

U.S. ARL UNIVERSITY LIBRARIES

Tables 26-30

**TABLE 26: AVERAGE SALARIES OF U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2005-06***

Position	Years of Experience									
	0 - 3	4 - 7	8 -11	12-15	16-19	20-23	24-27	28-31	32-35	Over 35
Director	N/A	N/A	N/A	N/A	†	177,465	168,262	178,566	180,739	174,755
Associate Director	†	81,227	89,274	100,744	98,791	103,402	108,842	109,774	111,956	101,479
Assistant Director	87,615	73,613	69,488	93,847	90,732	91,703	94,434	94,991	102,028	115,440
Head, Branch	49,026	49,679	59,753	63,429	67,902	69,505	72,392	79,096	79,315	86,535
Functional Specialist	45,000	50,537	55,472	57,839	61,224	67,516	65,991	71,536	70,811	69,351
Subject Specialist	45,443	49,610	53,944	57,727	61,403	60,054	67,683	67,104	71,639	71,348
Dept. Head: Acquisitions	†	53,155	63,524	61,693	66,596	73,279	66,826	74,565	76,876	75,631
Reference	N/A	49,612	63,629	66,433	67,351	72,781	78,052	75,812	77,698	67,970
Cataloging	†	49,968	56,242	59,477	65,667	67,990	68,123	72,649	72,713	70,178
Serials	†	48,440	†	60,885	†	60,759	66,236	†	67,858	†
Documents/Maps	43,257	48,924	52,258	54,429	55,646	63,077	66,409	67,571	75,158	64,394
Circulation	44,675	52,182	56,549	66,343	65,205	58,108	70,714	73,296	76,601	†
Rare Books/Manuscripts	†	68,138	58,096	65,595	66,915	77,992	78,617	78,559	82,919	90,526
Computer Systems	†	75,716	75,311	80,543	80,574	79,609	82,943	86,813	†	†
Other	52,448	54,693	59,343	65,241	65,240	69,687	73,005	74,271	74,926	77,840
Public Services	39,608	44,760	46,644	50,427	58,852	55,915	61,810	61,113	63,710	73,862
Technical Services	40,961	48,637	47,752	58,772	59,815	59,837	61,877	62,948	56,187	65,705
Administrative Services	48,088	51,927	51,812	62,967	61,635	66,321	60,895	70,422	†	100,204
Reference	41,170	46,493	49,105	52,382	54,423	56,564	60,714	61,704	60,285	63,345
Cataloger	43,200	46,120	48,282	51,512	55,692	57,728	56,656	56,219	60,663	61,528
All Positions										
Average Salary	\$44,425	\$49,588	\$54,416	\$59,143	\$63,386	\$67,771	\$72,844	\$77,440	\$79,073	\$82,076
Number of Staff	758	1,075	870	775	738	715	710	670	504	357

* Excludes Canadian libraries. Excludes medical and law libraries.

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

N/A - No positions were reported in this category.

**TABLE 27: NUMBER AND AVERAGE SALARIES OF
MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2005-06***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Director	†	3	†	2	155,233	5
Associate Director	†	13	†	2	103,174	15
Assistant Director	97,722	4	91,883	4	94,802	8
Head, Branch	63,183	39	80,284	10	66,673	49
Functional Specialist	51,865	126	55,488	79	53,261	205
Subject Specialist	56,510	121	57,550	58	56,847	179
Dept. Head: Acquisitions	†	6	†	1	65,872	7
Reference	†	6	†	3	64,906	9
Cataloging	67,166	12	65,511	6	66,615	18
Serials	†	2	N/A		†	2
Documents/Maps	†	7	†	1	52,114	8
Circulation	47,855	5	61,526	6	55,312	11
Rare Books/Manuscripts	65,868	4	N/A		65,868	4
Computer Systems	†	3	†	7	76,028	10
Other	66,080	42	69,662	16	67,068	58
Reference: Over 14 years experience	58,705	58	59,956	15	58,962	73
10 to 14 years experience	51,306	18	49,736	7	50,866	25
5 to 9 years experience	48,367	20	47,389	11	48,020	31
Under 5 years experience	41,789	36	43,035	10	42,060	46
Cataloging: Over 14 years experience	55,928	37	59,449	14	56,895	51
10 to 14 years experience	49,539	14	47,844	4	49,162	18
5 to 9 years experience	50,816	16	45,734	6	49,430	22
Under 5 years experience	41,381	13	43,486	10	42,296	23
Other: Over 14 years experience	†	9	†	1	73,210	10
10 to 14 years experience	†	6	†	1	51,925	7
5 to 9 years experience	†	8	†	2	51,887	10
Under 5 years experience	†	13	†	2	43,105	15
All Positions	\$56,957	641	\$58,711	278	\$57,488	919

* Excludes Canadian libraries. Excludes medical and law libraries.

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

N/A - No positions were reported in this category.

**TABLE 28: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2005-06***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Director	32.0	3	38.0	2	34.4	5
Associate Director	25.0	13	27.5	2	25.3	15
Assistant Director	24.5	4	19.3	4	21.9	8
Head, Branch	22.8	39	21.7	10	22.6	49
Functional Specialist	11.0	126	10.8	79	10.9	205
Subject Specialist	14.5	121	12.8	58	13.9	179
Dept. Head: Acquisitions	22.8	6	35.0	1	24.6	7
Reference	21.2	6	18.3	3	20.2	9
Cataloging	18.8	12	23.2	6	20.2	18
Serials	7.5	2	N/A		7.5	2
Documents/Maps	9.0	7	8.0	1	8.9	8
Circulation	19.6	5	11.7	6	15.3	11
Rare Books/Manuscripts	13.3	4	N/A		13.3	4
Computer Systems	18.7	3	16.9	7	17.4	10
Other	17.5	42	19.3	16	18.0	58
Public Services	7.0	14	13.7	3	8.2	17
Technical Services	12.3	12	6.5	2	11.4	14
Administrative Services	11.8	10	1.0	1	10.8	11
Reference	13.7	132	13.0	43	13.5	175
Cataloger	16.0	80	13.8	34	15.3	114
All Positions	14.8	641	13.8	278	14.5	919

*Excludes Canadian libraries. Excludes medical and law libraries.

N/A - No positions were reported in this category.

**TABLE 29: NUMBER AND AVERAGE SALARIES OF
U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2005-06***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		<u>% of</u>
	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	\$43,088	483	\$46,772	275	\$44,425	758	11%
4 - 7 years	48,399	645	51,372	430	49,588	1,075	15%
8 - 11 years	53,269	550	56,389	320	54,416	870	12%
12 - 15 years	58,466	491	60,315	284	59,143	775	11%
16 - 19 years	62,486	458	64,859	280	63,386	738	10%
20 - 23 years	66,278	476	70,746	239	67,771	715	10%
24 - 27 years	72,048	450	74,222	260	72,844	710	10%
28 - 31 years	76,091	394	79,365	276	77,440	670	9%
32 - 35 years	77,626	325	81,702	179	79,073	504	7%
over 35 years	78,743	236	88,576	121	82,076	357	5%
All Positions	\$61,316	4,508	\$64,467	2,664	\$62,487	7,172	100%

*Excludes Canadian libraries. Excludes medical and law libraries.

**TABLE 30: NUMBER AND AVERAGE SALARIES OF MINORITY
U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2005-06***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		<u>% of</u>
	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	\$42,515	107	\$44,541	36	\$43,025	143	16%
4 - 7 years	48,550	93	50,734	76	49,532	169	18%
8 - 11 years	52,817	89	56,424	41	53,955	130	14%
12 - 15 years	58,178	84	61,458	28	58,998	112	12%
16 - 19 years	61,976	72	67,203	24	63,283	96	10%
20 - 23 years	60,770	54	60,994	10	60,805	64	7%
24 - 27 years	65,418	39	70,270	20	67,063	59	6%
28 - 31 years	73,829	44	67,401	14	72,277	58	6%
32 - 35 years	76,247	32	75,552	15	76,025	47	5%
over 35 years	69,402	27	80,222	14	73,097	41	4%
All Positions	\$56,957	641	\$58,711	278	\$57,488	919	100%

*Excludes Canadian libraries. Excludes medical and law libraries.

