

US ARL UNIVERSITY LIBRARIES

TABLES 26–30

**TABLE 26: AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2008–2009**

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	#	#	#	#	#	#	\$185,130	\$199,476	\$210,843	\$202,126	
Associate Director	110,010	84,058	104,772	110,179	115,246	119,278	113,563	122,907	129,758	122,562	
Assistant Director	83,759	95,251	83,097	99,892	104,278	112,354	100,799	107,925	115,068	112,243	
Head, Branch	51,242	56,568	68,907	72,471	77,197	78,888	76,085	85,969	89,129	93,566	
Functional Specialist	50,583	55,014	60,869	65,429	66,818	70,352	75,799	74,668	78,195	73,735	
Subject Specialist	49,475	55,847	61,449	64,429	67,425	71,663	70,637	77,520	80,076	82,061	
Dept. Head:											
Acquisitions	63,128	64,609	62,597	65,523	#	67,259	72,845	76,472	85,594	82,551	
Reference	#	62,759	71,269	74,850	82,950	76,236	83,184	88,628	85,136	90,948	
Cataloging	.	58,472	64,900	67,269	70,613	79,383	77,037	76,158	78,529	86,124	
Serials	.	#	#	65,325	74,904	#	#	71,949	#	.	
Documents/Maps	48,813	53,171	64,501	61,153	#	64,198	80,708	69,106	78,288	78,243	
Circulation	64,320	62,122	56,312	69,191	72,248	75,638	66,857	83,555	77,224	#	
Rare Books/Manuscripts	#	#	64,113	73,309	79,569	80,739	91,152	85,844	85,672	92,107	
Computer Systems	78,184	89,493	85,431	96,436	82,211	97,734	82,480	100,865	#	.	
Other	67,887	62,410	67,280	76,441	75,422	80,128	80,345	80,272	87,694	87,447	
Public Services	46,224	49,109	55,155	60,921	58,991	58,892	65,788	71,677	68,170	70,230	
Technical Services	44,821	54,667	56,201	53,794	64,606	64,010	60,584	63,570	75,244	77,466	
Administrative Services	46,971	53,473	65,789	61,842	69,414	65,307	72,670	74,633	75,729	93,938	
Reference	47,309	51,166	56,245	60,815	59,346	62,760	66,153	68,244	69,111	71,478	
Cataloger	48,831	52,189	58,307	60,297	61,703	62,587	65,104	64,082	66,157	67,686	
All Positions:											
Average Salary	\$50,540	\$55,206	\$61,871	\$67,681	\$69,684	\$74,481	\$78,229	\$84,636	\$90,532	\$91,895	
Number of Staff	953	986	1,070	847	753	725	651	631	534	450	

Excludes Canadian libraries. Excludes medical and law libraries.

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

**TABLE 27: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	‡	4	‡	2	\$178,045	6
Associate Director	‡	20	‡	3	117,366	23
Assistant Director	‡	1	‡	5	110,640	6
Head, Branch	70,175	38	84,488	12	73,610	50
Functional Specialist	59,959	152	62,325	128	61,040	280
Subject Specialist	62,373	138	64,433	56	62,968	194
Dept. Head:						
Acquisitions	‡	5	‡	3	77,384	8
Reference	82,070	5	.		82,070	5
Cataloging	‡	13	‡	2	75,126	15
Serials	‡	2	.		‡	2
Documents/Maps	‡	3	‡	1	64,578	4
Circulation	‡	7	‡	3	71,034	10
Rare Books/Manuscripts	‡	5	‡	1	75,659	6
Computer Systems	‡	2	‡	9	77,999	11
Other	78,617	36	82,963	16	79,954	52
Reference:						
Over 14 years experience	65,240	55	65,949	19	65,422	74
10 to 14 years experience	61,018	13	56,256	7	59,351	20
5 to 9 years experience	52,966	20	60,172	8	55,025	28
Under 5 years experience	48,352	36	48,424	9	48,367	45
Cataloging:						
Over 14 years experience	61,077	42	70,762	12	63,229	54
10 to 14 years experience	60,564	17	57,435	5	59,853	22
5 to 9 years experience	51,680	17	54,777	11	52,896	28
Under 5 years experience	50,942	20	53,132	5	51,380	25
Other:						
Over 14 years experience	62,676	23	73,725	5	64,649	28
10 to 14 years experience	‡	11	‡	1	58,045	12
5 to 9 years experience	50,574	12	44,588	4	49,078	16
Under 5 years experience	‡	27	‡	2	46,214	29
All Positions	\$63,648	724	\$66,673	329	\$64,593	1,053

Excludes Canadian libraries. Excludes medical and law libraries.

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

**TABLE 28: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF MINORITY US ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2008–2009**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	28.0	4	41.0	2	32.3	6
Associate Director	24.8	20	32.0	3	25.7	23
Assistant Director	38.0	1	11.6	5	16.0	6
Head, Branch	22.1	38	18.5	12	21.2	50
Functional Specialist	13.6	152	10.9	128	12.4	280
Subject Specialist	13.9	138	13.7	56	13.8	194
Dept. Head:						
Acquisitions	21.8	5	25.0	3	23.0	8
Reference	20.4	5	.		20.4	5
Cataloging	18.9	13	23.5	2	19.5	15
Serials	14.0	2	.		14.0	2
Documents/Maps	10.3	3	11.0	1	10.5	4
Circulation	18.6	7	25.3	3	20.6	10
Rare Books/Manuscripts	14.6	5	16.0	1	14.8	6
Computer Systems	22.0	2	15.6	9	16.7	11
Other	19.7	36	20.5	16	19.9	52
Public Services	7.9	33	13.8	5	8.7	38
Technical Services	13.9	18	8.0	1	13.6	19
Administrative Services	16.0	22	12.2	6	15.1	28
Reference	14.1	124	14.6	43	14.2	167
Cataloger	15.1	96	14.5	33	14.9	129
All Positions	15.2	724	13.9	329	14.8	1,053

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.

**TABLE 29: NUMBER AND AVERAGE SALARIES
OF US ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2008–2009**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$50,180	628	\$51,235	325	\$50,540	953	13%
4 – 7 years	53,848	588	57,213	398	55,206	986	13%
8 – 11 years	61,182	633	62,870	437	61,871	1,070	14%
12 – 15 years	66,044	523	70,324	324	67,681	847	11%
16 – 19 years	68,608	471	71,481	282	69,684	753	10%
20 – 23 years	72,502	467	78,064	258	74,481	725	10%
24 – 27 years	77,304	419	79,900	232	78,229	651	9%
28 – 31 years	81,695	390	89,395	241	84,636	631	8%
32 – 35 years	89,177	334	92,796	200	90,532	534	7%
over 35 years	91,171	301	93,358	149	91,895	450	6%
All Positions	68,173	4754	71,163	2846	69,293	7600	100%

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 2008–2009**

Experience	WOMEN		MEN		TOTAL		% OF
	Salary	No.	Salary	No.	Salary	No.	TOTAL
0 – 3 years	\$49,170	117	\$52,712	56	\$50,316	173	16%
4 – 7 years	52,912	115	57,399	51	54,291	166	16%
8 – 11 years	58,921	84	63,981	68	61,185	152	14%
12 – 15 years	66,267	86	69,070	40	67,157	126	12%
16 – 19 years	69,710	79	74,054	32	70,963	111	11%
20 – 23 years	70,127	83	74,761	19	70,990	102	10%
24 – 27 years	62,275	42	74,255	18	65,869	60	6%
28 – 31 years	73,181	42	79,867	15	74,940	57	5%
32 – 35 years	93,449	39	74,219	8	90,176	47	4%
over 35 years	79,297	37	92,005	22	84,036	59	6%
All Positions	\$63,648	724	\$66,673	329	\$64,593	1,053	100%

Excludes Canadian libraries. Excludes medical and law libraries.

