

ARL UNIVERSITY LAW LIBRARIES

TABLES 57-66

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TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2013–2014

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Alberta	2	‡	‡	58,567	31.5
Arizona	9	68,774	64,518	60,000	18.7
Arizona State	5	70,745	66,500	50,000	23.0
Boston University	11	77,410	72,050	55,000	15.4
Boston College	16	76,025	76,302	45,800	17.7
British Columbia	4	‡	‡	55,082	20.5
Calgary	2	‡	‡	64,702	16.0
California, Davis	7	83,238	82,266	47,544	21.1
California, Irvine	8	87,437	77,976	47,544	13.0
California, Los Angeles	17	81,876	77,976	47,544	13.9
Case Western Reserve	12	70,336	70,795	36,414	20.2
Cincinnati	8	69,834	63,885	48,000	19.8
Colorado	8	78,249	65,120	50,000	16.1
Columbia	18	84,613	75,660	57,000	15.6
Connecticut	10	76,458	73,321	41,857	19.8
Cornell	9	78,828	79,596	64,000	10.3
Duke	12	72,147	68,550	62,000	16.9
Emory	10	61,401	55,983	50,000	9.7
Florida	11	62,311	57,113	55,000	11.3
Florida State	10	57,634	55,099	50,000	16.7
George Washington	23	99,250	94,317	55,000	18.0
Georgetown	26	79,778	75,000	63,000	11.5
Georgia	8	56,905	57,352	57,500	14.6
Harvard	33	84,873	80,053	53,000	10.9
Hawaii	6	85,410	84,864	50,004	13.0
Houston	11	61,398	56,445	54,000	19.1
Howard	8	56,146	55,393	52,000	20.4
Illinois, Urbana	10	66,635	71,000	56,000	19.3
Indiana	10	71,623	63,038	40,400	20.0
Iowa	17	78,194	75,850	43,000	19.5
Kansas	6	53,163	54,736	40,500	9.7
Kentucky	7	57,502	55,743	52,000	11.0
Louisiana State	11	59,976	58,003	42,000	13.8
Louisville	7	60,687	61,200	40,000	21.9
McGill	4	‡	‡	49,771	18.8
Manitoba	3	‡	‡	54,686	22.0
Miami	14	62,665	61,284	49,000	17.0
Michigan	10	74,714	64,505	49,000	10.6
Minnesota	13	85,497	80,812	55,000	21.8
Missouri	8	60,189	61,590	40,000	17.6
Montreal	6	68,362	74,527	53,856	11.3
Nebraska	6	67,948	69,481	50,000	17.7

TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2013–2014

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
New Mexico	6	70,695	71,760	50,000	11.2
New York University	19	84,338	77,328	70,000	23.7
North Carolina	11	78,710	72,779	45,000	13.4
Northwestern	9	74,534	70,298	50,000	22.1
Notre Dame	13	75,822	71,225	48,000	19.7
Ohio State	8	62,784	59,670	48,000	10.1
Oklahoma	7	59,551	52,852	42,000	18.9
Oregon	8	55,566	54,000	45,000	16.5
Ottawa	4	‡	‡	60,204	20.5
Pennsylvania	15	73,161	71,840	45,000	16.9
Pennsylvania State	7	84,940	77,262	65,000	24.3
Queen's	3	‡	‡	55,292	13.7
Rutgers, Camden	7	71,831	71,050	70,000	16.9
Rutgers, Newark	9	89,026	78,863	58,451	19.4
Saskatchewan	3	‡	‡	60,862	34.3
South Carolina	11	67,682	71,870	55,000	12.6
Southern Illinois	5	59,109	55,530	50,000	9.2
SUNY Buffalo	12	70,518	67,036	60,000	16.8
Syracuse	10	61,054	57,781	46,700	17.4
Temple	10	68,084	56,960	46,000	27.2
Tennessee	10	79,344	77,076	55,000	13.8
Texas	16	69,426	59,000	52,000	14.9
Texas Tech	7	67,390	63,825	50,500	13.1
Toronto	6	103,480	108,602	57,834	15.8
Tulane	8	64,016	63,395	45,000	14.6
Utah	8	67,939	67,670	52,520	15.9
Vanderbilt	6	75,448	68,500	60,000	18.7
Virginia	16	69,100	66,700	63,500	15.7
Washington	18	69,540	64,512	62,000	20.8
Washington U.-St. Louis	8	68,360	62,850	50,000	23.6
Wayne State	5	65,810	62,585	50,000	23.8
Western Ontario	2	‡	‡	55,377	23.0
Wisconsin	12	64,140	61,638	45,000	21.1
Yale	21	87,866	80,500	55,000	15.4
York	5	108,521	115,018	48,776	12.6

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 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	New York University	70,000	40	Hawaii	50,004
1	Rutgers, Camden	70,000	41	Arizona State	50,000
3	Pennsylvania State	65,000	41	Colorado	50,000
4	Calgary	64,702	41	Emory	50,000
5	Cornell	64,000	41	Florida State	50,000
6	Virginia	63,500	41	Nebraska	50,000
7	Georgetown	63,000	41	New Mexico	50,000
8	Duke	62,000	41	Northwestern	50,000
8	Washington	62,000	41	Southern Illinois	50,000
10	Saskatchewan	60,862	41	Washington U.-St. Louis	50,000
11	Ottawa	60,204	41	Wayne State	50,000
12	Arizona	60,000	51	McGill	49,771
12	SUNY Buffalo	60,000	52	Miami	49,000
12	Vanderbilt	60,000	52	Michigan	49,000
15	Alberta	58,567	54	York	48,776
16	Rutgers, Newark	58,451	55	Cincinnati	48,000
17	Toronto	57,834	55	Notre Dame	48,000
18	Georgia	57,500	55	Ohio State	48,000
19	Columbia	57,000	58	California, Davis	47,544
20	Illinois, Urbana	56,000	58	California, Irvine	47,544
21	Western Ontario	55,377	58	California, Los Angeles	47,544
22	Queen`s	55,292	61	Syracuse	46,700
23	British Columbia	55,082	62	Temple	46,000
24	Boston University	55,000	63	Boston College	45,800
24	Florida	55,000	64	North Carolina	45,000
24	George Washington	55,000	64	Oregon	45,000
24	Minnesota	55,000	64	Pennsylvania	45,000
24	South Carolina	55,000	64	Tulane	45,000
24	Tennessee	55,000	64	Wisconsin	45,000
24	Yale	55,000	69	Iowa	43,000
31	Manitoba	54,686	70	Louisiana State	42,000
32	Houston	54,000	70	Oklahoma	42,000
33	Montreal	53,856	72	Connecticut	41,857
34	Harvard	53,000	73	Kansas	40,500
35	Utah	52,520	74	Indiana	40,400
36	Howard	52,000	75	Louisville	40,000
36	Kentucky	52,000	75	Missouri	40,000
36	Texas	52,000	77	Case Western Reserve	36,414
39	Texas Tech	50,500			

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 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	115,018	40	Arizona	64,518
2	Toronto	108,602	41	Washington	64,512
3	George Washington	94,317	42	Michigan	64,505
4	Hawaii	84,864	43	Cincinnati	63,885
5	California, Davis	82,266	44	Texas Tech	63,825
6	Minnesota	80,812	45	Tulane	63,395
7	Yale	80,500	46	Indiana	63,038
8	Harvard	80,053	47	Washington U.-St. Louis	62,850
9	Cornell	79,596	48	Wayne State	62,585
10	Rutgers, Newark	78,863	49	Wisconsin	61,638
11	California, Irvine	77,976	50	Missouri	61,590
11	California, Los Angeles	77,976	51	Miami	61,284
13	New York University	77,328	52	Louisville	61,200
14	Pennsylvania State	77,262	53	Ohio State	59,670
15	Tennessee	77,076	54	Texas	59,000
16	Boston College	76,302	55	Louisiana State	58,003
17	Iowa	75,850	56	Syracuse	57,781
18	Columbia	75,660	57	Georgia	57,352
19	Georgetown	75,000	58	Florida	57,113
20	Montreal	74,527	59	Temple	56,960
21	Connecticut	73,321	60	Houston	56,445
22	North Carolina	72,779	61	Emory	55,983
23	Boston University	72,050	62	Kentucky	55,743
24	South Carolina	71,870	63	Southern Illinois	55,530
25	Pennsylvania	71,840	64	Howard	55,393
26	New Mexico	71,760	65	Florida State	55,099
27	Notre Dame	71,225	66	Kansas	54,736
28	Rutgers, Camden	71,050	67	Oregon	54,000
29	Illinois, Urbana	71,000	68	Oklahoma	52,852
30	Case Western Reserve	70,795		Alberta	*
31	Northwestern	70,298		British Columbia	*
32	Nebraska	69,481		Calgary	*
33	Duke	68,550		McGill	*
34	Vanderbilt	68,500		Manitoba	*
35	Utah	67,670		Ottawa	*
36	SUNY Buffalo	67,036		Queen`s	*
37	Virginia	66,700		Saskatchewan	*
38	Arizona State	66,500		Western	*
39	Colorado	65,120			

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

* Alberta, British Columbia, Calgary, McGill, Manitoba, Ottawa, Queen`s, Saskatchewan, 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 2013–2014**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	108,521	40	Arizona	68,774
2	Toronto	103,480	41	Montreal	68,362
3	George Washington	99,250	42	Washington U.-St. Louis	68,360
4	Rutgers, Newark	89,026	43	Temple	68,084
5	Yale	87,866	44	Nebraska	67,948
6	California, Irvine	87,437	45	Utah	67,939
7	Minnesota	85,497	46	South Carolina	67,682
8	Hawaii	85,410	47	Texas Tech	67,390
9	Pennsylvania State	84,940	48	Illinois, Urbana	66,635
10	Harvard	84,873	49	Wayne State	65,810
11	Columbia	84,613	50	Wisconsin	64,140
12	New York University	84,338	51	Tulane	64,016
13	California, Davis	83,238	52	Ohio State	62,784
14	California, Los Angeles	81,876	53	Miami	62,665
15	Georgetown	79,778	54	Florida	62,311
16	Tennessee	79,344	55	Emory	61,401
17	Cornell	78,828	56	Houston	61,398
18	North Carolina	78,710	57	Syracuse	61,054
19	Colorado	78,249	58	Louisville	60,687
20	Iowa	78,194	59	Missouri	60,189
21	Boston University	77,410	60	Louisiana State	59,976
22	Connecticut	76,458	61	Oklahoma	59,551
23	Boston College	76,025	62	Southern Illinois	59,109
24	Notre Dame	75,822	63	Florida State	57,634
25	Vanderbilt	75,448	64	Kentucky	57,502
26	Michigan	74,714	65	Georgia	56,905
27	Northwestern	74,534	66	Howard	56,146
28	Pennsylvania	73,161	67	Oregon	55,566
29	Duke	72,147	68	Kansas	53,163
30	Rutgers, Camden	71,831		Alberta	*
31	Indiana	71,623		British Columbia	*
32	Arizona State	70,745		Calgary	*
33	New Mexico	70,695		McGill	*
34	SUNY Buffalo	70,518		Manitoba	*
35	Case Western Reserve	70,336		Ottawa	*
36	Cincinnati	69,834		Queen`s	*
37	Washington	69,540		Saskatchewan	*
38	Texas	69,426		Western	*
39	Virginia	69,100			

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

* Alberta, British Columbia, Calgary, McGill, Manitoba, Ottawa, Queen`s, Saskatchewan, and Western are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

TABLE 61: AVERAGE SALARIES OF ARL UNIVERSITY LAW 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, Law		.	‡	3	133,874	4	174,531	7	167,230	8
Associate Director		.	81,621	5	109,684	5	99,618	4	95,029	10
Assistant Director		.	‡	4	85,438	7	82,700	4	91,450	7
Head, Branch	
Administrative Specialist	‡	1	‡	2	‡	1		.	‡	2
Digital Specialist	63,317	14	72,052	10	‡	1	72,240	10	‡	1
Functional Specialist	‡	3	57,385	6	‡	2	‡	3	‡	1
Subject Specialist	62,511	19	63,415	14	72,341	15	73,274	4	76,077	10
Dept. Head, Acquisitions	‡	1	59,511	6	‡	1	‡	3	77,682	7
Dept. Head, Research/ Reference/Information or Learning Commons		.	72,758	5	‡	2	88,585	5	‡	3
Dept. Head, Cataloging		.	‡	1	‡	2	‡	2	‡	3
Dept. Head, Circulation	‡	1	61,594	4	67,839	5	‡	2	69,202	4
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1		.	‡	1		.		.
Dept. Head, Library Technology	‡	1	
Dept. Head, Other	‡	2	‡	3	62,704	5	‡	2	81,670	4
Public Services	57,191	4	64,706	9	‡	3	‡	1	‡	2
Technical Services	54,533	5	57,154	6	‡	2				
Research/Reference/ Instruction	61,808	53	68,078	38	72,242	31	71,503	18	73,293	14
Cataloger/Metadata Analysts	49,317	6	‡	3	69,008	5	‡	3	53,939	4
All Positions:	60,830	111	68,729	119	76,224	92	84,181	68	87,239	80

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 ARL UNIVERSITY LAW 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, Law	‡	2	141,683	12	170,758	4	180,632	12	192,730	21
Associate Director	‡	2	118,715	7	108,660	6	‡	3	117,268	9
Assistant Director	81,777	12	94,055	6	92,113	4	99,468	8	‡	1
Head, Branch	
Administrative Specialist	‡	2		.	‡	2	‡	3		.
Digital Specialist	91,013	5	‡	1		.	‡	1		.
Functional Specialist	‡	1	‡	1		.	‡	1		.
Subject Specialist	‡	3	75,588	8	82,495	4	‡	3	110,400	5
Dept. Head, Acquisitions	‡	3	‡	3	‡	1	‡	3	75,402	4
Dept. Head, Research/ Reference/Information or Learning Commons	‡	2		.	‡	3	‡	3	‡	2
Dept. Head, Cataloging	‡	2	79,616	5	79,406	6	75,161	4	77,763	6
Dept. Head, Circulation	70,293	4	‡	1	‡	1	‡	2	‡	2
Dept. Head, Rare Books/ Manuscripts/Special Collections		.	‡	1		.		.		.
Dept. Head, Library Technology	‡	1	‡	2		.		.	‡	1
Dept. Head, Other	92,776	5	‡	2	‡	2	‡	1	‡	2
Public Services	‡	1	‡	1	‡	3	‡	2	‡	2
Technical Services		.		.	‡	2		.	‡	2
Research/Reference/ Instruction	79,964	11	82,565	9	79,980	4	77,210	9	82,314	6
Cataloger/Metadata Analysts	‡	3	71,322	5	‡	2	‡	3	‡	3
All Positions:	83,115	59	96,696	64	91,956	44	104,323	58	120,841	66

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	166,052	38	172,362	35	169,077	73
Associate Director	107,192	30	103,776	21	105,785	51
Assistant Director	89,086	36	85,392	17	87,901	53
Head, Branch		.		.		.
Administrative Specialist	‡	11	‡	2	64,917	13
Digital Specialist	67,327	18	76,457	25	72,635	43
Functional Specialist	60,203	9	74,072	9	67,137	18
Subject Specialist	72,721	53	73,458	32	72,998	85
Dept. Head, Acquisitions	69,310	25	68,294	7	69,088	32
Dept. Head, Research/Reference/ Information or Learning Commons	81,752	17	82,523	8	81,999	25
Dept. Head, Cataloging	74,323	23	73,333	8	74,068	31
Dept. Head, Circulation	66,857	20	62,466	6	65,844	26
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	3		.	‡	3
Dept. Head, Library Technology	‡	2	‡	3	92,196	5
Dept. Head, Other	77,955	19	77,287	9	77,741	28
Public Services	62,070	17	73,393	11	66,518	28
Technical Services	61,390	13	60,646	4	61,215	17
Research/Reference/Instruction	70,317	136	69,891	57	70,191	193
Cataloger/Metadata Analysts	61,755	26	68,892	11	63,877	37
All Positions:	81,024	496	89,145	265	83,852	761

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	166,052	38	172,362	35	169,077	73
Associate Director	107,192	30	103,776	21	105,785	51
Assistant Director	89,086	36	85,392	17	87,901	53
Head, Branch		.		.		.
Dept. Head, Acquisitions	69,310	25	68,294	7	69,088	32
Dept. Head, Cataloging	74,323	23	73,333	8	74,068	31
Dept. Head, Circulation	66,857	20	62,466	6	65,844	26
Dept. Head, Library Technology	‡	2	‡	3	92,196	5
Dept. Head, Rare Book/Manuscripts/Special Collections	‡	3		.	‡	3
Dept. Head, Research/Reference/Info or Learning Commons	81,752	17	82,523	8	81,999	25
Dept. Head, Other	77,955	19	77,287	9	77,741	28
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	‡	7	‡	2	67,379	9
Business Manager	59,379	4		.	59,379	4
Human Resources		.		.		.
Development/Advancement		.		.		.
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	‡	5	‡	3	59,033	8
IT, Systems	72,843	8	76,859	9	74,969	17
IT, Web Developer	‡	3	‡	7	77,638	10
IT, Programmer		.		.		.
Scholarly Communications		.		.		.
Digital Acquisitions	‡	2	‡	2	78,430	4
Digital Collections Curation			71,618	4	71,618	4
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	‡	3	‡	6	70,628	9
Archivists	‡	3	‡	1	61,674	4
Assessment, Management Info Systems, Planning	‡	1	‡	1	‡	2
Media Specialists	‡	2	‡	1	‡	3
Preservation, including digital collections		.		.		.
Subject Specialist (no subgroup)	72,153	42	73,621	30	72,764	72
Subject Specialist in Humanities/Fine Arts	‡	1		.	‡	1
Subject Specialist in Sciences & Technology	‡	1		.	‡	1
Subject Specialist in Social/Behavior Science	‡	8	‡	2	70,825	10
Subject Specialist in Area Studies	‡	1		.	‡	1

TABLE 63: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	61,755	26	68,892	11	63,877	37
Research/Reference/Instruction	70,317	136	69,891	57	70,191	193
Public Services	62,070	17	73,393	11	66,518	28
Technical Services	61,390	13	60,646	4	61,215	17
All Positions:	81,024	496	89,145	265	83,852	761

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

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	27.1	38	26.3	35	26.7	73
Associate Director	23.2	30	21.8	21	22.6	51
Assistant Director	21.3	36	20.5	17	21.0	53
Head, Branch		.		.		.
Administrative Specialist	17.4	11	31.5	2	19.5	13
Digital Specialist	7.8	18	10.8	25	9.6	43
Functional Specialist	7.3	9	14.8	9	11.1	18
Subject Specialist	14.0	53	13.3	32	13.7	85
Dept. Head, Acquisitions	21.4	25	18.1	7	20.7	32
Dept. Head, Research/Reference/ Information or Learning Commons	18.2	17	20.6	8	19.0	25
Dept. Head, Cataloging	28.3	23	20.8	8	26.4	31
Dept. Head, Circulation	17.3	20	17.5	6	17.3	26
Dept. Head, Rare Books/ Manuscripts/Special Collections	12.0	3		.	12.0	3
Dept. Head, Library Technology	32.5	2	16.3	3	22.8	5
Dept. Head, Other	21.4	19	10.2	9	17.8	28
Public Services	14.9	17	14.5	11	14.8	28
Technical Services	11.8	13	11.5	4	11.8	17
Research/Reference/Instruction	11.2	136	11.5	57	11.3	193
Cataloger/Metadata Analysts	17.6	26	18.3	11	17.8	37
All Positions:	16.9	496	16.6	265	16.8	761

. No positions reported in this category.

TABLE 65: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	27.1	38	26.3	35	26.7	73
Associate Director	23.2	30	21.8	21	22.6	51
Assistant Director	21.3	36	20.5	17	21.0	53
Head, Branch		.		.		.
Dept. Head, Acquisitions	21.4	25	18.1	7	20.7	32
Dept. Head, Cataloging	28.3	23	20.8	8	26.4	31
Dept. Head, Circulation	17.3	20	17.5	6	17.3	26
Dept. Head, Library Technology	32.5	2	16.3	3	22.8	5
Dept. Head, Rare Book/Manuscripts/Special Collections	12.0	3			12.0	3
Dept. Head, Research/Reference/Info or Learning Commons	18.2	17	20.6	8	19.0	25
Dept. Head, Other	21.4	19	10.2	9	17.8	28
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	20.3	7	31.5	2	22.8	9
Business Manager	12.3	4		.	12.3	4
Human Resources		.		.		.
Development/Advancement		.		.		.
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	4.0	5	2.7	3	3.5	8
IT, Systems	9.6	8	14.7	9	12.3	17
IT, Web Developer	8.7	3	10.6	7	10.0	10
IT, Programmer		.		.		.
Scholarly Communications		.		.		.
Digital Acquisitions	9.0	2	13.0	2	11.0	4
Digital Collections Curation			7.8	4	7.8	4
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	5.7	3	13.2	6	10.7	9
Archivists	4.3	3	12.0	1	6.3	4
Assessment, Management Info Systems, Planning	17.0	1	33.0	1	25.0	2
Media Specialists	9.5	2	9.0	1	9.3	3
Preservation, including digital collections		.		.		.
Subject Specialist (no subgroup)	13.4	42	13.0	30	13.2	72
Subject Specialist in Humanities/Fine Arts	18.0	1		.	18.0	1
Subject Specialist in Sciences & Technology	32.0	1		.	32.0	1
Subject Specialist in Social/Behavior Science	12.8	8	18.5	2	13.9	10
Subject Specialist in Area Studies	28.0	1		.	28.0	1

TABLE 65: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2013–2014

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	17.6	26	18.3	11	17.8	37
Research/Reference/Instruction	11.2	136	11.5	57	11.3	193
Public Services	14.9	17	14.5	11	14.8	28
Technical Services	11.8	13	11.5	4	11.8	17
All Positions:	16.9	496	16.6	265	16.8	761

. No positions reported in this category.

TABLE 66: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW 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	60,840	76	60,807	35	60,830	111	15%
4–7 years	67,705	78	70,677	41	68,729	119	16%
8–11 years	77,396	62	73,802	30	76,224	92	12%
12–15 years	83,767	34	84,594	34	84,181	68	9%
16–19 years	84,187	59	95,813	21	87,239	80	11%
20–23 years	80,052	38	88,657	21	83,115	59	8%
24–27 years	94,624	35	99,197	29	96,696	64	8%
28–31 years	88,164	27	97,979	17	91,956	44	6%
32–35 years	96,717	39	119,935	19	104,323	58	8%
over 35 years	107,569	48	156,234	18	120,841	66	9%
All Positions:	81,024	496	89,145	265	83,852	761	100%

Canadian salaries are expressed in US dollars.