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ARL University Law Libraries

Table 57: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Law Libraries, FY 2015–2016

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Arizona	8	67,659	61,768	60,000	15.1
Arizona State	6	70,396	64,500	50,000	20.7
Boston University	12	81,068	78,550	60,000	13.3
Boston College	16	77,716	69,854	47,450	17.2
British Columbia	4	‡	‡	49,451	12.8
Calgary	2	‡	‡	55,371	18.0
California, Davis	7	90,176	87,347	47,722	23.1
California, Irvine	7	90,598	83,704	47,722	15.0
California, Los Angeles	17	91,048	88,253	47,722	15.5
Case Western Reserve	11	70,307	73,112	40,000	22.6
Cincinnati	8	74,769	69,174	49,000	21.8
Colorado	10	76,457	68,304	55,000	15.2
Columbia	18	92,584	85,137	61,350	15.8
Connecticut	10	75,196	75,297	60,000	14.2
Cornell	10	80,546	76,030	64,000	10.7
Duke	12	78,454	77,950	65,000	18.7
Emory	10	64,238	57,533	50,000	11.8
Florida	9	63,604	60,924	55,000	13.4
Florida State	10	63,513	65,071	51,000	14.9
George Washington	22	105,578	102,808	55,000	19.0
Georgetown	27	82,196	74,623	66,000	11.0
Georgia	9	63,120	61,303	57,500	14.0
Harvard	36	88,161	86,783	55,460	15.9
Hawaii	6	92,947	94,260	60,852	15.0
Houston	10	65,262	57,631	54,000	18.0
Howard	5	58,146	57,918	60,000	22.6
Illinois, Urbana	8	75,472	76,570	58,000	18.6
Indiana	11	73,377	66,022	42,032	20.1
Iowa	17	73,938	76,345	43,000	17.2
Kansas	4	‡	‡	40,000	10.8
Kentucky	7	63,040	62,289	56,000	13.0
Louisiana State	10	63,535	62,000	42,000	15.3
Louisville	8	62,623	67,404	41,000	20.5
McGill	4	83,725	70,959	43,445	14.5
Manitoba	3	‡	‡	48,691	25.0
Miami	13	63,170	60,000	50,000	15.6
Michigan	11	69,139	67,503	50,000	9.0
Minnesota	14	74,321	72,987	43,000	17.2
Missouri	7	61,582	63,651	40,000	19.3
Nebraska	6	65,204	62,943	45,000	15.0
New Mexico	6	83,819	80,340	60,000	11.0
New York University	18	89,449	81,538	70,000	26.7

Table 57: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Law Libraries, FY 2015–2016

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
North Carolina	11	77,651	71,238	57,000	11.2
Northwestern	10	72,554	71,720	50,000	13.3
Notre Dame	10	83,134	80,000	47,000	21.8
Ohio State	8	65,254	62,106	50,000	8.3
Oklahoma	7	61,783	57,975	42,000	13.4
Oregon	7	61,425	61,656	54,000	16.1
Ottawa	4	‡	‡	57,455	21.0
Pennsylvania	14	77,143	75,290	51,000	17.6
Pennsylvania State Dickinson Law - Carlisle	4	‡	‡	70,000	25.0
Pennsylvania State Law - University Park	5	82,122	74,976	70,000	15.6
Queen's	3	‡	‡	48,985	13.7
Rutgers - Camden	7	82,979	73,395	68,000	14.0
Rutgers - Newark	8	83,989	79,839	68,000	16.6
Saskatchewan	1	‡	‡	64,347	23.0
South Carolina	10	68,280	74,592	42,000	14.5
Southern Illinois	5	62,094	56,646	50,000	12.2
SUNY Buffalo	12	75,133	72,459	60,000	18.8
Syracuse	9	63,418	59,476	51,000	20.9
Temple	4	‡	‡	50,000	19.0
Tennessee	10	76,601	70,122	58,000	12.3
Texas	17	67,816	62,150	43,000	15.1
Texas Tech	8	66,217	65,000	65,000	12.1
Toronto	5	86,148	85,633	51,964	21.8
Tulane	8	65,546	63,395	45,000	16.3
Utah	8	73,758	69,886	52,500	17.5
Vanderbilt	7	77,044	73,172	60,000	14.7
Virginia	15	79,236	78,300	65,000	18.5
Washington	16	79,483	72,444	62,000	26.3
Washington U.-St. Louis	8	67,623	63,793	50,000	24.6
Wayne State	5	62,461	61,108	54,000	21.6
Western	2	‡	‡	49,221	25.0
Wisconsin	12	66,214	66,153	42,000	22.0
Yale	20	93,021	84,435	53,550	19.4
York	6	90,496	101,085	41,741	12.8

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 2015–2016

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	New York University	70,000	39	Florida State	51,000
1	Pennsylvania State Dickinson Law - Carlisle	70,000	39	Pennsylvania	51,000
1	Pennsylvania State Law - University Park	70,000	39	Syracuse	51,000
4	Rutgers - Camden	68,000	42	Arizona State	50,000
4	Rutgers - Newark	68,000	42	Emory	50,000
6	Georgetown	66,000	42	Miami	50,000
7	Duke	65,000	42	Michigan	50,000
7	Texas Tech	65,000	42	Northwestern	50,000
7	Virginia	65,000	42	Ohio State	50,000
10	Saskatchewan	64,347	42	Southern Illinois	50,000
11	Cornell	64,000	42	Temple	50,000
12	Washington	62,000	42	Washington U.-St. Louis	50,000
13	Columbia	61,350	51	British Columbia	49,451
14	Hawaii	60,852	52	Western	49,221
15	Arizona	60,000	53	Cincinnati	49,000
15	Boston University	60,000	54	Queen's	48,985
15	Connecticut	60,000	55	Manitoba	48,691
15	Howard	60,000	56	California, Davis	47,722
15	New Mexico	60,000	56	California, Irvine	47,722
15	SUNY Buffalo	60,000	56	California, Los Angeles	47,722
15	Vanderbilt	60,000	59	Boston College	47,450
22	Illinois, Urbana	58,000	60	Notre Dame	47,000
22	Tennessee	58,000	61	Nebraska	45,000
24	Georgia	57,500	61	Tulane	45,000
25	Ottawa	57,455	63	McGill	43,445
26	North Carolina	57,000	64	Iowa	43,000
27	Kentucky	56,000	64	Minnesota	43,000
28	Harvard	55,460	64	Texas	43,000
29	Calgary	55,371	67	Indiana	42,032
30	Colorado	55,000	68	Louisiana State	42,000
30	Florida	55,000	68	Oklahoma	42,000
30	George Washington	55,000	68	South Carolina	42,000
33	Houston	54,000	68	Wisconsin	42,000
33	Oregon	54,000	72	York	41,741
33	Wayne State	54,000	73	Louisville	41,000
36	Yale	53,550	74	Case Western Reserve	40,000
37	Utah	52,500	74	Kansas	40,000
38	Toronto	51,964	74	Missouri	40,000

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 2015–2016

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	George Washington	102,808	39	Colorado	68,304
2	York	101,085	40	Michigan	67,503
3	Hawaii	94,260	41	Louisville	67,404
4	California, Los Angeles	88,253	42	Wisconsin	66,153
5	California, Davis	87,347	43	Indiana	66,022
6	Harvard	86,783	44	Florida State	65,071
7	Toronto	85,633	45	Texas Tech	65,000
8	Columbia	85,137	46	Arizona State	64,500
9	Yale	84,435	47	Washington U.-St. Louis	63,793
10	California, Irvine	83,704	48	Missouri	63,651
11	New York University	81,538	49	Tulane	63,395
12	New Mexico	80,340	50	Nebraska	62,943
13	Notre Dame	80,000	51	Kentucky	62,289
14	Rutgers - Newark	79,839	52	Texas	62,150
15	Boston University	78,550	53	Ohio State	62,106
16	Virginia	78,300	54	Louisiana State	62,000
17	Duke	77,950	55	Arizona	61,768
18	Illinois, Urbana	76,570	56	Oregon	61,656
19	Iowa	76,345	57	Georgia	61,303
20	Cornell	76,030	58	Wayne State	61,108
21	Connecticut	75,297	59	Florida	60,924
22	Pennsylvania	75,290	60	Miami	60,000
23	Pennsylvania State Law - University Park	74,976	61	Syracuse	59,476
24	Georgetown	74,623	62	Oklahoma	57,975
25	South Carolina	74,592	63	Howard	57,918
26	Rutgers - Camden	73,395	64	Houston	57,631
27	Vanderbilt	73,172	65	Emory	57,533
28	Case Western Reserve	73,112	66	Southern Illinois	56,646
29	Minnesota	72,987		British Columbia	‡
30	SUNY Buffalo	72,459		Calgary	‡
31	Washington	72,444		Kansas	‡
32	Northwestern	71,720		Manitoba	‡
33	North Carolina	71,238		Ottawa	‡
34	McGill	70,959		Pennsylvania State Dickinson Law - Carlisle	‡
35	Tennessee	70,122		Queen's	‡
36	Utah	69,886		Saskatchewan	‡
37	Boston College	69,854		Temple	‡
38	Cincinnati	69,174		Western	‡

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

* British Columbia, Calgary, Kansas, Manitoba, Ottawa, Pennsylvania State Dickinson Law - Carlisle, Queen's, Saskatchewan, Temple, 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 2015–2016

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	George Washington	105,578	39	Arizona State	70,396
2	Yale	93,021	40	Case Western Reserve	70,307
3	Hawaii	92,947	41	Michigan	69,139
4	Columbia	92,584	42	South Carolina	68,280
5	California, Los Angeles	91,048	43	Texas	67,816
6	California, Irvine	90,598	44	Arizona	67,659
7	York	90,496	45	Washington U.-St. Louis	67,623
8	California, Davis	90,176	46	Texas Tech	66,217
9	New York University	89,449	47	Wisconsin	66,214
10	Harvard	88,161	48	Tulane	65,546
11	Toronto	86,148	49	Houston	65,262
12	Rutgers - Newark	83,989	50	Ohio State	65,254
13	New Mexico	83,819	51	Nebraska	65,204
14	McGill	83,725	52	Emory	64,238
15	Notre Dame	83,134	53	Florida	63,604
16	Rutgers - Camden	82,979	54	Louisiana State	63,535
17	Georgetown	82,196	55	Florida State	63,513
18	Pennsylvania State Law - University Park	82,122	56	Syracuse	63,418
19	Boston University	81,068	57	Miami	63,170
20	Cornell	80,546	58	Georgia	63,120
21	Washington	79,483	59	Kentucky	63,040
22	Virginia	79,236	60	Louisville	62,623
23	Duke	78,454	61	Wayne State	62,461
24	Boston College	77,716	62	Southern Illinois	62,094
25	North Carolina	77,651	63	Oklahoma	61,783
26	Pennsylvania	77,143	64	Missouri	61,582
27	Vanderbilt	77,044	65	Oregon	61,425
28	Tennessee	76,601	66	Howard	58,146
29	Colorado	76,457		British Columbia	‡
30	Illinois, Urbana	75,472		Calgary	‡
31	Connecticut	75,196		Kansas	‡
32	SUNY Buffalo	75,133		Manitoba	‡
33	Cincinnati	74,769		Ottawa	‡
34	Minnesota	74,321		Pennsylvania State Dickinson Law - Carlisle	‡
35	Iowa	73,938		Queen's	‡
36	Utah	73,758		Saskatchewan	‡
37	Indiana	73,377		Temple	‡
38	Northwestern	72,554		Western	‡

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

* British Columbia, Calgary, Kansas, Manitoba, Ottawa, Pennsylvania State Dickinson Law - Carlisle, Queen's, Saskatchewan, Temple, and Western are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

Table 61: Average Salaries of Professional Staff in ARL University Law 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.
Head, Law	.	.	.	.	143,445	4	147,289	10	168,376	6
Associate Director	.	.	.	.	96,729	6	‡	1	89,366	7
Assistant Director	‡	1	‡	3	91,782	6	‡	3	83,044	8
Head, Branch	.	.	.	.	.	.	.	.	.	.
Administrative Specialist	.	.	‡	1	‡	1	.	.	‡	1
Digital Specialist	58,797	9	70,942	11	69,824	9	85,985	4	69,847	7
Functional Specialist	‡	1	62,563	4	‡	3	‡	3	‡	1
Subject Specialist	59,683	13	72,355	25	74,484	9	79,948	10	79,977	6
Dept. Head, Acquisitions	‡	1	64,711	7	‡	3	‡	1	77,924	4
Dept. Head, Research/ Reference/Information or Learning Commons	.	.	76,192	6	‡	3	‡	3	‡	3
Dept. Head, Cataloging	‡	1	‡	2	‡	1	66,127	5	‡	2
Dept. Head, Circulation	58,112	5	‡	3	71,695	4	‡	3	‡	1
Dept. Head, Rare Books/ Manuscripts/Special Collections	.	.	‡	3	‡	1	.	.	.	.
Dept. Head, Library Technology	.	.	‡	1	‡	2	.	.	‡	1
Dept. Head, Other	‡	3	‡	2	‡	3	‡	2	‡	3
Public Services	61,369	12	‡	3	‡	3	‡	3	‡	1
Technical Services	‡	3	56,496	5	‡	2	‡	2	.	.
Research/Reference/ Instruction	63,031	37	68,110	43	76,017	33	74,161	20	71,662	11
Cataloger/Metadata Analysts	‡	3	61,808	5	‡	3	72,352	4	61,722	7
All Positions:	60,969	89	68,345	124	79,014	96	84,541	74	85,663	69

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 Professional Staff in ARL University Law Libraries by Position and Years of Experience, FY 2015–2016, 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	179,731	5	154,772	10	139,669	7	169,169	9	207,953	21
Associate Director	102,194	8	126,176	6	110,291	7	†	4	115,704	8
Assistant Director	107,133	5	81,178	9	†	3	107,143	5	†	1
Head, Branch	.	.	.	.	.	.	.	.	.	.
Administrative Specialist	†	3	.	.	†	2	†	1	†	2
Digital Specialist	†	2	†	2	.	.	†	1	†	2
Functional Specialist	.	.	†	1	.	.	.	.	†	1
Subject Specialist	86,473	10	†	3	86,925	7	†	3	†	3
Dept. Head, Acquisitions	80,631	9	†	1	†	3	†	1	76,652	4
Dept. Head, Research/ Reference/Information or Learning Commons	91,412	4	†	1	†	2	94,744	5	†	2
Dept. Head, Cataloging	†	3	76,748	4	89,904	6	†	3	79,142	4
Dept. Head, Circulation	75,880	7	.	.	.	.	74,515	4	†	2
Dept. Head, Rare Books/ Manuscripts/Special Collections	.	.	†	1	.	.	.	.	.	.
Dept. Head, Library Technology	.	.	.	.	.	.	.	.	.	.
Dept. Head, Other	.	.	†	3	.	.	†	2	†	1
Public Services	†	1	†	2	†	3	†	1	†	2
Technical Services	.	.	.	.	†	1	†	1	†	2
Research/Reference/ Instruction	81,845	11	†	6	81,576	6	†	3	88,118	6
Cataloger/Metadata Analysts	71,767	4	67,768	4	†	2	†	1	91,017	4
All Positions:	92,364	72	101,602	53	97,830	49	104,460	44	128,762	65

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	170,620	39	173,223	33	171,813	72
Associate Director	105,518	27	111,085	20	107,887	47
Assistant Director	92,489	31	91,150	13	92,093	44
Head, Branch	.	.	.	.	.	.
Administrative Specialist	‡	8	‡	3	71,230	11
Digital Specialist	69,477	21	76,889	26	73,577	47
Functional Specialist	67,288	6	71,930	8	69,941	14
Subject Specialist	75,296	59	77,934	30	76,185	89
Dept. Head, Acquisitions	72,934	28	74,652	6	73,237	34
Dept. Head, Research/Reference/ Information or Learning Commons	88,419	20	85,962	9	87,657	29
Dept. Head, Cataloging	76,438	22	71,852	9	75,107	31
Dept. Head, Circulation	69,860	21	64,115	8	68,275	29
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	4	‡	1	97,410	5
Dept. Head, Library Technology	‡	1	‡	3	70,627	4
Dept. Head, Other	84,079	9	77,173	10	80,444	19
Public Services	64,140	20	69,450	11	66,024	31
Technical Services	‡	14	‡	2	64,350	16
Research/Reference/Instruction	72,012	119	72,275	57	72,097	176
Cataloger/Metadata Analysts	65,611	25	75,747	12	68,898	37
All Positions:	84,053	474	90,447	261	86,323	735

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	170,620	39	173,223	33	171,813	72
Associate Director	105,518	27	111,085	20	107,887	47
Assistant Director	92,489	31	91,150	13	92,093	44
Head, Branch	.	.	.	.	.	.
Dept. Head, Acquisitions	72,934	28	74,652	6	73,237	34
Dept. Head, Cataloging	76,438	22	71,852	9	75,107	31
Dept. Head, Circulation	69,860	21	64,115	8	68,275	29
Dept. Head, Library Technology	‡	1	‡	3	70,627	4
Dept. Head, Rare Book/Manuscripts/Special Collections	‡	4	‡	1	97,410	5
Dept. Head, Research/Reference/Info or Learning Commons	88,419	20	85,962	9	87,657	29
Dept. Head, Other	84,079	9	77,173	10	80,444	19
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	‡	6	‡	3	73,368	9
Business Manager	‡	2	.	.	‡	2
Human Resources	.	.	.	.	.	.
Development/Advancement	.	.	.	.	.	.
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	62,847	6	63,172	5	62,995	11
IT, Systems	73,251	7	71,837	9	72,455	16
IT, Web Developer	‡	3	‡	5	85,694	8
IT, Programmer	‡	.	‡	2	‡	2
Scholarly Communications	.	.	.	.	.	.
Digital Acquisitions	‡	5	‡	2	78,023	7
Digital Collections Curation	‡	.	‡	3	‡	3
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	‡	1	‡	5	69,643	6
Archivists	‡	3	‡	1	63,097	4
Assessment, Management Info Systems, Planning	‡	1	‡	1	‡	2
Media Specialists	‡	1	‡	1	‡	2
Preservation, including digital collections	.	.	.	.	.	.
Subject Specialist (no subgroup)	74,862	46	78,134	29	76,127	75
Subject Specialist in Humanities/Fine Arts	.	.	.	.	.	.
Subject Specialist in Sciences & Technology	‡	1	.	.	‡	1
Subject Specialist in Social/Behavior Science	‡	10	‡	1	72,504	11
Subject Specialist in Area Studies	‡	2	.	.	‡	2

Table 63: Number and Average Salaries of Professional Staff in ARL University Law Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	65,611	25	75,747	12	68,898	37
Research/Reference/Instruction	72,012	119	72,275	57	72,097	176
Public Services	64,140	20	69,450	11	66,024	31
Technical Services	‡	14	‡	2	64,350	16
All Positions:	84,053	474	90,447	261	86,323	735

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

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	27.5	39	27.5	33	27.5	72
Associate Director	24.9	27	25.4	20	25.1	47
Assistant Director	20.1	31	19.8	13	20.0	44
Head, Branch	.	.	.	.	.	.
Administrative Specialist	20.9	8	33.7	3	24.4	11
Digital Specialist	10.8	21	12.1	26	11.5	47
Functional Specialist	7.2	6	15.8	8	12.1	14
Subject Specialist	12.9	59	14.5	30	13.4	89
Dept. Head, Acquisitions	20.9	28	15.2	6	19.9	34
Dept. Head, Research/Reference/ Information or Learning Commons	21.1	20	16.7	9	19.7	29
Dept. Head, Cataloging	24.1	22	22.0	9	23.5	31
Dept. Head, Circulation	18.1	21	13.3	8	16.8	29
Dept. Head, Rare Books/ Manuscripts/Special Collections	10.8	4	10.0	1	10.6	5
Dept. Head, Library Technology	19.0	1	8.0	3	10.8	4
Dept. Head, Other	18.3	9	14.5	10	16.3	19
Public Services	12.4	20	13.4	11	12.7	31
Technical Services	13.2	14	19.0	2	13.9	16
Research/Reference/Instruction	10.9	119	11.6	57	11.1	176
Cataloger/Metadata Analysts	16.8	25	23.6	12	19.0	37
All Positions:	16.6	474	17.2	261	16.8	735

. No positions reported in this category.

Table 65: Number and Average Years of Experience of Professional Staff in ARL University Law Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	27.5	39	27.5	33	27.5	72
Associate Director	24.9	27	25.4	20	25.1	47
Assistant Director	20.1	31	19.8	13	20.0	44
Head, Branch	.	.	.	.	.	.
Dept. Head, Acquisitions	20.9	28	15.2	6	19.9	34
Dept. Head, Cataloging	24.1	22	22.0	9	23.5	31
Dept. Head, Circulation	18.1	21	13.3	8	16.8	29
Dept. Head, Library Technology	19.0	1	8.0	3	10.8	4
Dept. Head, Rare Book/Manuscripts/Special Collections	10.8	4	10.0	1	10.6	5
Dept. Head, Research/Reference/Info or Learning Commons	21.1	20	16.7	9	19.7	29
Dept. Head, Other	18.3	9	14.5	10	16.3	19
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	22.7	6	33.7	3	26.3	9
Business Manager	15.5	2	.	.	15.5	2
Human Resources	.	.	.	.	.	.
Development/Advancement	.	.	.	.	.	.
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	4.7	6	2.4	5	3.6	11
IT, Systems	10.9	7	14.0	9	12.6	16
IT, Web Developer	12.3	3	20.8	5	17.6	8
IT, Programmer	.	.	6.5	2	6.5	2
Scholarly Communications	.	.	.	.	.	.
Digital Acquisitions	17.0	5	15.0	2	16.4	7
Digital Collections Curation	.	.	10.0	3	10.0	3
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	6.0	1	13.0	5	11.8	6
Archivists	4.3	3	14.0	1	6.8	4
Assessment, Management Info Systems, Planning	12.0	1	36.0	1	24.0	2
Media Specialists	12.0	1	11.0	1	11.5	2
Preservation, including digital collections	.	.	.	.	.	.
Subject Specialist (no subgroup)	12.4	46	14.0	29	13.0	75
Subject Specialist in Humanities/Fine Arts	.	.	.	.	.	.
Subject Specialist in Sciences & Technology	34.0	1	.	.	34.0	1
Subject Specialist in Social/Behavior Science	10.1	10	30.0	1	11.9	11
Subject Specialist in Area Studies	27.5	2	.	.	27.5	2

Table 65: Number and Average Years of Experience of Professional Staff in ARL University Law Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	16.8	25	23.6	12	19.0	37
Research/Reference/Instruction	10.9	119	11.6	57	11.1	176
Public Services	12.4	20	13.4	11	12.7	31
Technical Services	13.2	14	19.0	2	13.9	16
All Positions:	16.6	474	17.2	261	16.8	735

. No positions reported in this category.

Table 66: Number and Average Salaries of Professional Staff in ARL University Law Libraries by Years of Experience and Sex, FY 2015–2016

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	60,920	60	61,070	29	60,969	89	12%
4–7 years	68,956	87	66,909	37	68,345	124	17%
8–11 years	79,176	55	78,797	41	79,014	96	13%
12–15 years	84,566	51	84,484	23	84,541	74	10%
16–19 years	84,088	43	88,268	26	85,663	69	9%
20–23 years	87,254	50	103,978	22	92,364	72	10%
24–27 years	96,667	32	109,122	21	101,602	53	7%
28–31 years	101,061	22	95,197	27	97,830	49	7%
32–35 years	98,453	28	114,972	16	104,460	44	6%
over 35 years	118,853	46	152,752	19	128,762	65	9%
All Positions:	84,053	474	90,447	261	86,323	735	100%

Canadian salaries are expressed in US dollars.