

**US ARL UNIVERSITY LIBRARIES**

**TABLES 26-30**

**TABLE 26: AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS  
BY POSITION AND YEARS OF EXPERIENCE, FY 2010–2011**

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	#	.	.	#	#	#	\$206,556	\$203,640	\$211,876	\$207,742
Associate Director	#	#	\$96,883	\$106,210	\$107,388	\$121,503	122,256	122,957	120,199	131,115
Assistant Director	#	\$96,620	94,726	94,481	115,114	112,744	108,936	109,249	111,803	112,107
Head, Branch	\$49,375	56,338	66,623	71,214	76,862	79,743	82,826	78,928	94,157	96,660
Functional Specialist	51,339	55,695	61,368	66,315	67,010	70,818	74,990	77,669	78,976	80,171
Subject Specialist	49,972	54,129	61,823	64,897	69,023	72,162	74,060	77,544	81,970	81,402
Dept. Head:										
Acquisitions	59,183	60,364	63,698	67,893	76,866	72,796	81,159	74,183	81,867	86,842
Reference	#	63,150	74,251	78,754	81,586	82,146	82,259	81,178	82,925	94,216
Cataloging	#	58,459	64,890	69,082	71,425	75,719	81,559	78,881	95,766	80,084
Serials	#	.	#	#	86,643	71,012	.	#	#	#
Documents/Maps	#	53,589	58,251	71,000	59,224	64,824	72,286	#	#	76,984
Circulation	52,621	59,401	60,280	63,214	79,869	68,270	72,520	89,817	78,590	80,778
Rare Books/Manuscripts	#	#	74,231	71,094	86,724	78,073	92,164	81,112	84,123	103,218
Computer Systems	#	72,140	98,118	89,357	94,268	81,896	91,958	100,075	106,113	.
Other	49,994	60,471	67,516	76,062	78,403	77,402	83,857	84,414	90,848	92,704
Public services	48,668	50,128	55,856	60,756	64,491	61,809	61,795	66,554	66,293	71,530
Technical services	46,600	53,944	59,698	59,181	64,982	59,738	67,554	63,974	75,198	70,692
Administration	57,742	57,855	62,349	65,659	73,035	73,766	96,785	80,974	82,114	97,647
Reference	48,015	50,312	57,188	58,418	60,810	65,105	66,019	71,874	68,853	71,867
Cataloger	48,255	52,694	56,907	58,748	62,533	64,929	65,781	66,701	68,292	70,326
<b>All Positions:</b>										
<b>Average Salary</b>	<b>\$50,879</b>	<b>\$54,611</b>	<b>\$62,003</b>	<b>\$67,651</b>	<b>\$71,924</b>	<b>\$75,122</b>	<b>\$80,563</b>	<b>\$84,783</b>	<b>\$93,536</b>	<b>\$96,114</b>
<b>Number of Staff</b>	<b>653</b>	<b>1,031</b>	<b>1,056</b>	<b>947</b>	<b>695</b>	<b>781</b>	<b>616</b>	<b>588</b>	<b>508</b>	<b>497</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 2010–2011**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	‡	5	‡	2	\$167,134	7
Associate Director	121,755	17	\$123,541	4	122,096	21
Assistant Director	110,529	6	115,346	7	113,123	13
Head, Branch	70,759	29	86,009	12	75,222	41
Functional Specialist	60,905	145	64,933	122	62,745	267
Subject Specialist	64,099	139	68,141	62	65,346	201
Dept. Head:						
Acquisitions	‡	8	‡	1	71,058	9
Reference	79,622	8	.		79,622	8
Cataloging	‡	19	‡	2	72,608	21
Serials	‡	1	.		‡	1
Documents/Maps	‡	3	‡	1	66,780	4
Circulation	‡	2	‡	4	72,212	6
Rare Books/Manuscripts	‡	5	‡	1	77,423	6
Computer Systems	85,930	4	81,717	8	83,121	12
Other	76,895	41	76,174	19	76,667	60
Reference:						
Over 14 years experience	69,520	44	67,587	16	69,005	60
10 to 14 years experience	56,684	9	58,217	7	57,355	16
5 to 9 years experience	53,539	30	57,871	8	54,451	38
Under 5 years experience	47,094	25	49,822	6	47,622	31
Cataloging:						
Over 14 years experience	62,452	39	71,139	13	64,624	52
10 to 14 years experience	56,659	12	63,950	7	59,345	19
5 to 9 years experience	52,814	26	54,487	4	53,037	30
Under 5 years experience	‡	15	‡	3	50,548	18
Other:						
Over 14 years experience	66,684	18	63,594	6	65,911	24
10 to 14 years experience	‡	8	‡	2	53,988	10
5 to 9 years experience	‡	16	‡	2	59,301	18
Under 5 years experience	‡	20	‡	1	48,938	21
<b>All Positions</b>	<b>\$65,372</b>	<b>694</b>	<b>\$69,565</b>	<b>320</b>	<b>\$66,695</b>	<b>1,014</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 2010–2011**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	30.4	5	43.0	2	34.0	7
Associate Director	28.9	17	21.5	4	27.5	21
Assistant Director	24.7	6	16.0	7	20.0	13
Head, Branch	21.0	29	21.1	12	21.0	41
Functional Specialist	12.9	145	12.8	122	12.8	267
Subject Specialist	14.1	139	14.1	62	14.1	201
Dept. Head:						
Acquisitions	14.4	8	4.0	1	13.2	9
Reference	23.8	8	.		23.8	8
Cataloging	20.4	19	24.5	2	20.8	21
Serials	19.0	1	.		19.0	1
Documents/Maps	12.3	3	13.0	1	12.5	4
Circulation	8.5	2	22.8	4	18.0	6
Rare Books/Manuscripts	16.6	5	18.0	1	16.8	6
Computer Systems	18.8	4	14.1	8	15.7	12
Other	17.6	41	17.6	19	17.6	60
Public services	10.7	32	13.2	5	11.0	37
Technical services	12.1	17	.		12.1	17
Administration	13.1	13	13.8	6	13.3	19
Reference	13.6	108	14.5	37	13.8	145
Cataloger	14.7	92	17.1	27	15.2	119
<b>All Positions</b>	<b>15.0</b>	<b>694</b>	<b>14.8</b>	<b>320</b>	<b>14.9</b>	<b>1,014</b>

Excludes Canadian libraries. See Table 33 for comparable figures for Canadian libraries.

Excludes medical and law libraries. See Tables 40 and 47 for comparable figures for 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 2010–2011**

Position	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	\$50,437	416	\$51,655	237	\$50,879	653	9%
4–7 years	53,716	659	56,196	372	54,611	1,031	14%
8–11 years	60,601	634	64,110	422	62,003	1,056	14%
12–15 years	66,239	571	69,796	376	67,651	947	13%
16–19 years	70,173	421	74,615	274	71,924	695	9%
20–23 years	74,557	493	76,089	288	75,122	781	11%
24–27 years	78,798	394	83,694	222	80,563	616	8%
28–31 years	84,307	364	85,557	224	84,783	588	8%
32–35 years	89,270	304	99,893	204	93,536	508	7%
over 35 years	94,710	331	98,914	166	96,114	497	7%
<b>All Positions</b>	<b>\$69,576</b>	<b>4,587</b>	<b>\$73,015</b>	<b>2,785</b>	<b>\$70,875</b>	<b>7,372</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 2010–2011**

Position	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	\$51,399	91	\$55,956	25	\$52,381	116	11%
4–7 years	54,481	131	56,676	58	55,155	189	19%
8–11 years	59,618	96	67,962	71	63,165	167	16%
12–15 years	66,708	81	68,946	52	67,583	133	13%
16–19 years	67,519	77	76,328	27	69,806	104	10%
20–23 years	76,128	76	74,583	23	75,769	99	10%
24–27 years	74,361	41	77,830	15	75,290	56	6%
28–31 years	73,047	34	77,017	21	74,563	55	5%
32–35 years	84,712	28	83,823	12	84,445	40	4%
over 35 years	90,728	39	99,819	16	93,373	55	5%
<b>All Positions</b>	<b>\$65,372</b>	<b>694</b>	<b>\$69,565</b>	<b>320</b>	<b>\$66,695</b>	<b>1,014</b>	<b>100%</b>

Excludes Canadian libraries.

Excludes medical and law libraries.