

ITHAKA S+R

ASERL: DIVERSITY, EQUITY, AND INCLUSION

Katherine Daniel and Roger Schonfeld
November 30, 2017



Thank you to the following institutions for their participation...

Auburn University

Clemson University

College of William and Mary

Emory University

Florida International University

Florida State University

George Mason University

Louisiana State University

Mississippi State University

Tulane University

University of Central Florida

University of Florida

University of Georgia

University of Kentucky

University of Louisville

University of Memphis

University of Miami

University of North Carolina at Chapel Hill

University of North Carolina at Charlotte

University of South Carolina

University of South Florida

University of Virginia

Virginia Commonwealth University

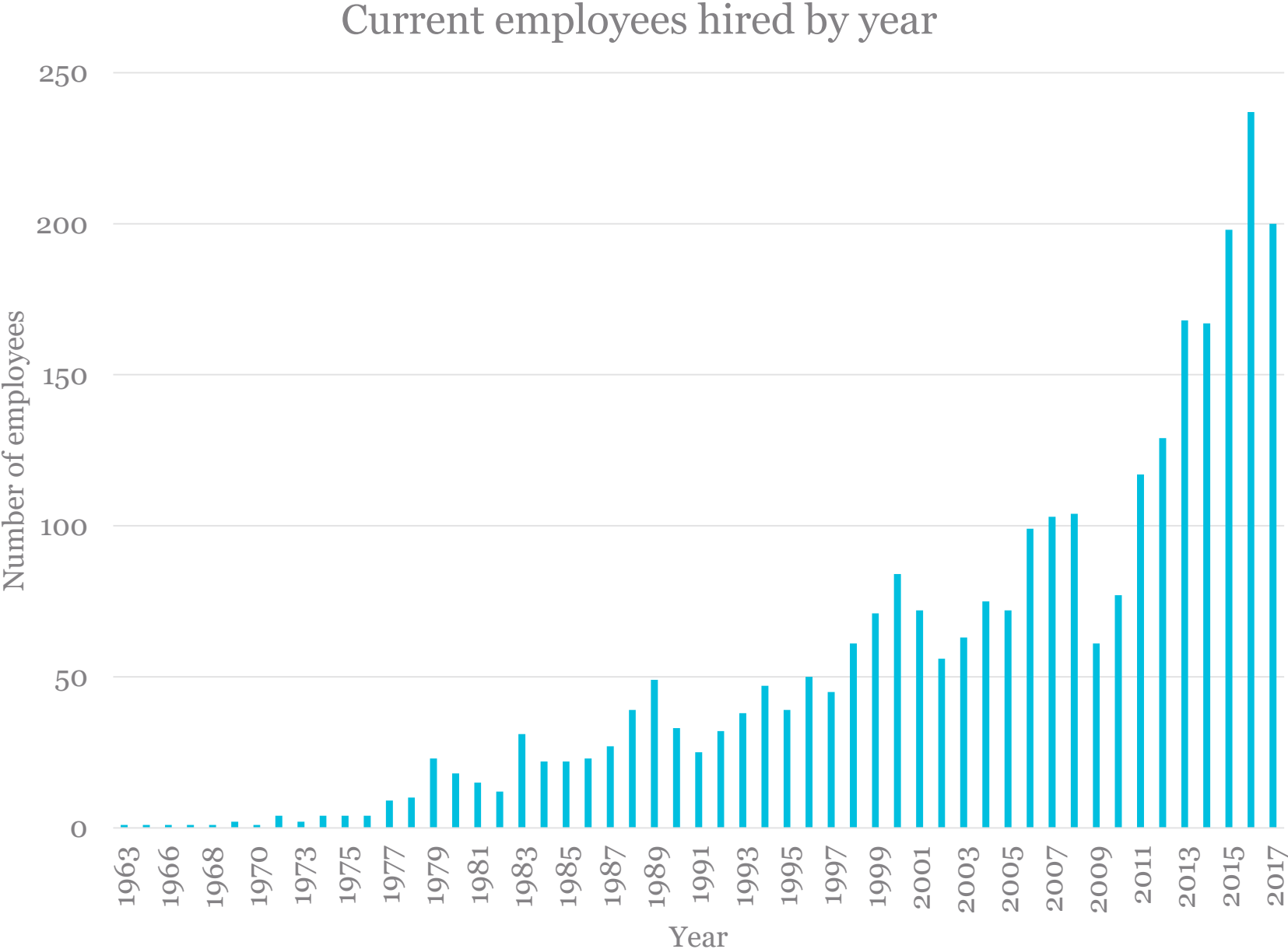
Virginia Tech

Wake Forest University

HIRING

Hiring follows economic trends.

Some employees have been with their institutions for several decades.

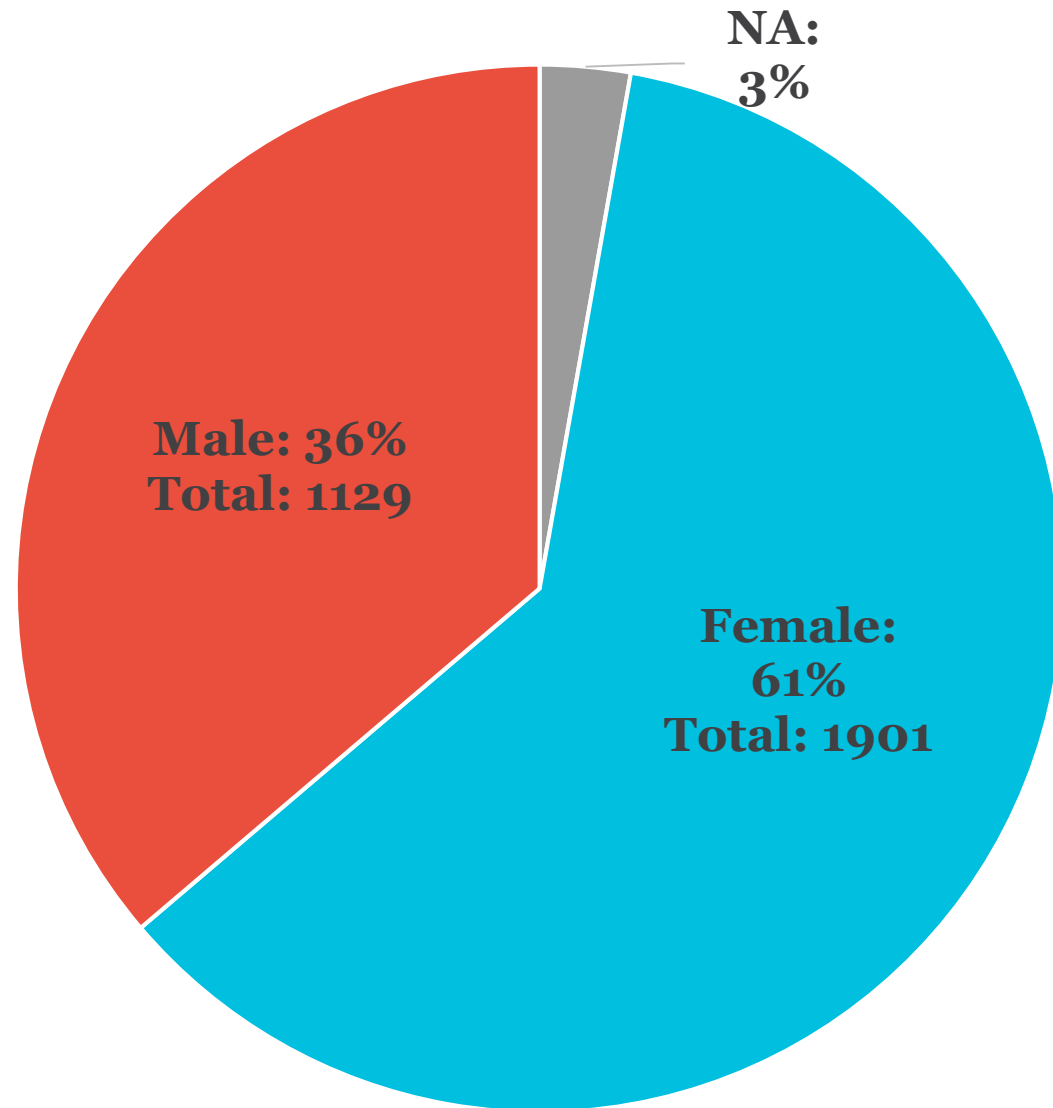


GENDER

Gender—percentage of total employees

Total:

3,117 library employees



Women make up the majority of all levels of seniority and employment types.

The highest proportion of female employees is at the exempt managerial level.



Gender—percentage of employees by job type

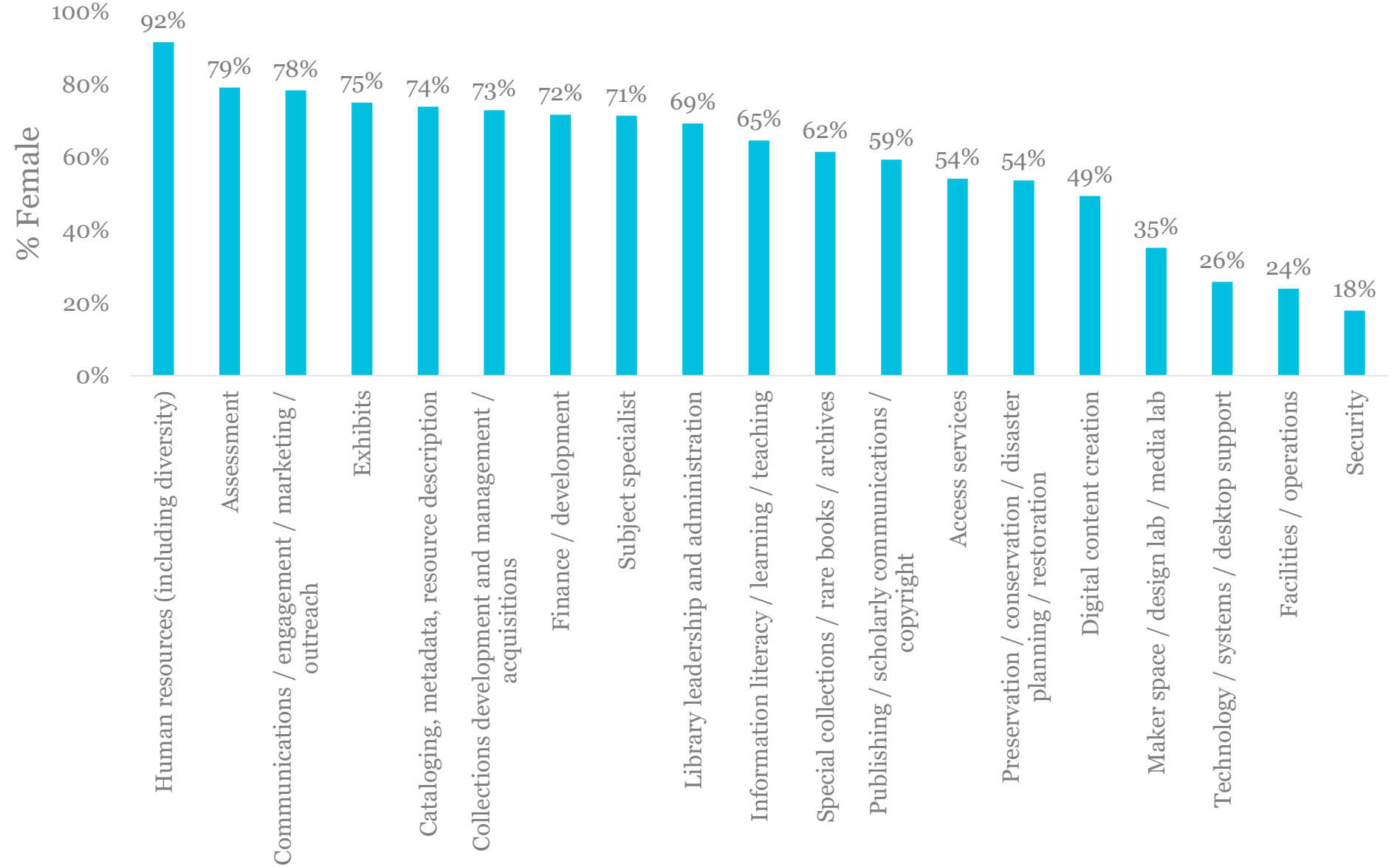
Highest

- HR
- Assessment
- Communications
- Exhibits

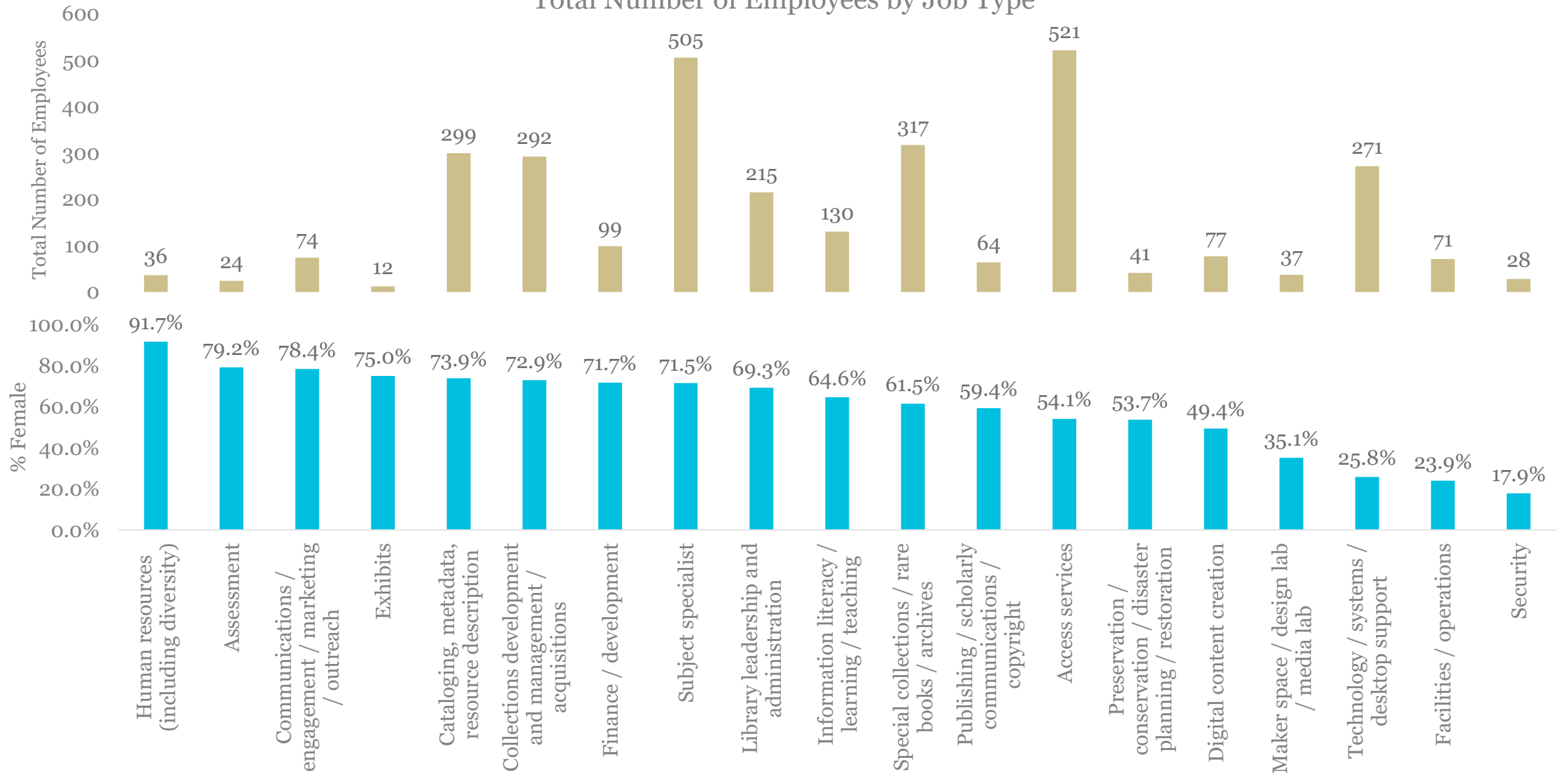
Lowest*

- Maker Space
- Technology
- Facilities/Operations
- Security

*Ithaka’s ARL Inclusion, Diversity, and Equity survey found that women held the lowest number of positions in these same 4 categories.



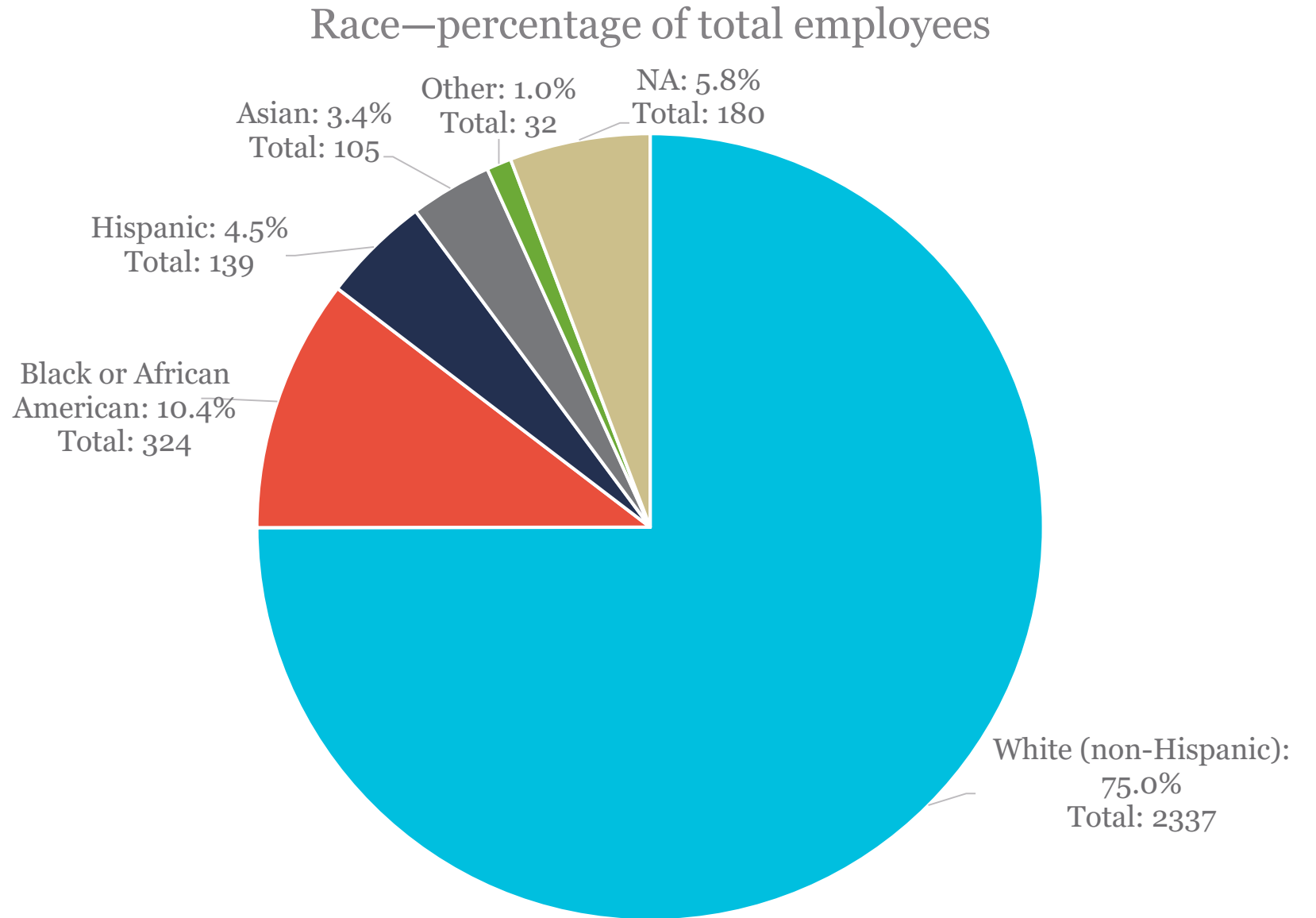
Total Number of Employees by Job Type



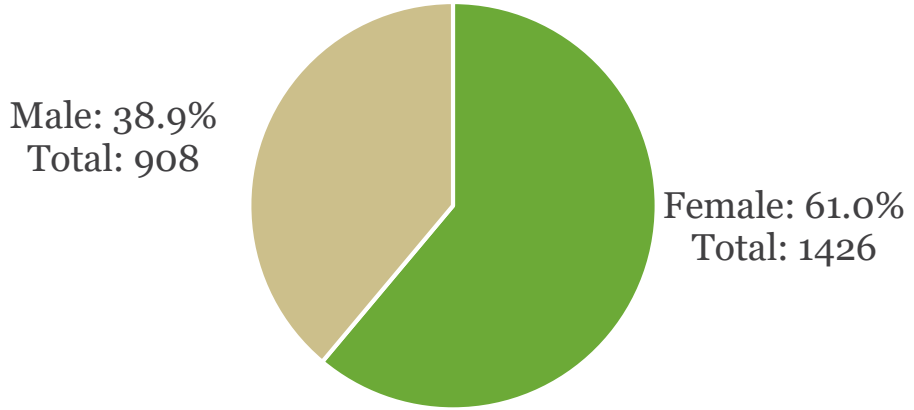
RACE AND ETHNICITY

75 percent of employees at participating ASERL institutions are white non-Hispanic.

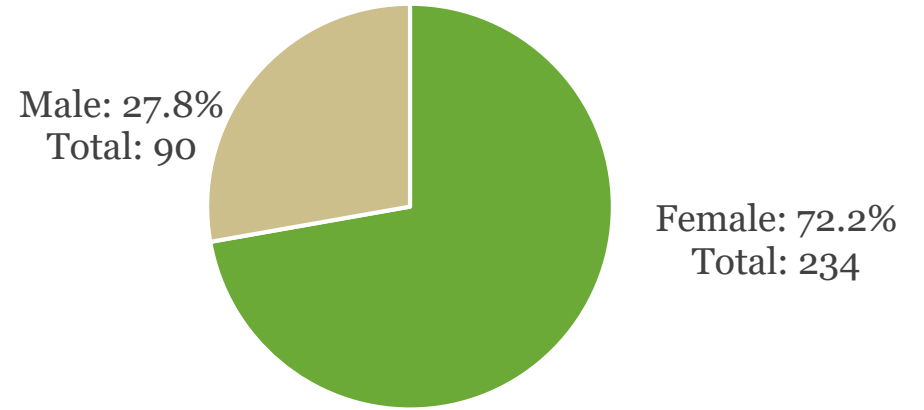
This is 11 percentage points higher than the average percentage of white non-Hispanic individuals in participating states.



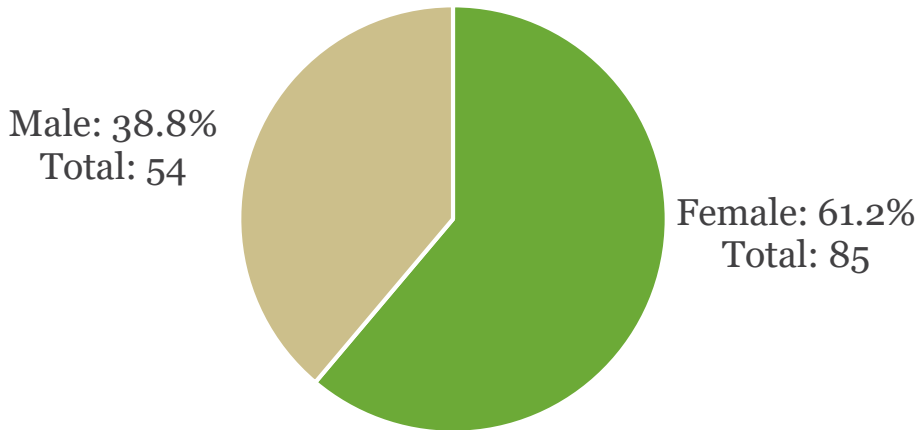
Gender—White (Non-Hispanic)



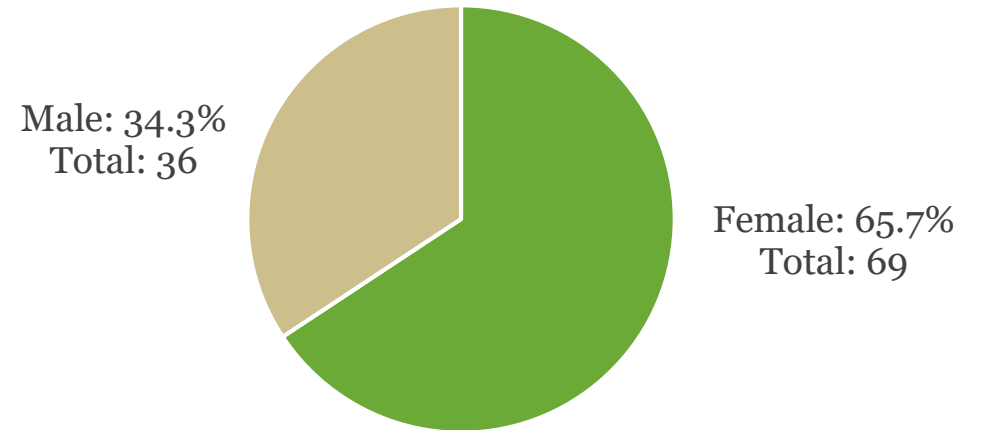
Gender—Black or African American



Gender—Hispanic

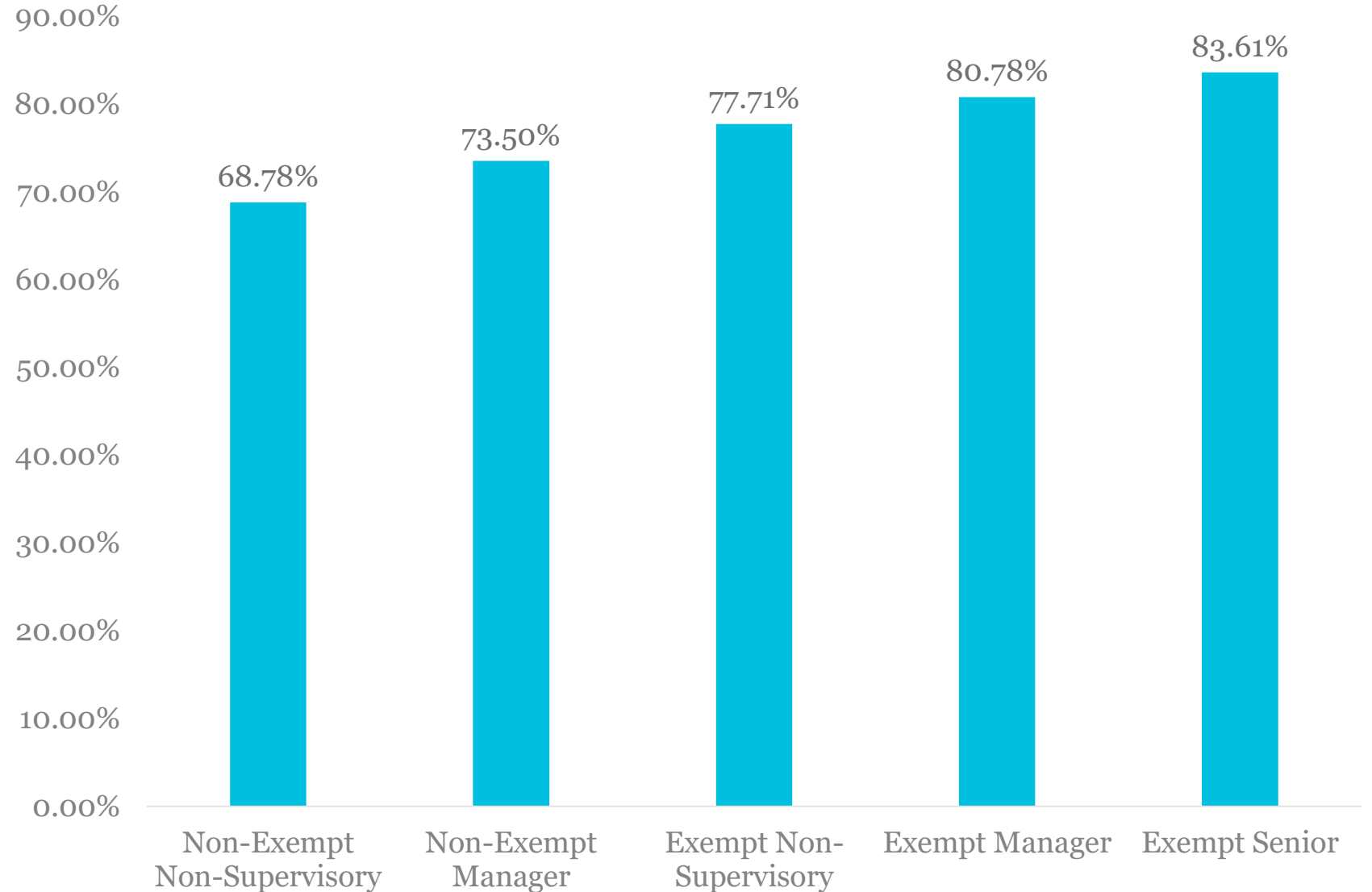


Asian

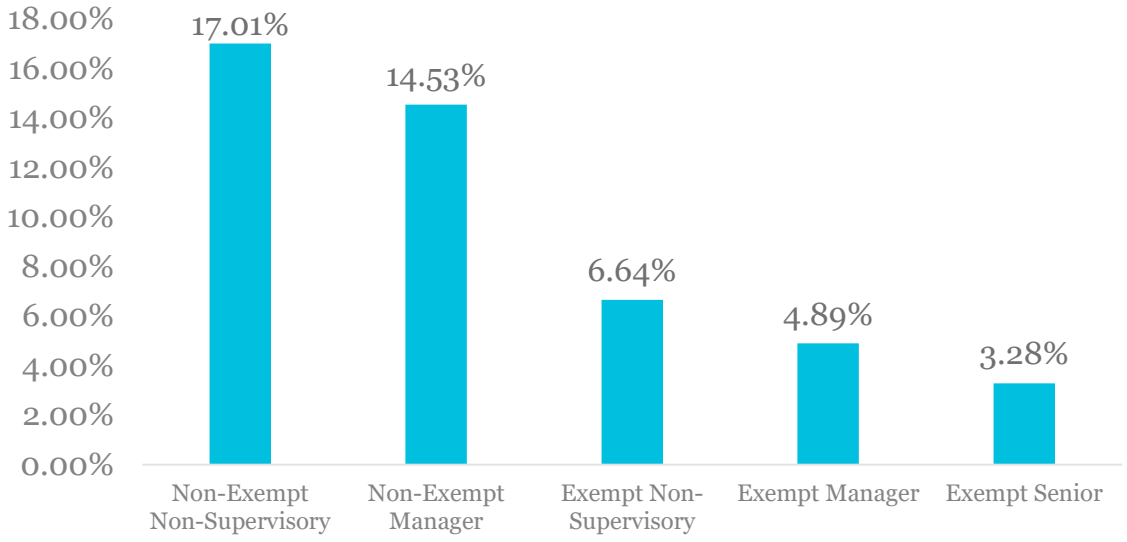


The proportion of white non-Hispanic employees increases in each subsequent level of seniority, with a higher percentage of white employees in exempt positions.

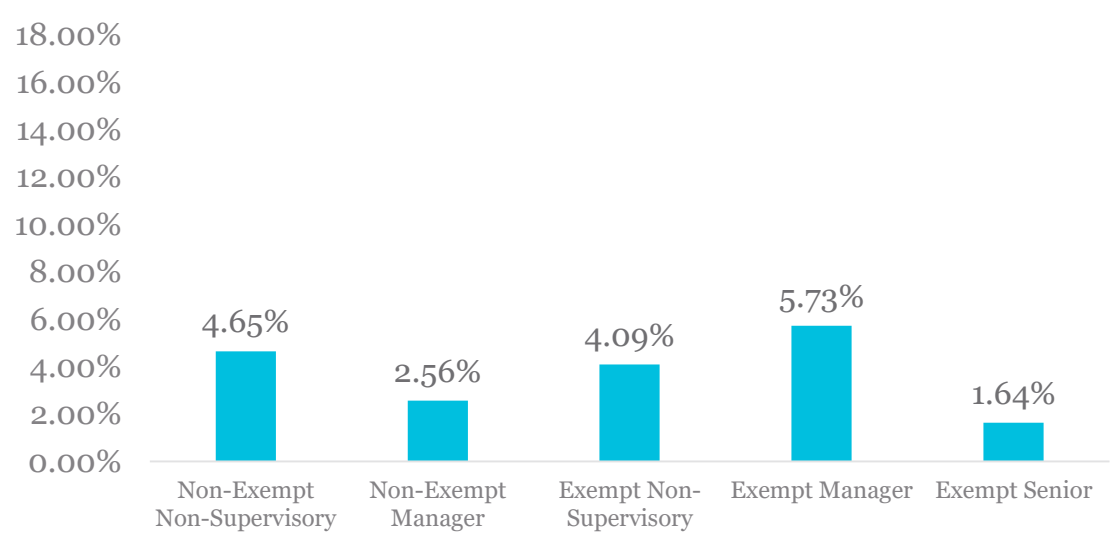
White (Non-Hispanic)
Proportion of employees in each level of seniority



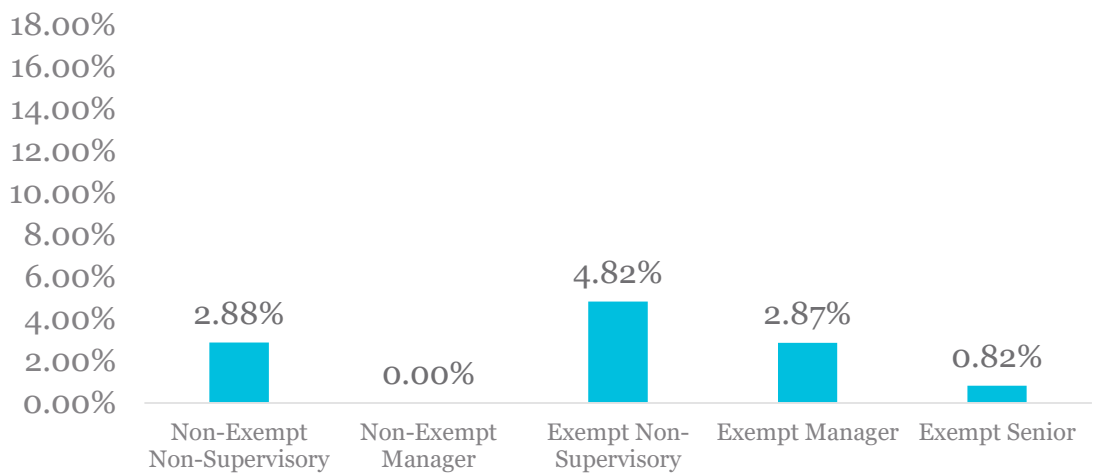
Black or African American
Proportion of employees in each level of seniority



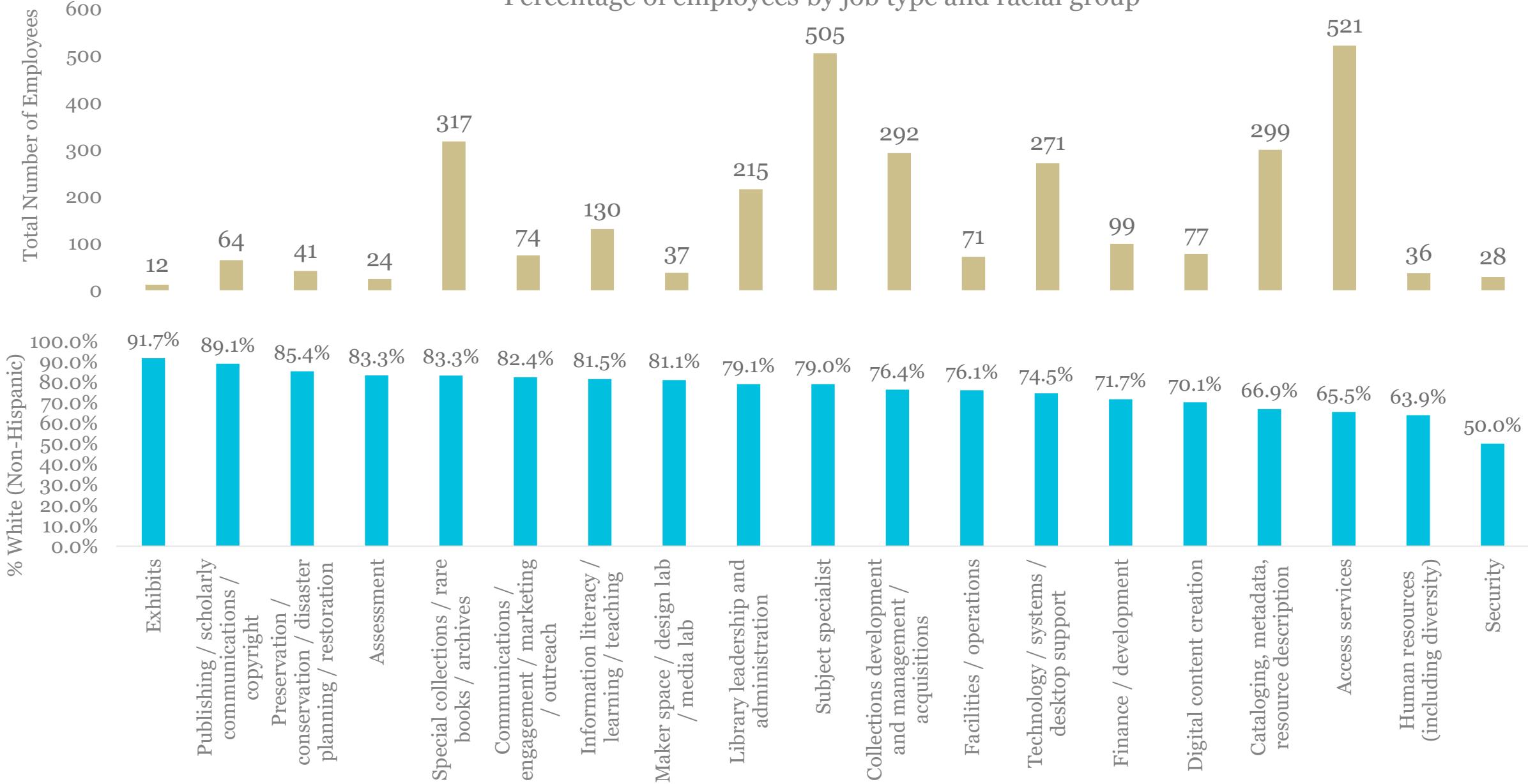
Hispanic
Proportion of employees in each level of seniority



Asian
Proportion of employees in each level of seniority



White (Non-Hispanic) Percentage of employees by job type and racial group



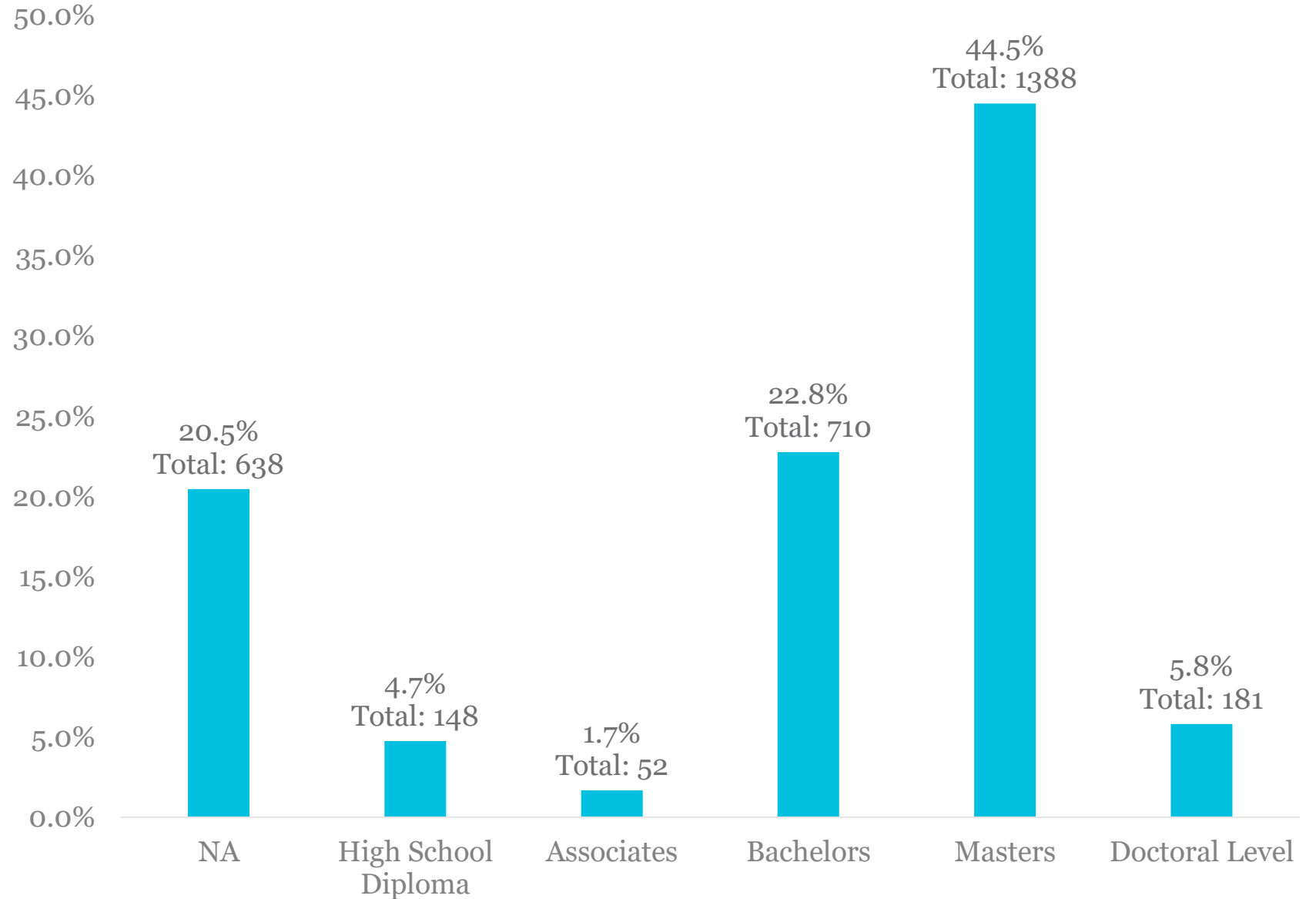
DEGREE

The majority of library employees hold a 4-year degree or more, with a combined total of 73%.

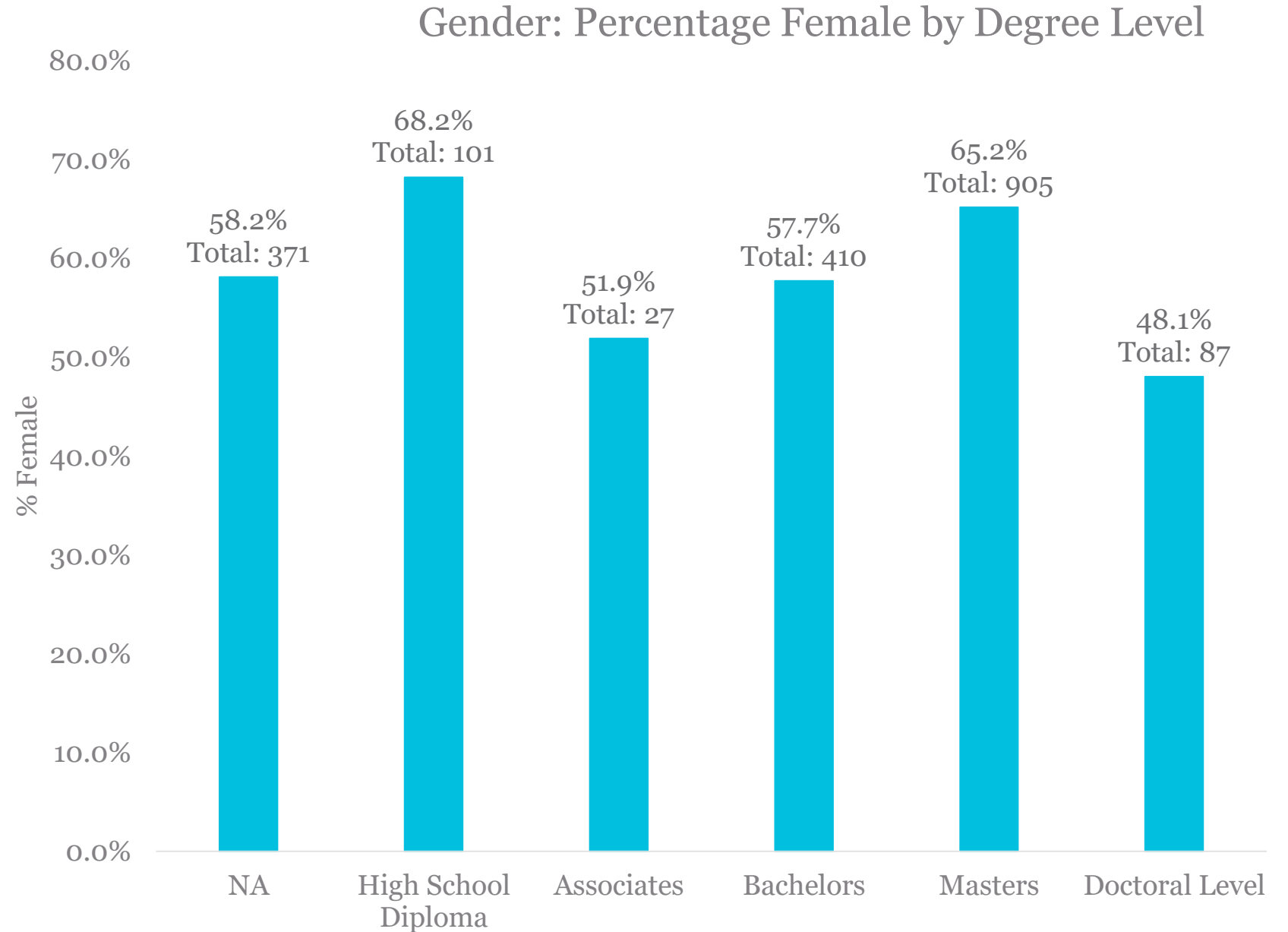
This is 47 percentage points higher than the regional average of 26% of individuals with higher education.

*Many schools do not track the educational attainment of their support staff, leading to a large percentage of “NA” employees.

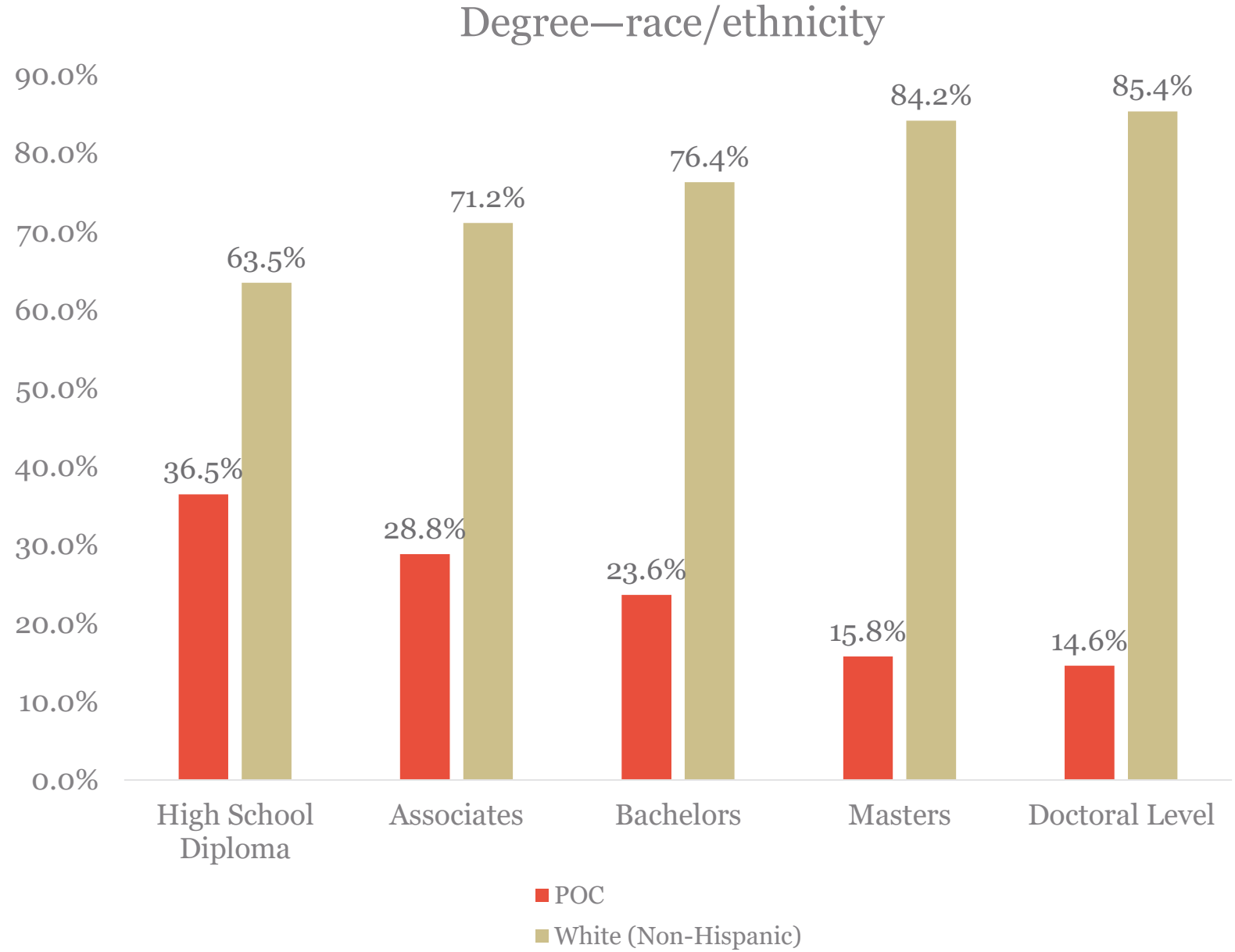
Degree: Percentage of Total Employees



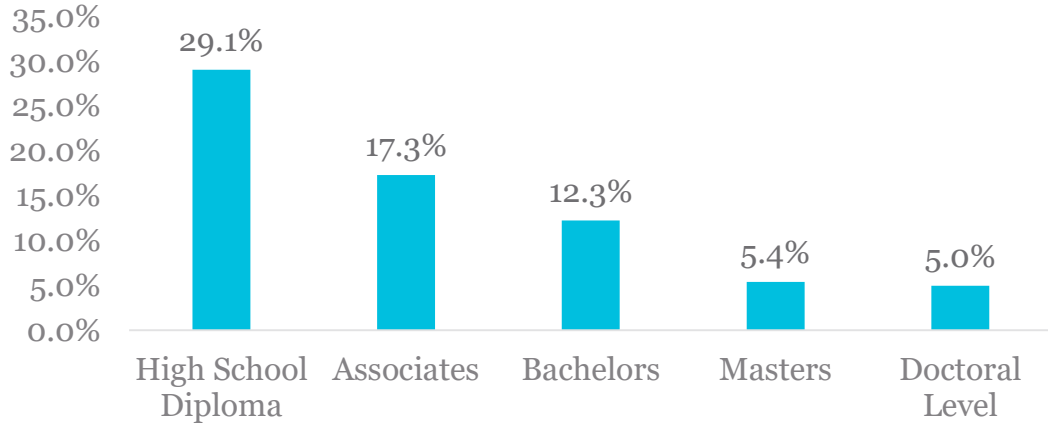
Female employees make up a majority of each degree level except for at the doctoral level.



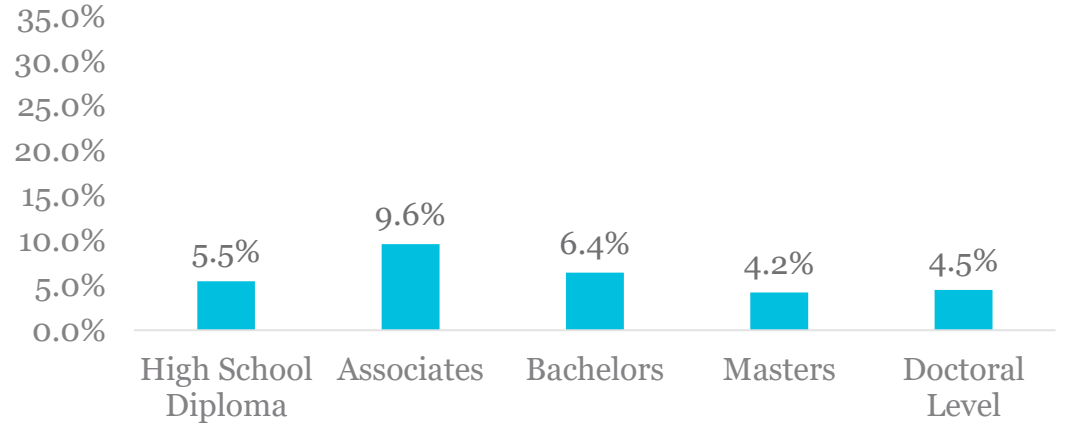
White non-Hispanic employees make up an increasingly higher proportion of each subsequent degree level.



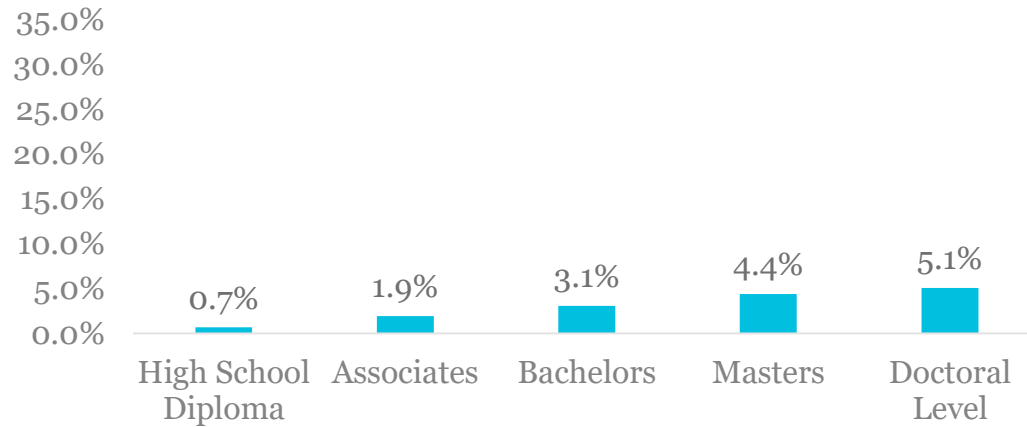
Black or African American
% total of each degree level



Hispanic
% total of each degree level



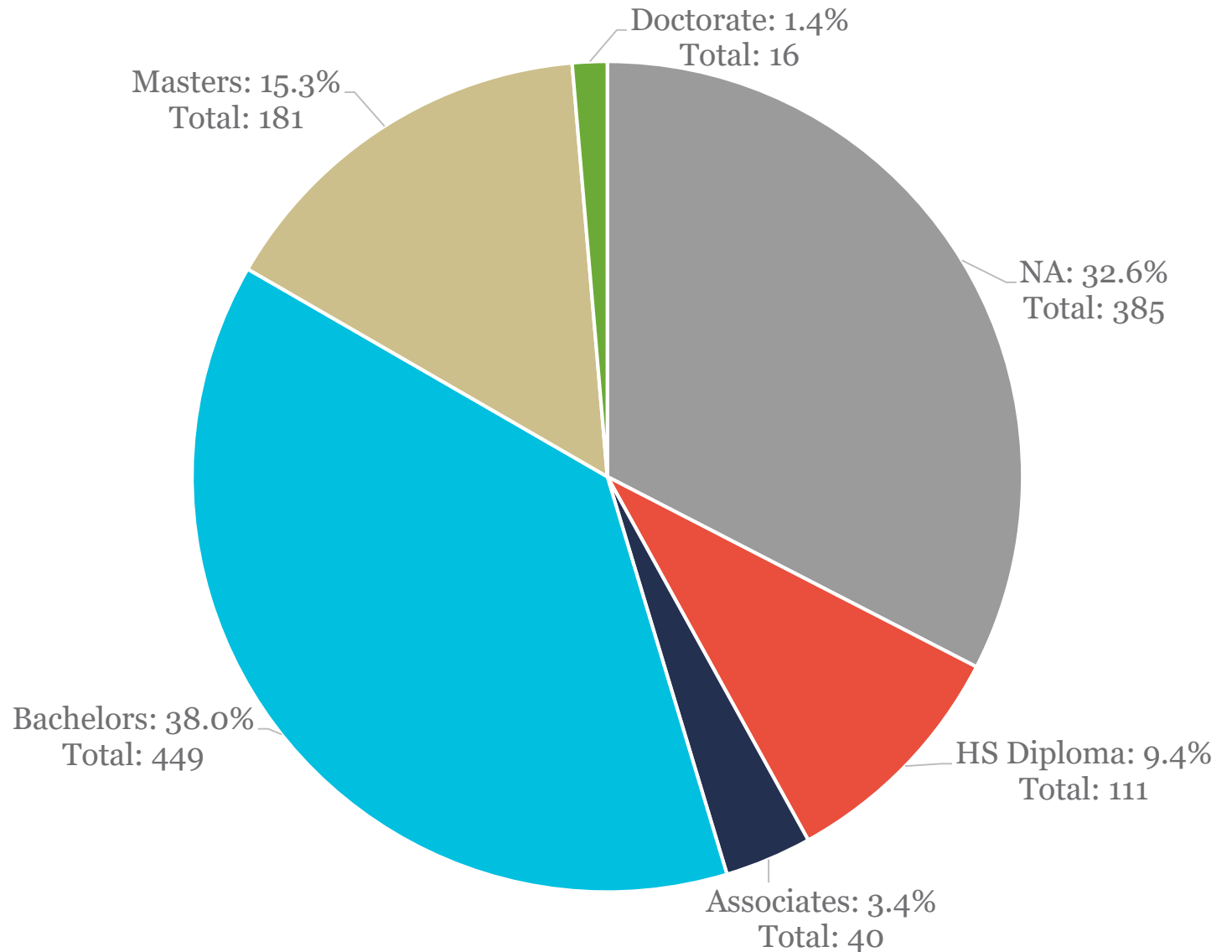
Asian
% total of each degree level



Degree—non-exempt non-supervisory

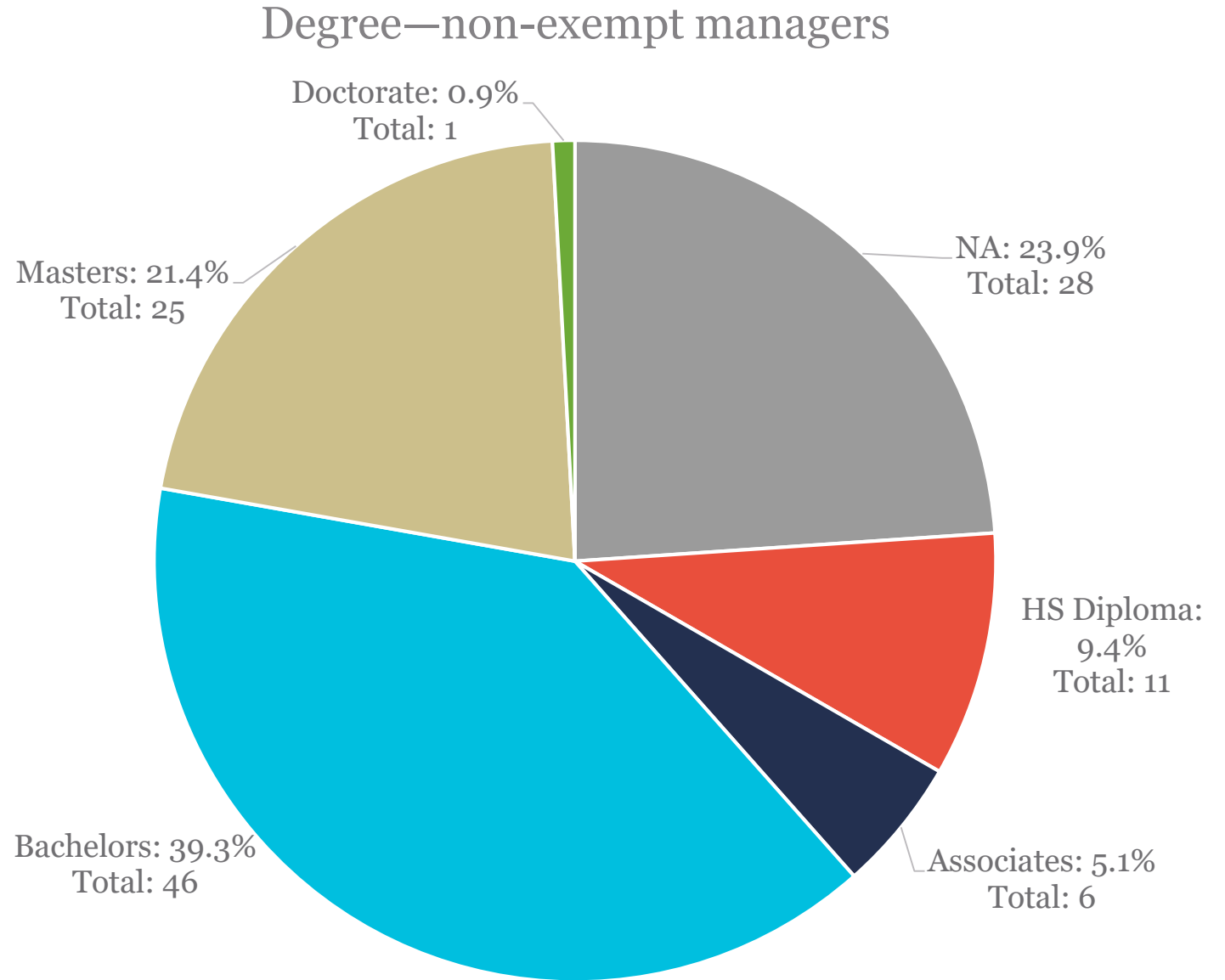
55% of non-exempt non-supervisory employees have a 4-year degree or more.

This is 29 percentage points higher than the regional average.



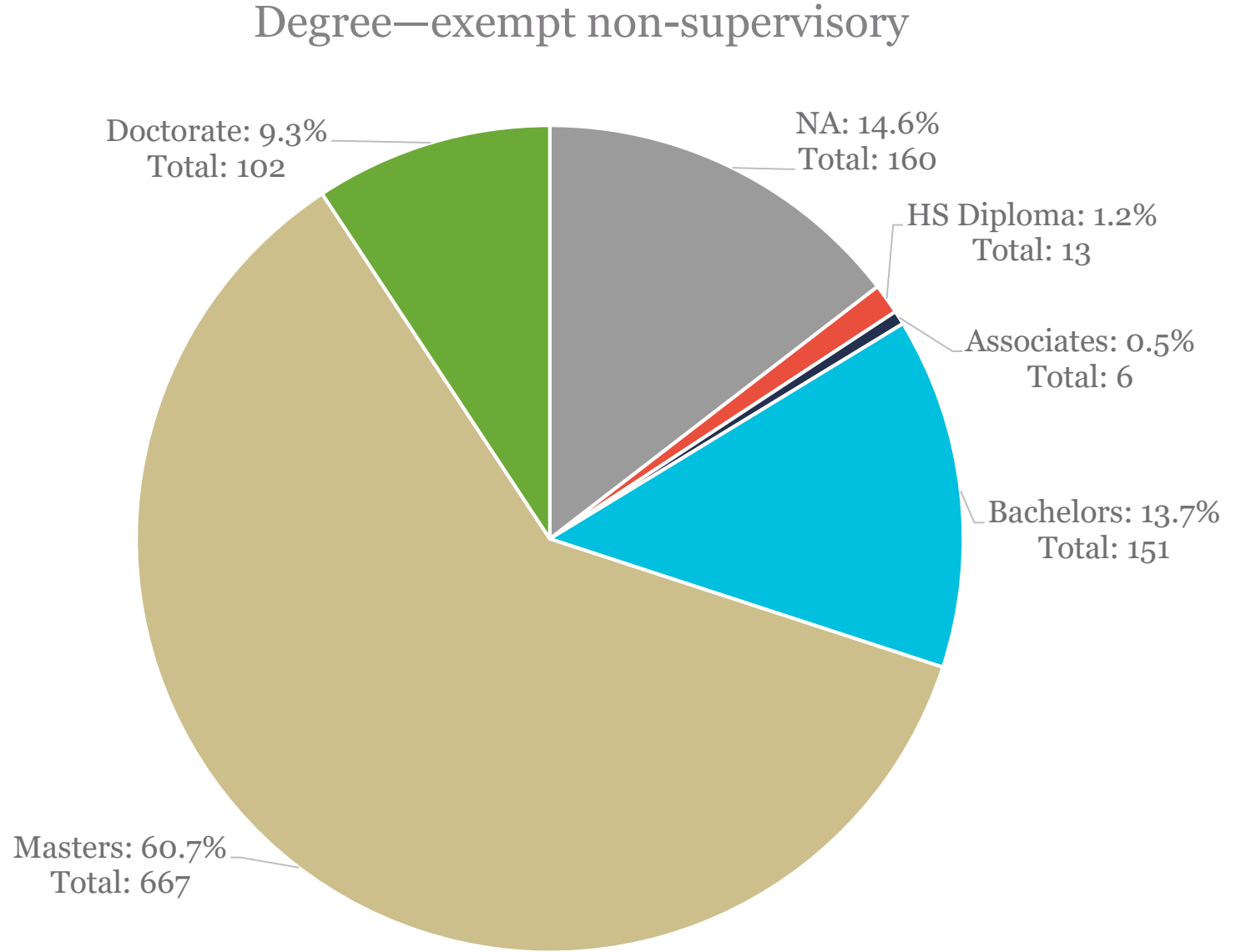
61.5% of non-exempt non-supervisory employees have a 4-year degree or more.

This is 35.5 percentage points higher than the regional average.



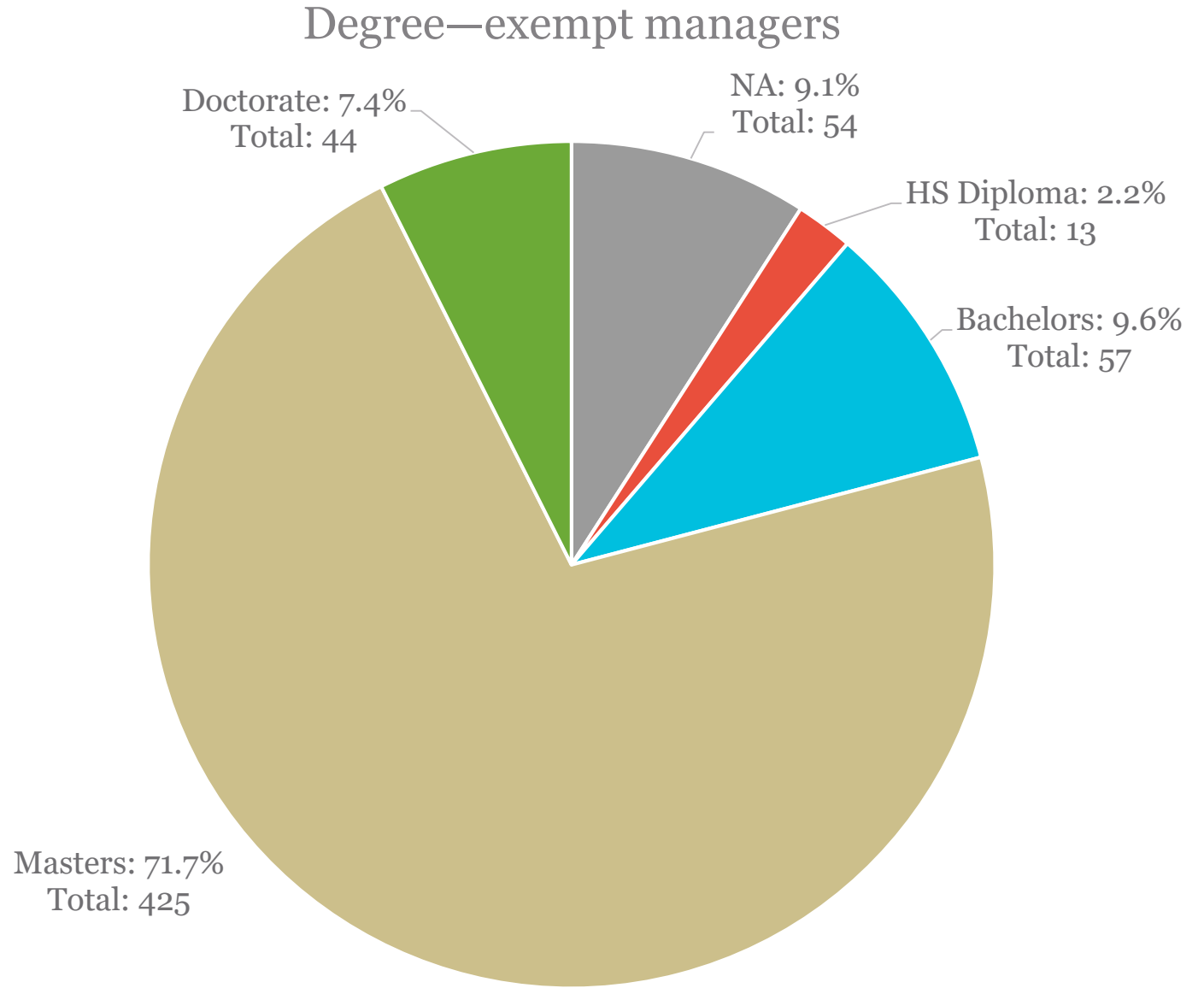
84% of non-exempt non-supervisory employees have a 4-year degree or more.

This is 58 percentage points higher than the regional average.



89% of non-exempt non-supervisory employees have a 4-year degree or more.

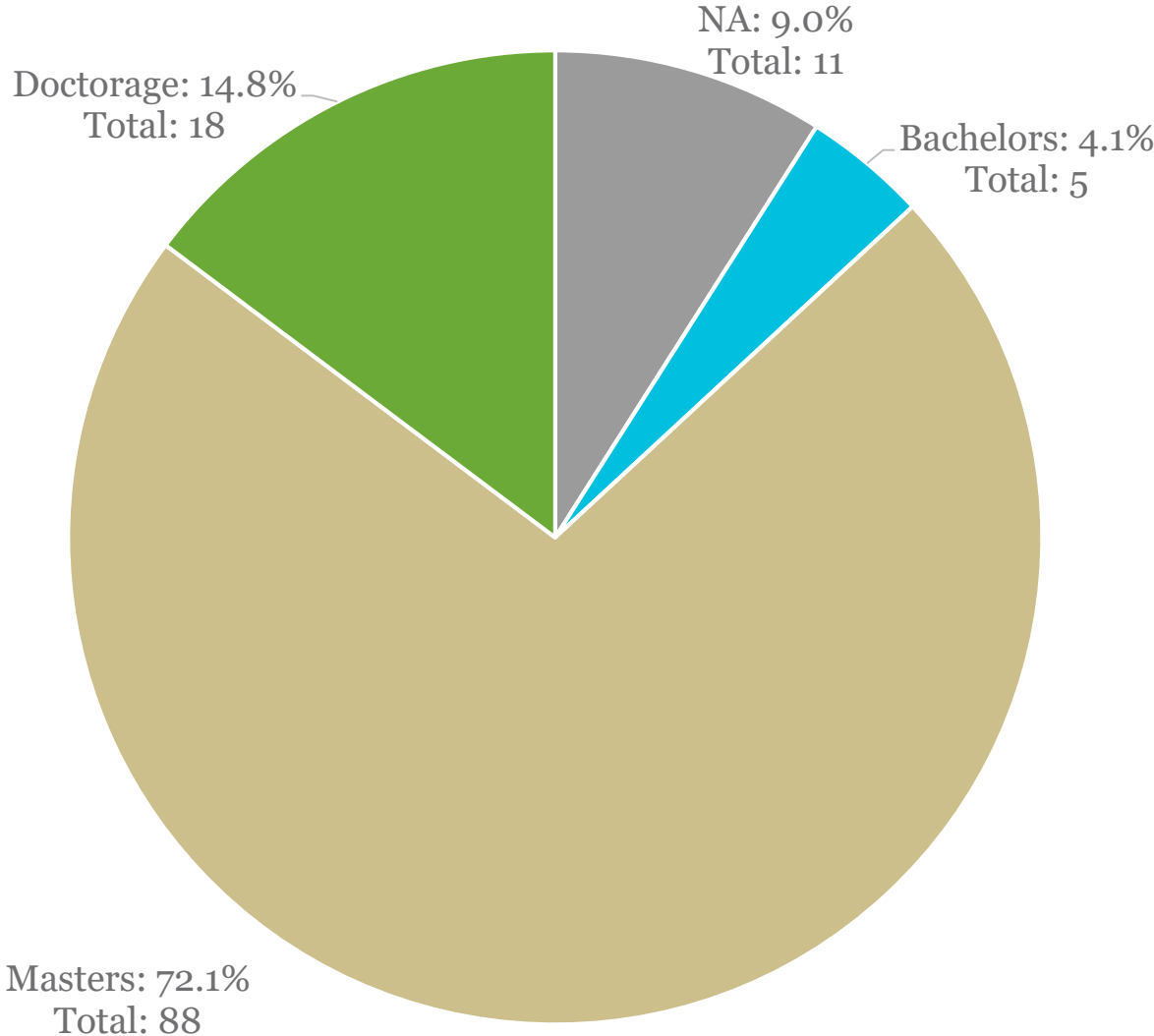
This is 63 percentage points higher than the regional average.



Degree—(exempt) senior

91% of non-exempt non-supervisory employees have a 4-year degree or more.

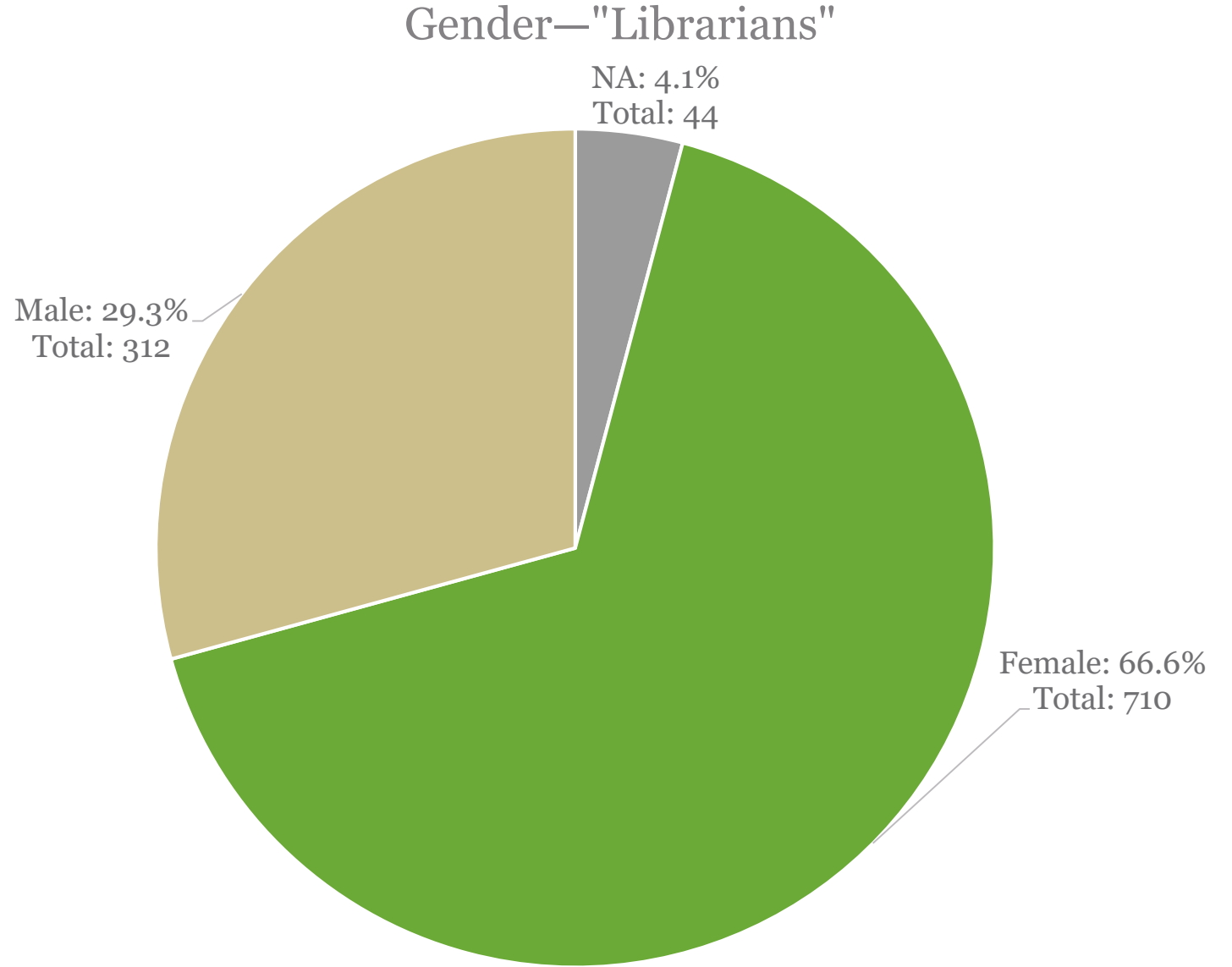
This is 65 percentage points higher than the regional average.



LIBRARIAN & SENIOR POSITIONS

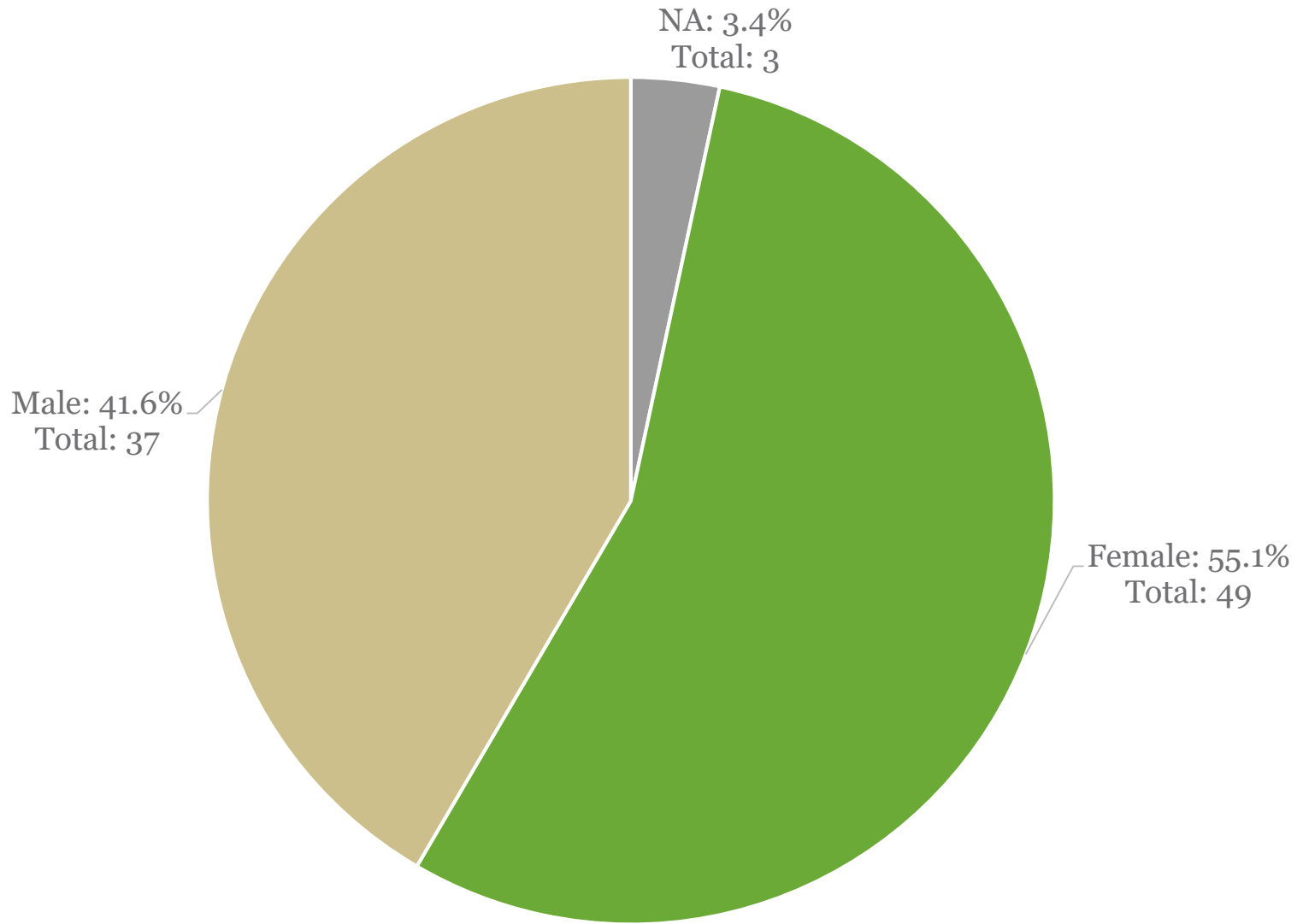
Librarians are operationalized as exempt employees holding a MLS degree.

67% of librarians are female compared to 29% male.



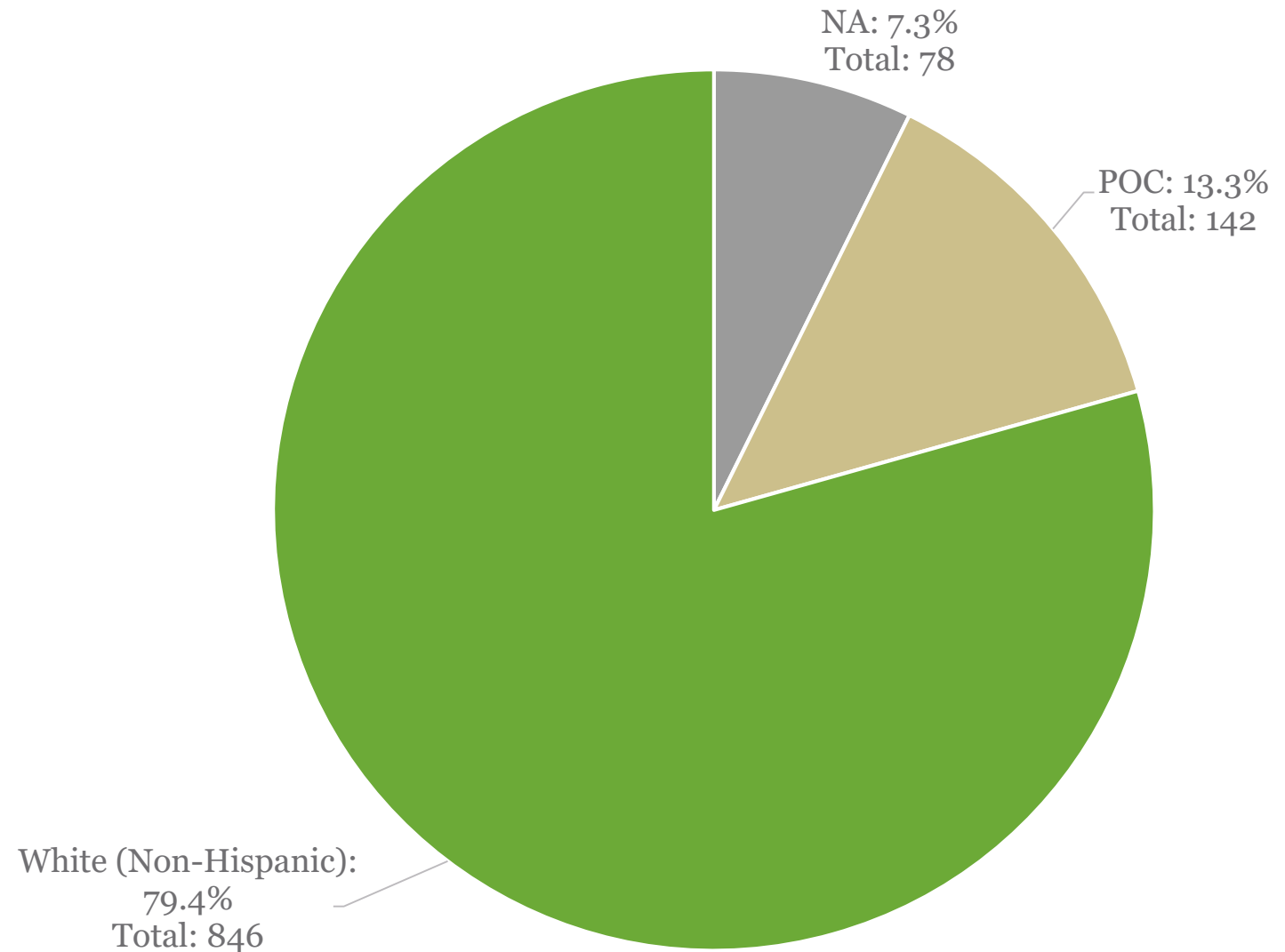
Gender—senior leadership

Senior leadership consists of 55% female employees and 42% male.



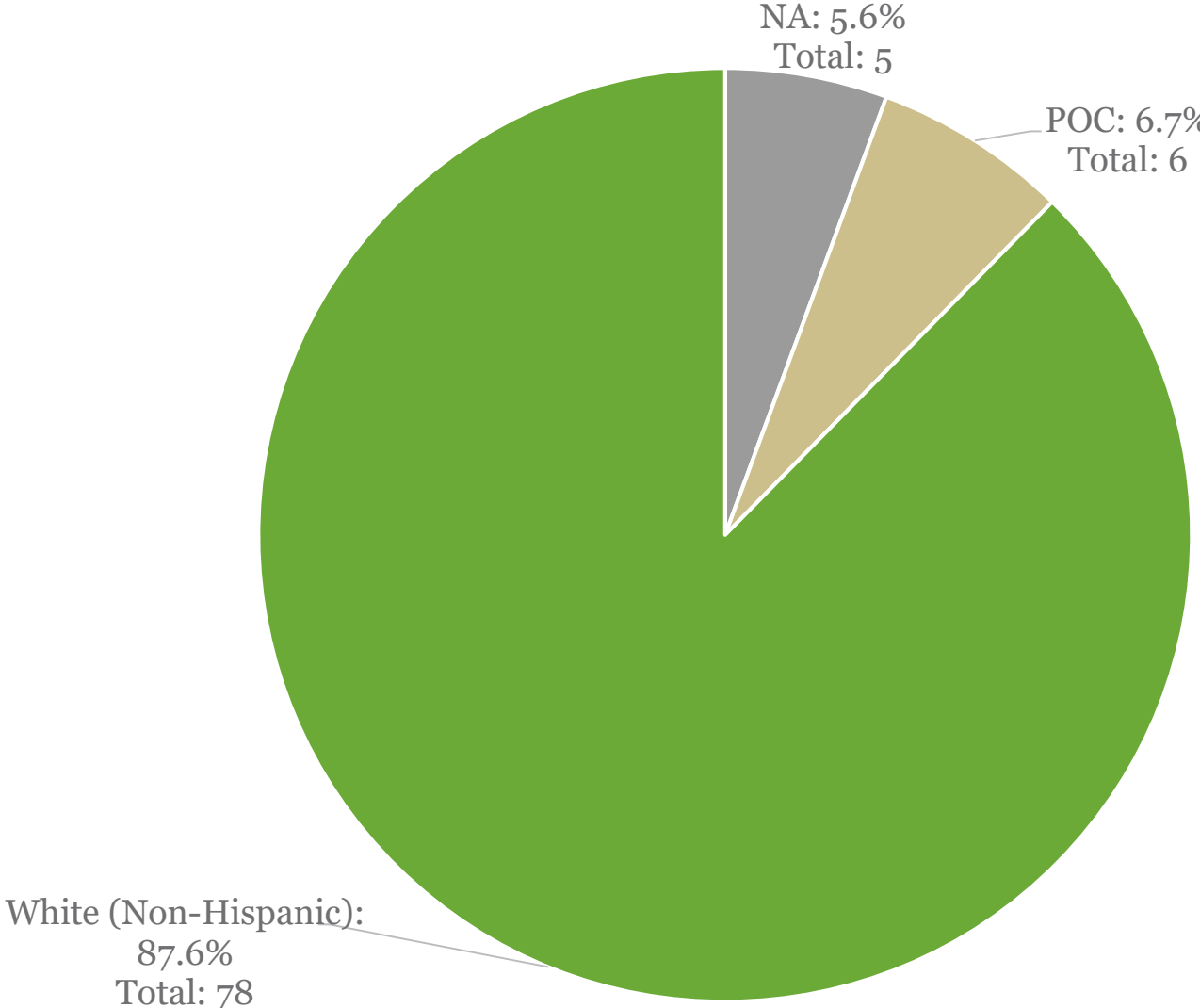
79% of librarians are white non-Hispanic compared to 13% identifying as belonging to another racial group.

Race/ethnicity—"Librarians"



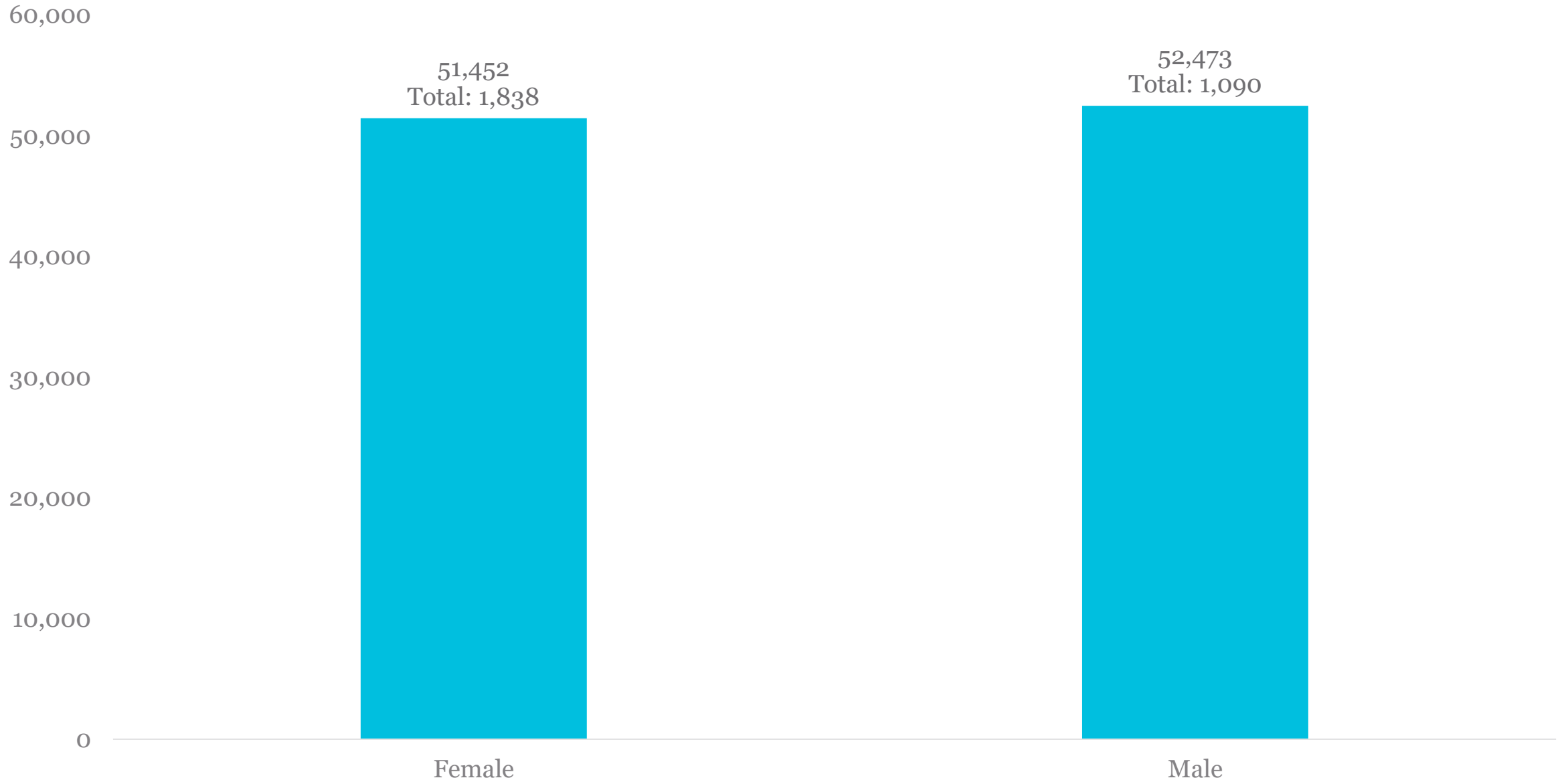
Senior leadership consists of 88% white non-Hispanic employees and 7% employees identifying as another race.

Race/ethnicity—senior leadership

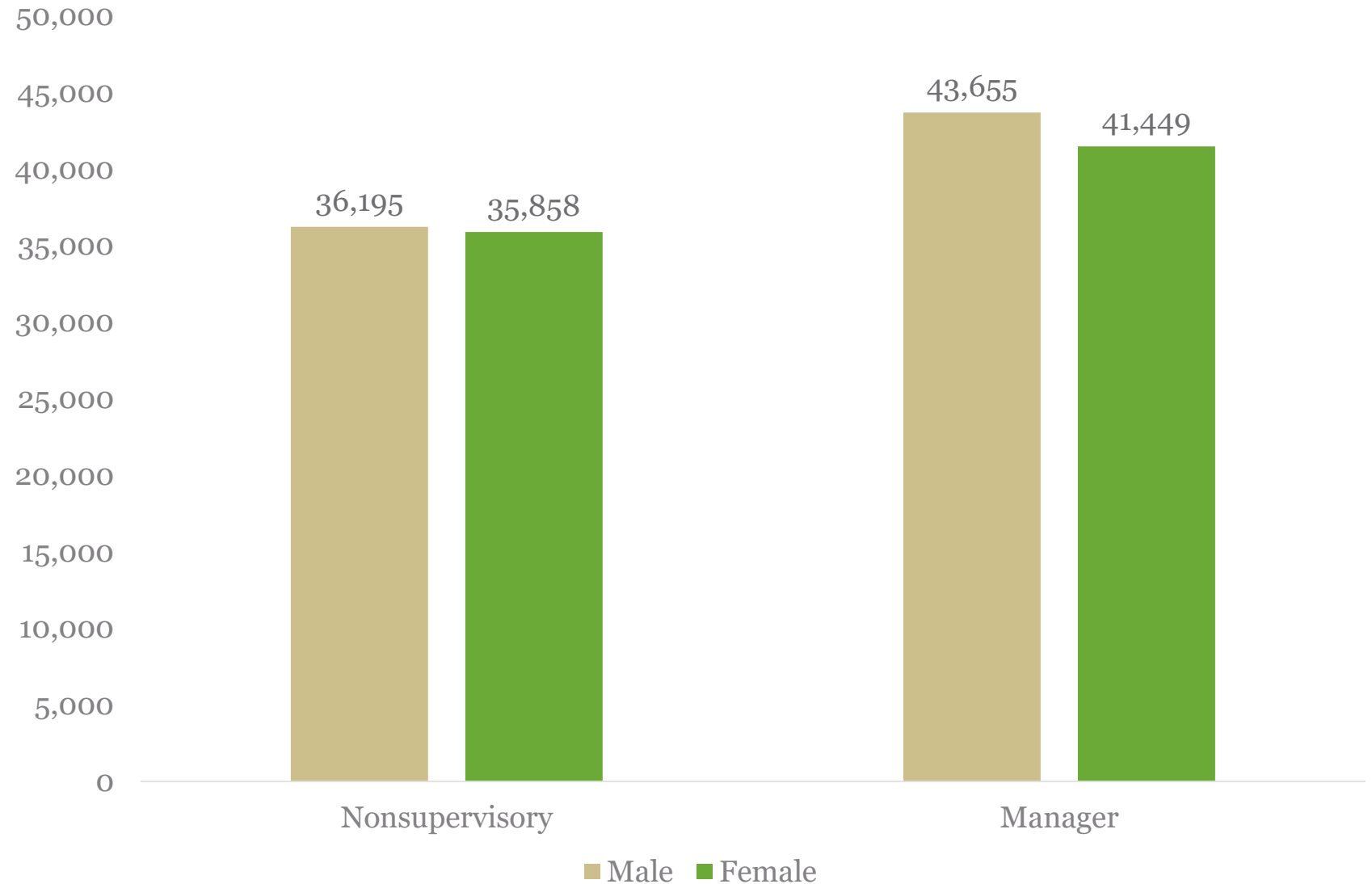


COMPENSATION: GENDER

Median salary by gender



Gender
Non-exempt salary differences by management level



Nonsupervisory

t=0.485; p=0.628

Male: N = 410

Female: N = 703

Manager

t=1.03; p=0.307

Male: N = 52

Female: N = 57

Nonsupervisory

t=3.75; p=0.000

Male: N = 396

Female: N = 639

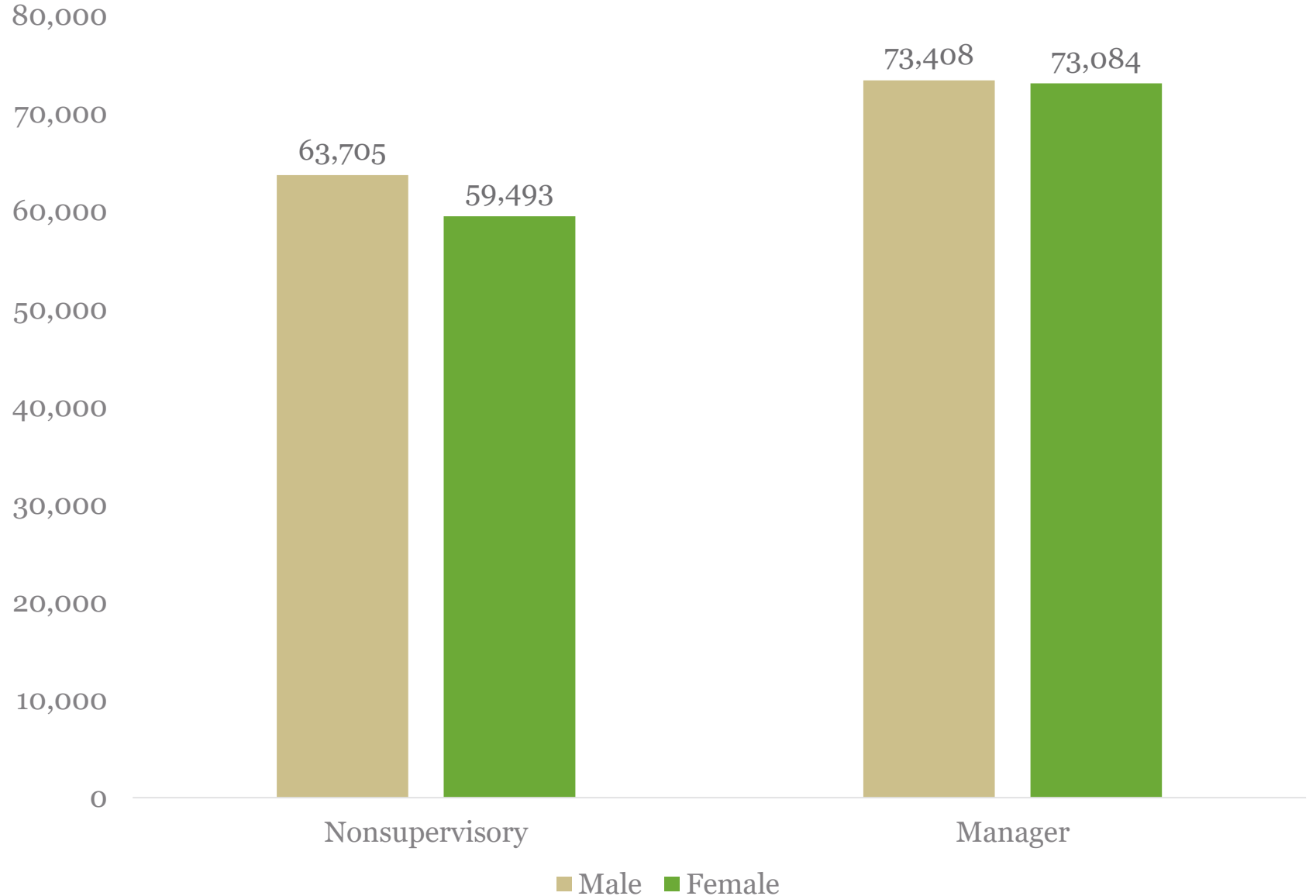
Manager

t=0.172; p=0.864

Male: N = 185

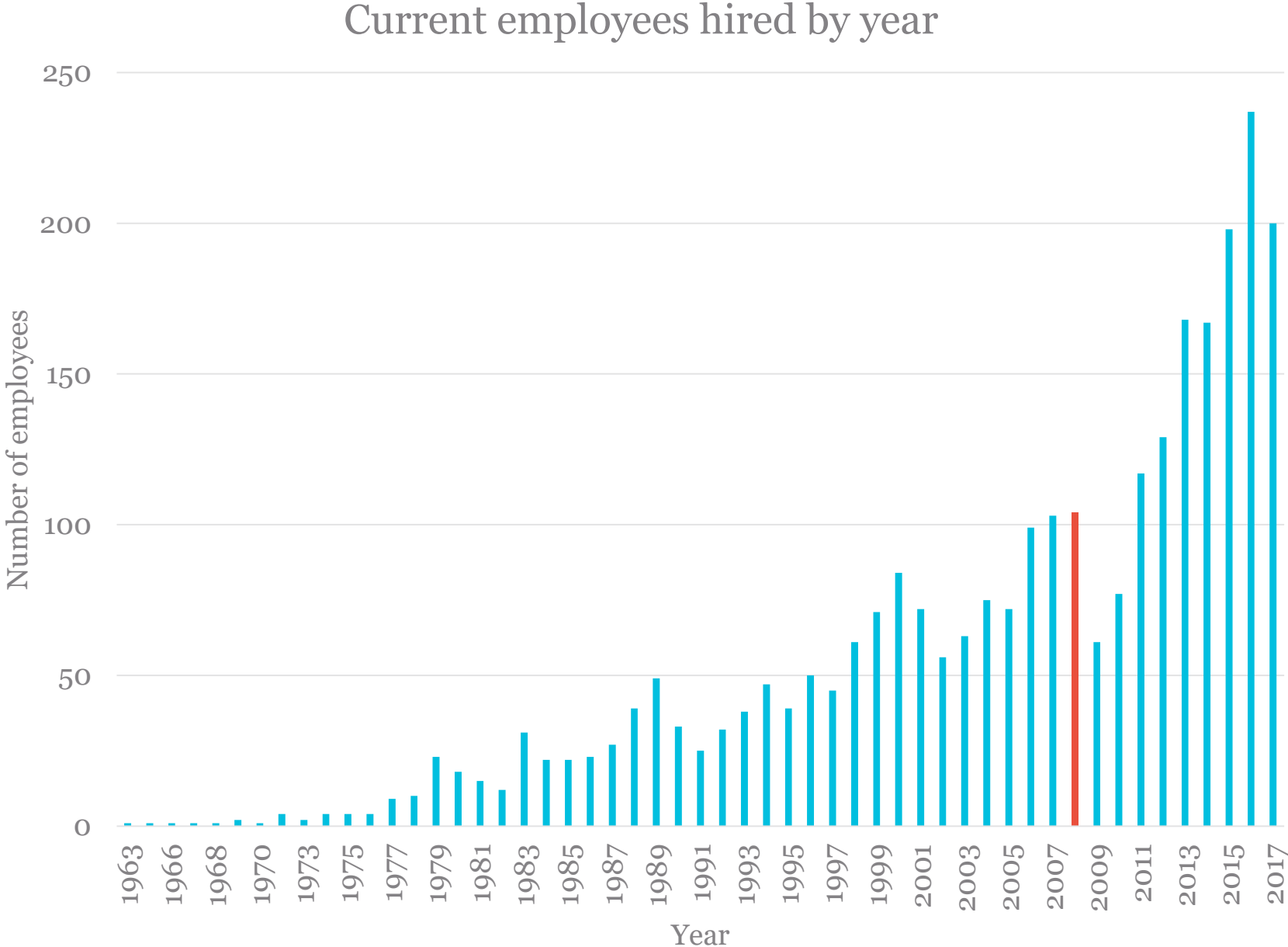
Female: N = 375

Gender—exempt salary differences by management level



Following the 2008 financial crisis, hiring dipped before picking up again in 2011.

*2017 appears to have lower hiring because this year's hiring was not complete when we collected data.



Librarians (pre-2008)

t=1.45; p=0.147

Male: N = 300

Female: N = 687

Librarians (2011-onward)

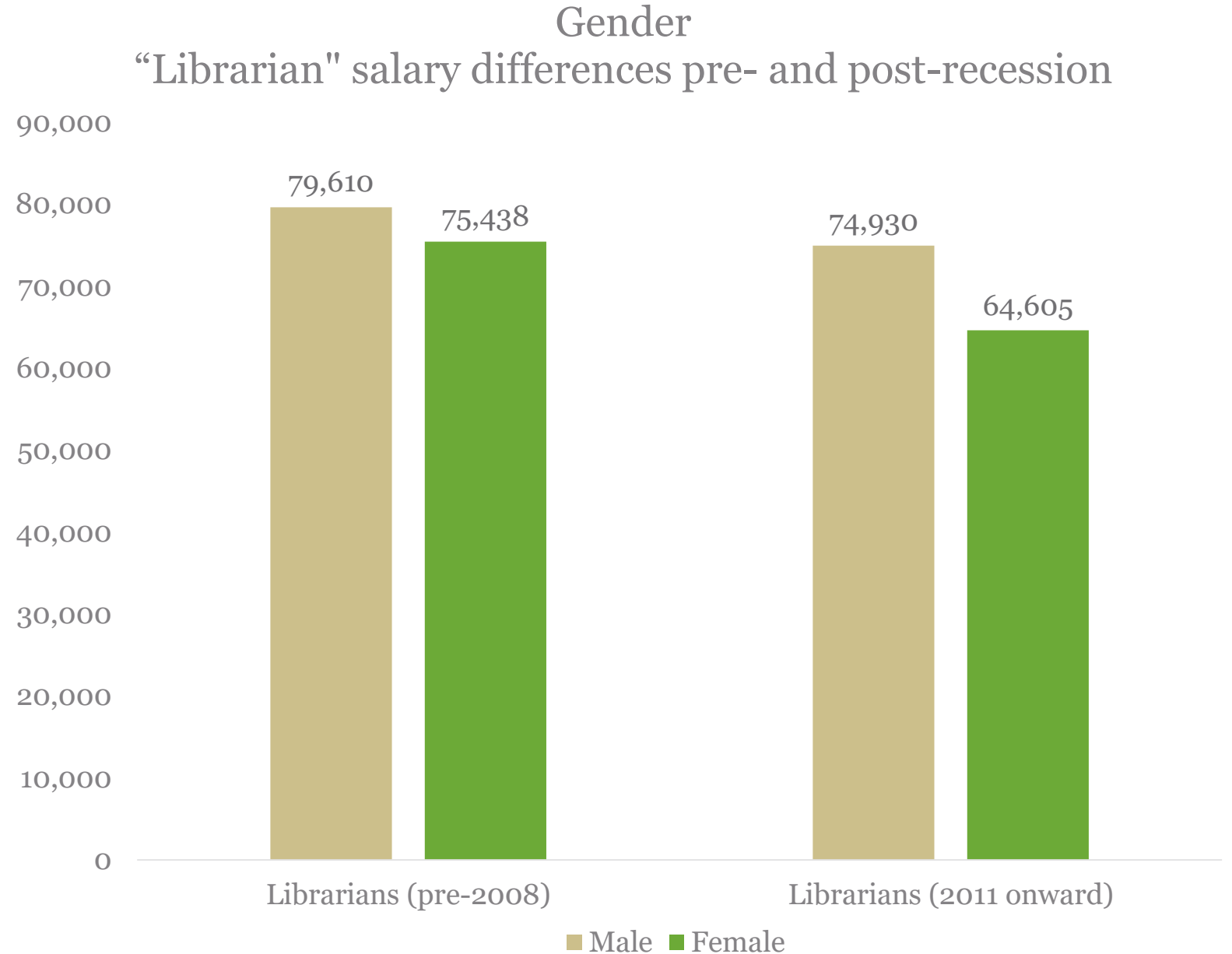
t=2.57; p=0.011

Male: N = 105

Female: N = 330

Age range: 25 – 70

Median age: ~41



Senior (overall)

t=2.34; p=0.022

Male: N = 47

Female: N = 62

Senior Leadership

t=2.06; p=0.044

Male: N = 36

Female: N = 48



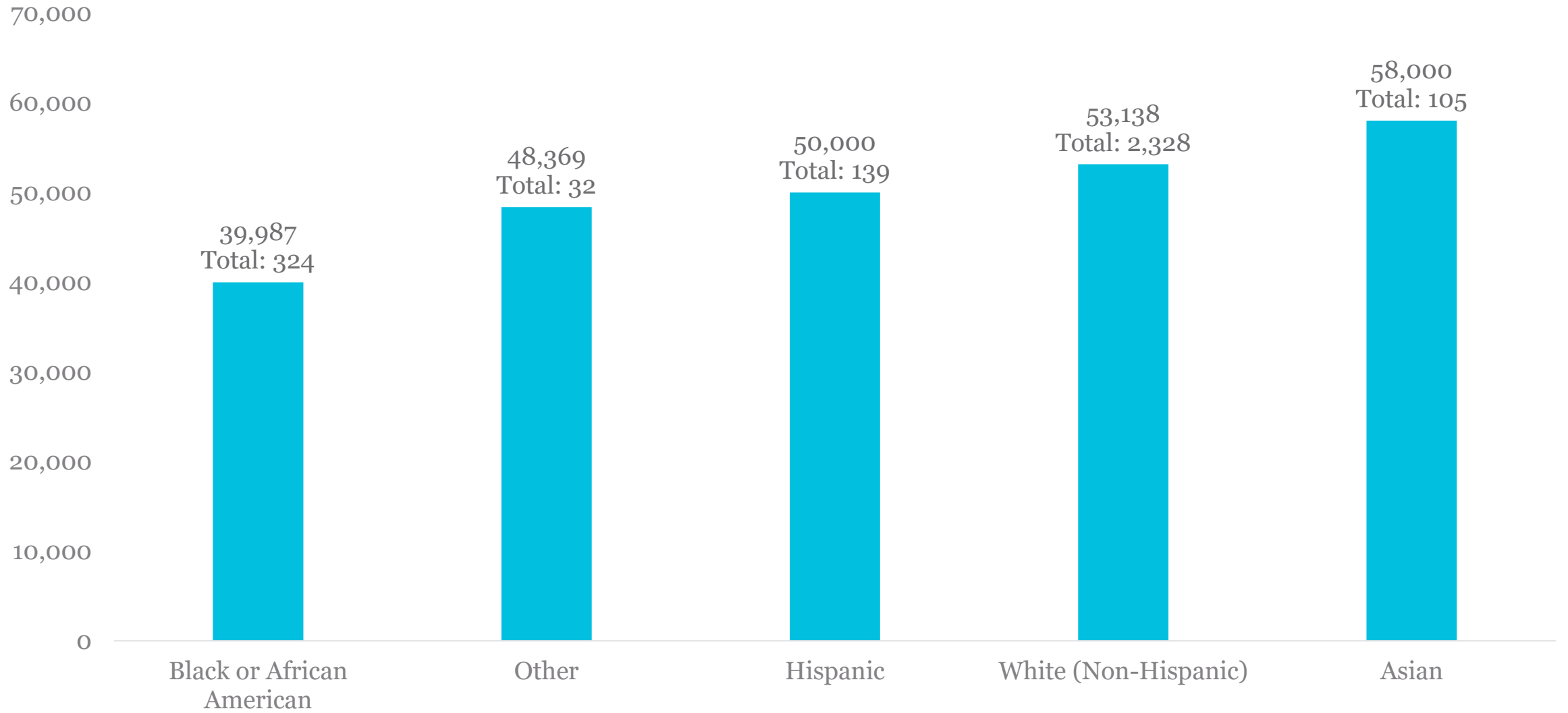
GENDER—SUMMARY

Employment type/management		Salary Difference*	Significant
Non-exempt	Nonsupervisory	-337	No
	Manager	-2,206	No
Exempt	Nonsupervisory	-4,212	Yes
	Manager	-324	No
“Librarian”	Pre-2008 recession	-4,172	No
	2011 onward	-10,325	Yes
Senior	Overall	-22,247	Yes
	Leadership	-24,169	Yes

*+/- male employees’ average salaries

COMPENSATION: RACE AND ETHNICITY

Median salary by racial group



* "Other" includes the groups American Indian or Alaskan Native; Native Hawaiian or Pacific Islander; and Two or More Races

LIMITATIONS

Because so few POC are employed compared to white non-Hispanic employees, average salaries per racial group may not be an accurate reflection of income disparities, or their lack thereof.

Nonsupervisory

t=-2.23; p=0.026

POC: N = 304

White: N = 809

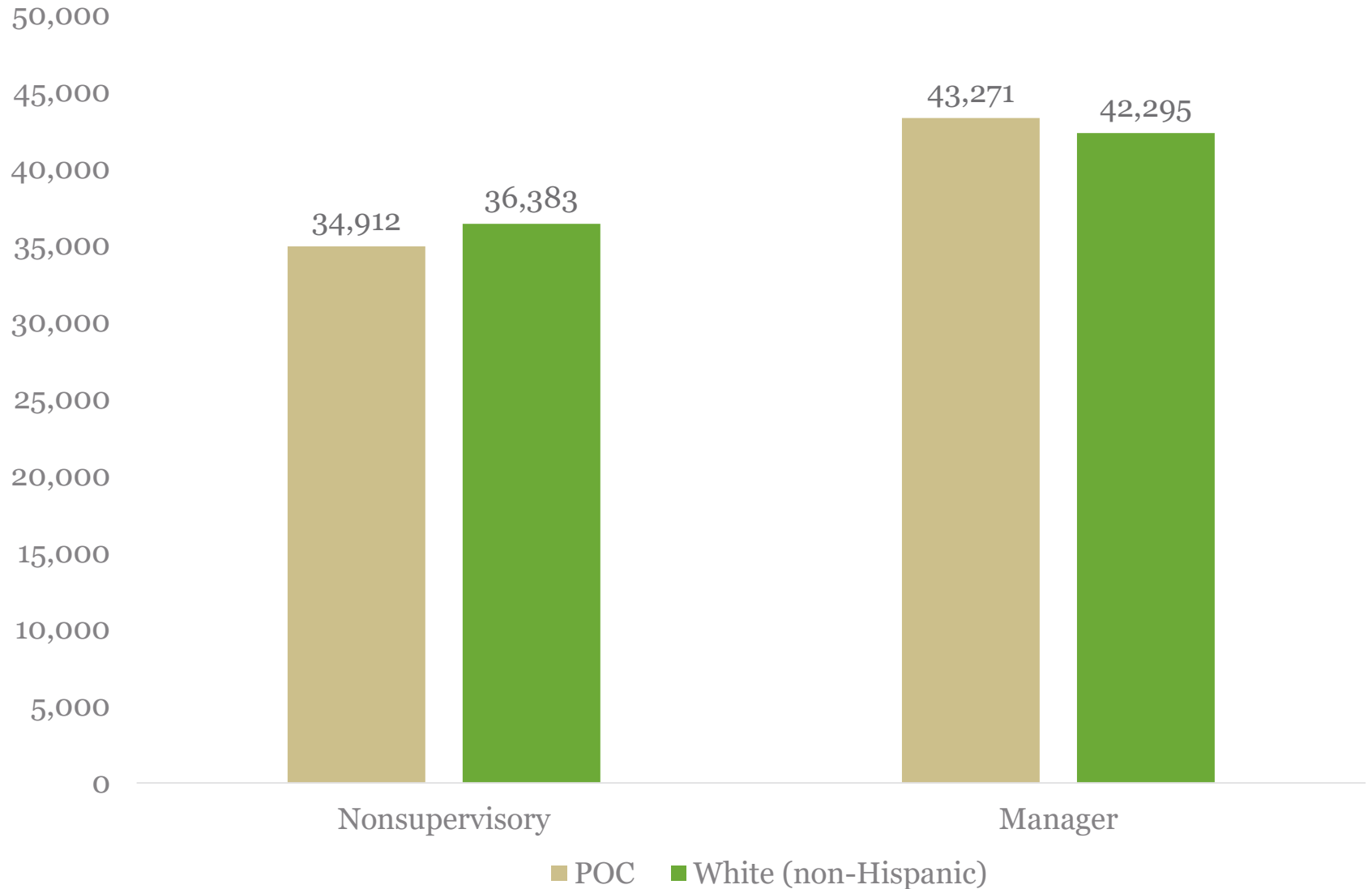
Manager

t=0.373; p=0.712

POC: N = 23

White: N = 86

Race
Non-exempt salary differences by management level



Nonsupervisory

t=-0.662; p=0.508

POC: N = 183

White: N = 852

Manager

t=-0.920; p=0.360

POC: N = 83

White: N = 477

Race—exempt salary differences by management level



Librarians (pre-2008)

t=-01.43; p=0.155

POC: N = 74

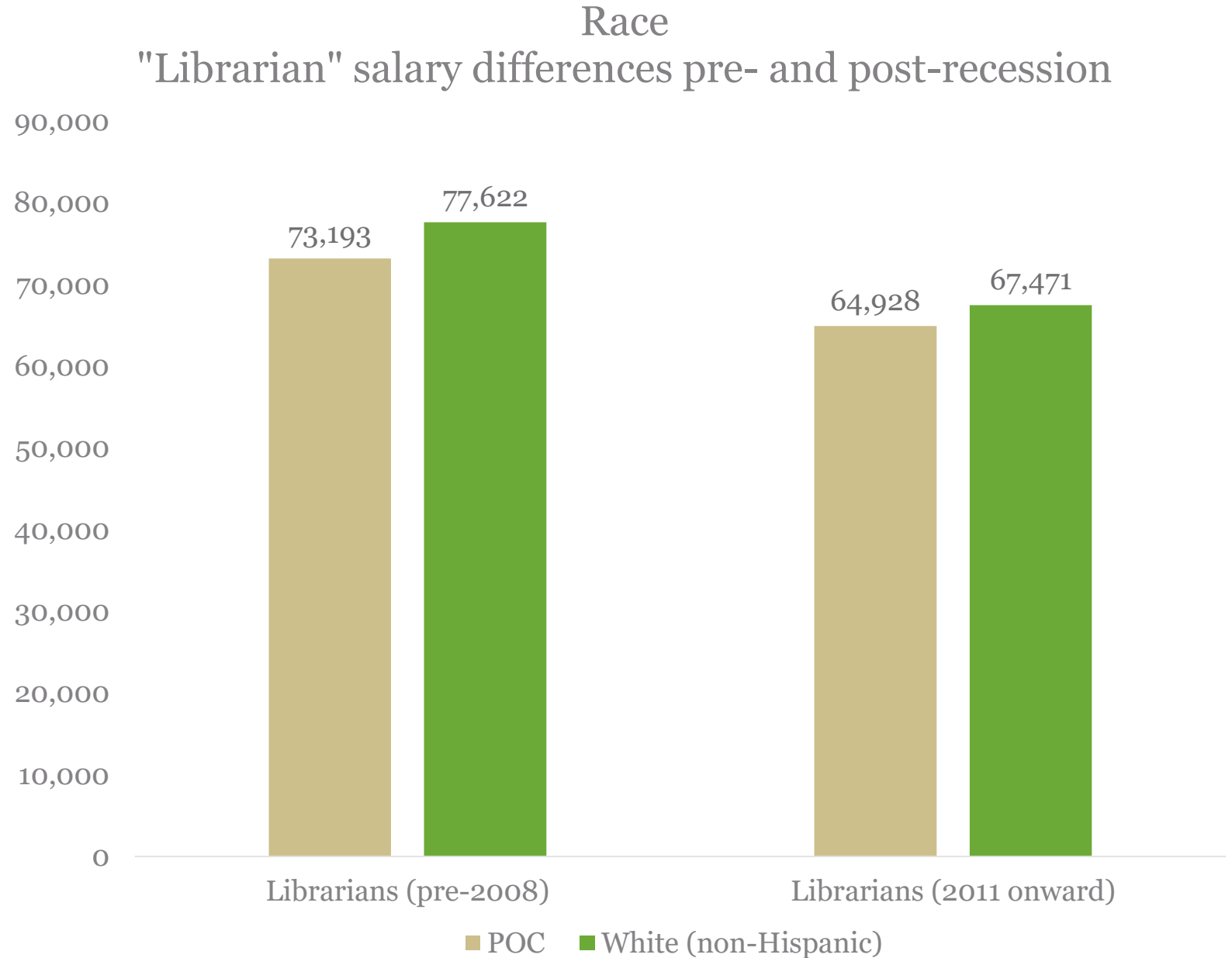
White: N = 418

Librarians (2011 onward)

t=-0.611; p=0.543

POC: N = 61

White: N = 375



Senior (overall)

t=0.708; p=0.503

POC: N = 7

White: N = 102

Senior Leadership

t=0.810; p=0.450

POC: N = 6
(5 of whom are female)

White: N = 78



RACE/ETHNICITY—SUMMARY

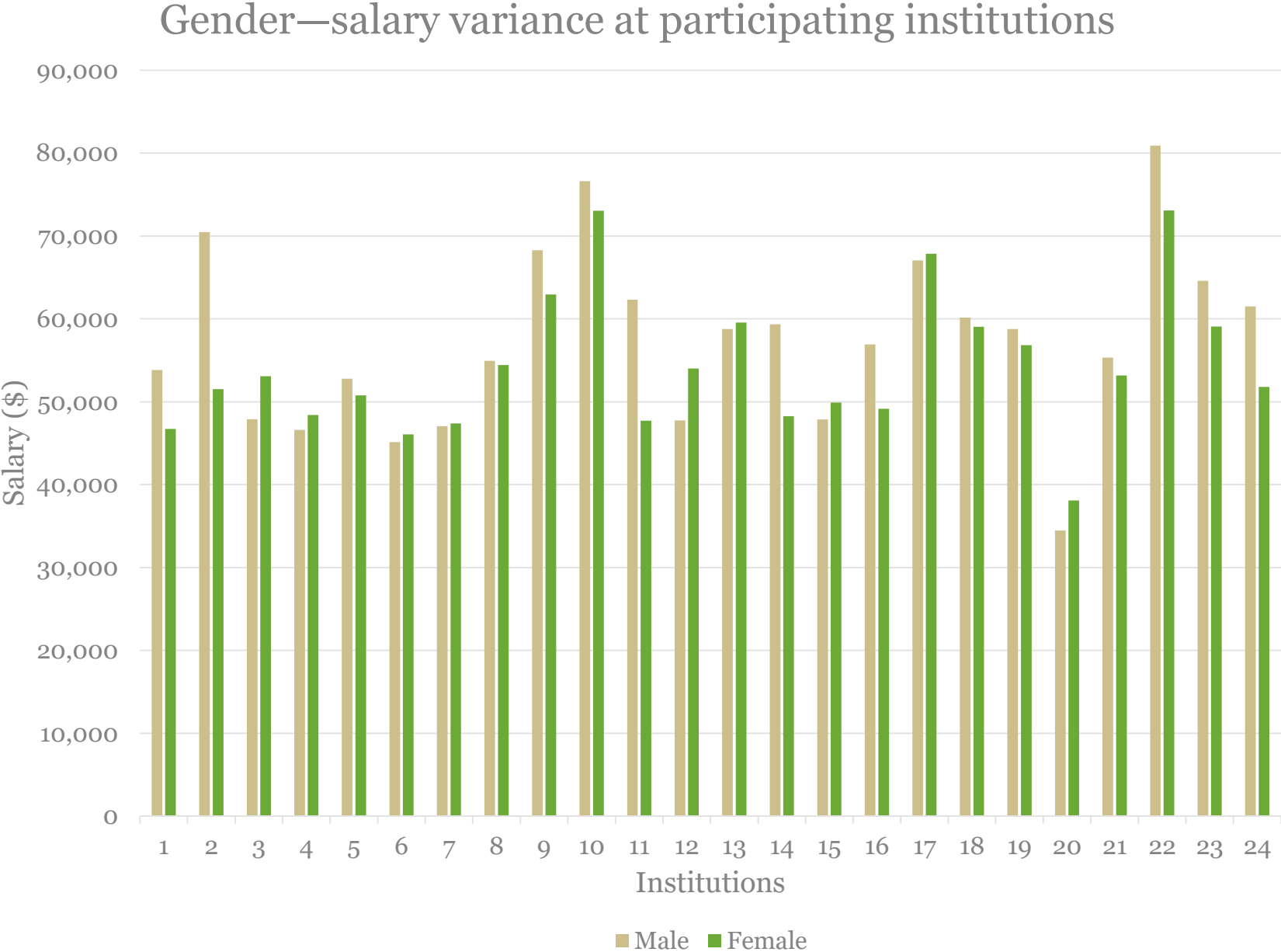
Employment type/management		Salary Difference*	Significant
Non-exempt	Nonsupervisory	-1,471	Yes
	Manager	+976	No
Exempt	Nonsupervisory	-805	No
	Manager	-2,325	No
“Librarian”	Pre-2008 recession	-4,429	No
	2011 onward	-2,543	No
Senior	Overall	+15,357	No
	Leadership	+18,512	No

*+/- white non-Hispanic average salaries

INSTITUTIONAL VARIANCE

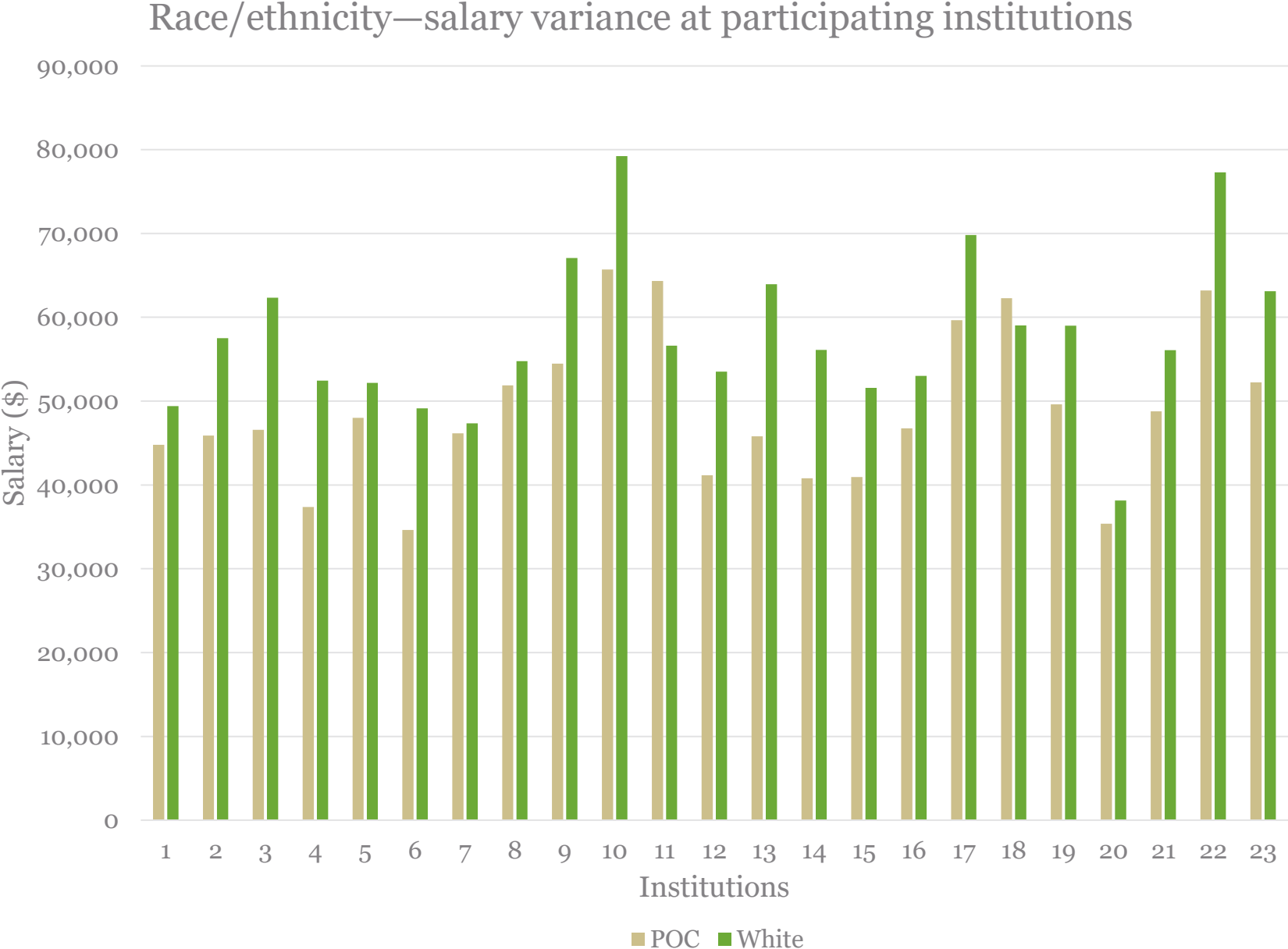
Differences in male and female employees' incomes by institution.

(Anonymized in no particular order)



Differences in employees of color and white non-Hispanic employees' incomes by institution.

(Anonymized in no particular order)



KEY TAKEAWAYS

DEMOGRAPHICS

- Women make up a majority of staff at participating ASERL institutions at 60%
- A majority of staff are white non-Hispanic at 75%, compared to a regional average of 64%
- White non-Hispanic employees account for a greater proportion within each subsequent level of seniority and degree level
- As seniority increases, the number of employees with advanced degrees also increases.

COMPENSATION

- Women on average have lower salaries, but this is only significantly lower among exempt non-supervisory employees, exempt employees with MLS degrees (“librarians”), and senior leadership
- Employees identifying as a different racial group than white non-Hispanic do not necessarily earn a lower salary, but they are employed at such low numbers that these results are inconclusive
- Following the 2008 financial crisis, the gender wage gap went from \$4,172 before the recession, to \$10,325 when hiring increased again in 2011.

FURTHER QUESTIONS

- What do you make of these findings?
- What do you need to know about your institution and how it varies compared to other ASERL institutions?
- What would you like to see in a future study on diversity and equity?

THANK YOU