ASERL: DIVERSITY, EQUITY, AND INCLUSION

Katherine Daniel and Roger Schonfeld
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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
Total:
3,117 library employees

Gender—percentage of total employees

- Male: 36%
  - Total: 1129
- Female: 61%
  - Total: 1901
- NA: 3%
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.
Ithaka’s ARL Inclusion, Diversity, and Equity survey found that women held the lowest number of positions in these same 4 categories.

*Highest*
- HR
- Assessment
- Communications
- Exhibits

*Lowest*
- Maker Space
- Technology
- Facilities/Operations
- Security

*Gender—percentage of employees by job type*
Total Number of Employees by Job Type

- Human resources (including diversity): 36
- Communications / engagement / outreach: 24
- Exhibits: 74
- Cataloging, metadata, resource description: 12
- Collections development and management / acquisitions: 99
- Finance / development: 299
- Subject specialist: 292
- Library leadership and administration: 99
- Information literacy / learning / teaching: 505
- Special collections / rare books / archives: 215
- Publishing / scholarly communications / copyright: 130
- Access services: 317
- Preservation / conservation / disaster planning / restoration: 64
- Digital content creation: 41
- Maker space / design lab / media lab: 77
- Technology / systems / desktop support: 37
- Facilities / operations: 71
- Security: 28

% Female:

- Human resources (including diversity): 91.7%
- Communications / engagement / outreach: 79.2%
- Exhibits: 78.4%
- Cataloging, metadata, resource description: 75.0%
- Collections development and management / acquisitions: 73.9%
- Finance / development: 72.9%
- Subject specialist: 71.7%
- Library leadership and administration: 71.5%
- Information literacy / learning / teaching: 69.3%
- Special collections / rare books / archives: 64.6%
- Publishing / scholarly communications / copyright: 61.5%
- Access services: 59.4%
- Preservation / conservation / disaster planning / restoration: 54.1%
- Digital content creation: 53.7%
- Maker space / design lab / media lab: 49.4%
- Technology / systems / desktop support: 35.1%
- Facilities / operations: 25.8%
- Security: 23.9%
- Other: 17.9%
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)

- Female: 61.0%
  Total: 1426
- Male: 38.9%
  Total: 908

Gender—Black or African American

- Female: 72.2%
  Total: 234
- Male: 27.8%
  Total: 90

Gender—Hispanic

- Female: 61.2%
  Total: 85
- Male: 38.8%
  Total: 54

Asian

- Female: 65.7%
  Total: 69
- Male: 34.3%
  Total: 36
The proportion of white non-Hispanic employees increases in each subsequent level of seniority, with a higher percentage of white employees in exempt positions.
### Black or African American
Proportion of employees in each level of seniority

- Non-Exempt Non-Supervisory: 17.01%
- Non-Exempt Manager: 14.53%
- Exempt Non-Supervisory: 6.64%
- Exempt Manager: 4.89%
- Exempt Senior: 3.28%

### Hispanic
Proportion of employees in each level of seniority

- Non-Exempt Non-Supervisory: 4.65%
- Non-Exempt Manager: 2.56%
- Exempt Non-Supervisory: 4.09%
- Exempt Manager: 5.73%
- Exempt Senior: 1.64%

### Asian
Proportion of employees in each level of seniority

- Non-Exempt Non-Supervisory: 2.88%
- Non-Exempt Manager: 0.00%
- Exempt Non-Supervisory: 4.82%
- Exempt Manager: 2.87%
- Exempt Senior: 0.82%
White (Non-Hispanic)
Percentage of employees by job type and racial group

<table>
<thead>
<tr>
<th>Job Type</th>
<th>Total Number of Employees</th>
<th>% White (Non-Hispanic)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exhibits</td>
<td>317</td>
<td>91.7%</td>
</tr>
<tr>
<td>Publishing / scholarly communications / copyright</td>
<td>12</td>
<td>89.1%</td>
</tr>
<tr>
<td>Preservation / disaster planning / restoration</td>
<td>64</td>
<td>85.4%</td>
</tr>
<tr>
<td>Assessment</td>
<td>41</td>
<td>83.3%</td>
</tr>
<tr>
<td>Special collections / rare books / archives</td>
<td>24</td>
<td>83.3%</td>
</tr>
<tr>
<td>Communications / engagement / outreach</td>
<td>74</td>
<td>82.4%</td>
</tr>
<tr>
<td>Information literacy / learning / teaching</td>
<td>130</td>
<td>81.5%</td>
</tr>
<tr>
<td>Library leadership and administration</td>
<td>37</td>
<td>81.1%</td>
</tr>
<tr>
<td>Subject specialist</td>
<td>215</td>
<td>79.1%</td>
</tr>
<tr>
<td>Collections development and management / acquisitions</td>
<td>292</td>
<td>79.0%</td>
</tr>
<tr>
<td>Facilities / operations</td>
<td>71</td>
<td>76.4%</td>
</tr>
<tr>
<td>Technology / systems / desktop support</td>
<td>271</td>
<td>76.1%</td>
</tr>
<tr>
<td>Finance / development</td>
<td>99</td>
<td>74.5%</td>
</tr>
<tr>
<td>Digital content creation</td>
<td>77</td>
<td>71.7%</td>
</tr>
<tr>
<td>Access services</td>
<td>36</td>
<td>70.1%</td>
</tr>
<tr>
<td>Cataloging, metadata, resource description</td>
<td>299</td>
<td>66.9%</td>
</tr>
<tr>
<td>Human resources (including diversity)</td>
<td>521</td>
<td>65.5%</td>
</tr>
<tr>
<td>Security</td>
<td>28</td>
<td>63.9%</td>
</tr>
</tbody>
</table>
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.
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
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.
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.
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.
Senior leadership consists of 88% white non-Hispanic employees and 7% employees identifying as another race.
COMPENSATION:
GENDER
Median salary by gender

- Female: 51,452
  Total: 1,838

- Male: 52,473
  Total: 1,090
Non-supervisory

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

Gender
Non-exempt salary differences by management level
Gender—exempt salary differences by management level

**Nonsupervisory**

\[ t = 3.75; \ p = 0.000 \]

Male: \( N = 396 \)

Female: \( N = 639 \)

**Manager**

\[ t = 0.172; \ p = 0.864 \]

Male: \( N = 185 \)

Female: \( N = 375 \)
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

Salary differences by senior management level and senior leadership

<table>
<thead>
<tr>
<th>Gender</th>
<th>Senior (overall)</th>
<th>Senior Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>150,235</td>
<td>158,978</td>
</tr>
<tr>
<td>Female</td>
<td>127,988</td>
<td>134,809</td>
</tr>
</tbody>
</table>

Bar chart showing salary differences by senior management level and senior leadership.
## GENDER—SUMMARY

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

*+/- male employees’ average salaries
COMPENSATION:
RACE AND ETHNICITY
Other includes the groups American Indian or Alaskan Native; Native Hawaiian or Pacific Islander; and Two or More Races.

- Black or African American: Median salary 39,987, Total: 324
- Other: Median salary 48,369, Total: 32
- Hispanic: Median salary 50,000, Total: 139
- White (Non-Hispanic): Median salary 53,138, Total: 2,328
- Asian: Median salary 58,000, Total: 105

* “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.
Non-supervisory

$t = -2.23; p = 0.026$

POC: $N = 304$

White: $N = 809$

Manager

$t = 0.373; p = 0.712$

POC: $N = 23$

White: $N = 86$
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

\begin{align*}
\text{POC} & : 60,442 \\
\text{White} & : 61,247
\end{align*}

\begin{align*}
\text{POC} & : 71,210 \\
\text{White} & : 73,535
\end{align*}
Librarians (pre-2008)

$t = -0.43; p = 0.155$

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

<table>
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<tr>
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<th>Salary Difference*</th>
<th>Significant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-exempt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nonsupervisory</td>
<td>-1,471</td>
<td>Yes</td>
</tr>
<tr>
<td>Manager</td>
<td>+976</td>
<td>No</td>
</tr>
<tr>
<td>Exempt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nonsupervisory</td>
<td>-805</td>
<td>No</td>
</tr>
<tr>
<td>Manager</td>
<td>-2,325</td>
<td>No</td>
</tr>
<tr>
<td>“Librarian”</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pre-2008 recession</td>
<td>-4,429</td>
<td>No</td>
</tr>
<tr>
<td>2011 onward</td>
<td>-2,543</td>
<td>No</td>
</tr>
<tr>
<td>Senior</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Overall</td>
<td>+15,357</td>
<td>No</td>
</tr>
<tr>
<td>Leadership</td>
<td>+18,512</td>
<td>No</td>
</tr>
</tbody>
</table>

*+/- white non-Hispanic average salaries
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