

**US ARL UNIVERSITY LIBRARIES**

**TABLES 26-30**

**TABLE 26: AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS  
BY POSITION AND YEARS OF EXPERIENCE, FY 2011–2012**

Position	YEARS OF EXPERIENCE									
	0–3 years	4–7 years	8–11 years	12–15 years	16–19 years	20–23 years	24–27 years	28–31 years	32–35 years	over 35 years
Director	#	#	#	.	#	\$223,494	\$203,174	\$227,246	\$199,811	\$214,207
Associate Director	.	#	\$96,802	\$109,770	\$113,307	120,242	129,692	121,203	121,192	130,848
Assistant Director	#	\$94,390	90,819	98,989	110,004	115,004	112,380	111,333	116,264	119,533
Head, Branch	\$71,915	63,601	71,000	77,737	75,223	85,421	86,555	82,540	95,301	98,744
Functional Specialist	52,440	56,488	62,235	67,537	69,804	71,015	73,772	78,746	80,778	85,374
Subject Specialist	51,869	54,772	61,999	65,480	69,670	71,143	75,422	79,468	82,519	80,949
Dept. Head:										
Acquisitions	#	63,388	63,718	69,330	71,382	72,557	76,061	78,957	85,938	82,918
Reference	#	61,556	70,915	82,137	76,028	83,624	80,182	86,356	94,961	98,771
Cataloging	#	59,604	62,992	68,466	73,153	75,249	83,680	82,726	86,719	82,958
Serials	#	.	64,126	#	#	72,091	.	#	#	#
Documents/Maps	#	50,014	60,867	#	67,118	69,005	71,324	80,842	.	82,073
Circulation	55,514	55,637	58,843	69,511	90,185	66,168	73,640	82,108	#	80,684
Rare Books/Manuscripts	#	#	78,363	74,065	75,657	86,772	92,973	75,882	89,681	104,809
Computer Systems	.	#	98,561	90,205	96,479	85,545	#	90,853	107,240	.
Other	57,909	65,651	69,685	73,946	80,804	82,330	83,846	85,708	91,733	93,397
Public services	47,654	53,698	60,025	60,125	60,876	64,900	64,822	66,304	64,365	69,582
Technical services	46,551	50,174	58,641	59,906	62,314	63,149	67,032	61,018	82,055	74,678
Administration	58,367	57,283	63,796	69,156	67,366	77,173	83,942	87,757	86,650	84,827
Reference	48,735	50,345	58,144	60,234	62,021	64,741	68,399	71,757	74,072	73,039
Cataloger	46,982	55,274	57,014	62,749	63,034	64,962	67,572	71,204	69,035	69,480
<b>All Positions</b>										
<b>Average Salary</b>	<b>\$52,376</b>	<b>\$55,877</b>	<b>\$62,971</b>	<b>\$69,073</b>	<b>\$73,503</b>	<b>\$76,407</b>	<b>\$81,863</b>	<b>\$85,319</b>	<b>\$92,709</b>	<b>\$99,745</b>
<b>Number of Positions</b>	<b>559</b>	<b>1,058</b>	<b>1,024</b>	<b>922</b>	<b>754</b>	<b>742</b>	<b>649</b>	<b>548</b>	<b>475</b>	<b>529</b>

Excludes Canadian libraries.

Excludes medical and law libraries.

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

. No positions reported in this category.

**TABLE 27: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2011–2012**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	‡	6	‡	2	\$185,297	8
Associate Director	\$122,327	15	\$137,043	7	127,010	22
Assistant Director	110,798	7	120,027	7	115,412	14
Head, Branch	71,220	28	88,839	12	76,506	40
Functional Specialist	62,367	142	68,994	122	65,429	264
Subject Specialist	64,782	157	67,516	60	65,538	217
Dept. Head:						
Acquisitions	‡	10	‡	1	68,920	11
Reference	82,313	8	.		82,313	8
Cataloging	‡	21	‡	2	74,317	23
Serials	‡	2	.		‡	2
Documents/Maps	‡	3	‡	1	68,809	4
Circulation	‡	3	‡	5	74,263	8
Rare Books/Manuscripts	80,687	5	.		80,687	5
Computer Systems	‡	3	‡	5	85,303	8
Other	82,607	36	74,402	17	79,975	53
Reference:						
Over 14 years experience	69,521	38	69,084	14	69,403	52
10 to 14 years experience	54,264	13	61,372	9	57,171	22
5 to 9 years experience	54,173	27	55,457	5	54,373	32
Under 5 years experience	49,165	21	48,878	7	49,094	28
Cataloging:						
Over 14 years experience	63,873	41	72,941	11	65,791	52
10 to 14 years experience	59,145	11	63,214	5	60,417	16
5 to 9 years experience	57,551	21	54,683	7	56,834	28
Under 5 years experience	‡	12	‡	2	50,008	14
Other:						
Over 14 years experience	69,190	15	66,931	5	68,625	20
10 to 14 years experience	‡	8	‡	1	62,855	9
5 to 9 years experience	‡	19	‡	3	56,483	22
Under 5 years experience	48,690	16	44,897	5	47,787	21
<b>All Positions</b>	<b>\$67,048</b>	<b>688</b>	<b>\$71,825</b>	<b>315</b>	<b>\$68,548</b>	<b>1,003</b>

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 28: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2011–2012**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	24.2	6	43.5	2	29.0	8
Associate Director	29.8	15	20.7	7	26.9	22
Assistant Director	26.0	7	16.0	7	21.0	14
Head, Branch	19.7	28	23.6	12	20.9	40
Functional Specialist	13.6	142	14.2	122	13.9	264
Subject Specialist	14.3	157	13.9	60	14.2	217
Dept. Head:						
Acquisitions	14.9	10	5.0	1	14.0	11
Reference	24.8	8	.		24.8	8
Cataloging	20.5	21	25.0	2	20.9	23
Serials	14.0	2	.		14.0	2
Documents/Maps	13.3	3	14.0	1	13.5	4
Circulation	9.3	3	19.8	5	15.9	8
Rare Books/Manuscripts	17.6	5	.		17.6	5
Computer Systems	20.0	3	16.6	5	17.9	8
Other	21.1	36	20.4	17	20.9	53
Public services	10.9	27	13.7	3	11.2	30
Technical services	10.7	18	3.4	5	9.1	23
Administration	14.3	13	14.0	6	14.2	19
Reference	13.9	99	14.1	35	13.9	134
Cataloger	16.2	85	15.2	25	16.0	110
<b>All Positions</b>	<b>15.6</b>	<b>688</b>	<b>15.3</b>	<b>315</b>	<b>15.5</b>	<b>1,003</b>

Excludes Canadian libraries. See Table 33 for comparable figures for Canadian libraries.

Excludes medical and law libraries. See Tables 40 and 47 for comparable figures for medical and law libraries.

. No positions reported in this category.

**TABLE 29: 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	\$50,615	343	\$55,173	216	\$52,376	559	8%
4–7 years	55,369	675	56,773	383	55,877	1,058	15%
8–11 years	61,534	599	64,995	425	62,971	1,024	14%
12–15 years	67,617	551	71,236	371	69,073	922	13%
16–19 years	72,087	456	75,669	298	73,503	754	10%
20–23 years	75,185	454	78,332	288	76,407	742	10%
24–27 years	79,734	418	85,716	231	81,863	649	9%
28–31 years	84,484	346	86,750	202	85,319	548	8%
32–35 years	89,407	293	98,025	182	92,709	475	7%
over 35 years	97,888	337	103,004	192	99,745	529	7%
<b>All Positions</b>	<b>\$71,020</b>	<b>4,472</b>	<b>\$74,520</b>	<b>2,788</b>	<b>\$72,364</b>	<b>7,260</b>	<b>100%</b>

Excludes Canadian libraries.  
Excludes medical and law libraries.

**TABLE 30: 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	\$50,745	66	\$58,185	28	\$52,961	94	9%
4–7 years	55,831	136	57,487	52	56,289	188	19%
8–11 years	60,209	106	68,819	57	63,220	163	16%
12–15 years	65,286	71	73,156	56	68,756	127	13%
16–19 years	73,813	84	73,700	28	73,785	112	11%
20–23 years	75,846	71	79,348	31	76,910	102	10%
24–27 years	79,112	51	83,506	15	80,111	66	7%
28–31 years	73,488	29	81,027	17	76,275	46	5%
32–35 years	78,631	32	84,395	15	80,471	47	5%
over 35 years	92,905	42	97,974	16	94,303	58	6%
<b>All Positions</b>	<b>\$67,048</b>	<b>688</b>	<b>\$71,825</b>	<b>315</b>	<b>\$68,548</b>	<b>1,003</b>	<b>100%</b>

Excludes Canadian libraries.

Excludes medical and law libraries.