

ARL UNIVERSITY MEDICAL LIBRARIES

TABLES 47-56

TABLE 47: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2012–2013

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Alabama	2	‡	‡	40,700	18.5
Alberta	6	101,198	115,247	57,668	18.7
Arizona	18	64,961	60,778	51,500	20.9
Boston University	11	61,164	58,079	50,000	8.4
British Columbia	11	85,467	88,478	55,131	18.7
Calgary	14	83,012	78,067	57,786	12.4
California, Davis	8	71,199	66,492	47,544	20.5
California, Los Angeles	11	74,167	74,207	47,544	18.5
California, San Diego	5	68,899	66,492	47,544	14.4
Case Western Reserve	7	63,359	66,708	35,700	25.6
Cincinnati	14	63,267	54,340	42,000	24.3
Columbia	11	70,423	76,785	55,300	16.1
Connecticut	15	80,634	79,346	56,454	19.5
Cornell	10	87,367	84,016	62,000	16.2
Dartmouth	8	68,631	68,520	46,000	22.0
Duke	18	61,260	58,349	50,000	15.8
Emory	14	63,859	59,685	49,000	16.2
Florida	12	58,422	54,727	43,483	14.1
Florida State	6	51,510	55,500	42,000	13.5
George Washington	13	69,144	66,990	48,000	17.3
Georgetown	13	63,535	64,725	44,000	15.1
Harvard	25	74,534	69,091	51,500	11.7
Hawaii	5	51,489	48,894	50,004	18.4
Howard	8	72,846	73,800	60,000	18.5
Illinois, Chicago	19	60,682	56,790	47,000	15.0
Iowa	11	65,251	57,372	43,000	19.3
Johns Hopkins	27	70,563	68,813	46,500	16.5
Kansas	11	54,165	50,556	42,000	17.1
Kentucky	12	56,475	55,503	43,000	25.3
Louisiana State	2	‡	‡	36,000	4.0
Louisville	8	59,298	58,711	38,000	23.1
McGill	8	80,771	80,665	49,816	17.8
McMaster	8	77,587	84,193	48,277	15.8
Manitoba	18	82,125	83,426	51,069	15.8
Miami	11	74,087	70,529	50,000	15.8
Michigan	18	67,355	66,500	47,000	16.6
Minnesota	15	67,039	66,184	46,000	17.1
Missouri	10	54,815	51,544	40,000	21.5
Montreal	11	73,913	71,081	54,498	18.4
Nebraska	15	65,838	60,186	47,500	21.1
New York University	30	76,628	69,179	55,000	11.7
North Carolina	28	70,058	67,200	45,000	20.7

TABLE 47: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2012–2013

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Northwestern	15	68,436	68,098	50,000	19.3
Ohio State	10	68,343	65,235	48,000	19.1
Oklahoma	9	60,364	61,219	40,000	19.8
Oklahoma State	4	52,414	46,392	38,000	18.5
Ottawa	6	83,375	83,062	49,996	12.3
Pennsylvania	10	66,913	63,030	45,000	20.0
Pennsylvania State	6	61,313	61,752	45,000	13.7
Pittsburgh	27	63,630	60,600	45,000	17.1
Queen's	7	86,690	89,158	53,718	14.3
Rochester	25	57,284	54,489	40,000	20.4
Saskatchewan	7	80,157	77,755	60,314	9.4
South Carolina	9	52,020	48,093	38,000	16.1
Southern California	15	76,235	70,955	53,045	19.0
Southern Illinois	5	64,088	67,353	41,000	26.4
SUNY Buffalo	10	70,072	65,833	47,000	21.5
SUNY Stony Brook	17	72,838	75,174	45,000	17.9
Temple	10	60,536	59,678	44,044	18.5
Tennessee, Knoxville	4	‡	‡	39,000	15.0
Tennessee, Memphis	12	56,150	57,474	45,000	21.2
Texas Tech	23	50,879	47,551	38,347	19.6
Toronto	18	99,941	98,056	56,591	14.5
Tulane	7	57,964	54,612	42,000	17.6
Utah	16	68,023	61,610	40,000	20.4
Vanderbilt	12	64,209	68,290	42,500	16.4
Virginia	14	66,500	66,800	45,000	23.7
Washington	17	65,021	60,570	42,600	18.9
Washington U.-St. Louis	24	60,434	53,709	40,000	16.2
Wayne State	4	‡	‡	50,000	21.8
Wisconsin	14	61,846	59,006	41,336	15.1
Yale	19	82,246	80,210	51,500	19.1

Directors are included in figures for filled positions and average years of experience, but not in either the average or median salary statistics. Canadian salaries are expressed in US dollars.

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

**TABLE 48: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2012–2013**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Cornell	62,000	37	Johns Hopkins	46,500
2	Saskatchewan	60,314	38	Dartmouth	46,000
3	Howard	60,000	38	Minnesota	46,000
4	Calgary	57,786	40	North Carolina	45,000
5	Alberta	57,668	40	Pennsylvania	45,000
6	Toronto	56,591	40	Pennsylvania State	45,000
7	Connecticut	56,454	40	Pittsburgh	45,000
8	Columbia	55,300	40	SUNY Stony Brook	45,000
9	British Columbia	55,131	40	Tennessee, Memphis	45,000
10	New York	55,000	40	Virginia	45,000
11	Montreal	54,498	47	Temple	44,044
12	Queen's	53,718	48	Georgetown	44,000
13	Southern California	53,045	49	Florida	43,483
14	Arizona	51,500	50	Iowa	43,000
14	Harvard	51,500	50	Kentucky	43,000
14	Yale	51,500	52	Washington	42,600
17	Manitoba	51,069	53	Vanderbilt	42,500
18	Hawaii	50,004	54	Cincinnati	42,000
19	Boston	50,000	54	Florida State	42,000
19	Duke	50,000	54	Kansas	42,000
19	Miami	50,000	54	Tulane	42,000
19	Northwestern	50,000	58	Wisconsin	41,336
19	Wayne State	50,000	59	Southern Illinois	41,000
24	Ottawa	49,996	60	Alabama	40,700
25	Mcgill	49,816	61	Missouri	40,000
26	Emory	49,000	61	Oklahoma	40,000
27	Mcmaster	48,277	61	Rochester	40,000
28	George Washington	48,000	61	Utah	40,000
28	Ohio State	48,000	61	Washington U.-St. Louis	40,000
30	California, Davis	47,544	66	Tennessee, Knoxville	39,000
30	California, Los Angeles	47,544	67	Texas Tech	38,347
30	California, San Diego	47,544	68	Louisville	38,000
33	Nebraska	47,500	68	Oklahoma State	38,000
34	Illinois, Chicago	47,000	68	South Carolina	38,000
34	Michigan	47,000	71	Louisiana State	36,000
34	SUNY Buffalo	47,000	72	Case Western Reserve	35,700

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

**TABLE 49: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2012–2013**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Alberta	115,247	37	Ohio State	65,235
2	Toronto	98,056	38	Georgetown	64,725
3	Queen's	89,158	39	Pennsylvania	63,030
4	British Columbia	88,478	40	Pennsylvania State	61,752
5	McMaster	84,193	41	Utah	61,610
6	Cornell	84,016	42	Oklahoma	61,219
7	Manitoba	83,426	43	Arizona	60,778
8	Ottawa	83,062	44	Pittsburgh	60,600
9	McGill	80,665	45	Washington	60,570
10	Yale	80,210	46	Nebraska	60,186
11	Connecticut	79,346	47	Emory	59,685
12	Calgary	78,067	48	Temple	59,678
13	Saskatchewan	77,755	49	Wisconsin	59,006
14	Columbia	76,785	50	Louisville	58,711
15	SUNY Stony Brook	75,174	51	Duke	58,349
16	California, Los Angeles	74,207	52	Boston University	58,079
17	Howard	73,800	53	Tennessee, Memphis	57,474
18	Montreal	71,081	54	Iowa	57,372
19	Southern California	70,955	55	Illinois, Chicago	56,790
20	Miami	70,529	56	Kentucky	55,503
21	New York University	69,179	57	Florida State	55,500
22	Harvard	69,091	58	Florida	54,727
23	Johns Hopkins	68,813	59	Tulane	54,612
24	Dartmouth	68,520	60	Rochester	54,489
25	Vanderbilt	68,290	61	Cincinnati	54,340
26	Northwestern	68,098	62	Washington U.-St. Louis	53,709
27	Southern Illinois	67,353	63	Missouri	51,544
28	North Carolina	67,200	64	Kansas	50,556
29	George Washington	66,990	65	Hawaii	48,894
30	Virginia	66,800	66	South Carolina	48,093
31	Case Western Reserve	66,708	67	Texas Tech	47,551
32	Michigan	66,500	68	Oklahoma State	46,392
33	California, Davis	66,492		Alabama	*
33	California, San Diego	66,492		Louisiana State	*
35	Minnesota	66,184		Tennessee–Knoxville	*
36	SUNY Buffalo	65,833		Wayne State	*

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

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

Canadian salaries are expressed in US dollars.

**TABLE 50: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2012–2013**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Alberta	101,198	37	Nebraska	65,838
2	Toronto	99,941	38	Iowa	65,251
3	Cornell	87,367	39	Washington	65,021
4	Queen`s	86,690	40	Arizona	64,961
5	British Columbia	85,467	41	Vanderbilt	64,209
6	Ottawa	83,375	42	Southern Illinois	64,088
7	Calgary	83,012	43	Emory	63,859
8	Yale	82,246	44	Pittsburgh	63,630
9	Manitoba	82,125	45	Georgetown	63,535
10	McGill	80,771	46	Case Western Reserve	63,359
11	Connecticut	80,634	47	Cincinnati	63,267
12	Saskatchewan	80,157	48	Wisconsin	61,846
13	McMaster	77,587	49	Pennsylvania State	61,313
14	New York University	76,628	50	Duke	61,260
15	Southern California	76,235	51	Boston University	61,164
16	Harvard	74,534	52	Illinois, Chicago	60,682
17	California, Los Angeles	74,167	53	Temple	60,536
18	Miami	74,087	54	Washington U.-St. Louis	60,434
19	Montreal	73,913	55	Oklahoma	60,364
20	Howard	72,846	56	Louisville	59,298
21	SUNY Stony Brook	72,838	57	Florida	58,422
22	California, Davis	71,199	58	Tulane	57,964
23	Johns Hopkins	70,563	59	Rochester	57,284
24	Columbia	70,423	60	Kentucky	56,475
25	SUNY Buffalo	70,072	61	Tennessee, Memphis	56,150
26	North Carolina	70,058	62	Missouri	54,815
27	George Washington	69,144	63	Kansas	54,165
28	California, San Diego	68,899	64	Oklahoma State	52,414
29	Dartmouth	68,631	65	South Carolina	52,020
30	Northwestern	68,436	66	Florida State	51,510
31	Ohio State	68,343	67	Hawaii	51,489
32	Utah	68,023	68	Texas Tech	50,879
33	Michigan	67,355		Alabama	*
34	Minnesota	67,039		Louisiana State	*
35	Pennsylvania	66,913		Tennessee–Knoxville	*
36	Virginia	66,500		Wayne State	*

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

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

Canadian salaries are expressed in US dollars.

TABLE 51: AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2012–2013, PART 1: 0 TO 19 YEARS OF EXPERIENCE

	0–3 years		4–7 years		8–11 years		12–15 years		16–19 years	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Head, Medical		.	‡	1	‡	1	‡	1	128,432	6
Associate Director		.	‡	1	70,106	4	91,140	5	88,593	7
Assistant Director	‡	2	‡	3	‡	3	74,709	4	‡	3
Head, Branch	‡	1	56,924	4	‡	3	68,664	4	‡	2
Administrative Specialist	‡	3	‡	3	‡	3	‡	3	75,162	4
Digital Specialist	68,823	4	55,936	16	66,694	11	65,999	19	60,899	10
Functional Specialist	55,869	7	55,608	7	‡	3	‡	3	61,116	7
Subject Specialist	54,540	15	61,117	39	62,796	21	72,478	13	72,534	10
Dept. Head										
Acquisitions	‡	2	‡	3	61,805	4	‡	3		.
Research/Reference/ Information or Learning Commons	‡	1	‡	1	61,822	4	‡	3	85,498	5
Cataloging	‡	2	‡	1	‡	1	‡	1	‡	1
Circulation		.	‡	2	68,884	4	75,300	4	60,648	4
Rare Books/ Manuscripts/Special Collections		.	‡	1	‡	1	‡	1	‡	1
Library Technology		.	‡	3		.	‡	2	‡	2
Other Department Heads	47,029	5	65,485	5	59,223	5	64,433	7	79,826	8
Public Services	56,461	5	57,028	9	64,292	7	64,516	6	‡	2
Technical Services		.	‡	3	‡	1		.		.
Research/Reference/ Instruction	53,988	37	54,185	44	65,133	24	69,756	25	73,591	23
Cataloger/Metadata Analysts	‡	2	63,547	5	‡	1	‡	2	‡	2
All Positions:	55,128	86	59,141	151	64,054	101	69,240	106	76,138	97

Years of experience reflect total professional experience.

Canadian salaries are expressed in US dollars.

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

. No positions reported in this category.

TABLE 51: AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2012–2013, PART 2: 20 TO OVER 30 YEARS OF EXPERIENCE

	20–23 years		24–27 years		28–31 years		32–35 years		over 35 years	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Head, Medical	118,346	5	148,053	8	127,805	11	144,023	15	140,588	18
Associate Director	85,956	9	92,294	6	105,196	7	‡	4	95,789	11
Assistant Director	71,240	8	80,804	4	87,709	4	‡	2	85,264	5
Head, Branch	‡	1	‡	1	‡	3	‡	2	‡	2
Administrative Specialist	65,085	5	‡	2	.	.	‡	3	‡	3
Digital Specialist	74,454	6	‡	3	‡	2	‡	3	‡	1
Functional Specialist	‡	3	‡	2	77,226	4	68,413	4	‡	2
Subject Specialist	62,960	6	77,514	6	77,915	6	71,745	8	87,152	10
Dept. Head										
Acquisitions	‡	1	68,205	5	‡	2	‡	3	‡	1
Research / Reference / Information or Learning Commons	‡	1	.	.	.	.	79,323	5	‡	2
Cataloging	‡	1	‡	2	‡	1	.	.	‡	1
Circulation	‡	1	.	.	‡	3	‡	2	‡	1
Rare Books / Manuscripts / Special Collections	.	.	.	.	‡	2	‡	1	‡	1
Library Technology	78,029	4	‡	1	.	.	.	.	‡	1
Other Department Heads	64,059	6	82,018	5	84,902	5	73,426	8	86,177	4
Public Services	‡	2	‡	2	.	.	79,930	4	‡	1
Technical Services	‡	1	‡	2	‡	1	.	.	‡	1
Research / Reference / Instruction	73,318	15	63,234	16	77,809	16	70,912	12	79,272	9
Cataloger / Metadata Analysts	‡	1	‡	2	.	.	‡	1	‡	1
All Positions:	74,866	76	83,443	67	90,344	67	88,551	77	96,019	75

Years of experience reflect total professional experience.

Canadian salaries are expressed in US dollars..

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

. No positions reported in this category.

TABLE 52: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	134,352	52	146,019	14	136,827	66
Associate Director	87,036	39	98,003	15	90,082	54
Assistant Director	71,844	30	83,262	8	74,248	38
Head, Branch	‡	20	‡	3	75,475	23
Administrative Specialist	67,039	24	75,755	5	68,542	29
Digital Specialist	64,711	30	64,671	45	64,687	75
Functional Specialist	62,846	29	63,465	13	63,037	42
Subject Specialist	66,581	117	67,868	17	66,744	134
Dept. Head						
Acquisitions	66,863	15	68,001	9	67,290	24
Research/Reference/Information or Learning Commons	‡	20	‡	2	72,751	22
Cataloging	‡	8	‡	3	65,241	11
Circulation	70,779	13	64,742	8	68,480	21
Rare Books/Manuscripts/Special Collections	‡	3	‡	5	80,956	8
Library Technology	81,608	6	69,632	7	75,160	13
Other Department Heads	70,236	48	72,807	10	70,679	58
Public Services	63,801	32	63,761	6	63,795	38
Technical Services	‡	7	‡	2	52,641	9
Research/Reference/Instruction	65,108	172	63,338	49	64,716	221
Cataloger/Metadata Analysts	‡	14	‡	3	61,215	17
All Positions:	73,193	679	73,756	224	73,332	903

Canadian salaries are expressed in US dollars.

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

TABLE 53: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	134,352	52	146,019	14	136,827	66
Associate Director	87,036	39	98,003	15	90,082	54
Assistant Director	71,844	30	83,262	8	74,248	38
Head, Branch	‡	20	‡	3	75,475	23
Dept. Head						
Acquisitions	66,863	15	68,001	9	67,290	24
Cataloging	‡	8	‡	3	65,241	11
Circulation	70,779	13	64,742	8	68,480	21
Library Technology	81,608	6	69,632	7	75,160	13
Rare Book/Manuscripts/Special Collections	‡	3	‡	5	80,956	8
Research/Reference/Info or Learning Commons	‡	20	‡	2	72,751	22
Other Department Heads	70,236	48	72,807	10	70,679	58
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	‡	12	‡	3	62,761	15
Business Manager	‡	10	‡	1	76,108	11
Human Resources	‡	2		.	‡	2
Development/Advancement		.	‡	1	‡	1
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	65,595	5		.	65,595	5
IT, Systems	59,467	8	61,252	24	60,805	32
IT, Web Developer	60,561	6	62,381	7	61,541	13
IT, Programmer	69,458	5	71,489	12	70,892	17
Digital Acquisitions	‡	5	‡	2	74,672	7
Digital Collections Curation	‡	1		.	‡	1
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	‡	15	‡	3	62,236	18
Archivists	64,183	14	61,116	4	63,501	18
Assessment, Management Info Systems, Planning		.	‡	1	‡	1
Media Specialists		.	66,701	4	66,701	4
Preservation, including digital collections		.	‡	1	‡	1
Subject Specialist	66,581	117	67,868	17	66,744	134
Catalogers/Metadata analysts	‡	14	‡	3	61,215	17
Research/Reference/Instruction	65,108	172	63,338	49	64,716	221
Public Services	63,801	32	63,761	6	63,795	38
Technical Services	‡	7	‡	2	52,641	9
All Positions:	73,193	679	73,756	224	73,332	903

Canadian salaries are expressed in US dollars..

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

. No positions reported in this category.

TABLE 54: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.6	52	31.4	14	30.0	66
Associate Director	24.9	39	26.7	15	25.4	54
Assistant Director	24.2	30	12.6	8	21.7	38
Head, Branch	17.5	20	25.0	3	18.4	23
Administrative Specialist	18.5	24	18.4	5	18.5	29
Digital Specialist	12.1	30	15.2	45	14.0	75
Functional Specialist	15.3	29	18.9	13	16.4	42
Subject Specialist	14.1	117	14.5	17	14.1	134
Dept. Head						
Acquisitions	20.2	15	16.2	9	18.7	24
Research/Reference/Information or Learning Commons	20.3	20	18.0	2	20.0	22
Cataloging	17.0	8	17.3	3	17.1	11
Circulation	21.2	13	13.5	8	18.2	21
Rare Books/Manuscripts/Special Collections	24.3	3	20.2	5	21.8	8
Library Technology	21.5	6	15.1	7	18.1	13
Other Department Heads	19.9	48	19.3	10	19.8	58
Public Services	13.0	32	12.8	6	13.0	38
Technical Services	21.6	7	8.5	2	18.7	9
Research/Reference/Instruction	14.6	172	14.5	49	14.6	221
Cataloger/Metadata Analysts	12.6	14	25.3	3	14.8	17
All Positions:	17.7	679	17.4	224	17.6	903

TABLE 55: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.6	52	31.4	14	30.0	66
Associate Director	24.9	39	26.7	15	25.4	54
Assistant Director	24.2	30	12.6	8	21.7	38
Head, Branch	17.5	20	25.0	3	18.4	23
Dept. Head						
Acquisitions	20.2	15	16.2	9	18.7	24
Cataloging	17.0	8	17.3	3	17.1	11
Circulation	21.2	13	13.5	8	18.2	21
Library Technology	21.5	6	15.1	7	18.1	13
Rare Book/Manuscripts/Special Collections	24.3	3	20.2	5	21.8	8
Research/Reference/Info or Learning Commons	20.3	20	18.0	2	20.0	22
Other Department Heads	19.9	48	19.3	10	19.8	58
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	13.3	12	19.3	3	14.5	15
Business Manager	22.6	10	23.0	1	22.6	11
Human Resources	30.0	2	.		30.0	2
Development/Advancement	.		11.0	1	11.0	1
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	8.0	5	.		8.0	5
IT, Systems	9.0	8	15.5	24	13.9	32
IT, Web Developer	13.7	6	14.7	7	14.2	13
IT, Programmer	11.8	5	14.0	12	13.4	17
Digital Acquisitions	20.6	5	20.0	2	20.4	7
Digital Collections Curation	8.0	1	.		8.0	1
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	16.9	15	11.3	3	16.0	18
Archivists	13.6	14	16.8	4	14.3	18
Assessment, Management Info Systems, Planning	.		29.0	1	29.0	1
Media Specialists	.		24.3	4	24.3	4
Preservation, including digital collections	.		19.0	1	19.0	1
Subject Specialist	14.1	117	14.5	17	14.1	134
Catalogers/Metadata analysts	12.6	14	25.3	3	14.8	17
Research/Reference/Instruction	14.6	172	14.5	49	14.6	221
Public Services	13.0	32	12.8	6	13.0	38
Technical Services	21.6	7	8.5	2	18.7	9
All Positions:	17.7	679	17.4	224	17.6	903

. No positions reported in this category.

TABLE 56: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2012–2013

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	55,741	73	51,683	13	55,128	86	10%
4–7 years	59,639	109	57,851	42	59,141	151	17%
8–11 years	64,452	78	62,707	23	64,054	101	11%
12–15 years	67,404	78	74,356	28	69,240	106	12%
16–19 years	78,731	62	71,546	35	76,138	97	11%
20–23 years	73,269	57	79,659	19	74,866	76	8%
24–27 years	79,380	52	97,530	15	83,443	67	7%
28–31 years	89,170	50	93,798	17	90,344	67	7%
32–35 years	90,886	57	81,896	20	88,551	77	9%
over 35 years	95,540	63	98,529	12	96,019	75	8%
All Positions:	73,193	679	73,756	224	73,332	903	100%

Canadian salaries are expressed in US dollars.

