

ARL UNIVERSITY MEDICAL LIBRARIES

TABLES 47-56

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TABLE 47: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2013–2014

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Alabama	2	‡	‡	42,900	19.5
Alberta	6	97,007	79,025	58,567	16.5
Arizona	17	66,930	63,231	53,000	19.5
Boston University	11	62,692	59,550	50,000	9.4
British Columbia	15	84,438	89,813	55,082	17.6
Calgary	17	81,351	75,449	64,702	11.5
California, Davis	7	73,456	70,956	47,544	22.3
California, Los Angeles	8	83,268	77,976	47,544	24.4
Case Western Reserve	8	62,804	56,845	36,414	24.0
Cincinnati	15	62,281	53,534	42,000	22.7
Columbia	11	73,106	78,321	57,000	18.1
Connecticut	15	80,281	77,974	56,454	19.5
Cornell	17	76,933	72,913	62,000	13.8
Dartmouth	8	72,232	70,554	46,500	22.8
Duke	18	62,356	57,352	50,000	16.1
Emory	13	62,945	62,428	52,000	18.0
Florida	14	59,565	54,825	44,483	15.3
Florida State	6	52,306	56,105	42,000	14.3
George Washington	14	70,407	67,716	52,200	16.7
Georgetown	13	64,916	65,210	47,000	15.9
Harvard	19	76,141	71,632	53,000	12.8
Hawaii	5	53,034	50,361	50,004	19.4
Howard	9	71,240	67,650	60,000	17.7
Illinois, Chicago	22	59,535	57,442	43,000	13.5
Iowa	10	68,009	57,793	43,000	20.8
Johns Hopkins	25	71,550	70,578	50,000	16.6
Kansas	9	54,795	51,237	42,000	16.9
Kentucky	12	60,569	57,609	35,600	26.3
Louisiana State	2	‡	‡	43,000	2.5
Louisville	10	62,397	61,059	40,000	25.1
McGill	9	70,639	64,247	49,771	12.2
McMaster	7	78,326	79,031	48,234	13.6
Manitoba	20	82,839	86,675	54,686	14.6
Miami	9	79,600	74,030	50,000	19.4
Michigan	19	69,603	67,410	48,000	17.4
Minnesota	12	68,004	68,352	47,000	15.7
Missouri	11	60,488	60,961	40,000	24.5
Montreal	11	77,264	74,527	53,856	19.4
Nebraska	14	68,842	61,992	45,000	20.4
New York University	27	81,407	75,322	55,000	10.5
North Carolina	24	68,078	67,200	45,000	21.8
Northwestern	13	70,583	70,895	50,000	17.6

TABLE 47: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2013–2014

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Ohio State	10	70,977	67,782	48,000	20.1
Oklahoma	7	57,314	60,374	40,000	18.4
Oklahoma State	4	54,788	49,416	38,000	20.5
Ottawa	6	85,929	84,425	60,204	13.3
Pennsylvania	9	72,539	73,358	45,000	22.7
Pennsylvania State	8	61,437	63,600	48,000	12.0
Pittsburgh	27	69,469	64,654	45,000	18.1
Queen`s	5	95,491	95,809	55,292	18.0
Rochester	25	58,057	55,650	45,000	19.1
Rutgers	16	82,246	80,617	50,765	20.6
Saskatchewan	5	98,187	97,317	60,862	14.6
South Carolina	9	52,020	48,093	38,000	17.1
Southern California	15	75,833	66,819	54,636	17.6
Southern Illinois	5	64,729	68,027	41,000	27.4
SUNY Buffalo	11	68,015	63,952	47,000	20.5
SUNY Stony Brook	9	73,007	73,413	45,000	21.2
Temple	10	60,117	60,439	46,000	18.5
Tennessee, Knoxville	4	‡	‡	39,000	16.0
Tennessee, Memphis	11	57,184	60,240	45,000	21.2
Texas Tech	23	51,896	48,502	39,114	19.5
Toronto	16	94,491	90,695	57,834	11.9
Tulane	8	58,969	55,725	44,000	17.6
Utah	15	58,567	56,662	40,000	18.6
Vanderbilt	12	65,104	63,533	45,000	15.9
Virginia	14	66,600	66,800	48,000	23.1
Washington	18	66,947	61,692	45,000	20.2
Washington U.-St. Louis	24	61,998	55,912	42,700	17.2
Wayne State	4	‡	‡	50,000	19.3
Wisconsin	14	65,012	62,959	45,000	16.1
Yale	16	87,412	86,013	55,000	20.3

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 48: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Calgary	64,702	37	Georgetown	47,000
2	Cornell	62,000	37	Minnesota	47,000
3	Saskatchewan	60,862	37	SUNY Buffalo	47,000
4	Ottawa	60,204	40	Dartmouth	46,500
5	Howard	60,000	41	Temple	46,000
6	Alberta	58,567	42	Nebraska	45,000
7	Toronto	57,834	42	North Carolina	45,000
8	Columbia	57,000	42	Pennsylvania	45,000
9	Connecticut	56,454	42	Pittsburgh	45,000
10	Queen`s	55,292	42	Rochester	45,000
11	British Columbia	55,082	42	SUNY Stony Brook	45,000
12	New York University	55,000	42	Tennessee, Memphis	45,000
12	Yale	55,000	42	Vanderbilt	45,000
14	Manitoba	54,686	42	Washington	45,000
15	Southern California	54,636	42	Wisconsin	45,000
16	Montreal	53,856	52	Florida	44,483
17	Arizona	53,000	53	Tulane	44,000
17	Harvard	53,000	54	Illinois, Chicago	43,000
19	George Washington	52,200	54	Iowa	43,000
20	Emory	52,000	54	Louisiana State	43,000
21	Rutgers	50,765	57	Alabama	42,900
22	Hawaii	50,004	58	Washington U.-St. Louis	42,700
23	Boston University	50,000	59	Cincinnati	42,000
23	Duke	50,000	59	Florida State	42,000
23	Johns Hopkins	50,000	59	Kansas	42,000
23	Miami	50,000	62	Southern Illinois	41,000
23	Northwestern	50,000	63	Louisville	40,000
23	Wayne State	50,000	63	Missouri	40,000
29	McGill	49,771	63	Oklahoma	40,000
30	McMaster	48,234	63	Utah	40,000
31	Michigan	48,000	67	Texas Tech	39,114
31	Ohio State	48,000	68	Tennessee, Knoxville	39,000
31	Pennsylvania State	48,000	69	Oklahoma State	38,000
31	Virginia	48,000	69	South Carolina	38,000
35	California, Davis	47,544	71	Case Western Reserve	36,414
35	California, Los Angeles	47,544	72	Kentucky	35,600

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
Canadian salaries are expressed in US dollars.

**TABLE 49: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Saskatchewan	97,317	37	McGill	64,247
2	Queen`s	95,809	38	SUNY Buffalo	63,952
3	Toronto	90,695	39	Pennsylvania State	63,600
4	British Columbia	89,813	40	Vanderbilt	63,533
5	Manitoba	86,675	41	Arizona	63,231
6	Yale	86,013	42	Wisconsin	62,959
7	Ottawa	84,425	43	Emory	62,428
8	Rutgers	80,617	44	Nebraska	61,992
9	McMaster	79,031	45	Washington	61,692
10	Alberta	79,025	46	Louisville	61,059
11	Columbia	78,321	47	Missouri	60,961
12	California, Los Angeles	77,976	48	Temple	60,439
13	Connecticut	77,974	49	Oklahoma	60,374
14	Calgary	75,449	50	Tennessee, Memphis	60,240
15	New York University	75,322	51	Boston University	59,550
16	Montreal	74,527	52	Iowa	57,793
17	Miami	74,030	53	Kentucky	57,609
18	SUNY Stony Brook	73,413	54	Illinois, Chicago	57,442
19	Pennsylvania	73,358	55	Duke	57,352
20	Cornell	72,913	56	Case Western Reserve	56,845
21	Harvard	71,632	57	Utah	56,662
22	California, Davis	70,956	58	Florida State	56,105
23	Northwestern	70,895	59	Washington U.-St. Louis	55,912
24	Johns Hopkins	70,578	60	Tulane	55,725
25	Dartmouth	70,554	61	Rochester	55,650
26	Minnesota	68,352	62	Florida	54,825
27	Southern Illinois	68,027	63	Cincinnati	53,534
28	Ohio State	67,782	64	Kansas	51,237
29	George Washington	67,716	65	Hawaii	50,361
30	Howard	67,650	66	Oklahoma State	49,416
31	Michigan	67,410	67	Texas Tech	48,502
32	North Carolina	67,200	68	South Carolina	48,093
33	Southern California	66,819		Alabama	*
34	Virginia	66,800		Louisiana State	*
35	Georgetown	65,210		Tennessee, Knoxville	*
36	Pittsburgh	64,654		Wayne State	*

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

* Alabama, Louisiana State, Tennessee–Knoxville, and Wayne State are not ranked because they reported four or fewer individuals. Canadian salaries are expressed in US dollars.

**TABLE 50: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Saskatchewan	98,187	37	Minnesota	68,004
2	Alberta	97,007	38	Washington	66,947
3	Queen`s	95,491	39	Arizona	66,930
4	Toronto	94,491	40	Virginia	66,600
5	Yale	87,412	41	Vanderbilt	65,104
6	Ottawa	85,929	42	Wisconsin	65,012
7	British Columbia	84,438	43	Georgetown	64,916
8	California, Los Angeles	83,268	44	Southern Illinois	64,729
9	Manitoba	82,839	45	Emory	62,945
10	Rutgers	82,246	46	Case Western Reserve	62,804
11	New York University	81,407	47	Boston University	62,692
12	Calgary	81,351	48	Louisville	62,397
13	Connecticut	80,281	49	Duke	62,356
14	Miami	79,600	50	Cincinnati	62,281
15	McMaster	78,326	51	Washington U.-St. Louis	61,998
16	Montreal	77,264	52	Pennsylvania State	61,437
17	Cornell	76,933	53	Kentucky	60,569
18	Harvard	76,141	54	Missouri	60,488
19	Southern California	75,833	55	Temple	60,117
20	California, Davis	73,456	56	Florida	59,565
21	Columbia	73,106	57	Illinois, Chicago	59,535
22	SUNY Stony Brook	73,007	58	Tulane	58,969
23	Pennsylvania	72,539	59	Utah	58,567
24	Dartmouth	72,232	60	Rochester	58,057
25	Johns Hopkins	71,550	61	Oklahoma	57,314
26	Howard	71,240	62	Tennessee, Memphis	57,184
27	Ohio State	70,977	63	Kansas	54,795
28	McGill	70,639	64	Oklahoma State	54,788
29	Northwestern	70,583	65	Hawaii	53,034
30	George Washington	70,407	66	Florida State	52,306
31	Michigan	69,603	67	South Carolina	52,020
32	Pittsburgh	69,469	68	Texas Tech	51,896
33	Nebraska	68,842		Alabama	*
34	North Carolina	68,078		Louisiana State	*
35	SUNY Buffalo	68,015		Tennessee, Knoxville	*
36	Iowa	68,009		Wayne State	*

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

* Alabama, Louisiana State, Tennessee–Knoxville, and Wayne State are not ranked because they reported four or fewer individuals. Canadian salaries are expressed in US dollars.

TABLE 51: AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL 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.
Head, Medical		.		.	‡	2	‡	3	138,452	5
Associate Director		.		.	‡	2	88,683	7	‡	2
Assistant Director	‡	1	75,468	7	‡	3	71,837	6	‡	3
Head, Branch	‡	2	‡	1	68,390	5	65,891	5	‡	2
Administrative Specialist	‡	2	67,762	6	‡	2	60,386	4	‡	3
Digital Specialist	56,318	8	58,124	11	66,107	10	68,204	22	62,664	8
Functional Specialist	58,706	5	58,272	9	59,864	5	‡	3	66,382	6
Subject Specialist	52,277	20	62,335	35	62,171	35	70,745	21	74,539	13
Dept. Head, Acquisitions	‡	1	‡	3	‡	3	‡	2	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	‡	2	‡	3	72,910	4	‡	3
Dept. Head, Cataloging		.	‡	3	‡	1	‡	1	‡	1
Dept. Head, Circulation		.	‡	2	‡	3	‡	1	62,080	4
Dept. Head, Rare Books/ Manuscripts/Special Collections		.		.	‡	1	‡	1	‡	2
Dept. Head, Library Technology			‡	2	‡	1	‡	1	‡	1
Dept. Head, Other	‡	1	56,590	5	66,575	9	‡	3	78,311	10
Public Services	61,773	5	59,835	13	65,073	6	66,107	6	‡	2
Technical Services			‡	3	‡	1	‡	1		
Research/Reference/ Instruction	56,986	32	56,015	34	63,954	24	75,497	19	73,996	25
Cataloger/Metadata Analysts	‡	2	‡	3	‡	2	‡	3	‡	2
All Positions:	55,692	80	59,880	139	64,842	118	71,811	113	76,166	93

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 51: AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2013–2014, PART 2: 20 TO OVER 30 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.
Head, Medical	128,585	5	119,499	5	150,208	8	131,286	18	146,774	18
Associate Director	84,342	15	91,034	4	103,603	5	102,604	7	96,129	13
Assistant Director	75,323	4	73,191	4	‡	2	77,459	4	‡	3
Head, Branch	‡	1		.	‡	3	‡	2		.
Administrative Specialist	‡	2	‡	3	‡	1	‡	2	‡	3
Digital Specialist	70,205	6	‡	3	‡	3	‡	2	‡	2
Functional Specialist	63,133	7	‡	2	69,224	4	‡	3	78,522	4
Subject Specialist	70,910	15	77,901	9	‡	3	‡	9	83,150	11
Dept. Head, Acquisitions	‡	1	‡	3	‡	3	83,358	4	‡	2
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	‡	1		.	‡	3	‡	3
Dept. Head, Cataloging	‡	1	‡	1	‡	2			‡	1
Dept. Head, Circulation	‡	2		.	‡	2	‡	1	‡	1
Dept. Head, Rare Books/ Manuscripts/Special Collections		.		.	‡	2	‡	1	‡	1
Dept. Head, Library Technology	‡	2	78,265	4		.		.	‡	1
Dept. Head, Other	84,127	6	‡	2	86,376	9	74,225	6	87,544	7
Public Services	‡	2	‡	2	‡	2	80,310	4	‡	1
Technical Services		.	‡	2	‡	1		.	‡	1
Research/Reference/ Instruction	70,034	12	67,730	12	68,635	10	79,168	13	73,072	10
Cataloger/Metadata Analysts	‡	1		.	‡	2		.	‡	1
All Positions:	78,216	83	79,297	57	88,541	62	90,880	79	95,297	83

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 52: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	134,961	53	150,770	11	137,678	64
Associate Director	88,976	40	100,483	15	92,115	55
Assistant Director	70,573	30	76,263	7	71,650	37
Head, Branch	‡	18	‡	3	73,044	21
Administrative Specialist	66,673	24	66,198	4	66,605	28
Digital Specialist	65,820	33	65,450	42	65,613	75
Functional Specialist	63,467	33	68,566	15	65,060	48
Subject Specialist	66,591	146	66,568	25	66,588	171
Dept. Head, Acquisitions	68,003	16	70,199	7	68,671	23
Dept. Head, Research/Reference/ Information or Learning Commons	69,768	16	76,661	5	71,409	21
Dept. Head, Cataloging	‡	8	‡	3	66,289	11
Dept. Head, Circulation	68,691	11	60,572	5	66,154	16
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	2	‡	6	83,557	8
Dept. Head, Library Technology	83,227	5	71,715	7	76,512	12
Dept. Head, Other	76,531	49	74,756	9	76,256	58
Public Services	69,692	35	60,723	8	68,023	43
Technical Services	‡	8	‡	1	52,600	9
Research/Reference/Instruction	65,695	147	67,945	44	66,213	191
Cataloger/Metadata Analysts	‡	14	‡	2	58,718	16
All Positions:	74,080	688	74,209	219	74,111	907

Canadian salaries are expressed in US dollars.

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

TABLE 53: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	134,961	53	150,770	11	137,678	64
Associate Director	88,976	40	100,483	15	92,115	55
Assistant Director	70,573	30	76,263	7	71,650	37
Head, Branch	‡	18	‡	3	73,044	21
Dept. Head, Acquisitions	68,003	16	70,199	7	68,671	23
Dept. Head, Cataloging	‡	8	‡	3	66,289	11
Dept. Head, Circulation	68,691	11	60,572	5	66,154	16
Dept. Head, Library Technology	83,227	5	71,715	7	76,512	12
Dept. Head, Rare Book/Manuscripts/Special Collections	‡	2	‡	6	83,557	8
Dept. Head, Research/Reference/Info or Learning Commons	69,768	16	76,661	5	71,409	21
Dept. Head, Other	76,531	49	74,756	9	76,256	58
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	‡	10	‡	2	60,675	12
Business Manager	‡	10	‡	1	74,302	11
Human Resources	‡	3		.	‡	3
Development/Advancement	‡	1	‡	1	‡	2
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	‡	3	‡	1	62,136	4
IT, Systems	66,806	6	60,777	20	62,169	26
IT, Web Developer	65,437	8	59,713	9	62,407	17
IT, Programmer	71,661	7	76,329	10	74,407	17
Scholarly Communications	‡	3		.	‡	3
Digital Acquisitions	‡	4	‡	2	80,335	6
Digital Collections Curation	‡	2			‡	2
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	‡	16	‡	2	64,983	18
Archivists	65,431	17	64,163	7	65,061	24
Assessment, Management Info Systems, Planning		.	‡	1	‡	1
Media Specialists		.	68,200	4	68,200	4
Preservation, including digital collections		.	‡	1	‡	1
Subject Specialist (no subgroup)	66,000	111	62,781	21	65,488	132
Subject Specialist in Humanities/Fine Arts		.		.		.
Subject Specialist in Sciences & Technology	67,259	29	86,454	4	69,586	33
Subject Specialist in Social/Behavior Science	74,300	6		.	74,300	6
Subject Specialist in Area Studies		.		.		.

TABLE 53: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	‡	14	‡	2	58,718	16
Research/Reference/Instruction	65,695	147	67,945	44	66,213	191
Public Services	69,692	35	60,723	8	68,023	43
Technical Services	‡	8	‡	1	52,600	9
All Positions:	74,080	688	74,209	219	74,111	907

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 54: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.2	53	32.9	11	29.9	64
Associate Director	26.4	40	27.7	15	26.7	55
Assistant Director	21.2	30	9.3	7	18.9	37
Head, Branch	15.9	18	17.7	3	16.2	21
Administrative Specialist	18.6	24	13.3	4	17.9	28
Digital Specialist	12.2	33	15.3	42	13.9	75
Functional Specialist	15.9	33	20.7	15	17.4	48
Subject Specialist	14.5	146	12.6	25	14.2	171
Dept. Head, Acquisitions	21.3	16	19.7	7	20.8	23
Dept. Head, Research/Reference/ Information or Learning Commons	21.1	16	15.6	5	19.8	21
Dept. Head, Cataloging	17.6	8	18.3	3	17.8	11
Dept. Head, Circulation	20.4	11	15.6	5	18.9	16
Dept. Head, Rare Books/ Manuscripts/Special Collections	35.0	2	20.3	6	24.0	8
Dept. Head, Library Technology	23.8	5	16.1	7	19.3	12
Dept. Head, Other	21.6	49	21.8	9	21.6	58
Public Services	13.8	35	11.5	8	13.3	43
Technical Services	18.1	8	12.0	1	17.4	9
Research/Reference/Instruction	14.5	147	16.2	44	14.9	191
Cataloger/Metadata Analysts	13.2	14	21.5	2	14.3	16
All Positions:	17.8	688	17.6	219	17.8	907

TABLE 55: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.2	53	32.9	11	29.9	64
Associate Director	26.4	40	27.7	15	26.7	55
Assistant Director	21.2	30	9.3	7	18.9	37
Head, Branch	15.9	18	17.7	3	16.2	21
Dept. Head, Acquisitions	21.3	16	19.7	7	20.8	23
Dept. Head, Cataloging	17.6	8	18.3	3	17.8	11
Dept. Head, Circulation	20.4	11	15.6	5	18.9	16
Dept. Head, Library Technology	23.8	5	16.1	7	19.3	12
Dept. Head, Rare Book/Manuscripts/Special Collections	35.0	2	20.3	6	24.0	8
Dept. Head, Research/Reference/Info or Learning Commons	21.1	16	15.6	5	19.8	21
Dept. Head, Other	21.6	49	21.8	9	21.6	58
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	13.0	10	19.0	2	14.0	12
Business Manager	22.2	10	3.0	1	20.5	11
Human Resources	22.3	3			22.3	3
Development/Advancement	28.0	1	12.0	1	20.0	2
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	3.0	3	12.0	1	5.3	4
IT, Systems	10.5	6	17.0	20	15.5	26
IT, Web Developer	12.9	8	11.4	9	12.1	17
IT, Programmer	13.0	7	14.7	10	14.0	17
Scholarly Communications	12.7	3			12.7	3
Digital Acquisitions	21.5	4	20.5	2	21.2	6
Digital Collections Curation	6.0	2			6.0	2
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	16.4	16	14.5	2	16.2	18
Archivists	15.4	17	18.9	7	16.4	24
Assessment, Management Info Systems, Planning		.	30.0	1	30.0	1
Media Specialists		.	25.0	4	25.0	4
Preservation, including digital collections		.	20.0	1	20.0	1
Subject Specialist (no subgroup)	13.7	111	12.4	21	13.5	132
Subject Specialist in Humanities/Fine Arts		.		.		.
Subject Specialist in Sciences & Technology	16.0	29	14.0	4	15.8	33
Subject Specialist in Social/Behavior Science	21.3	6		.	21.3	6

TABLE 55: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Subject Specialist in Area Studies		.		.		.
Catalogers/Metadata analysts	13.2	14	21.5	2	14.3	16
Research/Reference/Instruction	14.5	147	16.2	44	14.9	191
Public Services	13.8	35	11.5	8	13.3	43
Technical Services	18.1	8	12.0	1	17.4	9
All Positions:	17.8	688	17.6	219	17.8	907

. No positions reported in this category.

TABLE 56: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL 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	56,016	64	54,396	16	55,692	80	9%
4–7 years	59,331	108	61,793	31	59,880	139	15%
8–11 years	65,621	90	62,337	28	64,842	118	13%
12–15 years	71,494	83	72,689	30	71,811	113	12%
16–19 years	78,414	60	72,080	33	76,166	93	10%
20–23 years	77,415	67	81,568	16	78,216	83	9%
24–27 years	77,686	40	83,086	17	79,297	57	6%
28–31 years	86,631	48	95,091	14	88,541	62	7%
32–35 years	92,372	59	86,477	20	90,880	79	9%
over 35 years	94,594	69	98,762	14	95,297	83	9%
All Positions:	74,080	688	74,209	219	74,111	907	100%

Canadian salaries are expressed in US dollars.