



US ARL University Libraries

Table 28: Average Salaries of Professional Staff in US ARL University Libraries by Position and Years of Experience, FY 2015–2016, 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.
Director	.	.	.	.	.	.	210,103	4	232,969	7
Associate Director	‡	1	‡	2	113,154	17	113,289	23	124,766	43
Assistant Director	‡	1	‡	5	83,198	6	105,128	17	105,351	17
Head, Branch	61,883	9	67,712	21	76,655	26	83,269	45	84,551	40
Administrative Specialist	59,279	51	64,826	48	68,489	68	77,195	44	79,176	52
Digital Specialist	58,483	167	63,591	186	67,438	230	73,203	189	79,412	139
Functional Specialist	52,583	153	57,790	188	61,761	186	66,266	143	72,067	116
Subject Specialist	56,319	129	60,035	163	64,774	248	69,973	175	73,466	146
Dept. Head, Acquisitions	‡	2	60,021	7	76,391	9	78,711	19	78,543	11
Dept. Head, Research/ Reference/Information or Learning Commons	‡	2	‡	2	71,840	17	86,071	13	87,394	21
Dept. Head, Cataloging	‡	1	‡	10	71,322	14	76,943	19	83,629	14
Dept. Head, Circulation	53,479	5	58,887	9	79,876	12	71,836	13	80,946	12
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	3	‡	3	75,548	8	87,234	11	90,953	15
Dept. Head, Library Technology	.	.	100,650	4	88,187	11	92,638	22	99,341	16
Dept. Head, Other	69,547	21	67,718	34	72,472	78	80,350	78	85,781	68
Public Services	49,741	31	56,104	23	60,540	31	61,823	25	63,192	19
Technical Services	51,975	10	56,344	18	56,306	18	63,483	8	69,618	11
Research/Reference/ Instruction	52,612	103	57,617	126	61,053	107	69,175	80	73,220	65
Cataloger/Metadata Analysts	52,958	58	55,870	49	64,881	77	68,816	74	69,351	66
All Positions:	55,797	747	61,244	898	66,765	1,163	74,739	1,002	81,254	878

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 Professional Staff in US ARL University Libraries by Position and Years of Experience, FY 2015–2016, Part 2: 20 to over 35 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.
Director	256,565	6	230,139	11	240,104	14	261,382	11	239,900	42
Associate Director	134,080	48	140,348	30	140,638	26	139,808	38	143,297	52
Assistant Director	118,961	11	117,633	13	118,986	15	121,709	15	124,736	18
Head, Branch	89,194	33	88,432	36	102,457	38	86,919	29	100,771	40
Administrative Specialist	79,331	54	82,351	52	83,681	43	88,565	26	79,160	17
Digital Specialist	78,671	89	81,174	74	84,921	54	89,074	20	83,822	28
Functional Specialist	76,264	78	75,292	63	77,636	54	74,330	44	84,849	55
Subject Specialist	77,711	141	79,159	117	79,672	101	82,817	71	89,911	117
Dept. Head, Acquisitions	78,946	8	75,711	10	87,991	11	90,020	6	‡	6
Dept. Head, Research/ Reference/Information or Learning Commons	87,050	21	94,642	15	87,949	14	94,708	5	‡	3
Dept. Head, Cataloging	89,830	12	83,934	21	89,219	14	83,797	12	93,089	13
Dept. Head, Circulation	93,389	9	79,886	12	93,705	5	85,825	9	94,981	8
Dept. Head, Rare Books/ Manuscripts/Special Collections	83,894	14	92,478	10	102,903	9	112,963	8	114,276	13
Dept. Head, Library Technology	108,362	15	123,411	9	109,491	6	94,630	6	117,612	4
Dept. Head, Other	90,226	66	90,582	59	99,984	47	98,202	34	102,845	46
Public Services	73,607	7	69,670	15	64,440	5	66,721	16	80,090	8
Technical Services	‡	7	61,853	9	68,933	10	69,527	10	‡	3
Research/Reference/ Instruction	71,509	47	73,674	50	82,351	39	78,757	34	80,196	49
Cataloger/Metadata Analysts	71,789	42	73,765	60	74,368	47	77,335	37	78,713	56
All Positions:	86,141	708	86,694	666	92,458	552	94,368	431	106,171	578

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 Professional Staff in US ARL University Libraries by Position and Years of Experience, FY 2015–2016, 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.
Director	.	.	.	.	.	.	‡	3	‡	2
Associate Director	‡	1	‡	2	‡	1	120,607	5	‡	2
Assistant Director	.	.	.	.	‡	2	‡	1	‡	2
Head, Branch	‡	1	.	.	‡	3	‡	3	78,229	9
Administrative Specialist	57,640	13	72,261	8	59,240	12	74,023	8	68,829	7
Digital Specialist	58,425	33	63,818	26	70,424	47	69,910	22	76,319	19
Functional Specialist	54,377	26	63,002	17	65,147	27	67,851	16	74,715	7
Subject Specialist	57,241	30	59,394	27	63,341	52	72,015	46	77,338	28
Dept. Head, Acquisitions	‡	1	‡	2	‡	2	‡	3	.	.
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	.	.	‡	2	.	.	‡	1
Dept. Head, Cataloging	.	.	‡	2	‡	1	‡	2	81,539	6
Dept. Head, Circulation	‡	1	‡	2	81,564	4	‡	1	.	.
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1	.	.	.	.	‡	1	‡	1
Dept. Head, Library Technology	.	.	‡	1	‡	1	‡	3	.	.
Dept. Head, Other	‡	1	‡	1	70,223	7	78,113	7	89,402	5
Public Services	‡	1	55,429	4	60,655	4	‡	3	65,283	4
Technical Services	‡	1	53,520	6	57,973	5	‡	1	.	.
Research/Reference/ Instruction	54,064	23	58,358	16	66,736	22	73,055	14	64,892	9
Cataloger/Metadata Analysts	51,903	9	53,594	8	64,320	23	69,801	16	72,399	6
All Positions:	56,961	143	61,994	122	66,519	215	76,976	155	80,624	108

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 Professional Staff in US ARL University Libraries by Position and Years of Experience, FY 2015–2016, Part 2: 20 to over 35 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.
Director	‡	2	.	.	‡	1	‡	1	‡	2
Associate Director	146,636	‡	.	.	136,350	‡	142,024	‡	135,562	8
Assistant Director	‡	2	‡	1	‡	2	.	.	‡	2
Head, Branch	79,938	6	‡	3	‡	3	‡	1	96,154	5
Administrative Specialist	70,416	15	83,367	11	82,182	9	‡	3	‡	4
Digital Specialist	80,903	11	79,169	10	‡	5	.	.	‡	3
Functional Specialist	79,629	9	71,900	8	78,366	4	‡	4	‡	3
Subject Specialist	77,518	31	80,149	17	83,943	17	77,842	9	88,391	13
Dept. Head, Acquisitions	‡	1	.	.	.	.	‡	1	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	.	.	‡	2	‡	1	.	.
Dept. Head, Cataloging	84,173	4	‡	3	‡	2	‡	1	‡	1
Dept. Head, Circulation	.	.	‡	1	.	.	‡	1	‡	1
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	2	‡	1	‡	1	.	.	‡	2
Dept. Head, Library Technology	‡	2	‡	1	‡	1	‡	1	.	.
Dept. Head, Other	88,573	13	94,684	9	109,424	9	‡	2	102,849	6
Public Services	.	.	‡	2	‡	1	‡	3	.	.
Technical Services	‡	1	‡	1	.	.	.	.	.	.
Research/Reference/ Instruction	83,673	7	75,987	10	‡	5	‡	2	81,087	7
Cataloger/Metadata Analysts	72,404	11	75,183	7	‡	2	‡	5	73,301	7
All Positions:	85,501	121	83,639	85	94,950	65	81,947	37	96,751	65

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 Professional Staff in US ARL University Libraries by Position and Sex, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	244,632	52	235,667	43	240,574	95
Associate Director	132,112	162	134,984	118	133,323	280
Assistant Director	110,756	72	122,465	46	115,320	118
Head, Branch	84,106	215	94,020	102	87,296	317
Administrative Specialist	74,722	323	75,633	132	74,986	455
Digital Specialist	69,034	470	72,600	706	71,175	1,176
Functional Specialist	64,701	669	67,566	411	65,791	1,080
Subject Specialist	70,178	914	74,108	494	71,556	1,408
Dept. Head, Acquisitions	77,782	61	79,507	28	78,325	89
Dept. Head, Research/Reference/ Information or Learning Commons	86,921	86	83,413	27	86,082	113
Dept. Head, Cataloging	82,456	90	82,332	40	82,418	130
Dept. Head, Circulation	82,230	55	75,344	39	79,373	94
Dept. Head, Rare Books/ Manuscripts/Special Collections	92,867	48	93,107	46	92,984	94
Dept. Head, Library Technology	101,387	29	101,425	64	101,413	93
Dept. Head, Other	84,698	332	87,762	199	85,846	531
Public Services	60,791	121	62,548	59	61,367	180
Technical Services	61,964	77	65,490	27	62,879	104
Research/Reference/Instruction	65,696	516	67,767	184	66,241	700
Cataloger/Metadata Analysts	68,160	387	68,728	179	68,340	566
All Positions:	76,143	4,679	80,191	2,944	77,706	7,623

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 Professional Staff in US ARL University Libraries by Position and Sex, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	239,641	7	234,028	4	237,600	11
Associate Director	131,981	19	130,934	6	131,730	25
Assistant Director	111,260	7	132,452	5	120,090	12
Head, Branch	87,094	25	90,280	9	87,937	34
Administrative Specialist	70,065	71	69,848	19	70,019	90
Digital Specialist	67,282	77	71,711	99	69,773	176
Functional Specialist	64,533	80	68,460	41	65,864	121
Subject Specialist	70,642	192	71,432	78	70,871	270
Dept. Head, Acquisitions	76,151	7	73,431	4	75,162	11
Dept. Head, Research/Reference/ Information or Learning Commons	76,825	8	.	.	76,825	8
Dept. Head, Cataloging	‡	19	‡	3	80,887	22
Dept. Head, Circulation	‡	3	‡	8	72,106	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	8	‡	1	89,713	9
Dept. Head, Library Technology	99,277	4	128,772	6	116,974	10
Dept. Head, Other	89,502	39	89,385	21	89,461	60
Public Services	60,879	18	59,630	4	60,652	22
Technical Services	52,846	10	64,241	5	56,644	15
Research/Reference/Instruction	65,957	85	73,171	30	67,839	115
Cataloger/Metadata Analysts	65,017	74	70,836	20	66,255	94
All Positions:	73,789	753	77,226	363	74,907	1,116

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 Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	244,632	52	235,667	43	240,574	95
Associate Director	132,112	162	134,984	118	133,323	280
Assistant Director	110,756	72	122,465	46	115,320	118
Head, Branch	84,106	215	94,020	102	87,296	317
Dept. Head, Acquisitions	77,782	61	79,507	28	78,325	89
Dept. Head, Cataloging	82,456	90	82,332	40	82,418	130
Dept. Head, Circulation	82,230	55	75,344	39	79,373	94
Dept. Head, Library Technology	101,387	29	101,425	64	101,413	93
Dept. Head, Rare Book/Manuscripts/Special Collections	92,867	48	93,107	46	92,984	94
Dept. Head, Research/Reference/Info or Learning Commons	86,921	86	83,413	27	86,082	113
Dept. Head, Other	84,698	332	87,762	199	85,846	531
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/ IP Permissions; Other Admin.	72,529	135	73,838	44	72,850	179
Business Manager	74,085	97	75,602	63	74,682	160
Human Resources	76,387	68	68,206	9	75,431	77
Development/Advancement	85,356	23	84,873	16	85,158	39
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	66,179	72	69,419	59	67,639	131
IT, Systems	70,229	89	72,791	263	72,143	352
IT, Web Developer	65,510	58	69,465	75	67,740	133
IT, Programmer	74,341	68	76,591	217	76,054	285
Scholarly Communications	70,049	51	75,170	29	71,906	80
Digital Acquisitions	68,097	67	61,866	20	66,665	87
Digital Collections Curation	68,322	65	64,386	43	66,755	108
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	65,754	86	66,092	60	65,893	146
Archivists	63,643	378	69,096	229	65,700	607
Assessment, Management Info Systems, Planning	68,763	48	70,883	18	69,342	66
Media Specialists	61,908	36	62,591	56	62,324	92
Preservation, including digital collections	66,479	121	66,665	48	66,532	169
Subject Specialist (no subgroup)	71,421	376	71,858	199	71,572	575
Subject Specialist in Humanities/Fine Arts	69,556	123	80,213	84	73,880	207
Subject Specialist in Sciences & Technology	69,276	160	69,021	73	69,196	233
Subject Specialist in Social/Behavior Science	66,920	140	76,943	72	70,324	212
Subject Specialist in Area Studies	71,997	115	75,653	66	73,330	181

Table 32: Number and Average Salaries of Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	68,160	387	68,728	179	68,340	566
Research/Reference/Instruction	65,696	516	67,767	184	66,241	700
Public Services	60,791	121	62,548	59	61,367	180
Technical Services	61,964	77	65,490	27	62,879	104
All Positions:	76,143	4,679	80,191	2,944	77,706	7,623

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 Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	239,641	7	234,028	4	237,600	11
Associate Director	131,981	19	130,934	6	131,730	25
Assistant Director	111,260	7	132,452	5	120,090	12
Head, Branch	87,094	25	90,280	9	87,937	34
Dept. Head, Acquisitions	76,151	7	73,431	4	75,162	11
Dept. Head, Cataloging	‡	19	‡	3	80,887	22
Dept. Head, Circulation	‡	3	‡	8	72,106	11
Dept. Head, Library Technology	99,277	4	128,772	6	116,974	10
Dept. Head, Rare Book/Manuscripts/Special Collections	‡	8	‡	1	89,713	9
Dept. Head, Research/Reference/Info or Learning Commons	76,825	8	.	.	76,825	8
Dept. Head, Other	89,502	39	89,385	21	89,461	60
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	‡	19	‡	3	67,925	22
Business Manager	63,895	29	68,866	13	65,434	42
Human Resources	‡	22	‡	1	75,014	23
Development/Advancement	‡	1	‡	2	‡	3
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	60,015	11	62,737	7	61,073	18
IT, Systems	70,938	17	73,283	41	72,595	58
IT, Web Developer	63,973	6	68,170	9	66,491	15
IT, Programmer	68,057	22	75,368	33	72,444	55
Scholarly Communications	‡	7	‡	1	69,419	8
Digital Acquisitions	‡	12	‡	3	63,042	15
Digital Collections Curation	‡	2	‡	5	69,640	7
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	62,963	17	62,480	7	62,822	24
Archivists	66,358	42	68,659	21	67,125	63
Assessment, Management Info Systems, Planning	61,142	8	70,727	4	64,337	12
Media Specialists	60,689	7	70,559	5	64,801	12
Preservation, including digital collections	65,216	6	72,991	4	68,326	10
Subject Specialist (no subgroup)	70,729	60	62,531	19	68,757	79
Subject Specialist in Humanities/Fine Arts	70,547	13	75,166	5	71,830	18
Subject Specialist in Sciences & Technology	70,366	28	68,125	14	69,619	42
Subject Specialist in Social/Behavior Science	70,293	33	80,693	13	73,232	46
Subject Specialist in Area Studies	70,907	58	74,260	27	71,972	85

Table 33: Number and Average Salaries of Minority Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	65,017	74	70,836	20	66,255	94
Research/Reference/Instruction	65,957	85	73,171	30	67,839	115
Public Services	60,879	18	59,630	4	60,652	22
Technical Services	52,846	10	64,241	5	56,644	15
All Positions:	73,789	753	77,226	363	74,907	1,116

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 34: Number and Average Years of Experience of Professional Staff in US ARL University Libraries by Position and Sex, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	32.4	52	32.9	43	32.6	95
Associate Director	26.6	162	24.1	118	25.5	280
Assistant Director	23.9	72	24.2	46	24.0	118
Head, Branch	21.9	215	23.1	102	22.3	317
Administrative Specialist	17.7	323	16.1	132	17.3	455
Digital Specialist	13.5	470	13.2	706	13.3	1,176
Functional Specialist	13.6	669	15.6	411	14.4	1,080
Subject Specialist	16.7	914	18.4	494	17.3	1,408
Dept. Head, Acquisitions	21.0	61	16.9	28	19.7	89
Dept. Head, Research/Reference/ Information or Learning Commons	20.4	86	18.6	27	20.0	113
Dept. Head, Cataloging	22.5	90	20.0	40	21.7	130
Dept. Head, Circulation	21.5	55	16.8	39	19.6	94
Dept. Head, Rare Books/ Manuscripts/Special Collections	20.8	48	24.0	46	22.4	94
Dept. Head, Library Technology	21.5	29	18.1	64	19.2	93
Dept. Head, Other	20.0	332	19.2	199	19.7	531
Public Services	15.3	121	14.5	59	15.0	180
Technical Services	17.6	77	13.4	27	16.5	104
Research/Reference/Instruction	14.6	516	16.7	184	15.1	700
Cataloger/Metadata Analysts	18.9	387	18.8	179	18.8	566
All Positions:	17.4	4,679	17.3	2,944	17.4	7,623

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 Professional Staff in US ARL University Libraries by Position and Sex, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	18.9	7	36.0	4	25.1	11
Associate Director	25.8	19	23.8	6	25.4	25
Assistant Director	24.1	7	19.8	5	22.3	12
Head, Branch	22.3	25	24.8	9	23.0	34
Administrative Specialist	16.3	71	20.0	19	17.0	90
Digital Specialist	11.2	77	11.8	99	11.6	176
Functional Specialist	11.4	80	15.0	41	12.6	121
Subject Specialist	16.2	192	13.7	78	15.5	270
Dept. Head, Acquisitions	19.0	7	8.3	4	15.1	11
Dept. Head, Research/Reference/ Information or Learning Commons	19.5	8	.	.	19.5	8
Dept. Head, Cataloging	21.1	19	15.0	3	20.3	22
Dept. Head, Circulation	25.7	3	11.0	8	15.0	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	20.8	8	36.0	1	22.4	9
Dept. Head, Library Technology	20.0	4	18.5	6	19.1	10
Dept. Head, Other	21.4	39	24.1	21	22.4	60
Public Services	15.8	18	17.8	4	16.2	22
Technical Services	11.1	10	6.6	5	9.6	15
Research/Reference/Instruction	12.8	85	16.2	30	13.7	115
Cataloger/Metadata Analysts	16.6	74	15.5	20	16.3	94
All Positions:	15.9	753	15.3	363	15.7	1,116

Excludes Canadian libraries.

Excludes medical and law libraries.

. No positions reported in this category.

Table 36: Number and Average Years of Experience of Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	32.4	52	32.9	43	32.6	95
Associate Director	26.6	162	24.1	118	25.5	280
Assistant Director	23.9	72	24.2	46	24.0	118
Head, Branch	21.9	215	23.1	102	22.3	317
Dept. Head, Acquisitions	21.0	61	16.9	28	19.7	89
Dept. Head, Cataloging	22.5	90	20.0	40	21.7	130
Dept. Head, Circulation	21.5	55	16.8	39	19.6	94
Dept. Head, Library Technology	21.5	29	18.1	64	19.2	93
Dept. Head, Rare Book/Manuscripts/Special Collections	20.8	48	24.0	46	22.4	94
Dept. Head, Research/Reference/Info or Learning Commons	20.4	86	18.6	27	20.0	113
Dept. Head, Other	20.0	332	19.2	199	19.7	531
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	17.9	135	16.8	44	17.6	179
Business Manager	17.9	97	17.2	63	17.6	160
Human Resources	18.1	68	14.2	9	17.6	77
Development/Advancement	15.4	23	10.9	16	13.5	39
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	9.6	72	9.6	59	9.6	131
IT, Systems	17.3	89	14.5	263	15.2	352
IT, Web Developer	13.7	58	10.8	75	12.1	133
IT, Programmer	14.3	68	13.8	217	13.9	285
Scholarly Communications	13.8	51	14.4	29	14.1	80
Digital Acquisitions	12.8	67	12.1	20	12.6	87
Digital Collections Curation	12.2	65	10.6	43	11.5	108
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	14.0	86	13.3	60	13.8	146
Archivists	13.0	378	16.3	229	14.3	607
Assessment, Management Info Systems, Planning	13.1	48	17.7	18	14.3	66
Media Specialists	15.5	36	16.3	56	16.0	92
Preservation, including digital collections	14.9	121	14.0	48	14.7	169
Subject Specialist (no subgroup)	17.3	376	18.1	199	17.6	575
Subject Specialist in Humanities/Fine Arts	16.1	123	21.2	84	18.1	207
Subject Specialist in Sciences & Technology	16.2	160	16.2	73	16.2	233
Subject Specialist in Social/Behavior Science	16.8	140	20.4	72	18.0	212
Subject Specialist in Area Studies	16.2	115	16.2	66	16.2	181

Table 36: Number and Average Years of Experience of Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	18.9	387	18.8	179	18.8	566
Research/Reference/Instruction	14.6	516	16.7	184	15.1	700
Public Services	15.3	121	14.5	59	15.0	180
Technical Services	17.6	77	13.4	27	16.5	104
All Positions:	17.4	4,679	17.3	2,944	17.4	7,623

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 Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	18.9	7	36.0	4	25.1	11
Associate Director	25.8	19	23.8	6	25.4	25
Assistant Director	24.1	7	19.8	5	22.3	12
Head, Branch	22.3	25	24.8	9	23.0	34
Dept. Head, Acquisitions	19.0	7	8.3	4	15.1	11
Dept. Head, Cataloging	21.1	19	15.0	3	20.3	22
Dept. Head, Circulation	25.7	3	11.0	8	15.0	11
Dept. Head, Library Technology	20.0	4	18.5	6	19.1	10
Dept. Head, Rare Book/Manuscripts/Special Collections	20.8	8	36.0	1	22.4	9
Dept. Head, Research/Reference/Info or Learning Commons	19.5	8	.	.	19.5	8
Dept. Head, Other	21.4	39	24.1	21	22.4	60
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/ IP Permissions; Other Admin.	17.3	19	23.3	3	18.1	22
Business Manager	15.6	29	19.9	13	16.9	42
Human Resources	16.3	22	20.0	1	16.5	23
Development/Advancement	15.0	1	15.5	2	15.3	3
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	6.8	11	6.7	7	6.8	18
IT, Systems	17.1	17	12.9	41	14.1	58
IT, Web Developer	8.7	6	8.3	9	8.5	15
IT, Programmer	9.9	22	13.3	33	11.9	55
Scholarly Communications	7.0	7	3.0	1	6.5	8
Digital Acquisitions	12.0	12	9.0	3	11.4	15
Digital Collections Curation	17.0	2	10.4	5	12.3	7
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	9.8	17	11.6	7	10.3	24
Archivists	11.8	42	13.8	21	12.5	63
Assessment, Management Info Systems, Planning	8.5	8	13.3	4	10.1	12
Media Specialists	16.1	7	23.0	5	19.0	12
Preservation, including digital collections	11.5	6	18.5	4	14.3	10
Subject Specialist (no subgroup)	15.5	60	14.3	19	15.2	79
Subject Specialist in Humanities/Fine Arts	15.5	13	9.8	5	13.9	18
Subject Specialist in Sciences & Technology	14.7	28	11.3	14	13.5	42
Subject Specialist in Social/Behavior Science	19.2	33	17.5	13	18.7	46
Subject Specialist in Area Studies	16.1	58	13.3	27	15.2	85

Table 37: Number and Average Years of Experience of Minority Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	16.6	74	15.5	20	16.3	94
Research/Reference/Instruction	12.8	85	16.2	30	13.7	115
Public Services	15.8	18	17.8	4	16.2	22
Technical Services	11.1	10	6.6	5	9.6	15
All Positions:	15.9	753	15.3	363	15.7	1,116

Excludes Canadian libraries.

Excludes medical and law libraries.

. No positions reported in this category.

Table 38: Number and Average Salaries of Professional Staff in US ARL University Libraries by Years of Experience and Sex, FY 2015–2016

Experience	WOMEN		MEN		TOTAL		% OF US TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	54,785	474	57,553	273	55,797	747	10%
4–7 years	59,607	572	64,116	326	61,244	898	12%
8–11 years	65,686	725	68,549	438	66,765	1,163	15%
12–15 years	72,734	558	77,259	444	74,739	1,002	13%
16–19 years	79,463	533	84,021	345	81,254	878	12%
20–23 years	85,712	413	86,741	295	86,141	708	9%
24–27 years	85,052	404	89,225	262	86,694	666	9%
28–31 years	90,119	352	96,575	200	92,458	552	7%
32–35 years	92,932	285	97,173	146	94,368	431	6%
over 35 years	103,804	363	110,167	215	106,171	578	8%
All Positions:	76,143	4,679	80,191	2,944	77,706	7,623	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 Professional Staff in US ARL University Libraries by Years of Experience and Sex, FY 2015–2016

Experience	WOMEN		MEN		TOTAL		% OF MINORITY TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	55,980	99	59,168	44	56,961	143	13%
4–7 years	60,163	80	65,482	42	61,994	122	11%
8–11 years	65,468	147	68,792	68	66,519	215	19%
12–15 years	74,588	97	80,971	58	76,976	155	14%
16–19 years	81,400	65	79,451	43	80,624	108	10%
20–23 years	85,377	87	85,819	34	85,501	121	11%
24–27 years	81,206	58	88,865	27	83,639	85	8%
28–31 years	96,016	51	91,064	14	94,950	65	6%
32–35 years	80,178	23	84,853	14	81,947	37	3%
over 35 years	90,867	46	110,998	19	96,751	65	6%
All Positions:	73,789	753	77,226	363	74,907	1,116	100%

Excludes Canadian libraries.

Excludes medical and law libraries.