

**US ARL UNIVERSITY LIBRARIES**

**TABLES 26–30**

**TABLE 26: AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS  
BY POSITION AND YEARS OF EXPERIENCE, FY 2009–2010**

Position	YEARS OF EXPERIENCE										
	0–3 Years	4–7 Years	8–11 Years	12–15 Years	16–19 Years	20–23 Years	24–27 Years	28–31 Years	32–35 Years	over 35 Years	
Director	.	.	.	‡	.	\$209,850	\$206,337	\$192,893	\$210,036	\$203,299	
Associate Director	.	\$85,860	\$93,486	\$110,157	\$116,404	117,223	119,223	119,284	126,264	129,548	
Assistant Director	‡	74,889	87,909	94,991	113,752	101,848	103,980	108,917	114,648	106,707	
Head, Branch	\$55,278	58,603	68,229	72,234	76,652	79,290	80,266	82,408	92,624	91,929	
Functional Specialist	48,936	55,086	60,439	65,882	67,555	70,131	76,942	74,784	81,678	79,013	
Subject Specialist	49,029	54,265	61,162	66,576	67,741	71,851	72,012	75,569	79,450	81,860	
Dept. Head:											
Acquisitions	56,586	63,563	62,508	66,713	73,909	73,597	73,655	82,185	80,432	89,880	
Reference	‡	63,395	74,350	77,044	81,253	75,965	83,329	91,015	84,982	92,183	
Cataloging	49,023	60,128	60,371	70,565	72,223	75,540	79,896	76,220	91,878	77,783	
Serials	.	‡	61,165	‡	84,875	74,340	‡	‡	‡	‡	
Documents/Maps	52,291	57,222	58,099	64,369	62,681	‡	71,402	76,173	‡	77,586	
Circulation	47,653	61,263	56,144	71,724	75,010	74,109	71,206	96,695	79,885	83,665	
Rare Books/Manuscripts	‡	.	71,046	73,313	79,376	74,000	90,934	84,751	95,998	93,351	
Computer Systems	78,463	‡	90,190	89,679	91,472	84,314	92,391	99,212	103,334	.	
Other	52,942	60,972	66,554	74,860	80,315	79,575	80,071	81,708	87,534	88,391	
Public Services	47,769	51,510	55,269	57,325	62,277	58,769	63,425	67,742	64,886	69,142	
Technical Services	48,153	53,934	57,872	55,793	60,776	63,866	61,788	63,732	77,344	75,299	
Administrative Services	53,143	52,991	68,453	64,676	71,233	70,245	91,779	75,829	81,819	92,079	
Reference	46,204	50,592	56,496	59,787	60,235	65,383	67,122	69,138	71,565	71,620	
Cataloger	48,580	52,915	57,190	58,414	61,900	64,470	64,059	65,934	66,148	68,588	
<b>All Positions:</b>											
<b>Average Salary</b>	<b>\$48,975</b>	<b>\$54,505</b>	<b>\$61,403</b>	<b>\$67,101</b>	<b>\$71,331</b>	<b>\$74,909</b>	<b>\$80,071</b>	<b>\$84,387</b>	<b>\$93,192</b>	<b>\$93,943</b>	
<b>Number of Staff</b>	<b>837</b>	<b>975</b>	<b>1,101</b>	<b>865</b>	<b>767</b>	<b>746</b>	<b>651</b>	<b>622</b>	<b>524</b>	<b>477</b>	

Excludes Canadian libraries.

Excludes medical and law libraries.

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

. No positions reported in this category.

**TABLE 27: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2009–2010**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	‡	4	‡	3	\$174,493	7
Associate Director	‡	17	‡	3	117,635	20
Assistant Director	‡	3	‡	6	106,970	9
Head, Branch	70,496	32	88,641	14	76,019	46
Functional Specialist	59,836	142	63,696	123	61,628	265
Subject Specialist	63,406	140	65,048	60	63,898	200
Dept. Head:						
Acquisitions	‡	7	‡	2	75,881	9
Reference	75,228	5	.		75,228	5
Cataloging	‡	13	‡	1	72,247	14
Serials	‡	2	.		‡	2
Documents/Maps	‡	2	‡	1	‡	3
Circulation	‡	5	‡	3	73,467	8
Rare Books/Manuscripts	‡	5	‡	2	75,803	7
Computer Systems	‡	3	‡	8	82,953	11
Other	75,136	42	78,975	17	76,242	59
Reference:						
Over 14 years experience	69,371	44	67,086	17	68,734	61
10 to 14 years experience	61,337	13	59,038	7	60,532	20
5 to 9 years experience	53,947	29	57,244	7	54,588	36
Under 5 years experience	46,929	31	47,963	8	47,141	39
Cataloging:						
Over 14 years experience	62,158	40	71,254	12	64,257	52
10 to 14 years experience	59,078	14	61,525	6	59,812	20
5 to 9 years experience	52,110	22	55,600	10	53,201	32
Under 5 years experience	‡	21	‡	3	50,312	24
Other:						
Over 14 years experience	55,135	31	61,786	12	56,991	43
10 to 14 years experience	53,124	11	45,823	4	51,177	15
5 to 9 years experience	51,928	19	71,544	5	56,015	24
Under 5 years experience	45,929	22	50,295	4	46,601	26
<b>All Positions</b>	<b>\$63,452</b>	<b>719</b>	<b>\$67,786</b>	<b>338</b>	<b>\$64,838</b>	<b>1,057</b>

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 28: NUMBER AND AVERAGE YEARS OF EXPERIENCE  
OF MINORITY US ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2009–2010**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	29.0	4	31.3	3	30.0	7
Associate Director	27.5	17	24.0	3	27.0	20
Assistant Director	18.0	3	16.2	6	16.8	9
Head, Branch	21.2	32	18.6	14	20.4	46
Functional Specialist	13.2	142	11.9	123	12.6	265
Subject Specialist	14.5	140	12.9	60	14.0	200
Dept. Head:						
Acquisitions	16.1	7	5.5	2	13.8	9
Reference	15.6	5	.		15.6	5
Cataloging	18.8	13	9.0	1	18.1	14
Serials	17.0	2	.		17.0	2
Documents/Maps	6.5	2	12.0	1	8.3	3
Circulation	15.6	5	26.3	3	19.6	8
Rare Books/Manuscripts	15.6	5	18.5	2	16.4	7
Computer Systems	18.0	3	13.1	8	14.5	11
Other	20.6	42	20.0	17	20.4	59
Public Services	9.8	42	12.5	15	10.5	57
Technical Services	15.6	26	15.0	1	15.6	27
Administrative Services	11.3	15	12.0	9	11.6	24
Reference	13.1	117	14.2	39	13.4	156
Cataloger	14.0	97	16.2	31	14.6	128
<b>All Positions</b>	<b>14.8</b>	<b>719</b>	<b>14.0</b>	<b>338</b>	<b>14.5</b>	<b>1,057</b>

Includes Canadian libraries. See Table 33 for comparable figures in Canadian libraries only.

Excludes medical and law libraries. See Tables 40 and 47 for comparable figures in medical and law libraries.

. No positions reported in this category.

**TABLE 29: NUMBER AND AVERAGE SALARIES  
OF US ARL UNIVERSITY LIBRARIANS  
BY YEARS OF EXPERIENCE AND SEX, FY 2009–2010**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$48,193	532	\$50,339	305	\$48,975	837	11%
4 – 7 years	53,685	606	55,851	369	54,505	975	13%
8 – 11 years	60,117	658	63,315	443	61,403	1,101	15%
12 – 15 years	66,030	526	68,763	339	67,101	865	11%
16 – 19 years	69,772	477	73,896	290	71,331	767	10%
20 – 23 years	73,665	476	77,102	270	74,909	746	10%
24 – 27 years	78,812	433	82,572	218	80,071	651	9%
28 – 31 years	82,158	373	87,725	249	84,387	622	8%
32 – 35 years	91,022	325	96,735	199	93,192	524	7%
over 35 years	93,602	319	94,632	158	93,943	477	6%
<b>All Positions</b>	<b>\$68,787</b>	<b>4,725</b>	<b>\$71,695</b>	<b>2,840</b>	<b>\$69,879</b>	<b>7,565</b>	<b>100%</b>

Excludes Canadian libraries.  
Excludes medical and law libraries.

**TABLE 30: NUMBER AND AVERAGE SALARIES  
OF MINORITY US ARL UNIVERSITY LIBRARIANS  
BY YEARS OF EXPERIENCE AND SEX, FY 2009–2010**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$49,086	108	\$52,603	50	\$50,199	158	15%
4 – 7 years	52,179	117	57,931	48	53,852	165	16%
8 – 11 years	59,063	97	66,489	74	62,277	171	16%
12 – 15 years	64,348	92	67,103	51	65,330	143	14%
16 – 19 years	67,679	82	75,925	31	69,941	113	11%
20 – 23 years	74,658	73	72,769	24	74,190	97	9%
24 – 27 years	64,148	52	77,502	15	67,138	67	6%
28 – 31 years	72,729	29	79,092	18	75,166	47	4%
32 – 35 years	92,311	38	82,115	10	90,186	48	5%
over 35 years	84,323	31	97,108	17	88,851	48	5%
<b>All Positions</b>	<b>\$63,452</b>	<b>719</b>	<b>\$67,786</b>	<b>338</b>	<b>\$64,838</b>	<b>1,057</b>	<b>100%</b>

Excludes Canadian libraries.  
Excludes medical and law libraries.

