

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.

