PRELIMINARY RESULTS: ASERL 2017 SALARY SURVEY

Katherine Daniel and Roger Schonfeld
January 31, 2018
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
GENDER:

- Women constitute a majority of staff at participating ASERL institutions.

- Female staff are overrepresented in non-supervisory positions and exempt managerial roles.

- While female staff are overrepresented in the majority of job categories, male staff continue to be overrepresented in tech-related positions and in security and facilities / operations.
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.
RACE AND ETHNICITY:

• Three-quarters of ASERL staff at participating institutions are white non-Hispanic.

• The proportion of white non-Hispanic employees increases with each level of seniority, while it decreases for black or African American employees.

• With a regional average population of 64% white non-Hispanic, these employees are overrepresented in most job categories except for human resources, and POC are only overrepresented in security.
75 percent of employees at participating ASERL institutions are white non-Hispanic.

This is 11 percentage points higher than the average percentage (64%) of white non-Hispanic individuals in participating states.
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)
Percentage of employees by job type and racial group

<table>
<thead>
<tr>
<th>Job Type</th>
<th>Total Number of Employees</th>
<th>Percentage of Employees</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>64.0%</td>
</tr>
<tr>
<td>Preservation / disaster planning / restoration</td>
<td>41</td>
<td>24.0%</td>
</tr>
<tr>
<td>Assessment</td>
<td>24</td>
<td>12.0%</td>
</tr>
<tr>
<td>Special collections / rare books / archives</td>
<td>74</td>
<td>64.1%</td>
</tr>
<tr>
<td>Communications / engagement / outreach</td>
<td>130</td>
<td>39.3%</td>
</tr>
<tr>
<td>Information literacy / learning / teaching</td>
<td>37</td>
<td>28.9%</td>
</tr>
<tr>
<td>Library leadership and administration</td>
<td>215</td>
<td>28.4%</td>
</tr>
<tr>
<td>Subject specialist</td>
<td>292</td>
<td>79.0%</td>
</tr>
<tr>
<td>Collections development and management / acquisitions</td>
<td>71</td>
<td>76.4%</td>
</tr>
<tr>
<td>Facilities / operations</td>
<td>271</td>
<td>67.1%</td>
</tr>
<tr>
<td>Technology / systems / desktop support</td>
<td>99</td>
<td>71.7%</td>
</tr>
<tr>
<td>Finance / development</td>
<td>77</td>
<td>70.1%</td>
</tr>
<tr>
<td>Digital content creation</td>
<td>299</td>
<td>66.9%</td>
</tr>
<tr>
<td>Cataloging, metadata, resource description</td>
<td>521</td>
<td>50.0%</td>
</tr>
<tr>
<td>Access services</td>
<td>36</td>
<td>10.0%</td>
</tr>
<tr>
<td>Human resources (including diversity)</td>
<td>28</td>
<td>0.0%</td>
</tr>
<tr>
<td>Security</td>
<td>0</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
DEGREE:

- Employees in more senior positions are more credentialed, and white non-Hispanic employees make up the highest proportion of those with advanced degrees.
As seniority increases, the number of employees with at least a bachelor’s level education increases. This ranges from 29% to 65% higher than the regional average of 26% of individuals with higher education.
White non-Hispanic employees make up an increasingly higher proportion of each subsequent degree level.
LIBRARIAN & SENIOR LEADERSHIP POSITIONS:

- Female and white non-Hispanic employees with MLS degrees in exempt positions ("librarians") are overrepresented.

- Women in senior leadership positions are slightly overrepresented, while non-white senior leaders are severely underrepresented.
Librarians are operationalized as exempt employees holding a MLS degree.

67% of librarians are female compared to 29% male.
79% of librarians are white non-Hispanic compared to 13% identifying as belonging to another racial group.
Senior leadership consists of 55% female employees and 42% male.
Senior leadership consists of 88% white non-Hispanic employees and 7% employees identifying as another race.
COMPENSATION: GENDER

- Women on average have lower salaries, but to varying degrees of significance.
Median salary by gender

Female: 51,452
Total: 1,838

Male: 52,473
Total: 1,090
<table>
<thead>
<tr>
<th>Employment type</th>
<th>Female Salary</th>
<th>Male Salary</th>
<th>Salary Difference*</th>
<th>Significant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-exempt</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nonsupervisory</td>
<td>$35,858</td>
<td>$36,195</td>
<td>-337</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>(n=703)</td>
<td>(n=410)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manager</td>
<td>$41,449</td>
<td>$43,655</td>
<td>-2,206</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>(n=57)</td>
<td>(n=52)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Exempt</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nonsupervisory</td>
<td>$59,493</td>
<td>$63,705</td>
<td>-4,212</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>(n=639)</td>
<td>(n=396)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manager</td>
<td>$73,084</td>
<td>$73,408</td>
<td>-324</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>(n=375)</td>
<td>(n=185)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*+/- male employees’ average salaries
<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>&quot;Librarian&quot;</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pre-2008 recession</td>
<td>$75,438</td>
<td>$79,610</td>
<td>-4,172</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>(n=687)</td>
<td>(n=300)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2011 onward</td>
<td>$64,605</td>
<td>$74,930</td>
<td>-10,325</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>(n=330)</td>
<td>(n=105)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Overall (all employees at a senior level)</td>
<td>$127,988</td>
<td>$150,235</td>
<td>-22,247</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>(n=62)</td>
<td>(n=47)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership</td>
<td>$134,809</td>
<td>$158,978</td>
<td>-24,169</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>(n=48)</td>
<td>(n=36)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*+/- male employees’ average salaries
COMPENSATION:
RACE AND ETHNICITY

• 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
* "Other" includes the groups American Indian or Alaskan Native; Native Hawaiian or Pacific Islander; and Two or More Races
# RACE/ETHNICITY—SUMMARY

<table>
<thead>
<tr>
<th>Employment type</th>
<th>POC Salary</th>
<th>White non-Hispanic Salary</th>
<th>Salary Difference*</th>
<th>Significant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-exempt</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nonsupervisory</td>
<td>$34,192 (n=304)</td>
<td>$36,383 (n=809)</td>
<td>-1,171</td>
<td>Yes</td>
</tr>
<tr>
<td>Manager</td>
<td>$43,271</td>
<td>$42,295</td>
<td>+976</td>
<td>No</td>
</tr>
<tr>
<td>Exempt</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nonsupervisory</td>
<td>$60,442 (n=183)</td>
<td>$61,247 (n=852)</td>
<td>-805</td>
<td>No</td>
</tr>
<tr>
<td>Manager</td>
<td>$71,210 (n=83)</td>
<td>$73,535 (n=477)</td>
<td>-2,325</td>
<td>No</td>
</tr>
</tbody>
</table>

*+- white non-Hispanic average salaries
## RACE/ETHNICITY—SUMMARY

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<tr>
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<tr>
<td>&quot;Librarian&quot;</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pre-2008 recession</td>
<td>$73,193 (n=74)</td>
<td>$77,622 (n=418)</td>
<td>-4,429</td>
<td>No</td>
</tr>
<tr>
<td>2011 onward</td>
<td>$64,928 (n=61)</td>
<td>$67,471 (n=375)</td>
<td>-2,543</td>
<td>No</td>
</tr>
<tr>
<td>Senior</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Overall (all employees at a senior level)</td>
<td>$151,952</td>
<td>$136,595</td>
<td>+15,357</td>
<td>No</td>
</tr>
<tr>
<td>Leadership</td>
<td>$161,902</td>
<td>$143,390</td>
<td>+18,512</td>
<td>No</td>
</tr>
</tbody>
</table>

*+/- 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)
FURTHER QUESTIONS

- What do you make of these findings?
- What would you like to see in a future study on diversity and equity?
THANK YOU
SUPPLEMENTARY SLIDES
Hiring follows economic trends.

Some employees have been with their institutions for several decades.
**Gender—White (Non-Hispanic)**
- Male: 38.9%
  - Total: 908
- Female: 61.0%
  - Total: 1426

**Gender—Black or African American**
- Male: 27.8%
  - Total: 90
- Female: 72.2%
  - Total: 234

**Gender—Hispanic**
- Male: 38.8%
  - Total: 54
- Female: 61.2%
  - Total: 85

**Asian**
- Male: 34.3%
  - Total: 36
- Female: 65.7%
  - Total: 69