
| 23 | British Columbia | 55,082 | 62 | Temple | 46,000 |
| 24 | Boston University | 55,000 | 63 | Boston College | 45,800 |
| 24 | Florida | 55,000 | 64 | North Carolina | 45,000 |
| 24 | George Washington | 55,000 | 64 | Oregon | 45,000 |
| 24 | Minnesota | 55,000 | 64 | Pennsylvania | 45,000 |
| 24 | South Carolina | 55,000 | 64 | Tulane | 45,000 |
| 24 | Tennessee | 55,000 | 64 | Wisconsin | 45,000 |
| 24 | Yale | 55,000 | 69 | Iowa | 43,000 |
| 31 | Manitoba | 54,686 | 70 | Louisiana State | 42,000 |
| 32 | Houston | 54,000 | 70 | Oklahoma | 42,000 |
| 33 | Montreal | 53,856 | 72 | Connecticut | 41,857 |
| 34 | Harvard | 53,000 | 73 | Kansas | 40,500 |
| 35 | Utah | 52,520 | 74 | Indiana | 40,400 |
| 36 | Howard | 52,000 | 75 | Louisville | 40,000 |
| 36 | Kentucky | 52,000 | 75 | Missouri | 40,000 |
| 36 | Texas | 52,000 | 77 | Case Western Reserve | 36,414 |
| 39 | Texas Tech | 50,500 | | | |

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 2013–2014**

| RANK | INSTITUTION | SALARY | RANK | INSTITUTION | SALARY |
|------|-------------------------|---------|------|-------------------------|--------|
| 1 | York | 115,018 | 40 | Arizona | 64,518 |
| 2 | Toronto | 108,602 | 41 | Washington | 64,512 |
| 3 | George Washington | 94,317 | 42 | Michigan | 64,505 |
| 4 | Hawaii | 84,864 | 43 | Cincinnati | 63,885 |
| 5 | California, Davis | 82,266 | 44 | Texas Tech | 63,825 |
| 6 | Minnesota | 80,812 | 45 | Tulane | 63,395 |
| 7 | Yale | 80,500 | 46 | Indiana | 63,038 |
| 8 | Harvard | 80,053 | 47 | Washington U.-St. Louis | 62,850 |
| 9 | Cornell | 79,596 | 48 | Wayne State | 62,585 |
| 10 | Rutgers, Newark | 78,863 | 49 | Wisconsin | 61,638 |
| 11 | California, Irvine | 77,976 | 50 | Missouri | 61,590 |
| 11 | California, Los Angeles | 77,976 | 51 | Miami | 61,284 |
| 13 | New York University | 77,328 | 52 | Louisville | 61,200 |
| 14 | Pennsylvania State | 77,262 | 53 | Ohio State | 59,670 |
| 15 | Tennessee | 77,076 | 54 | Texas | 59,000 |
| 16 | Boston College | 76,302 | 55 | Louisiana State | 58,003 |
| 17 | Iowa | 75,850 | 56 | Syracuse | 57,781 |
| 18 | Columbia | 75,660 | 57 | Georgia | 57,352 |
| 19 | Georgetown | 75,000 | 58 | Florida | 57,113 |
| 20 | Montreal | 74,527 | 59 | Temple | 56,960 |
| 21 | Connecticut | 73,321 | 60 | Houston | 56,445 |
| 22 | North Carolina | 72,779 | 61 | Emory | 55,983 |
| 23 | Boston University | 72,050 | 62 | Kentucky | 55,743 |
| 24 | South Carolina | 71,870 | 63 | Southern Illinois | 55,530 |
| 25 | Pennsylvania | 71,840 | 64 | Howard | 55,393 |
| 26 | New Mexico | 71,760 | 65 | Florida State | 55,099 |
| 27 | Notre Dame | 71,225 | 66 | Kansas | 54,736 |
| 28 | Rutgers, Camden | 71,050 | 67 | Oregon | 54,000 |
| 29 | Illinois, Urbana | 71,000 | 68 | Oklahoma | 52,852 |
| 30 | Case Western Reserve | 70,795 | | Alberta | * |
| 31 | Northwestern | 70,298 | | British Columbia | * |
| 32 | Nebraska | 69,481 | | Calgary | * |
| 33 | Duke | 68,550 | | McGill | * |
| 34 | Vanderbilt | 68,500 | | Manitoba | * |
| 35 | Utah | 67,670 | | Ottawa | * |
| 36 | SUNY Buffalo | 67,036 | | Queen's | * |
| 37 | Virginia | 66,700 | | Saskatchewan | * |
| 38 | Arizona State | 66,500 | | Western | * |
| 39 | Colorado | 65,120 | | | |

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

* Alberta, 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 2013–2014**

| RANK | INSTITUTION | SALARY | RANK | INSTITUTION | SALARY |
|------|-------------------------|---------|------|-------------------------|--------|
| 1 | York | 108,521 | 40 | Arizona | 68,774 |
| 2 | Toronto | 103,480 | 41 | Montreal | 68,362 |
| 3 | George Washington | 99,250 | 42 | Washington U.-St. Louis | 68,360 |
| 4 | Rutgers, Newark | 89,026 | 43 | Temple | 68,084 |
| 5 | Yale | 87,866 | 44 | Nebraska | 67,948 |
| 6 | California, Irvine | 87,437 | 45 | Utah | 67,939 |
| 7 | Minnesota | 85,497 | 46 | South Carolina | 67,682 |
| 8 | Hawaii | 85,410 | 47 | Texas Tech | 67,390 |
| 9 | Pennsylvania State | 84,940 | 48 | Illinois, Urbana | 66,635 |
| 10 | Harvard | 84,873 | 49 | Wayne State | 65,810 |
| 11 | Columbia | 84,613 | 50 | Wisconsin | 64,140 |
| 12 | New York University | 84,338 | 51 | Tulane | 64,016 |
| 13 | California, Davis | 83,238 | 52 | Ohio State | 62,784 |
| 14 | California, Los Angeles | 81,876 | 53 | Miami | 62,665 |
| 15 | Georgetown | 79,778 | 54 | Florida | 62,311 |
| 16 | Tennessee | 79,344 | 55 | Emory | 61,401 |
| 17 | Cornell | 78,828 | 56 | Houston | 61,398 |
| 18 | North Carolina | 78,710 | 57 | Syracuse | 61,054 |
| 19 | Colorado | 78,249 | 58 | Louisville | 60,687 |
| 20 | Iowa | 78,194 | 59 | Missouri | 60,189 |
| 21 | Boston University | 77,410 | 60 | Louisiana State | 59,976 |
| 22 | Connecticut | 76,458 | 61 | Oklahoma | 59,551 |
| 23 | Boston College | 76,025 | 62 | Southern Illinois | 59,109 |
| 24 | Notre Dame | 75,822 | 63 | Florida State | 57,634 |
| 25 | Vanderbilt | 75,448 | 64 | Kentucky | 57,502 |
| 26 | Michigan | 74,714 | 65 | Georgia | 56,905 |
| 27 | Northwestern | 74,534 | 66 | Howard | 56,146 |
| 28 | Pennsylvania | 73,161 | 67 | Oregon | 55,566 |
| 29 | Duke | 72,147 | 68 | Kansas | 53,163 |
| 30 | Rutgers, Camden | 71,831 | | Alberta | * |
| 31 | Indiana | 71,623 | | British Columbia | * |
| 32 | Arizona State | 70,745 | | Calgary | * |
| 33 | New Mexico | 70,695 | | McGill | * |
| 34 | SUNY Buffalo | 70,518 | | Manitoba | * |
| 35 | Case Western Reserve | 70,336 | | Ottawa | * |
| 36 | Cincinnati | 69,834 | | Queen`s | * |
| 37 | Washington | 69,540 | | Saskatchewan | * |
| 38 | Texas | 69,426 | | Western | * |
| 39 | Virginia | 69,100 | | | |

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

* Alberta, 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 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. |
| Head, Law | | . | ‡ | 3 | 133,874 | 4 | 174,531 | 7 | 167,230 | 8 |
| Associate Director | | . | 81,621 | 5 | 109,684 | 5 | 99,618 | 4 | 95,029 | 10 |
| Assistant Director | | . | ‡ | 4 | 85,438 | 7 | 82,700 | 4 | 91,450 | 7 |
| Head, Branch | | . | | . | | . | | . | | . |
| Administrative Specialist | ‡ | 1 | ‡ | 2 | ‡ | 1 | | . | ‡ | 2 |
| Digital Specialist | 63,317 | 14 | 72,052 | 10 | ‡ | 1 | 72,240 | 10 | ‡ | 1 |
| Functional Specialist | ‡ | 3 | 57,385 | 6 | ‡ | 2 | ‡ | 3 | ‡ | 1 |
| Subject Specialist | 62,511 | 19 | 63,415 | 14 | 72,341 | 15 | 73,274 | 4 | 76,077 | 10 |
| Dept. Head, Acquisitions | ‡ | 1 | 59,511 | 6 | ‡ | 1 | ‡ | 3 | 77,682 | 7 |
| Dept. Head, Research/ Reference/Information or Learning Commons | | . | 72,758 | 5 | ‡ | 2 | 88,585 | 5 | ‡ | 3 |
| Dept. Head, Cataloging | | . | ‡ | 1 | ‡ | 2 | ‡ | 2 | ‡ | 3 |
| Dept. Head, Circulation | ‡ | 1 | 61,594 | 4 | 67,839 | 5 | ‡ | 2 | 69,202 | 4 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections | ‡ | 1 | | . | ‡ | 1 | | . | | . |
| Dept. Head, Library Technology | ‡ | 1 | | . | | . | | . | | . |
| Dept. Head, Other | ‡ | 2 | ‡ | 3 | 62,704 | 5 | ‡ | 2 | 81,670 | 4 |
| Public Services | 57,191 | 4 | 64,706 | 9 | ‡ | 3 | ‡ | 1 | ‡ | 2 |
| Technical Services | 54,533 | 5 | 57,154 | 6 | ‡ | 2 | | | | |
| Research/Reference/ Instruction | 61,808 | 53 | 68,078 | 38 | 72,242 | 31 | 71,503 | 18 | 73,293 | 14 |
| Cataloger/Metadata Analysts | 49,317 | 6 | ‡ | 3 | 69,008 | 5 | ‡ | 3 | 53,939 | 4 |
| All Positions: | 60,830 | 111 | 68,729 | 119 | 76,224 | 92 | 84,181 | 68 | 87,239 | 80 |

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 2013–2014, 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 | ‡ | 2 | 141,683 | 12 | 170,758 | 4 | 180,632 | 12 | 192,730 | 21 |
| Associate Director | ‡ | 2 | 118,715 | 7 | 108,660 | 6 | ‡ | 3 | 117,268 | 9 |
| Assistant Director | 81,777 | 12 | 94,055 | 6 | 92,113 | 4 | 99,468 | 8 | ‡ | 1 |
| Head, Branch | | . | | . | | . | | . | | . |
| Administrative Specialist | ‡ | 2 | | . | ‡ | 2 | ‡ | 3 | | . |
| Digital Specialist | 91,013 | 5 | ‡ | 1 | | . | ‡ | 1 | | . |
| Functional Specialist | ‡ | 1 | ‡ | 1 | | . | ‡ | 1 | | . |
| Subject Specialist | ‡ | 3 | 75,588 | 8 | 82,495 | 4 | ‡ | 3 | 110,400 | 5 |
| Dept. Head, Acquisitions | ‡ | 3 | ‡ | 3 | ‡ | 1 | ‡ | 3 | 75,402 | 4 |
| Dept. Head, Research/ Reference/Information or Learning Commons | ‡ | 2 | | . | ‡ | 3 | ‡ | 3 | ‡ | 2 |
| Dept. Head, Cataloging | ‡ | 2 | 79,616 | 5 | 79,406 | 6 | 75,161 | 4 | 77,763 | 6 |
| Dept. Head, Circulation | 70,293 | 4 | ‡ | 1 | ‡ | 1 | ‡ | 2 | ‡ | 2 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections | | . | ‡ | 1 | | . | | . | | . |
| Dept. Head, Library Technology | ‡ | 1 | ‡ | 2 | | . | | . | ‡ | 1 |
| Dept. Head, Other | 92,776 | 5 | ‡ | 2 | ‡ | 2 | ‡ | 1 | ‡ | 2 |
| Public Services | ‡ | 1 | ‡ | 1 | ‡ | 3 | ‡ | 2 | ‡ | 2 |
| Technical Services | | . | | . | ‡ | 2 | | . | ‡ | 2 |
| Research/Reference/ Instruction | 79,964 | 11 | 82,565 | 9 | 79,980 | 4 | 77,210 | 9 | 82,314 | 6 |
| Cataloger/Metadata Analysts | ‡ | 3 | 71,322 | 5 | ‡ | 2 | ‡ | 3 | ‡ | 3 |
| All Positions: | 83,115 | 59 | 96,696 | 64 | 91,956 | 44 | 104,323 | 58 | 120,841 | 66 |

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 2013–2014

| Position | WOMEN | | MEN | | TOTAL | |
|---|---------------|------------|---------------|------------|---------------|------------|
| | Salary | No. | Salary | No. | Salary | No. |
| Head, Law | 166,052 | 38 | 172,362 | 35 | 169,077 | 73 |
| Associate Director | 107,192 | 30 | 103,776 | 21 | 105,785 | 51 |
| Assistant Director | 89,086 | 36 | 85,392 | 17 | 87,901 | 53 |
| Head, Branch | | . | | . | | . |
| Administrative Specialist | ‡ | 11 | ‡ | 2 | 64,917 | 13 |
| Digital Specialist | 67,327 | 18 | 76,457 | 25 | 72,635 | 43 |
| Functional Specialist | 60,203 | 9 | 74,072 | 9 | 67,137 | 18 |
| Subject Specialist | 72,721 | 53 | 73,458 | 32 | 72,998 | 85 |
| Dept. Head, Acquisitions | 69,310 | 25 | 68,294 | 7 | 69,088 | 32 |
| Dept. Head, Research/Reference/ Information or Learning Commons | 81,752 | 17 | 82,523 | 8 | 81,999 | 25 |
| Dept. Head, Cataloging | 74,323 | 23 | 73,333 | 8 | 74,068 | 31 |
| Dept. Head, Circulation | 66,857 | 20 | 62,466 | 6 | 65,844 | 26 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections | ‡ | 3 | | . | ‡ | 3 |
| Dept. Head, Library Technology | ‡ | 2 | ‡ | 3 | 92,196 | 5 |
| Dept. Head, Other | 77,955 | 19 | 77,287 | 9 | 77,741 | 28 |
| Public Services | 62,070 | 17 | 73,393 | 11 | 66,518 | 28 |
| Technical Services | 61,390 | 13 | 60,646 | 4 | 61,215 | 17 |
| Research/Reference/Instruction | 70,317 | 136 | 69,891 | 57 | 70,191 | 193 |
| Cataloger/Metadata Analysts | 61,755 | 26 | 68,892 | 11 | 63,877 | 37 |
| All Positions: | 81,024 | 496 | 89,145 | 265 | 83,852 | 761 |

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 2013–2014

| Position | WOMEN | | MEN | | TOTAL | |
|---|---------|-----|---------|-----|---------|-----|
| | Salary | No. | Salary | No. | Salary | No. |
| Head, Law | 166,052 | 38 | 172,362 | 35 | 169,077 | 73 |
| Associate Director | 107,192 | 30 | 103,776 | 21 | 105,785 | 51 |
| Assistant Director | 89,086 | 36 | 85,392 | 17 | 87,901 | 53 |
| Head, Branch | | . | | . | | . |
| Dept. Head, Acquisitions | 69,310 | 25 | 68,294 | 7 | 69,088 | 32 |
| Dept. Head, Cataloging | 74,323 | 23 | 73,333 | 8 | 74,068 | 31 |
| Dept. Head, Circulation | 66,857 | 20 | 62,466 | 6 | 65,844 | 26 |
| Dept. Head, Library Technology | ‡ | 2 | ‡ | 3 | 92,196 | 5 |
| Dept. Head, Rare Book/ Manuscripts/ Special Collections | ‡ | 3 | | . | ‡ | 3 |
| Dept. Head, Research/ Reference/ Info or Learning Commons | 81,752 | 17 | 82,523 | 8 | 81,999 | 25 |
| Dept. Head, Other | 77,955 | 19 | 77,287 | 9 | 77,741 | 28 |
| Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/ IP Permissions; Other Admin. | ‡ | 7 | ‡ | 2 | 67,379 | 9 |
| Business Manager | 59,379 | 4 | | . | 59,379 | 4 |
| Human Resources | | . | | . | | . |
| Development/ Advancement | | . | | . | | . |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | ‡ | 5 | ‡ | 3 | 59,033 | 8 |
| IT, Systems | 72,843 | 8 | 76,859 | 9 | 74,969 | 17 |
| IT, Web Developer | ‡ | 3 | ‡ | 7 | 77,638 | 10 |
| IT, Programmer | | . | | . | | . |
| Scholarly Communications | | . | | . | | . |
| Digital Acquisitions | ‡ | 2 | ‡ | 2 | 78,430 | 4 |
| Digital Collections Curation | | | 71,618 | 4 | 71,618 | 4 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | ‡ | 3 | ‡ | 6 | 70,628 | 9 |
| Archivists | ‡ | 3 | ‡ | 1 | 61,674 | 4 |
| Assessment, Management Info Systems, Planning | ‡ | 1 | ‡ | 1 | ‡ | 2 |
| Media Specialists | ‡ | 2 | ‡ | 1 | ‡ | 3 |
| Preservation, including digital collections | | . | | . | | . |
| Subject Specialist (no subgroup) | 72,153 | 42 | 73,621 | 30 | 72,764 | 72 |
| Subject Specialist in Humanities/ Fine Arts | ‡ | 1 | | . | ‡ | 1 |
| Subject Specialist in Sciences & Technology | ‡ | 1 | | . | ‡ | 1 |
| Subject Specialist in Social/ Behavior Science | ‡ | 8 | ‡ | 2 | 70,825 | 10 |
| 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 2013–2014

| Position | WOMEN | | MEN | | TOTAL | |
|--------------------------------|---------------|------------|---------------|------------|---------------|------------|
| | Salary | No. | Salary | No. | Salary | No. |
| Catalogers/Metadata analysts | 61,755 | 26 | 68,892 | 11 | 63,877 | 37 |
| Research/Reference/Instruction | 70,317 | 136 | 69,891 | 57 | 70,191 | 193 |
| Public Services | 62,070 | 17 | 73,393 | 11 | 66,518 | 28 |
| Technical Services | 61,390 | 13 | 60,646 | 4 | 61,215 | 17 |
| All Positions: | 81,024 | 496 | 89,145 | 265 | 83,852 | 761 |

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 2013–2014

| Position | WOMEN | | MEN | | TOTAL | |
|---|-------------|------------|-------------|------------|-------------|------------|
| | Years | No. | Years | No. | Years | No. |
| Head, Law | 27.1 | 38 | 26.3 | 35 | 26.7 | 73 |
| Associate Director | 23.2 | 30 | 21.8 | 21 | 22.6 | 51 |
| Assistant Director | 21.3 | 36 | 20.5 | 17 | 21.0 | 53 |
| Head, Branch | | . | | . | | . |
| Administrative Specialist | 17.4 | 11 | 31.5 | 2 | 19.5 | 13 |
| Digital Specialist | 7.8 | 18 | 10.8 | 25 | 9.6 | 43 |
| Functional Specialist | 7.3 | 9 | 14.8 | 9 | 11.1 | 18 |
| Subject Specialist | 14.0 | 53 | 13.3 | 32 | 13.7 | 85 |
| Dept. Head, Acquisitions | 21.4 | 25 | 18.1 | 7 | 20.7 | 32 |
| Dept. Head, Research/Reference/ Information or Learning Commons | 18.2 | 17 | 20.6 | 8 | 19.0 | 25 |
| Dept. Head, Cataloging | 28.3 | 23 | 20.8 | 8 | 26.4 | 31 |
| Dept. Head, Circulation | 17.3 | 20 | 17.5 | 6 | 17.3 | 26 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections | 12.0 | 3 | | . | 12.0 | 3 |
| Dept. Head, Library Technology | 32.5 | 2 | 16.3 | 3 | 22.8 | 5 |
| Dept. Head, Other | 21.4 | 19 | 10.2 | 9 | 17.8 | 28 |
| Public Services | 14.9 | 17 | 14.5 | 11 | 14.8 | 28 |
| Technical Services | 11.8 | 13 | 11.5 | 4 | 11.8 | 17 |
| Research/Reference/Instruction | 11.2 | 136 | 11.5 | 57 | 11.3 | 193 |
| Cataloger/Metadata Analysts | 17.6 | 26 | 18.3 | 11 | 17.8 | 37 |
| All Positions: | 16.9 | 496 | 16.6 | 265 | 16.8 | 761 |

. 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 2013–2014

| Position | WOMEN | | MEN | | TOTAL | |
|---|-------|-----|-------|-----|-------|-----|
| | Years | No. | Years | No. | Years | No. |
| Head, Law | 27.1 | 38 | 26.3 | 35 | 26.7 | 73 |
| Associate Director | 23.2 | 30 | 21.8 | 21 | 22.6 | 51 |
| Assistant Director | 21.3 | 36 | 20.5 | 17 | 21.0 | 53 |
| Head, Branch | | . | | . | | . |
| Dept. Head, Acquisitions | 21.4 | 25 | 18.1 | 7 | 20.7 | 32 |
| Dept. Head, Cataloging | 28.3 | 23 | 20.8 | 8 | 26.4 | 31 |
| Dept. Head, Circulation | 17.3 | 20 | 17.5 | 6 | 17.3 | 26 |
| Dept. Head, Library Technology | 32.5 | 2 | 16.3 | 3 | 22.8 | 5 |
| Dept. Head, Rare Book/ Manuscripts/ Special Collections | 12.0 | 3 | | | 12.0 | 3 |
| Dept. Head, Research/ Reference/ Info or Learning Commons | 18.2 | 17 | 20.6 | 8 | 19.0 | 25 |
| Dept. Head, Other | 21.4 | 19 | 10.2 | 9 | 17.8 | 28 |
| Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/ IP Permissions; Other Admin. | 20.3 | 7 | 31.5 | 2 | 22.8 | 9 |
| Business Manager | 12.3 | 4 | | . | 12.3 | 4 |
| Human Resources | | . | | . | | . |
| Development/ Advancement | | . | | . | | . |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 4.0 | 5 | 2.7 | 3 | 3.5 | 8 |
| IT, Systems | 9.6 | 8 | 14.7 | 9 | 12.3 | 17 |
| IT, Web Developer | 8.7 | 3 | 10.6 | 7 | 10.0 | 10 |
| IT, Programmer | | . | | . | | . |
| Scholarly Communications | | . | | . | | . |
| Digital Acquisitions | 9.0 | 2 | 13.0 | 2 | 11.0 | 4 |
| Digital Collections Curation | | | 7.8 | 4 | 7.8 | 4 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 5.7 | 3 | 13.2 | 6 | 10.7 | 9 |
| Archivists | 4.3 | 3 | 12.0 | 1 | 6.3 | 4 |
| Assessment, Management Info Systems, Planning | 17.0 | 1 | 33.0 | 1 | 25.0 | 2 |
| Media Specialists | 9.5 | 2 | 9.0 | 1 | 9.3 | 3 |
| Preservation, including digital collections | | . | | . | | . |
| Subject Specialist (no subgroup) | 13.4 | 42 | 13.0 | 30 | 13.2 | 72 |
| Subject Specialist in Humanities/ Fine Arts | 18.0 | 1 | | . | 18.0 | 1 |
| Subject Specialist in Sciences & Technology | 32.0 | 1 | | . | 32.0 | 1 |
| Subject Specialist in Social/ Behavior Science | 12.8 | 8 | 18.5 | 2 | 13.9 | 10 |
| Subject Specialist in Area Studies | 28.0 | 1 | | . | 28.0 | 1 |

TABLE 65: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

| Position | WOMEN | | MEN | | TOTAL | |
|--------------------------------|-------------|------------|-------------|------------|-------------|------------|
| | Years | No. | Years | No. | Years | No. |
| Catalogers/Metadata analysts | 17.6 | 26 | 18.3 | 11 | 17.8 | 37 |
| Research/Reference/Instruction | 11.2 | 136 | 11.5 | 57 | 11.3 | 193 |
| Public Services | 14.9 | 17 | 14.5 | 11 | 14.8 | 28 |
| Technical Services | 11.8 | 13 | 11.5 | 4 | 11.8 | 17 |
| All Positions: | 16.9 | 496 | 16.6 | 265 | 16.8 | 761 |

. No positions reported in this category.

TABLE 66: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2013–2014

| | WOMEN | | MEN | | TOTAL | | % OF TOTAL |
|-----------------------|---------------|------------|---------------|------------|---------------|------------|---------------|
| Experience | Salary | No. | Salary | No. | Salary | No. | |
| 0–3 years | 60,840 | 76 | 60,807 | 35 | 60,830 | 111 | 15% |
| 4–7 years | 67,705 | 78 | 70,677 | 41 | 68,729 | 119 | 16% |
| 8–11 years | 77,396 | 62 | 73,802 | 30 | 76,224 | 92 | 12% |
| 12–15 years | 83,767 | 34 | 84,594 | 34 | 84,181 | 68 | 9% |
| 16–19 years | 84,187 | 59 | 95,813 | 21 | 87,239 | 80 | 11% |
| 20–23 years | 80,052 | 38 | 88,657 | 21 | 83,115 | 59 | 8% |
| 24–27 years | 94,624 | 35 | 99,197 | 29 | 96,696 | 64 | 8% |
| 28–31 years | 88,164 | 27 | 97,979 | 17 | 91,956 | 44 | 6% |
| 32–35 years | 96,717 | 39 | 119,935 | 19 | 104,323 | 58 | 8% |
| over 35 years | 107,569 | 48 | 156,234 | 18 | 120,841 | 66 | 9% |
| All Positions: | 81,024 | 496 | 89,145 | 265 | 83,852 | 761 | 100% |

Canadian salaries are expressed in US dollars.