

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 2007–2008***

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	†	\$170,100	\$186,261	\$179,398	\$198,762	\$197,194	
Associate Director	\$127,548	N/A	\$100,155	\$101,464	\$109,570	111,927	107,734	116,138	124,383	115,628	
Assistant Director	†	\$92,988	79,947	102,918	100,578	105,234	99,987	101,879	110,163	108,574	
Head, Branch	47,734	56,751	62,482	69,884	72,162	76,143	75,793	85,471	85,708	94,290	
Functional Specialist	48,107	54,224	58,756	61,679	65,377	71,013	71,887	74,088	77,111	71,151	
Subject Specialist	48,392	53,462	59,140	61,847	64,069	68,631	68,469	74,082	76,781	77,965	
Dept. Head: Acquisitions	55,754	58,947	62,884	61,614	69,387	69,603	74,957	75,647	83,355	81,462	
Reference	†	65,558	66,702	75,288	77,035	69,961	83,017	88,720	91,856	†	
Cataloging	N/A	56,996	66,235	62,034	70,502	74,738	73,959	76,205	74,997	79,294	
Serials	N/A	†	59,131	67,606	66,138	N/A	75,560	66,425	†	†	
Documents/Maps	46,408	50,990	65,891	50,056	†	63,023	75,182	†	79,611	80,057	
Circulation	†	57,105	60,928	67,411	66,628	69,242	73,842	76,259	76,303	69,115	
Rare Books/Manuscripts	†	72,499	65,516	68,570	73,430	81,846	85,869	85,896	89,188	88,032	
Computer Systems	†	82,486	90,685	89,998	81,425	93,637	91,858	89,728	†	N/A	
Other	58,620	57,793	64,500	68,870	75,017	75,232	78,454	78,820	78,623	88,464	
Public Services	43,847	49,424	55,495	54,888	59,309	57,616	65,935	68,190	70,028	66,064	
Technical Services	46,669	49,986	55,056	61,119	62,025	61,130	63,013	66,507	64,169	71,838	
Administrative Services	48,126	56,275	61,286	66,624	68,874	71,662	70,736	76,830	73,463	83,902	
Reference	44,209	50,860	53,262	55,633	57,868	60,192	64,739	66,260	66,621	69,726	
Cataloger	46,071	49,410	55,094	57,059	58,586	61,716	61,520	61,173	64,292	64,176	
All Positions : Average Salary	\$47,694	\$53,311	\$59,432	\$63,818	\$67,526	\$72,499	\$76,991	\$81,795	\$87,473	\$87,884	
Number of Staff	879	1,037	1,013	804	784	712	662	624	562	405	

* 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 2007–2008***

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	†	3	†	2	\$165,796	5
Associate Director	\$115,845	17	\$95,512	4	111,972	21
Assistant Director	†	3	†	2	116,389	5
Head, Branch	67,569	40	77,643	12	69,894	52
Functional Specialist	57,472	148	59,230	120	58,259	268
Subject Specialist	59,787	140	60,398	53	59,955	193
Dept. Head: Acquisitions	†	5	†	2	74,999	7
Reference	†	5	†	1	77,879	6
Cataloging	†	10	†	1	76,920	11
Serials	†	3	N/A	N/A	†	3
Documents/Maps	†	5	†	2	61,483	7
Circulation	60,873	7	67,939	6	64,134	13
Rare Books/Manuscripts	†	6	†	1	73,602	7
Computer Systems	†	2	†	10	79,966	12
Other	76,487	32	73,309	14	75,520	46
Reference: Over 14 years experience	62,003	55	63,771	18	62,439	73
10 to 14 years experience	56,487	16	53,502	6	55,673	22
5 to 9 years experience	49,922	18	54,805	9	51,550	27
Under 5 years experience	45,457	38	47,750	10	45,935	48
Cataloging: Over 14 years experience	59,206	41	65,498	12	60,631	53
10 to 14 years experience	†	10	†	2	58,709	12
5 to 9 years experience	50,729	17	52,093	10	51,234	27
Under 5 years experience	46,145	22	51,065	9	47,573	31
Other: Over 14 years experience	76,990	14	76,730	4	76,932	18
10 to 14 years experience	†	9	†	2	58,649	11
5 to 9 years experience	†	8	†	3	53,631	11
Under 5 years experience	†	26	†	2	43,770	28
All Positions	\$61,251	700	\$62,853	317	\$61,750	1,017

* 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 2007–2008***

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	29.0	3	40.0	2	33.4	5
Associate Director	24.5	17	27.5	4	25.0	21
Assistant Director	23.7	3	20.0	2	22.2	5
Head, Branch	22.2	40	17.3	12	21.1	52
Functional Specialist	13.4	148	10.5	120	12.1	268
Subject Specialist	14.0	140	12.3	53	13.5	193
Dept. Head: Acquisitions	21.6	5	24.0	2	22.3	7
Reference	21.2	5	27.0	1	22.2	6
Cataloging	21.7	10	38.0	1	23.2	11
Serials	10.3	3	N/A	N/A	10.3	3
Documents/Maps	12.2	5	7.0	2	10.7	7
Circulation	22.6	7	15.7	6	19.4	13
Rare Books/Manuscripts	15.3	6	15.0	1	15.3	7
Computer Systems	21.0	2	17.6	10	18.2	12
Other	19.7	32	19.8	14	19.7	46
Public Services	6.7	22	14.8	4	7.9	26
Technical Services	13.1	19	6.0	2	12.4	21
Administrative Services	11.9	16	12.2	5	12.0	21
Reference	13.8	127	13.6	43	13.7	170
Cataloger	14.7	90	13.6	33	14.4	123
All Positions	15.0	700	13.2	317	14.5	1,017

*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 2007–2808***

Experience	Women		Men		Total		% of
	Salary	No.	Salary	No.	Salary	No.	Total
0 – 3 years	\$46,815	578	\$49,383	301	\$47,694	879	12%
4 – 7 years	52,127	610	55,001	427	53,311	1,037	14%
8 – 11 years	58,193	621	61,395	392	59,432	1,013	14%
12 – 15 years	62,472	500	66,032	304	63,818	804	11%
16 – 19 years	66,846	490	68,659	294	67,526	784	10%
20 – 23 years	71,257	461	74,781	251	72,499	712	10%
24 – 27 years	75,228	427	80,193	235	76,991	662	9%
28 – 31 years	78,977	388	86,427	236	81,795	624	8%
32 – 35 years	86,776	339	88,533	223	87,473	562	8%
over 35 years	85,055	275	93,868	130	87,884	405	5%
All Positions	\$65,559	4,689	\$68,970	2,793	\$66,833	7,482	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 2007–2008***

Experience	Women		Men		Total		% of
	Salary	No.	Salary	No.	Salary	No.	Total
0 – 3 years	\$46,785	117	\$48,594	53	\$47,349	170	17%
4 – 7 years	50,673	108	54,704	72	52,286	180	18%
8 – 11 years	57,335	83	59,963	59	58,427	142	14%
12 – 15 years	59,957	84	68,774	26	62,041	110	11%
16 – 19 years	68,556	78	69,060	32	68,703	110	11%
20 – 23 years	70,163	73	74,415	16	70,928	89	9%
24 – 27 years	66,115	40	72,455	20	68,228	60	6%
28 – 31 years	72,127	46	86,409	12	75,082	58	6%
32 – 35 years	86,403	36	72,111	11	83,058	47	5%
over 35 years	74,040	35	87,775	16	78,349	51	5%
All Positions	\$61,251	700	\$62,853	317	\$61,750	1,017	100%

*Excludes Canadian libraries. Excludes medical and law libraries.

