

ARL UNIVERSITY LAW LIBRARIES

TABLES 57–66

TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2012–2013

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Alberta	3	‡	‡	57,668	29.3
Arizona	8	66,606	65,342	60,000	19.8
Arizona State	5	66,870	65,000	53,000	22.0
Boston University	11	76,290	72,950	55,000	15.0
Boston College	16	74,640	74,000	44,900	17.3
British Columbia	4	‡	‡	55,131	19.5
Calgary	2	‡	‡	57,786	15.0
California, Davis	7	85,886	84,600	47,544	20.6
California, Irvine	7	87,774	74,466	47,544	14.6
California, Los Angeles	18	82,770	87,887	47,544	16.4
Case Western Reserve	13	69,155	70,795	35,700	20.7
Cincinnati	8	67,567	62,340	48,000	18.8
Colorado	9	72,107	60,908	54,000	16.0
Columbia	18	82,143	71,513	55,300	14.9
Connecticut	10	76,458	73,321	41,857	18.8
Cornell	8	74,245	73,530	62,830	10.0
Duke	12	70,484	66,550	61,000	15.9
Emory	11	59,138	54,076	42,000	10.1
Florida	11	60,877	55,000	55,000	10.0
Florida State	10	55,482	53,560	50,000	15.7
George Washington	23	96,393	91,480	50,000	17.0
Georgetown	24	83,415	76,409	54,000	11.7
Georgia	8	56,677	57,352	57,500	12.9
Harvard	42	83,007	78,306	51,500	12.1
Hawaii	6	85,440	82,392	50,004	14.5
Houston	13	57,729	54,716	54,000	16.7
Howard	8	56,146	55,393	52,000	20.4
Illinois, Urbana	8	69,659	74,284	56,500	19.6
Indiana	10	70,640	63,923	40,400	20.2
Iowa	17	75,329	72,250	43,000	18.5
Kansas	6	52,363	53,930	40,500	9.0
Kentucky	6	56,803	53,550	52,000	11.7
Louisiana State	9	57,501	55,831	50,000	18.4
Louisville	6	62,640	61,729	38,000	22.5
McGill	4	‡	‡	49,816	17.8
Manitoba	3	‡	‡	51,069	21.0
Miami	14	60,846	59,500	48,000	16.0
Michigan	10	78,141	64,505	49,000	13.5
Minnesota	13	83,480	80,903	52,000	20.8
Missouri	8	56,175	58,473	40,000	16.6
Montreal	5	63,008	63,418	54,498	10.4
Nebraska	6	67,948	69,481	45,000	17.7

TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2012–2013

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	82,599	75,090	70,000	23.7
North Carolina	12	74,168	68,816	57,000	14.8
Northwestern	8	71,436	69,520	50,000	23.5
Notre Dame	14	72,475	69,350	47,000	18.4
Ohio State	8	61,587	58,500	48,000	8.8
Oklahoma	7	59,551	52,852	42,000	17.9
Oregon	8	55,332	54,000	42,000	15.5
Ottawa	4	‡	‡	49,996	19.5
Pennsylvania	15	70,432	68,653	45,000	16.1
Pennsylvania State	9	78,568	72,402	57,000	22.8
Queen's	3	‡	‡	53,718	12.7
Rutgers, Camden	5	88,813	88,989	70,000	21.4
Rutgers, Newark	9	85,608	76,331	62,000	18.4
Saskatchewan	2	‡	‡	60,314	15.0
South Carolina	9	66,473	69,000	55,000	14.3
Southern Illinois	4	‡	‡	50,000	9.0
SUNY Buffalo	12	69,728	67,036	60,000	15.8
Syracuse	10	60,044	56,631	46,700	16.4
Temple	10	66,364	55,200	44,044	26.1
Tennessee	9	68,941	61,867	55,000	13.4
Texas	17	69,671	57,679	58,000	14.3
Texas Tech	8	63,370	59,239	50,500	11.0
Toronto	6	97,224	103,067	56,591	14.8
Tulane	8	63,064	62,465	45,000	13.9
Utah	7	66,815	66,660	52,500	16.1
Vanderbilt	6	72,321	66,361	42,500	18.7
Virginia	14	72,538	66,700	63,500	16.7
Washington	17	69,932	65,004	61,000	21.7
Washington U.-St. Louis	9	68,377	65,663	50,000	22.8
Wayne State	5	62,363	57,360	50,000	20.8
Western	3	‡	‡	54,608	17.3
Wisconsin	11	64,337	61,514	41,336	21.9
Yale	19	83,814	75,000	51,500	15.8
York	5	98,393	101,012	48,819	18.2

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 2012–2013

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	New York University	70,000	40	Hawaii	50,004
1	Rutgers, Camden	70,000	41	Florida State	50,000
3	Virginia	63,500	41	George Washington	50,000
4	Cornell	62,830	41	Louisiana State	50,000
5	Rutgers, Newark	62,000	41	New Mexico	50,000
6	Duke	61,000	41	Northwestern	50,000
6	Washington	61,000	41	Southern Illinois	50,000
8	Saskatchewan	60,314	41	Washington U.-St. Louis	50,000
9	Arizona	60,000	41	Wayne State	50,000
9	SUNY Buffalo	60,000	49	Ottawa	49,996
11	Texas	58,000	50	McGill	49,816
12	Calgary	57,786	51	Michigan	49,000
13	Alberta	57,668	52	York	48,819
14	Georgia	57,500	53	Cincinnati	48,000
15	North Carolina	57,000	53	Miami	48,000
15	Pennsylvania State	57,000	53	Ohio State	48,000
17	Toronto	56,591	56	California, Davis	47,544
18	Illinois, Urbana	56,500	56	California, Irvine	47,544
19	Columbia	55,300	56	California, Los Angeles	47,544
20	British Columbia	55,131	59	Notre Dame	47,000
21	Boston University	55,000	60	Syracuse	46,700
21	Florida	55,000	61	Nebraska	45,000
21	South Carolina	55,000	61	Pennsylvania	45,000
21	Tennessee	55,000	61	Tulane	45,000
25	Western	54,608	64	Boston College	44,900
26	Montreal	54,498	65	Temple	44,044
27	Colorado	54,000	66	Iowa	43,000
27	Georgetown	54,000	67	Vanderbilt	42,500
27	Houston	54,000	68	Emory	42,000
30	Queen's	53,718	68	Oklahoma	42,000
31	Arizona State	53,000	68	Oregon	42,000
32	Utah	52,500	71	Connecticut	41,857
33	Howard	52,000	72	Wisconsin	41,336
33	Kentucky	52,000	73	Kansas	40,500
33	Minnesota	52,000	74	Indiana	40,400
36	Harvard	51,500	75	Missouri	40,000
36	Yale	51,500	76	Louisville	38,000
38	Manitoba	51,069	77	Case Western Reserve	35,700
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 2012–2013

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Toronto	103,067	40	Michigan	64,505
2	York	101,012	41	Indiana	63,923
3	George Washington	91,480	42	Montreal	63,418
4	Rutgers, Camden	88,989	43	Tulane	62,465
5	California, Los Angeles	87,887	44	Cincinnati	62,340
6	California, Davis	84,600	45	Tennessee	61,867
7	Hawaii	82,392	46	Louisville	61,729
8	Minnesota	80,903	47	Wisconsin	61,514
9	Harvard	78,306	48	Colorado	60,908
10	Georgetown	76,409	49	Miami	59,500
11	Rutgers, Newark	76,331	50	Texas Tech	59,239
12	New York University	75,090	51	Ohio State	58,500
13	Yale	75,000	52	Missouri	58,473
14	California, Irvine	74,466	53	Texas	57,679
15	Illinois, Urbana	74,284	54	Wayne State	57,360
16	Boston College	74,000	55	Georgia	57,352
17	Cornell	73,530	56	Syracuse	56,631
18	Connecticut	73,321	57	Louisiana State	55,831
19	Boston University	72,950	58	Howard	55,393
20	Pennsylvania State	72,402	59	Temple	55,200
21	Iowa	72,250	60	Florida	55,000
22	New Mexico	71,760	61	Houston	54,716
23	Columbia	71,513	62	Emory	54,076
24	Case Western Reserve	70,795	63	Oregon	54,000
25	Northwestern	69,520	64	Kansas	53,930
26	Nebraska	69,481	65	Florida State	53,560
27	Notre Dame	69,350	66	Kentucky	53,550
28	South Carolina	69,000	67	Oklahoma	52,852
29	North Carolina	68,816		Alberta	*
30	Pennsylvania	68,653		British Columbia	*
31	SUNY Buffalo	67,036		Calgary	*
32	Virginia	66,700		McGill	*
33	Utah	66,660		Manitoba	*
34	Duke	66,550		Ottawa	*
35	Vanderbilt	66,361		Queen's	*
36	Washington U.-St. Louis	65,663		Saskatchewan	*
37	Arizona	65,342		Southern Illinois	*
38	Washington	65,004		Western	*
39	Arizona State	65,000			

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

Alberta, British Columbia, Calgary, McGill, Manitoba, Montreal, Ottawa, Queen's, Saskatchewan, Southern Illinois, 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 2012–2013

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	98,393	40	Nebraska	67,948
2	Toronto	97,224	41	Cincinnati	67,567
3	George Washington	96,393	42	Arizona State	66,870
4	Rutgers, Camden	88,813	43	Utah	66,815
5	California, Irvine	87,774	44	Arizona	66,606
6	California, Davis	85,886	45	South Carolina	66,473
7	Rutgers, Newark	85,608	46	Temple	66,364
8	Hawaii	85,440	47	Wisconsin	64,337
9	Yale	83,814	48	Texas Tech	63,370
10	Minnesota	83,480	49	Tulane	63,064
11	Georgetown	83,415	50	Montreal	63,008
12	Harvard	83,007	51	Louisville	62,640
13	California, Los Angeles	82,770	52	Wayne State	62,363
14	New York University	82,599	53	Ohio State	61,587
15	Columbia	82,143	54	Florida	60,877
16	Pennsylvania State	78,568	55	Miami	60,846
17	Michigan	78,141	56	Syracuse	60,044
18	Connecticut	76,458	57	Oklahoma	59,551
19	Boston University	76,290	58	Emory	59,138
20	Iowa	75,329	59	Houston	57,729
21	Boston College	74,640	60	Louisiana State	57,501
22	Cornell	74,245	61	Kentucky	56,803
23	North Carolina	74,168	62	Georgia	56,677
24	Virginia	72,538	63	Missouri	56,175
25	Notre Dame	72,475	64	Howard	56,146
26	Vanderbilt	72,321	65	Florida State	55,482
27	Colorado	72,107	66	Oregon	55,332
28	Northwestern	71,436	67	Kansas	52,363
29	New Mexico	70,695		Alberta	*
30	Indiana	70,640		British Columbia	*
31	Duke	70,484		Calgary	*
32	Pennsylvania	70,432		McGill	*
33	Washington	69,932		Manitoba	*
34	SUNY Buffalo	69,728		Ottawa	*
35	Texas	69,671		Queen's	*
36	Illinois, Urbana	69,659		Saskatchewan	*
37	Case Western Reserve	69,155		Southern Illinois	*
38	Tennessee	68,941		Western	*
39	Washington U.-St. Louis	68,377			

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

Alberta, British Columbia, Calgary, McGill, Manitoba, Montreal, Ottawa, Queen's, Saskatchewan, Southern Illinois, 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 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, Law	‡	1	‡	2	139,490	5	163,579	7	157,494	9
Associate Director		.	83,116	5	‡	3	92,957	4	96,657	12
Assistant Director	‡	1	80,550	4	‡	3	74,710	4	88,888	7
Administrative Specialist	‡	1	‡	1	‡	1	‡	2	‡	2
Digital Specialist	63,799	11	67,281	10	70,191	4	69,090	7	‡	3
Functional Specialist	‡	2	55,334	6	‡	1	55,697	4	‡	1
Subject Specialist	59,332	22	60,582	10	72,861	11	72,693	8	75,039	7
Dept. Head										
Acquisitions	‡	1	55,885	5	‡	2	‡	3	71,674	9
Research/Reference/ Information or Learning Commons	‡	1	65,958	5	77,503	4	87,847	4	‡	3
Cataloging	‡	1		.	75,983	4	‡	2	‡	2
Circulation	‡	1	60,772	7	63,032	5	‡	1	72,864	6
Rare Books/ Manuscripts/Special Collections	‡	1	‡	1		.		.		.
Library Technology	‡	1		.		.		.	‡	1
Other Department Heads	‡	1	‡	3	66,895	6	‡	2	78,969	4
Public Services	58,030	4	59,465	5	60,877	5	‡	1	‡	2
Technical Services	54,936	5	54,109	5	‡	1	‡	2		.
Research/Reference/ Instruction	62,607	47	65,071	41	69,576	39	64,327	11	72,362	13
Cataloger/Metadata Analysts	49,768	5	66,464	4	67,475	5	‡	3	56,700	4
All Positions:	61,089	106	65,221	114	74,206	99	79,133	65	87,957	85

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 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, Law	131,771	8	152,449	9	155,536	6	186,710	13	179,613	16
Associate Director	‡	2	115,297	8	119,172	5	118,404	4	115,075	9
Assistant Director	77,739	12	96,405	5	90,197	4	97,319	8	‡	2
Administrative Specialist	‡	1	‡	2	‡	1	‡	2		.
Digital Specialist	73,038	4	‡	1		.	‡	1		.
Functional Specialist	‡	2	‡	1		.	‡	1	‡	1
Subject Specialist	‡	3	72,589	6	74,954	4	‡	2	79,672	4
Dept. Head										
Acquisitions	‡	3	‡	3	‡	3	‡	2	74,098	4
Research/Reference/ Information or Learning Commons	‡	1	‡	1	‡	3	80,541	4	‡	1
Cataloging	‡	2	68,958	5	76,924	8	‡	3	75,655	6
Circulation	‡	3	‡	1	‡	1	65,670	4	‡	2
Rare Books/ Manuscripts/Special Collections		.	‡	1		.		.		.
Library Technology	‡	1	‡	1		.		.	‡	1
Other Department Heads	90,841	5	‡	2	‡	2	‡	1	‡	3
Public Services	‡	2	‡	1	‡	1	‡	1	‡	1
Technical Services		.	‡	1	‡	1	‡	1	‡	1
Research/Reference/ Instruction	82,889	10	80,655	9	94,715	5	84,303	7	82,303	6
Cataloger/Metadata Analysts	‡	3	68,131	6	‡	2	‡	3	70,004	4
All Positions:	84,922	62	95,065	63	92,648	46	109,008	57	108,808	61

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	160,695	40	163,042	36	161,806	76
Associate Director	108,968	31	101,814	21	106,079	52
Assistant Director	87,480	36	83,032	14	86,235	50
Administrative Specialist	‡	11	‡	2	63,304	13
Digital Specialist	67,814	13	73,620	28	71,779	41
Functional Specialist	58,864	11	72,027	8	64,406	19
Subject Specialist	68,930	47	67,254	30	68,277	77
Dept. Head						
Acquisitions	68,424	26	71,240	9	69,148	35
Research/Reference/Information or Learning Commons	77,905	18	77,109	9	77,640	27
Cataloging	72,870	25	68,246	8	71,749	33
Circulation	65,793	23	65,604	8	65,744	31
Rare Books/Manuscripts/Special Collections	‡	3		.	‡	3
Library Technology	‡	2	‡	3	90,242	5
Other Department Heads	75,976	20	66,386	9	73,000	29
Public Services	57,914	11	64,359	12	61,277	23
Technical Services	60,971	13	56,587	4	59,940	17
Research/Reference/Instruction	70,184	123	68,490	65	69,599	188
Cataloger/Metadata Analysts	62,529	29	72,787	10	65,159	39
All Positions:	80,509	482	84,922	276	82,116	758

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	160,695	40	163,042	36	161,806	76
Associate Director	108,968	31	101,814	21	106,079	52
Assistant Director	87,480	36	83,032	14	86,235	50
Dept. Head						
Acquisitions	68,424	26	71,240	9	69,148	35
Cataloging	72,870	25	68,246	8	71,749	33
Circulation	65,793	23	65,604	8	65,744	31
Library Technology	‡	2	‡	3	90,242	5
Rare Book/ Manuscripts/ Special Collections	‡	3	.	.	‡	3
Research/ Reference/ Info or Learning Commons	77,905	18	77,109	9	77,640	27
Other Department Heads	75,976	20	66,386	9	73,000	29
Admin Specialist (no subgroup); Admin support, Marketing/ Comm/ IP Permissions; Other Admin	‡	7	‡	2	63,349	9
Business Manager	63,203	4	.	.	63,203	4
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	‡	4	‡	2	58,144	6
IT, Systems	69,201	5	73,351	11	72,054	16
IT, Web Developer	‡	3	‡	7	82,379	10
IT, Programmer	.	.	‡	1	‡	1
Digital Acquisitions	‡	1	‡	3	70,307	4
Digital Collections Curation	.	.	67,797	4	67,797	4
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	51,761	4	75,589	5	64,999	9
Archivists	‡	3	‡	1	66,257	4
Assessment, Management Info Systems, Planning	‡	1	‡	1	‡	2
Media Specialists	‡	3	‡	1	55,061	4
Subject Specialist	68,930	47	67,254	30	68,277	77
Catalogers/ Metadata analysts	62,529	29	72,787	10	65,159	39
Research/ Reference/ Instruction	70,184	123	68,490	65	69,599	188
Public Services	57,914	11	64,359	12	61,277	23
Technical Services	60,971	13	56,587	4	59,940	17
All Positions:	80,509	482	84,922	276	82,116	758

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	26.0	40	24.6	36	25.3	76
Associate Director	23.8	31	21.3	21	22.8	52
Assistant Director	21.3	36	21.8	14	21.4	50
Administrative Specialist	17.5	11	30.5	2	19.5	13
Digital Specialist	8.7	13	10.3	28	9.8	41
Functional Specialist	12.1	11	14.9	8	13.3	19
Subject Specialist	13.4	47	11.3	30	12.6	77
Dept. Head						
Acquisitions	21.4	26	17.3	9	20.3	35
Research/Reference/Information or Learning Commons	16.0	18	20.4	9	17.5	27
Cataloging	27.6	25	18.1	8	25.3	33
Circulation	17.6	23	15.4	8	17.0	31
Rare Books/Manuscripts/Special Collections	11.0	3	.		11.0	3
Library Technology	31.5	2	15.3	3	21.8	5
Other Department Heads	20.2	20	14.3	9	18.4	29
Public Services	14.7	11	12.3	12	13.5	23
Technical Services	12.7	13	10.0	4	12.1	17
Research/Reference/Instruction	11.5	123	10.4	65	11.1	188
Cataloger/Metadata Analysts	17.1	29	21.7	10	18.3	39
All Positions:	17.2	482	15.6	276	16.6	758

. 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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	26.0	40	24.6	36	25.3	76
Associate Director	23.8	31	21.3	21	22.8	52
Assistant Director	21.3	36	21.8	14	21.4	50
Dept. Head						
Acquisitions	21.4	26	17.3	9	20.3	35
Cataloging	27.6	25	18.1	8	25.3	33
Circulation	17.6	23	15.4	8	17.0	31
Library Technology	31.5	2	15.3	3	21.8	5
Rare Book/Manuscripts/Special Collections	11.0	3	.		11.0	3
Research/Reference/Info or Learning Commons	16.0	18	20.4	9	17.5	27
Other Department Heads	20.2	20	14.3	9	18.4	29
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	21.3	7	30.5	2	23.3	9
Business Manager	10.8	4	.		10.8	4
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	3.3	4	3.5	2	3.3	6
IT, Systems	9.0	5	13.3	11	11.9	16
IT, Web Developer	14.3	3	10.6	7	11.7	10
IT, Programmer	.		4.0	1	4.0	1
Digital Acquisitions	12.0	1	10.0	3	10.5	4
Digital Collections Curation	.		6.8	4	6.8	4
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	6.8	4	13.4	5	10.4	9
Archivists	12.0	3	12.0	1	12.0	4
Assessment, Management Info Systems, Planning	16.0	1	32.0	1	24.0	2
Media Specialists	18.0	3	8.0	1	15.5	4
Subject Specialist	13.4	47	11.3	30	12.6	77
Catalogers/Metadata analysts	17.1	29	21.7	10	18.3	39
Research/Reference/Instruction	11.5	123	10.4	65	11.1	188
Public Services	14.7	11	12.3	12	13.5	23
Technical Services	12.7	13	10.0	4	12.1	17
All Positions:	17.2	482	15.6	276	16.6	758

. No positions reported in this category.

TABLE 66: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW 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	59,868	68	63,275	38	61,089	106	14%
4–7 years	66,026	70	63,939	44	65,221	114	15%
8–11 years	74,345	61	73,983	38	74,206	99	13%
12–15 years	80,062	36	77,979	29	79,133	65	9%
16–19 years	81,816	58	101,148	27	87,957	85	11%
20–23 years	80,702	39	92,076	23	84,922	62	8%
24–27 years	98,571	32	91,446	31	95,065	63	8%
28–31 years	84,300	32	111,729	14	92,648	46	6%
32–35 years	100,277	38	126,471	19	109,008	57	8%
over 35 years	107,085	48	115,169	13	108,808	61	8%
All Positions:	80,509	482	84,922	276	82,116	758	100%

Canadian salaries are expressed in US dollars.

