

US ARL UNIVERSITY LIBRARIES

TABLES 28–39

TABLE 28: AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2012–2013, PART 1: 0 TO 19 YEARS OF EXPERIENCE

Position	Years of Experience									
	0–3 years		4–7 years		8–11 years		12–15 years		16–19 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		.		.		.	‡	1	‡	2
Associate Director	‡	3	‡	1	93,037	9	109,047	33	119,511	33
Assistant Director	171,895	5	97,593	4	94,996	10	90,685	15	107,272	11
Head, Branch	71,990	5	60,323	14	71,734	36	79,224	50	80,147	38
Administrative Specialist	60,708	38	58,935	50	66,077	54	66,305	63	78,336	47
Digital Specialist	53,989	105	59,074	186	66,098	156	70,608	193	71,779	98
Functional Specialist	50,807	137	55,230	219	57,383	151	64,113	129	67,040	74
Subject Specialist	53,440	97	56,089	216	61,721	178	66,066	161	69,502	135
Dept. Head										
Acquisitions		.	62,752	9	69,191	12	70,419	16	70,181	12
Research/Reference/ Information or Learning Commons	‡	1	68,233	7	72,222	17	81,055	20	78,903	19
Cataloging	‡	3	63,112	8	74,555	15	66,512	17	74,218	16
Circulation	63,752	9	69,321	10	66,378	16	62,699	8	82,019	11
Rare Books/ Manuscripts/Special Collections	‡	2	‡	4	81,250	6	72,925	13	83,887	11
Library Technology	‡	2	‡	5	87,000	14	88,606	13	98,432	15
Other Department Heads	70,495	17	67,072	47	70,848	72	74,783	82	83,413	78
Public Services	49,925	23	53,347	47	55,727	33	59,090	25	64,557	9
Technical Services	50,088	17	50,305	33	57,608	15	61,775	17	64,001	7
Research/Reference/ Instruction	49,771	97	53,461	151	56,907	101	62,485	99	64,875	71
Cataloger/Metadata Analysts	47,922	42	54,536	85	59,362	92	63,228	83	63,979	58
All Positions:	54,594	603	56,910	1,096	63,685	987	69,756	1,038	75,747	745

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 2012–2013, PART 2: 20 TO OVER 35 YEARS OF EXPERIENCE

Position	Years of Experience									
	20–23 years		24–27 years		28–31 years		32–35 years		over 35 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	219,008	6	231,787	8	214,804	10	217,602	23	224,799	46
Associate Director	126,511	36	130,573	40	124,328	37	126,063	49	137,386	51
Assistant Director	111,392	10	121,281	15	111,679	21	121,689	21	123,625	15
Head, Branch	79,507	36	87,938	47	83,393	45	93,494	39	97,535	49
Administrative Specialist	75,893	42	72,273	49	82,782	36	87,948	20	90,130	19
Digital Specialist	75,692	81	74,386	66	81,547	34	78,654	30	85,087	11
Functional Specialist	68,093	77	68,819	71	75,917	44	79,777	39	85,254	35
Subject Specialist	72,167	119	73,087	109	77,553	85	81,317	72	80,870	94
Dept. Head										
Acquisitions	71,574	10	78,258	15	78,550	12	74,123	14	99,732	7
Research/Reference/ Information or Learning Commons	86,964	15	83,434	17	85,013	13	‡	6	100,358	7
Cataloging	82,556	23	80,338	20	81,808	15	89,288	17	‡	7
Circulation	70,210	9	81,759	9	75,689	12	80,825	6	83,031	10
Rare Books/ Manuscripts/Special Collections	92,731	12	89,024	16	107,323	13	100,361	7	96,135	10
Library Technology	97,847	14	106,733	7	99,585	14	113,051	6		
Other Department Heads	83,885	58	85,401	54	87,449	47	96,344	37	96,997	56
Public Services	67,905	14	69,783	8	58,544	10	77,451	7	75,888	8
Technical Services	57,202	7	67,213	14	64,750	9	‡	3	‡	5
Research/Reference/ Instruction	64,123	66	70,117	60	71,659	52	73,263	42	74,033	49
Cataloger/Metadata Analysts	65,561	56	67,125	60	72,214	49	71,200	40	73,704	58
All Positions:	78,361	691	81,438	685	86,105	558	95,703	478	102,957	537

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 2012–2013, PART 1: 0 TO 19 YEARS OF EXPERIENCE

Position	Years of Experience									
	0–3 years		4–7 years		8–11 years		12–15 years		16–19 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		‡	2
Associate Director		.		.	‡	1	123,013	6	‡	3
Assistant Director		.		.	‡	1	‡	3	‡	1
Head, Branch		.		.	‡	2	75,066	11	64,472	7
Administrative Specialist	68,783	8	60,245	8	62,224	13	61,324	7	68,159	6
Digital Specialist	54,496	19	61,937	33	65,370	30	69,416	32	71,990	11
Functional Specialist	52,831	24	56,557	15	55,238	20	71,046	11	71,945	7
Subject Specialist	50,402	17	56,077	51	61,222	34	68,939	32	70,539	37
Dept. Head										
Acquisitions		.	‡	3	70,117	4		.	‡	1
Research/Reference/ Information or Learning Commons		.		.	71,340	4	‡	1	‡	1
Cataloging		.	‡	2	‡	2	70,392	6	75,174	6
Circulation		.	69,777	4	‡	3		.	‡	1
Rare Books/ Manuscripts/Special Collections		.		.	‡	1	‡	1	‡	1
Library Technology	‡	1	‡	2	‡	3	‡	2	‡	1
Other Department Heads		.	‡	3	57,280	4	74,123	5	77,532	14
Public Services	48,780	4	54,529	4	56,508	5	52,951	6		.
Technical Services	48,349	8	52,382	10	‡	3	‡	2		.
Research/Reference/ Instruction	51,996	13	54,944	31	61,614	19	60,530	11	68,944	9
Cataloger/Metadata Analysts	51,163	8	56,460	19	58,231	20	64,821	14	59,724	8
All Positions:	53,573	102	58,074	185	62,780	169	70,859	150	76,292	116

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 2012–2013, PART 2: 20 TO OVER 35 YEARS OF EXPERIENCE

Position	Years of Experience									
	20–23 years		24–27 years		28–31 years		32–35 years		over 35 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		.	‡	1		.		.	‡	3
Associate Director	129,357	4	‡	2	‡	1	‡	3	147,027	6
Assistant Director	‡	1	‡	2	‡	3	‡	2	‡	1
Head, Branch	‡	2	‡	3	71,400	4	‡	2	‡	3
Administrative Specialist	80,698	7	70,021	10	‡	2	71,477	5	‡	4
Digital Specialist	68,637	13	77,376	13	‡	2	‡	2	‡	1
Functional Specialist	70,369	12	67,778	5	‡	2	‡	2	‡	3
Subject Specialist	73,305	20	76,823	19	67,902	6	82,899	9	80,773	11
Dept. Head										
Acquisitions		.		.	‡	1	‡	1		.
Research/Reference/ Information or Learning Commons		.	‡	2	‡	2	‡	2		.
Cataloging	‡	3	‡	2	‡	1		.	‡	2
Circulation		.		.	‡	1	‡	1	‡	1
Rare Books/ Manuscripts/Special Collections	‡	1	‡	1		.	‡	1	‡	1
Library Technology	‡	3		.	‡	1	‡	1		.
Other Department Heads	89,933	9	101,324	10	79,668	5	‡	3	107,261	8
Public Services	‡	3	‡	1	‡	1		.	‡	1
Technical Services	‡	1		.		.		.	‡	2
Research/Reference/ Instruction	74,524	8	76,587	7	‡	3	71,432	6	‡	5
Cataloger/Metadata Analysts	75,685	6	57,473	10	61,575	9	‡	3	‡	6
All Positions:	80,002	93	81,311	88	74,485	44	83,650	43	98,772	58

Years of experience reflect total professional experience.

Excludes Canadian libraries.

Excludes medical and law libraries.

* Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

. No positions reported in this category.

TABLE 30: NUMBER AND AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	221,447	58	224,730	38	222,746	96
Associate Director	121,703	173	129,285	119	124,793	292
Assistant Director	110,025	71	118,152	56	113,609	127
Head, Branch	81,276	224	87,121	135	83,474	359
Administrative Specialist	70,551	300	73,694	118	71,438	418
Digital Specialist	66,577	380	67,999	580	67,436	960
Functional Specialist	60,959	606	63,719	370	62,005	976
Subject Specialist	65,572	806	69,688	460	67,068	1,266
Dept. Head						
Acquisitions	74,049	72	74,299	35	74,131	107
Research/Reference/Information or Learning Commons	81,545	83	82,816	39	81,951	122
Cataloging	78,118	100	76,800	41	77,735	141
Circulation	73,560	64	72,672	36	73,241	100
Rare Books/Manuscripts/Special Collections	88,626	49	89,959	45	89,264	94
Library Technology	93,684	20	95,540	70	95,128	90
Other Department Heads	80,176	348	83,864	200	81,522	548
Public Services	58,697	127	58,631	57	58,677	184
Technical Services	58,803	91	56,443	36	58,134	127
Research/Reference/Instruction	61,289	566	61,355	222	61,308	788
Cataloger/Metadata Analysts	63,050	433	63,832	190	63,288	623
All Positions:	72,130	4,571	75,974	2,847	73,605	7,418

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

Excludes medical and law libraries.

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

. No positions reported in this category.

TABLE 31: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	‡	4	‡	2	218,030	6
Associate Director	120,388	17	144,267	9	128,654	26
Assistant Director	107,220	8	127,249	6	115,804	14
Head, Branch	73,192	23	79,592	11	75,263	34
Administrative Specialist	67,993	53	71,665	17	68,885	70
Digital Specialist	64,247	64	67,676	92	66,269	156
Functional Specialist	60,488	71	64,420	30	61,656	101
Subject Specialist	64,806	173	69,374	63	66,025	236
Dept. Head						
Acquisitions	‡	9	‡	1	71,215	10
Research/Reference/Information or Learning Commons	‡	11	‡	1	79,576	12
Cataloging	‡	21	‡	3	74,072	24
Circulation	68,222	5	80,056	6	74,677	11
Rare Books/Manuscripts/Special Collections	81,542	7	.	.	81,542	7
Library Technology	91,188	5	107,836	9	101,890	14
Other Department Heads	86,971	39	84,098	22	85,935	61
Public Services	55,764	21	62,675	4	56,870	25
Technical Services	52,998	20	54,362	6	53,313	26
Research/Reference/Instruction	61,719	86	67,233	26	62,999	112
Cataloger/Metadata Analysts	60,254	84	66,427	19	61,393	103
All Positions:	68,164	721	74,461	327	70,129	1,048

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	221,447	58	224,730	38	222,746	96
Associate Director	121,703	173	129,285	119	124,793	292
Assistant Director	110,025	71	118,152	56	113,609	127
Head, Branch	81,276	224	87,121	135	83,474	359
Dept. Head						
Acquisitions	74,049	72	74,299	35	74,131	107
Cataloging	78,118	100	76,800	41	77,735	141
Circulation	73,560	64	72,672	36	73,241	100
Library Technology	93,684	20	95,540	70	95,128	90
Rare Book/Manuscripts/Special Collections	88,626	49	89,959	45	89,264	94
Research/Reference/Info or Learning Commons	81,545	83	82,816	39	81,951	122
Other Department Heads	80,176	348	83,864	200	81,522	548
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	65,560	130	73,377	43	67,503	173
Business Manager	74,517	78	71,488	55	73,264	133
Human Resources	72,716	60	75,979	7	73,057	67
Development/Advancement	77,104	32	82,842	13	78,762	45
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	66,261	49	64,197	28	65,510	77
IT, Systems	70,654	100	67,615	227	68,545	327
IT, Web Developer	62,695	62	65,590	85	64,369	147
IT, Programmer	70,045	63	71,529	190	71,159	253
Digital Acquisitions	64,070	59	55,518	14	62,430	73
Digital Collections Curation	61,847	47	65,281	36	63,336	83
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	61,518	108	61,537	63	61,525	171
Archivists	59,648	315	66,266	198	62,202	513
Assessment, Management Info Systems, Planning	66,081	33	64,143	11	65,596	44
Media Specialists	58,820	42	56,108	63	57,193	105
Preservation, including digital collections	63,490	108	66,799	35	64,300	143
Subject Specialist	65,572	806	69,688	460	67,068	1,266
Catalogers/Metadata analysts	63,050	433	63,832	190	63,288	623
Research/Reference/Instruction	61,289	566	61,355	222	61,308	788
Public Services	58,697	127	58,631	57	58,677	184
Technical Services	58,803	91	56,443	36	58,134	127
All Positions:	72,130	4,571	75,974	2,847	73,605	7,418

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	‡	4	‡	2	218,030	6
Associate Director	120,388	17	144,267	9	128,654	26
Assistant Director	107,220	8	127,249	6	115,804	14
Head, Branch	73,192	23	79,592	11	75,263	34
Dept. Head						
Acquisitions	‡	9	‡	1	71,215	10
Cataloging	‡	21	‡	3	74,072	24
Circulation	68,222	5	80,056	6	74,677	11
Library Technology	91,188	5	107,836	9	101,890	14
Rare Book/Manuscripts/Special Collections	81,542	7	.		81,542	7
Research/Reference/Info or Learning Commons	‡	11	‡	1	79,576	12
Other Department Heads	86,971	39	84,098	22	85,935	61
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	68,374	15	74,829	6	70,219	21
Business Manager	66,578	19	59,702	9	64,368	28
Human Resources	70,849	16	.		70,849	16
Development/Advancement	‡	3	‡	2	82,295	5
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	‡	4	‡	1	62,895	5
IT, Systems	67,145	19	68,433	48	68,068	67
IT, Web Developer	61,077	11	66,422	11	63,750	22
IT, Programmer	63,870	15	68,193	27	66,649	42
Digital Acquisitions	‡	8	‡	1	60,409	9
Digital Collections Curation	64,613	7	66,318	4	65,233	11
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	59,849	16	58,392	6	59,452	22
Archivists	63,174	36	69,702	14	65,002	50
Assessment, Management Info Systems, Planning	‡	4	‡	1	58,186	5
Media Specialists	55,136	9	56,443	7	55,707	16
Preservation, including digital collections	‡	6	‡	2	60,872	8
Subject Specialist	64,806	173	69,374	63	66,025	236
Catalogers/Metadata analysts	60,254	84	66,427	19	61,393	103
Research/Reference/Instruction	61,719	86	67,233	26	62,999	112
Public Services	55,764	21	62,675	4	56,870	25
Technical Services	52,998	20	54,362	6	53,313	26
All Positions:	68,164	721	74,461	327	70,129	1,048

Excludes Canadian libraries. Excludes medical and law libraries.

‡ 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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	34.4	58	34.2	38	34.3	96
Associate Director	26.6	173	25.5	119	26.2	292
Assistant Director	23.8	71	23.8	56	23.8	127
Head, Branch	22.5	224	24.1	135	23.1	359
Administrative Specialist	17.3	300	16.6	118	17.1	418
Digital Specialist	14.2	380	12.6	580	13.3	960
Functional Specialist	12.9	606	15.1	370	13.7	976
Subject Specialist	16.7	806	17.7	460	17.1	1,266
Dept. Head						
Acquisitions	22.4	72	19.5	35	21.4	107
Research/Reference/Information or Learning Commons	19.6	83	19.9	39	19.7	122
Cataloging	21.4	100	20.6	41	21.1	141
Circulation	19.6	64	18.5	36	19.2	100
Rare Books/Manuscripts/Special Collections	22.8	49	22.3	45	22.6	94
Library Technology	21.1	20	18.2	70	18.8	90
Other Department Heads	20.4	348	19.0	200	19.9	548
Public Services	14.1	127	11.9	57	13.4	184
Technical Services	14.6	91	12.6	36	14.0	127
Research/Reference/Instruction	15.3	566	16.3	222	15.6	788
Cataloger/Metadata Analysts	18.2	433	18.4	190	18.3	623
All Positions:	17.5	4,571	17.3	2,847	17.4	7,418

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	24.8	4	46.0	2	31.8	6
Associate Director	25.6	17	22.9	9	24.7	26
Assistant Director	26.1	8	20.2	6	23.6	14
Head, Branch	19.8	23	24.4	11	21.3	34
Administrative Specialist	16.4	53	17.5	17	16.7	70
Digital Specialist	11.7	64	12.5	92	12.2	156
Functional Specialist	11.3	71	13.6	30	12.0	101
Subject Specialist	14.9	173	15.2	63	15.0	236
Dept. Head						
Acquisitions	15.0	9	5.0	1	14.0	10
Research/Reference/Information or Learning Commons	20.8	11	12.0	1	20.1	12
Cataloging	18.4	21	22.0	3	18.9	24
Circulation	15.4	5	16.2	6	15.8	11
Rare Books/Manuscripts/Special Collections	23.1	7			23.1	7
Library Technology	15.4	5	14.6	9	14.9	14
Other Department Heads	24.3	39	20.0	22	22.8	61
Public Services	12.4	21	15.3	4	12.9	25
Technical Services	10.3	20	4.3	6	8.9	26
Research/Reference/Instruction	13.1	86	14.9	26	13.5	112
Cataloger/Metadata Analysts	16.2	84	14.2	19	15.8	103
All Positions:	15.5	721	15.3	327	15.4	1,048

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	34.4	58	34.2	38	34.3	96
Associate Director	26.6	173	25.5	119	26.2	292
Assistant Director	23.8	71	23.8	56	23.8	127
Head, Branch	22.5	224	24.1	135	23.1	359
Dept. Head						
Acquisitions	22.4	72	19.5	35	21.4	107
Cataloging	21.4	100	20.6	41	21.1	141
Circulation	19.6	64	18.5	36	19.2	100
Library Technology	21.1	20	18.2	70	18.8	90
Rare Book/Manuscripts/Special Collections	22.8	49	22.3	45	22.6	94
Research/Reference/Info or Learning Commons	19.6	83	19.9	39	19.7	122
Other Department Heads	20.4	348	19.0	200	19.9	548
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	15.9	130	18.6	43	16.6	173
Business Manager	18.9	78	15.9	55	17.7	133
Human Resources	20.6	60	15.7	7	20.1	67
Development/Advancement	12.9	32	12.8	13	12.9	45
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	12.8	49	10.5	28	11.9	77
IT, Systems	17.7	100	13.8	227	15.0	327
IT, Web Developer	11.6	62	10.4	85	10.9	147
IT, Programmer	17.0	63	13.0	190	14.0	253
Digital Acquisitions	12.8	59	9.9	14	12.3	73
Digital Collections Curation	9.9	47	11.9	36	10.8	83
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	12.6	108	11.8	63	12.4	171
Archivists	12.4	315	16.5	198	14.0	513
Assessment, Management Info Systems, Planning	13.1	33	13.9	11	13.3	44
Media Specialists	13.2	42	14.8	63	14.2	105
Preservation, including digital collections	14.2	108	13.3	35	14.0	143
Subject Specialist	16.7	806	17.7	460	17.1	1,266
Catalogers/Metadata analysts	18.2	433	18.4	190	18.3	623
Research/Reference/Instruction	15.3	566	16.3	222	15.6	788
Public Services	14.1	127	11.9	57	13.4	184
Technical Services	14.6	91	12.6	36	14.0	127
All Positions:	17.5	4,571	17.3	2,847	17.4	7,418

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	24.8	4	46.0	2	31.8	6
Associate Director	25.6	17	22.9	9	24.7	26
Assistant Director	26.1	8	20.2	6	23.6	14
Head, Branch	19.8	23	24.4	11	21.3	34
Dept. Head						
Acquisitions	15.0	9	5.0	1	14.0	10
Cataloging	18.4	21	22.0	3	18.9	24
Circulation	15.4	5	16.2	6	15.8	11
Library Technology	15.4	5	14.6	9	14.9	14
Rare Book/Manuscripts/Special Collections	23.1	7			23.1	7
Research/Reference/Info or Learning Commons	20.8	11	12.0	1	20.1	12
Other Department Heads	24.3	39	20.0	22	22.8	61
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	16.5	15	15.0	6	16.1	21
Business Manager	15.3	19	17.8	9	16.1	28
Human Resources	19.8	16			19.8	16
Development/Advancement	5.3	3	24.0	2	12.8	5
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	14.0	4	1.0	1	11.4	5
IT, Systems	16.2	19	14.6	48	15.0	67
IT, Web Developer	7.3	11	9.2	11	8.2	22
IT, Programmer	10.2	15	11.0	27	10.7	42
Digital Acquisitions	13.5	8	10.0	1	13.1	9
Digital Collections Curation	6.6	7	9.8	4	7.7	11
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	10.5	16	8.0	6	9.8	22
Archivists	11.8	36	12.6	14	12.0	50
Assessment, Management Info Systems, Planning	10.3	4	17.0	1	11.6	5
Media Specialists	12.7	9	19.6	7	15.7	16
Preservation, including digital collections	9.0	6	14.5	2	10.4	8
Subject Specialist	14.9	173	15.2	63	15.0	236
Catalogers/Metadata analysts	16.2	84	14.2	19	15.8	103
Research/Reference/Instruction	13.1	86	14.9	26	13.5	112
Public Services	12.4	21	15.3	4	12.9	25
Technical Services	10.3	20	4.3	6	8.9	26
All Positions:	15.5	721	15.3	327	15.4	1,048

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 2011–2012

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	53,203	385	57,050	218	54,594	603	8%
4–7 years	56,113	693	58,279	403	56,910	1,096	15%
8–11 years	61,759	586	66,500	401	63,685	987	13%
12–15 years	68,771	616	71,195	422	69,756	1,038	14%
16–19 years	73,796	447	78,674	298	75,747	745	10%
20–23 years	76,792	414	80,707	277	78,361	691	9%
24–27 years	79,332	435	85,102	250	81,438	685	9%
28–31 years	85,486	358	87,215	200	86,105	558	8%
32–35 years	93,197	282	99,307	196	95,703	478	6%
over 35 years	100,306	355	108,129	182	102,957	537	7%
All Positions:	72,130	4,571	75,974	2,847	73,605	7,418	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 2011–2012

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	52,818	78	56,028	24	53,573	102	10%
4–7 years	56,842	123	60,517	62	58,074	185	18%
8–11 years	60,128	121	69,465	48	62,780	169	16%
12–15 years	69,361	87	72,928	63	70,859	150	14%
16–19 years	76,377	82	76,088	34	76,292	116	11%
20–23 years	75,894	64	89,066	29	80,002	93	9%
24–27 years	80,158	65	84,570	23	81,311	88	8%
28–31 years	71,530	30	80,819	14	74,485	44	4%
32–35 years	80,781	25	87,634	18	83,650	43	4%
over 35 years	91,942	46	124,956	12	98,772	58	6%
All Positions:	68,164	721	74,461	327	70,129	1,048	100%

Excludes Canadian libraries.

Excludes medical and law libraries.

