

US ARL UNIVERSITY LIBRARIES

TABLES 28-39

TABLE 28: AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2013–2014, PART 1: 0 TO 19 YEARS OF EXPERIENCE

Position	0–3 years		4–7 years		8–11 years		12–15 years		16–19 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		.		.	‡	2	‡	1	‡	3
Associate Director	‡	4	‡	2	96,132	11	109,326	23	123,597	42
Assistant Director	‡	6	‡	3	92,664	14	92,148	16	110,357	11
Head, Branch	68,488	9	59,254	15	73,370	29	79,393	45	82,858	39
Administrative Specialist	66,353	41	60,379	55	68,677	60	68,925	51	75,464	48
Digital Specialist	55,933	146	60,484	192	66,883	172	72,090	194	74,545	136
Functional Specialist	51,569	143	56,158	196	58,074	164	64,216	132	67,580	85
Subject Specialist	52,954	125	57,487	193	61,081	213	67,682	176	71,723	147
Dept. Head, Acquisitions		.	71,805	9	70,196	9	72,227	17	72,679	12
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	61,156	6	72,079	12	85,491	23	79,525	19
Dept. Head, Cataloging	‡	3	‡	9	72,071	14	72,215	20	76,903	16
Dept. Head, Circulation	59,118	10	62,931	9	67,937	15	74,762	20	‡	5
Dept. Head, Rare Books/ Manuscripts/Special Collections		.	70,173	7	78,176	4	80,330	13	80,006	13
Dept. Head, Library Technology	‡	3	84,158	8	88,808	17	89,442	16	83,716	13
Dept. Head, Other	66,624	18	70,890	46	71,246	62	75,119	86	80,471	65
Public Services	47,686	23	52,646	39	57,833	29	61,358	20	70,821	14
Technical Services	40,007	14	51,256	34	56,315	10	64,817	12	65,717	11
Research/Reference/ Instruction	51,350	114	55,761	125	58,678	92	65,774	86	64,788	72
Cataloger/Metadata Analysts	48,795	40	55,889	78	61,273	85	63,188	84	66,427	63
All Positions:	55,414	700	58,859	1,026	64,766	1,014	71,207	1,035	76,611	814

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 US ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2013–2014, PART 2: 20 TO OVER 35 YEARS OF EXPERIENCE

Position	20–23 years		24–27 years		28–31 years		32–35 years		over 35 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	213,368	8	205,028	4	226,796	11	224,246	21	227,090	47
Associate Director	123,959	32	131,437	37	133,847	33	127,843	40	140,336	60
Assistant Director	110,281	14	125,197	11	117,042	22	117,485	27	127,179	13
Head, Branch	84,833	35	86,397	41	96,321	43	86,701	33	100,553	36
Administrative Specialist	79,719	49	75,211	49	83,875	32	85,032	24	92,101	20
Digital Specialist	74,447	76	77,252	78	84,577	38	80,191	26	83,985	19
Functional Specialist	72,091	70	70,777	65	77,610	43	81,004	35	83,893	41
Subject Specialist	70,928	134	75,343	117	76,175	90	79,922	88	83,652	110
Dept. Head, Acquisitions	77,923	10	78,366	15	84,622	12	78,029	15	92,422	4
Dept. Head, Research/ Reference/Information or Learning Commons	88,717	12	80,765	16	91,271	14	‡	5	100,598	6
Dept. Head, Cataloging	83,729	20	83,970	19	81,020	17	88,832	14	94,578	12
Dept. Head, Circulation	83,499	8	76,195	12	78,079	12	‡	3	85,148	13
Dept. Head, Rare Books/ Manuscripts/Special Collections	92,338	10	94,971	15	106,539	13	98,409	7	113,042	11
Dept. Head, Library Technology	108,536	19	107,362	8	94,202	10	117,566	9	‡	1
Dept. Head, Other	87,060	58	88,852	50	95,066	39	92,261	36	99,466	61
Public Services	74,143	11	69,112	10	52,418	6	73,559	10	78,776	6
Technical Services	61,407	7	67,955	9	65,173	8	67,253	8	79,576	6
Research/Reference/ Instruction	67,634	53	73,477	47	72,827	43	76,421	30	77,349	58
Cataloger/Metadata Analysts	67,116	54	70,806	58	71,389	46	72,950	47	75,057	55
All Positions:	80,849	680	82,142	661	89,498	532	94,228	478	104,784	579

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 US ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2013–2014, PART 1: 0 TO 19 YEARS OF EXPERIENCE

Position	0–3 years		4–7 years		8–11 years		12–15 years		16–19 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		.		.	‡	1	‡	1	‡	1
Associate Director		.		.		.	121,233	6	129,406	5
Assistant Director		.		.		.	‡	2	‡	1
Head, Branch		.		.	‡	1	71,166	8	72,284	12
Administrative Specialist	69,833	8	62,521	10	63,482	7	63,259	11	67,663	8
Digital Specialist	51,280	18	62,497	32	64,939	29	70,466	31	74,469	18
Functional Specialist	54,010	25	59,565	19	55,414	22	67,940	14	68,069	9
Subject Specialist	53,849	25	56,499	42	61,555	52	68,080	33	74,715	32
Dept. Head, Acquisitions		.	66,536	4		.	‡	3	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons		.		.	‡	3	‡	2	‡	1
Dept. Head, Cataloging		.	‡	2	‡	3	73,213	6	74,428	5
Dept. Head, Circulation			57,075	4	‡	3	‡	1		
Dept. Head, Rare Books/ Manuscripts/Special Collections		.		.		.	‡	1	‡	1
Dept. Head, Library Technology	‡	1	‡	2	‡	3	‡	3		
Dept. Head, Other	‡	1	74,982	6	‡	3	76,611	5	78,469	11
Public Services	‡	3	47,729	8	‡	3	‡	3	‡	2
Technical Services	‡	3	55,000	12	‡	2	‡	1	‡	2
Research/Reference/ Instruction	49,171	15	57,395	20	61,464	16	63,860	12	73,200	10
Cataloger/Metadata Analysts	50,425	7	56,122	20	61,589	22	62,933	14	65,819	8
All Positions:	53,898	106	58,932	181	62,825	170	72,788	157	77,143	127

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 US ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2013–2014, PART 2: 20 TO OVER 35 YEARS OF EXPERIENCE

Position	20–23 years		24–27 years		28–31 years		32–35 years		over 35 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	‡	1	‡	1	‡	1			‡	3
Associate Director	‡	1	‡	2			‡	3	137,530	8
Assistant Director	‡	1	‡	3	‡	2	‡	2		
Head, Branch	‡	3	‡	2	81,815	4	‡	2	99,184	4
Administrative Specialist	81,729	10	67,119	7	79,011	5	‡	4	‡	3
Digital Specialist	70,124	9	76,941	13	85,588	4	‡	1	‡	2
Functional Specialist	76,240	10	70,287	6			‡	4	‡	2
Subject Specialist	72,642	26	74,745	15	71,469	10	81,642	13	88,585	10
Dept. Head, Acquisitions		.		.		.	‡	2		.
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	‡	2	‡	1	‡	2		.
Dept. Head, Cataloging	‡	3	‡	2	‡	3		.	‡	2
Dept. Head, Circulation		.		.	‡	1		.	‡	2
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	2		.	‡	1	‡	1	‡	1
Dept. Head, Library Technology	‡	3		.	‡	1	‡	1		.
Dept. Head, Other	87,294	13	106,112	10	‡	3	‡	3	101,662	9
Public Services	‡	1	‡	1	‡	1		.	‡	1
Technical Services	‡	1						.	‡	2
Research/Reference/ Instruction	75,484	11	‡	3	‡	3	‡	1	76,888	7
Cataloger/Metadata Analysts	66,655	7	68,261	8	66,788	5	75,618	6	75,931	6
All Positions:	80,697	103	85,085	75	84,040	45	82,666	45	98,712	62

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 US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	225,935	57	222,466	40	224,504	97
Associate Director	127,754	168	129,396	116	128,425	284
Assistant Director	109,563	80	119,658	57	113,763	137
Head, Branch	81,920	213	90,379	112	84,835	325
Administrative Specialist	73,163	301	73,715	128	73,328	429
Digital Specialist	67,107	433	69,763	644	68,695	1,077
Functional Specialist	62,277	607	64,260	367	63,024	974
Subject Specialist	66,086	894	71,160	499	67,904	1,393
Dept. Head, Acquisitions	76,838	68	76,095	35	76,586	103
Dept. Head, Research/Reference/ Information or Learning Commons	83,681	77	82,938	37	83,440	114
Dept. Head, Cataloging	80,002	102	79,269	42	79,788	144
Dept. Head, Circulation	75,719	67	71,612	40	74,184	107
Dept. Head, Rare Books/ Manuscripts/Special Collections	90,688	46	93,233	47	91,974	93
Dept. Head, Library Technology	94,147	31	97,716	73	96,653	104
Dept. Head, Other	81,288	325	85,400	196	82,835	521
Public Services	59,723	109	60,431	59	59,972	168
Technical Services	59,096	86	56,445	33	58,361	119
Research/Reference/Instruction	63,566	526	62,148	194	63,184	720
Cataloger/Metadata Analysts	64,484	425	65,827	185	64,891	610
All Positions:	73,534	4,615	77,186	2,904	74,945	7,519

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 US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	228,100	5	210,406	4	220,236	9
Associate Director	124,602	15	140,291	10	130,878	25
Assistant Director	112,098	6	137,635	5	123,706	11
Head, Branch	75,183	25	82,315	11	77,362	36
Administrative Specialist	70,217	59	68,519	14	69,892	73
Digital Specialist	63,948	69	69,613	88	67,123	157
Functional Specialist	61,144	78	63,917	33	61,968	111
Subject Specialist	66,153	186	68,401	72	66,780	258
Dept. Head, Acquisitions	‡	8	‡	2	72,804	10
Dept. Head, Research/Reference/ Information or Learning Commons	‡	10	‡	2	83,797	12
Dept. Head, Cataloging	78,194	21	79,809	5	78,504	26
Dept. Head, Circulation	68,137	4	66,420	7	67,044	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	84,300	7	.	.	84,300	7
Dept. Head, Library Technology	91,584	6	109,493	8	101,818	14
Dept. Head, Other	83,496	40	93,139	24	87,112	64
Public Services	‡	20	‡	3	55,455	23
Technical Services	56,112	17	58,521	6	56,740	23
Research/Reference/Instruction	63,304	75	66,384	23	64,027	98
Cataloger/Metadata Analysts	61,911	82	67,485	21	63,047	103
All Positions:	69,438	733	76,042	338	71,522	1,071

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 US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	225,935	57	222,466	40	224,504	97
Associate Director	127,754	168	129,396	116	128,425	284
Assistant Director	109,563	80	119,658	57	113,763	137
Head, Branch	81,920	213	90,379	112	84,835	325
Dept. Head, Acquisitions	76,838	68	76,095	35	76,586	103
Dept. Head, Cataloging	80,002	102	79,269	42	79,788	144
Dept. Head, Circulation	75,719	67	71,612	40	74,184	107
Dept. Head, Library Technology	94,147	31	97,716	73	96,653	104
Dept. Head, Rare Book/Manuscripts/Special Collections	90,688	46	93,233	47	91,974	93
Dept. Head, Research/Reference/Info or Learning Commons	83,681	77	82,938	37	83,440	114
Dept. Head, Other	81,288	325	85,400	196	82,835	521
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	68,964	119	73,275	46	70,166	165
Business Manager	75,290	87	74,274	57	74,888	144
Human Resources	74,455	69	71,108	10	74,032	79
Development/Advancement	81,837	26	74,675	15	79,217	41
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	61,743	51	67,439	34	64,021	85
IT, Systems	71,106	103	69,504	232	69,997	335
IT, Web Developer	63,245	66	67,448	89	65,658	155
IT, Programmer	71,914	57	73,010	212	72,778	269
Scholarly Communications	71,556	33	73,618	20	72,334	53
Digital Acquisitions	65,441	64	57,991	17	63,877	81
Digital Collections Curation	63,761	59	64,257	40	63,961	99
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	62,877	101	63,144	54	62,970	155
Archivists	61,476	327	65,865	202	63,152	529
Assessment, Management Info Systems, Planning	68,409	36	67,745	17	68,196	53
Media Specialists	58,754	37	56,819	55	57,597	92
Preservation, including digital collections	63,322	106	66,466	39	64,167	145
Subject Specialist (no subgroup)	66,960	460	71,890	253	68,709	713
Subject Specialist in Humanities/Fine Arts	63,154	102	71,375	67	66,413	169
Subject Specialist in Sciences & Technology	64,585	124	67,059	58	65,374	182
Subject Specialist in Social/Behavior Science	63,701	110	70,286	55	65,896	165
Subject Specialist in Area Studies	69,613	98	72,476	66	70,765	164

TABLE 32: NUMBER AND AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	64,484	425	65,827	185	64,891	610
Research/Reference/Instruction	63,566	526	62,148	194	63,184	720
Public Services	59,723	109	60,431	59	59,972	168
Technical Services	59,096	86	56,445	33	58,361	119
All Positions:	73,534	4,615	77,186	2,904	74,945	7,519

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 US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	228,100	5	210,406	4	220,236	9
Associate Director	124,602	15	140,291	10	130,878	25
Assistant Director	112,098	6	137,635	5	123,706	11
Head, Branch	75,183	25	82,315	11	77,362	36
Dept. Head, Acquisitions	‡	8	‡	2	72,804	10
Dept. Head, Cataloging	78,194	21	79,809	5	78,504	26
Dept. Head, Circulation	68,137	4	66,420	7	67,044	11
Dept. Head, Library Technology	91,584	6	109,493	8	101,818	14
Dept. Head, Rare Book/Manuscripts/Special Collections	84,300	7	.	.	84,300	7
Dept. Head, Research/Reference/Info or Learning Commons	‡	10	‡	2	83,797	12
Dept. Head, Other	83,496	40	93,139	24	87,112	64
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	72,414	14	65,097	4	70,788	18
Business Manager	68,634	24	63,322	8	67,306	32
Human Resources	71,272	20	.	.	71,272	20
Development/Advancement	‡	1	‡	2	‡	3
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	‡	12	‡	3	54,785	15
IT, Systems	68,682	19	69,797	44	69,460	63
IT, Web Developer	64,797	10	68,609	10	66,703	20
IT, Programmer	64,736	13	70,917	27	68,908	40
Scholarly Communications	‡	2	‡	1	‡	3
Digital Acquisitions	62,182	9	.	.	62,182	9
Digital Collections Curation	‡	4	‡	3	70,684	7
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	59,790	19	62,037	4	60,180	23
Archivists	64,352	38	64,293	21	64,331	59
Assessment, Management Info Systems, Planning	‡	7	‡	1	56,636	8
Media Specialists	56,162	8	59,034	5	57,267	13
Preservation, including digital collections	‡	6	‡	2	62,650	8
Subject Specialist (no subgroup)	66,834	75	67,519	31	67,035	106
Subject Specialist in Humanities/Fine Arts	61,733	12	74,289	4	64,872	16
Subject Specialist in Sciences & Technology	64,099	23	60,217	9	63,007	32
Subject Specialist in Social/Behavior Science	63,212	22	73,531	9	66,208	31
Subject Specialist in Area Studies	68,263	54	70,046	19	68,727	73

TABLE 33: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	61,911	82	67,485	21	63,047	103
Research/Reference/Instruction	63,304	75	66,384	23	64,027	98
Public Services	‡	20	‡	3	55,455	23
Technical Services	56,112	17	58,521	6	56,740	23
All Positions:	69,438	733	76,042	338	71,522	1,071

Excludes Canadian libraries. Excludes medical and law libraries.

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

TABLE 34: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.6	57	34.5	40	33.9	97
Associate Director	26.8	168	25.4	116	26.2	284
Assistant Director	23.4	80	23.7	57	23.5	137
Head, Branch	22.1	213	23.0	112	22.4	325
Administrative Specialist	17.7	301	15.5	128	17.0	429
Digital Specialist	14.1	433	12.6	644	13.2	1,077
Functional Specialist	12.8	607	15.2	367	13.7	974
Subject Specialist	16.5	894	18.4	499	17.2	1,393
Dept. Head, Acquisitions	22.2	68	19.2	35	21.2	103
Dept. Head, Research/Reference/ Information or Learning Commons	20.2	77	19.6	37	20.0	114
Dept. Head, Cataloging	22.2	102	20.1	42	21.6	144
Dept. Head, Circulation	19.6	67	17.9	40	18.9	107
Dept. Head, Rare Books/ Manuscripts/Special Collections	22.9	46	22.3	47	22.6	93
Dept. Head, Library Technology	19.2	31	17.8	73	18.2	104
Dept. Head, Other	20.4	325	19.7	196	20.1	521
Public Services	14.4	109	12.2	59	13.7	168
Technical Services	15.0	86	14.5	33	14.8	119
Research/Reference/Instruction	15.5	526	14.9	194	15.4	720
Cataloger/Metadata Analysts	18.5	425	18.7	185	18.6	610
All Positions:	17.5	4,615	17.2	2,904	17.4	7,519

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 US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	22.2	5	34.0	4	27.4	9
Associate Director	28.8	15	23.3	10	26.6	25
Assistant Director	26.5	6	22.6	5	24.7	11
Head, Branch	20.4	25	25.7	11	22.1	36
Administrative Specialist	16.8	59	16.0	14	16.7	73
Digital Specialist	12.3	69	12.4	88	12.4	157
Functional Specialist	10.4	78	14.6	33	11.6	111
Subject Specialist	15.3	186	13.8	72	14.9	258
Dept. Head, Acquisitions	16.8	8	5.5	2	14.5	10
Dept. Head, Research/Reference/ Information or Learning Commons	20.3	10	18.0	2	19.9	12
Dept. Head, Cataloging	20.1	21	13.2	5	18.8	26
Dept. Head, Circulation	16.8	4	15.4	7	15.9	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	24.0	7	.	.	24.0	7
Dept. Head, Library Technology	15.3	6	15.0	8	15.1	14
Dept. Head, Other	22.1	40	22.5	24	22.2	64
Public Services	11.4	20	12.0	3	11.4	23
Technical Services	12.5	17	5.0	6	10.6	23
Research/Reference/Instruction	13.1	75	14.9	23	13.5	98
Cataloger/Metadata Analysts	15.8	82	15.5	21	15.7	103
All Positions:	15.6	733	15.3	338	15.5	1,071

Excludes Canadian libraries.

Excludes medical and law libraries.

TABLE 36: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.6	57	34.5	40	33.9	97
Associate Director	26.8	168	25.4	116	26.2	284
Assistant Director	23.4	80	23.7	57	23.5	137
Head, Branch	22.1	213	23.0	112	22.4	325
Dept. Head, Acquisitions	22.2	68	19.2	35	21.2	103
Dept. Head, Cataloging	22.2	102	20.1	42	21.6	144
Dept. Head, Circulation	19.6	67	17.9	40	18.9	107
Dept. Head, Library Technology	19.2	31	17.8	73	18.2	104
Dept. Head, Rare Book/Manuscripts/Special Collections	22.9	46	22.3	47	22.6	93
Dept. Head, Research/Reference/Info or Learning Commons	20.2	77	19.6	37	20.0	114
Dept. Head, Other	20.4	325	19.7	196	20.1	521
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	17.0	119	17.6	46	17.2	165
Business Manager	18.6	87	15.7	57	17.5	144
Human Resources	19.6	69	12.5	10	18.7	79
Development/Advancement	12.8	26	10.3	15	11.9	41
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	9.5	51	11.0	34	10.1	85
IT, Systems	17.9	103	14.0	232	15.2	335
IT, Web Developer	12.5	66	10.2	89	11.2	155
IT, Programmer	17.3	57	13.3	212	14.1	269
Scholarly Communications	16.5	33	9.7	20	13.9	53
Digital Acquisitions	13.2	64	9.2	17	12.3	81
Digital Collections Curation	9.9	59	10.8	40	10.3	99
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	12.3	101	12.9	54	12.5	155
Archivists	12.4	327	16.1	202	13.9	529
Assessment, Management Info Systems, Planning	13.7	36	15.2	17	14.2	53
Media Specialists	13.6	37	14.8	55	14.3	92
Preservation, including digital collections	13.9	106	14.0	39	13.9	145
Subject Specialist (no subgroup)	16.9	460	18.5	253	17.5	713
Subject Specialist in Humanities/Fine Arts	15.2	102	19.0	67	16.7	169
Subject Specialist in Sciences & Technology	16.0	124	16.8	58	16.3	182
Subject Specialist in Social/Behavior Science	16.5	110	21.0	55	18.0	165
Subject Specialist in Area Studies	16.7	98	16.7	66	16.7	164

TABLE 36: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	18.5	425	18.7	185	18.6	610
Research/Reference/Instruction	15.5	526	14.9	194	15.4	720
Public Services	14.4	109	12.2	59	13.7	168
Technical Services	15.0	86	14.5	33	14.8	119
All Positions:	17.5	4,615	17.2	2,904	17.4	7,519

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 US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	22.2	5	34.0	4	27.4	9
Associate Director	28.8	15	23.3	10	26.6	25
Assistant Director	26.5	6	22.6	5	24.7	11
Head, Branch	20.4	25	25.7	11	22.1	36
Dept. Head, Acquisitions	16.8	8	5.5	2	14.5	10
Dept. Head, Cataloging	20.1	21	13.2	5	18.8	26
Dept. Head, Circulation	16.8	4	15.4	7	15.9	11
Dept. Head, Library Technology	15.3	6	15.0	8	15.1	14
Dept. Head, Rare Book/Manuscripts/Special Collections	24.0	7			24.0	7
Dept. Head, Research/Reference/Info or Learning Commons	20.3	10	18.0	2	19.9	12
Dept. Head, Other	22.1	40	22.5	24	22.2	64
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	18.6	14	14.3	4	17.6	18
Business Manager	15.3	24	17.5	8	15.8	32
Human Resources	18.3	20			18.3	20
Development/Advancement	2.0	1	13.5	2	9.7	3
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	6.2	12	1.0	3	5.1	15
IT, Systems	18.3	19	14.7	44	15.8	63
IT, Web Developer	8.2	10	9.0	10	8.6	20
IT, Programmer	12.9	13	11.7	27	12.1	40
Scholarly Communications	9.0	2	0.0	1	6.0	3
Digital Acquisitions	12.9	9			12.9	9
Digital Collections Curation	11.3	4	13.0	3	12.0	7
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	9.4	19	11.8	4	9.8	23
Archivists	10.6	38	13.6	21	11.7	59
Assessment, Management Info Systems, Planning	9.7	7	18.0	1	10.8	8
Media Specialists	12.4	8	20.4	5	15.5	13
Preservation, including digital collections	9.8	6	15.5	2	11.3	8
Subject Specialist (no subgroup)	15.4	75	14.3	31	15.0	106
Subject Specialist in Humanities/Fine Arts	13.4	12	17.0	4	14.3	16
Subject Specialist in Sciences & Technology	13.1	23	10.2	9	12.3	32
Subject Specialist in Social/Behavior Science	16.6	22	17.0	9	16.7	31
Subject Specialist in Area Studies	16.1	54	12.7	19	15.2	73

TABLE 37: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	15.8	82	15.5	21	15.7	103
Research/Reference/Instruction	13.1	75	14.9	23	13.5	98
Public Services	11.4	20	12.0	3	11.4	23
Technical Services	12.5	17	5.0	6	10.6	23
All Positions:	15.6	733	15.3	338	15.5	1,071

Excludes Canadian libraries.

Excludes medical and law libraries.

TABLE 38: NUMBER AND AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2013–2014

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	53,922	444	58,002	256	55,414	700	8%
4–7 years	57,763	640	60,676	386	58,859	1,026	15%
8–11 years	63,370	598	66,773	416	64,766	1,014	13%
12–15 years	69,891	616	73,141	419	71,207	1,035	14%
16–19 years	75,023	482	78,918	332	76,611	814	10%
20–23 years	79,257	413	83,313	267	80,849	680	9%
24–27 years	80,621	412	84,658	249	82,142	661	9%
28–31 years	87,668	340	92,738	192	89,498	532	8%
32–35 years	93,079	301	96,182	177	94,228	478	6%
over 35 years	101,814	369	110,003	210	104,784	579	7%
All Positions:	73,534	4,615	77,186	2,904	74,945	7,519	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 US ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2013–2014

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	53,339	76	55,315	30	53,898	106	10%
4–7 years	57,951	124	61,066	57	58,932	181	17%
8–11 years	61,552	116	65,559	54	62,825	170	16%
12–15 years	69,848	102	78,240	55	72,788	157	15%
16–19 years	76,118	84	79,147	43	77,143	127	12%
20–23 years	76,645	72	90,109	31	80,697	103	10%
24–27 years	84,595	53	86,267	22	85,085	75	7%
28–31 years	77,565	33	101,849	12	84,040	45	4%
32–35 years	79,914	25	86,107	20	82,666	45	4%
over 35 years	92,512	48	119,969	14	98,712	62	6%
All Positions:	69,438	733	76,042	338	71,522	1,071	100%

Excludes Canadian libraries.

Excludes medical and law libraries.

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