

ITHAKA S+R

# PRELIMINARY RESULTS: ASERL 2017 SALARY SURVEY



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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

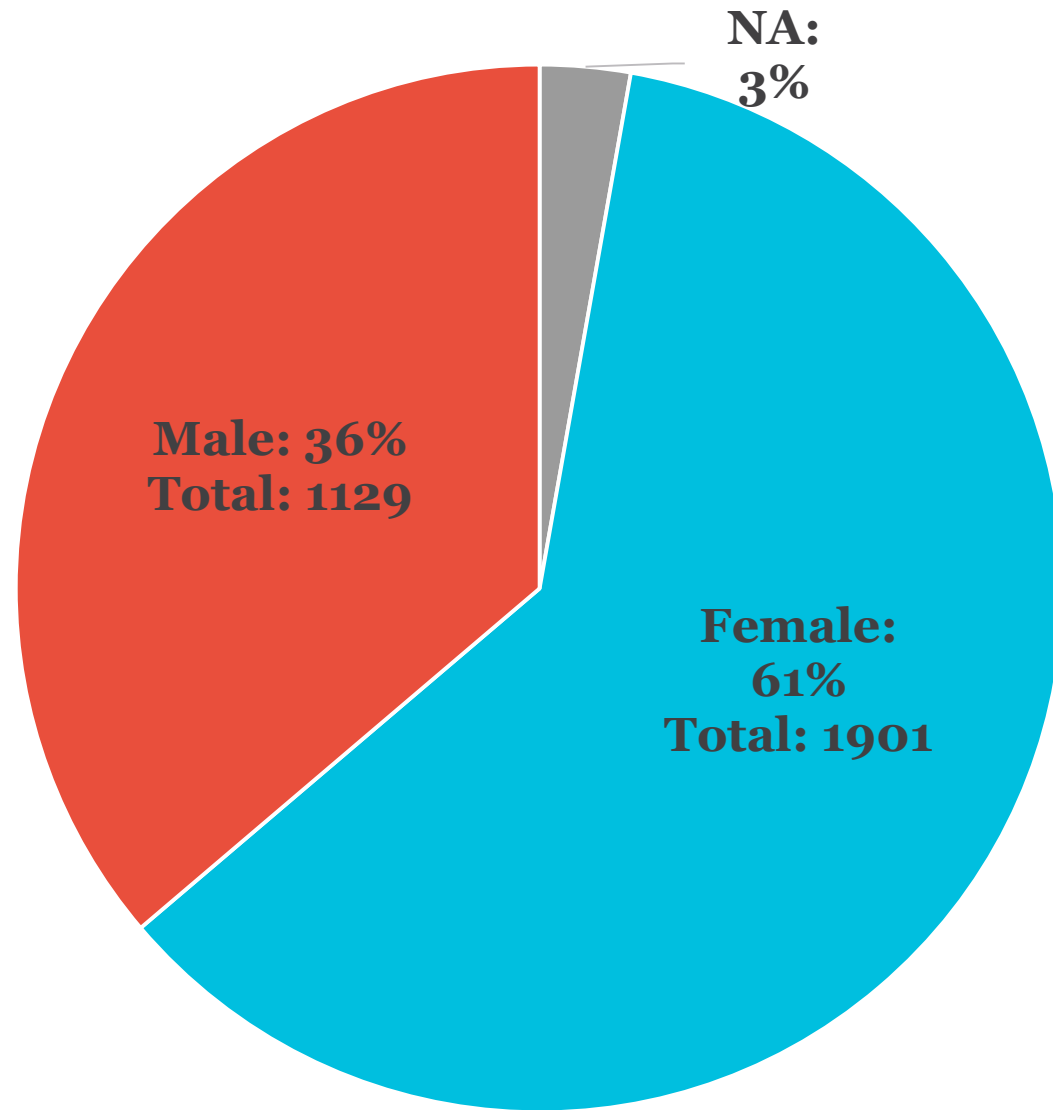
# GENDER:

- 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.

Gender—percentage of total employees

Total:

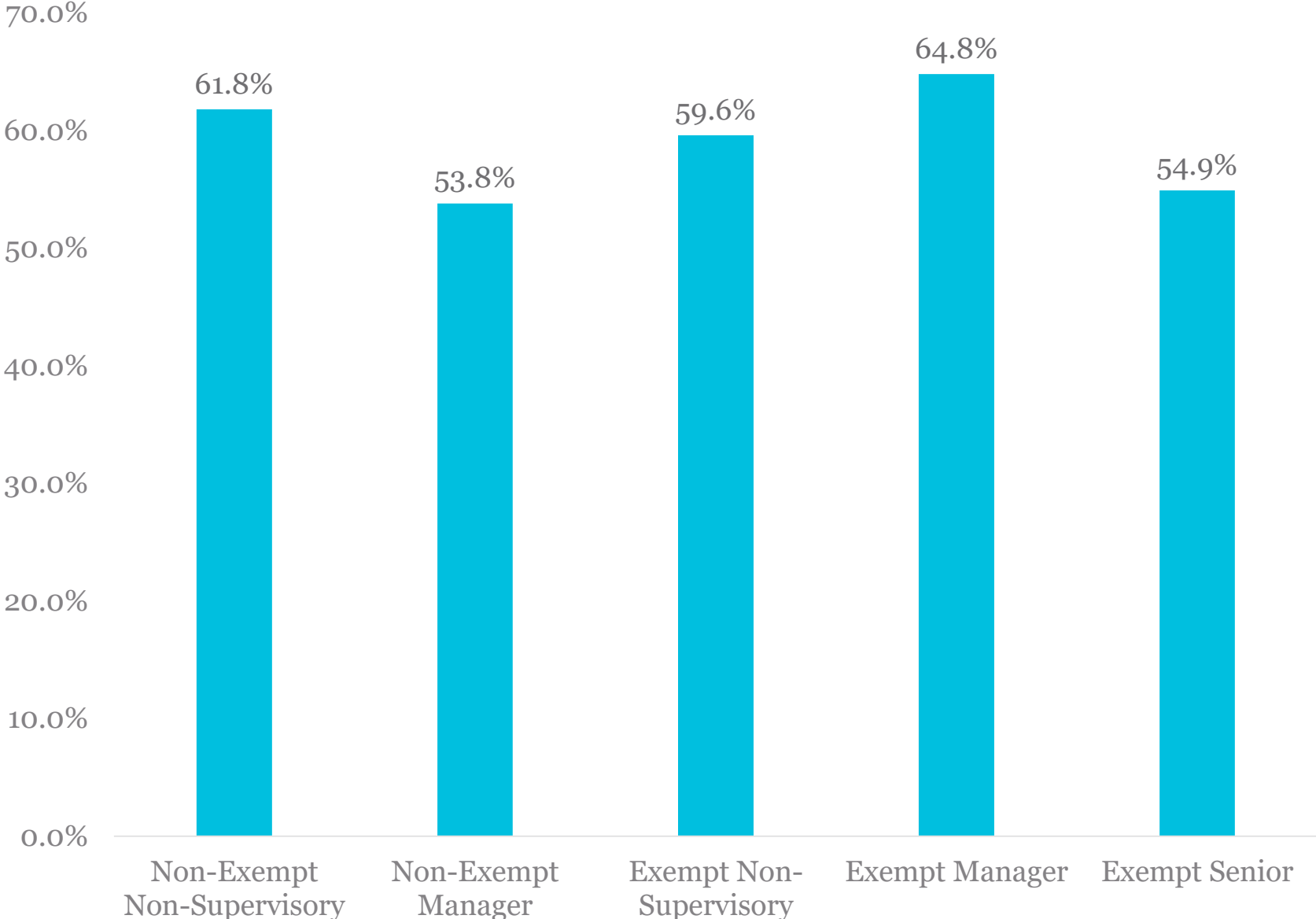
3,117 library employees



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—proportion of employees at each level of seniority



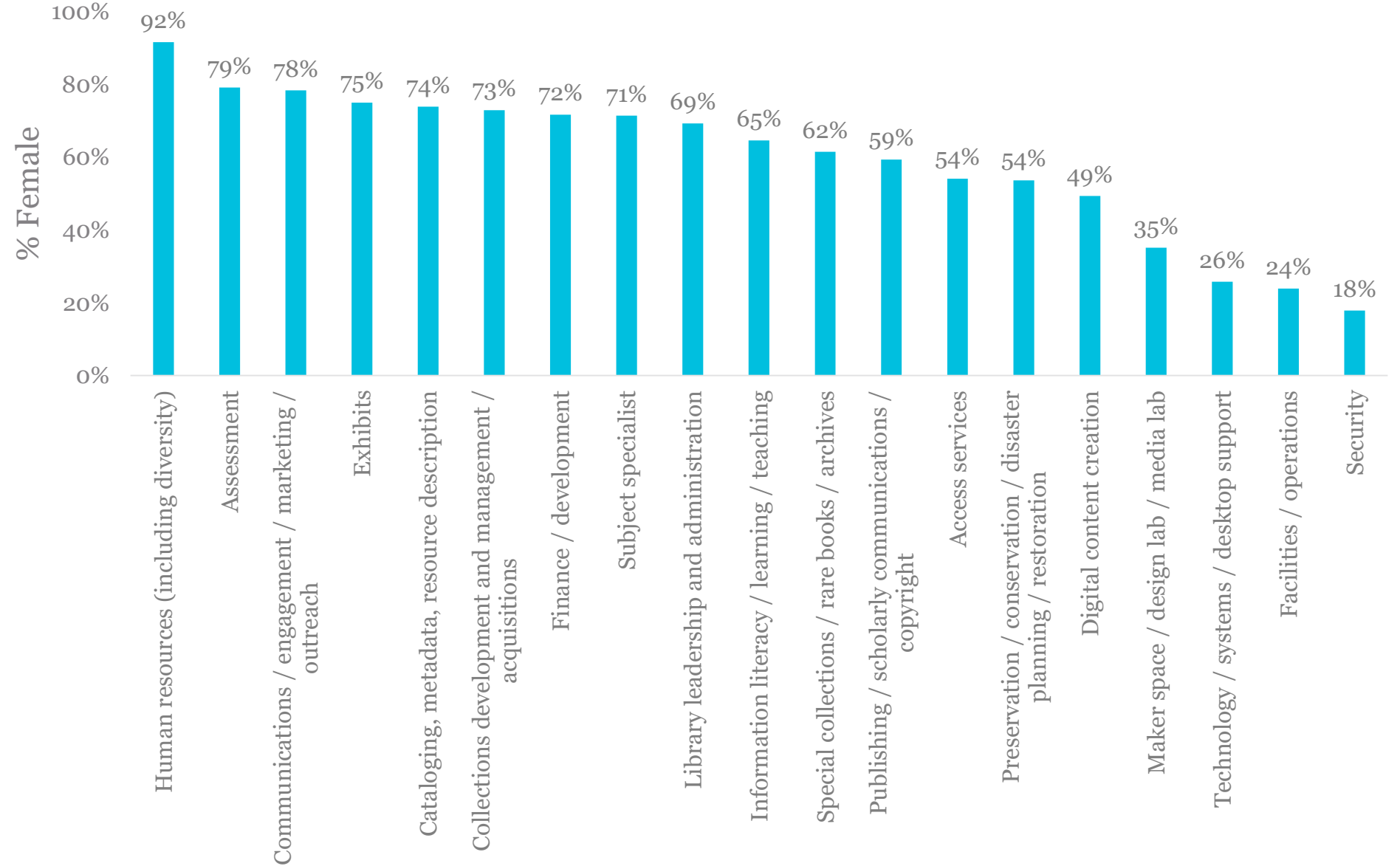
# Gender—percentage of employees by job type

Highest

- HR
- Assessment
- Communications
- Exhibits

Lowest\*

- Maker Space
- Technology
- Facilities/Operations
- Security



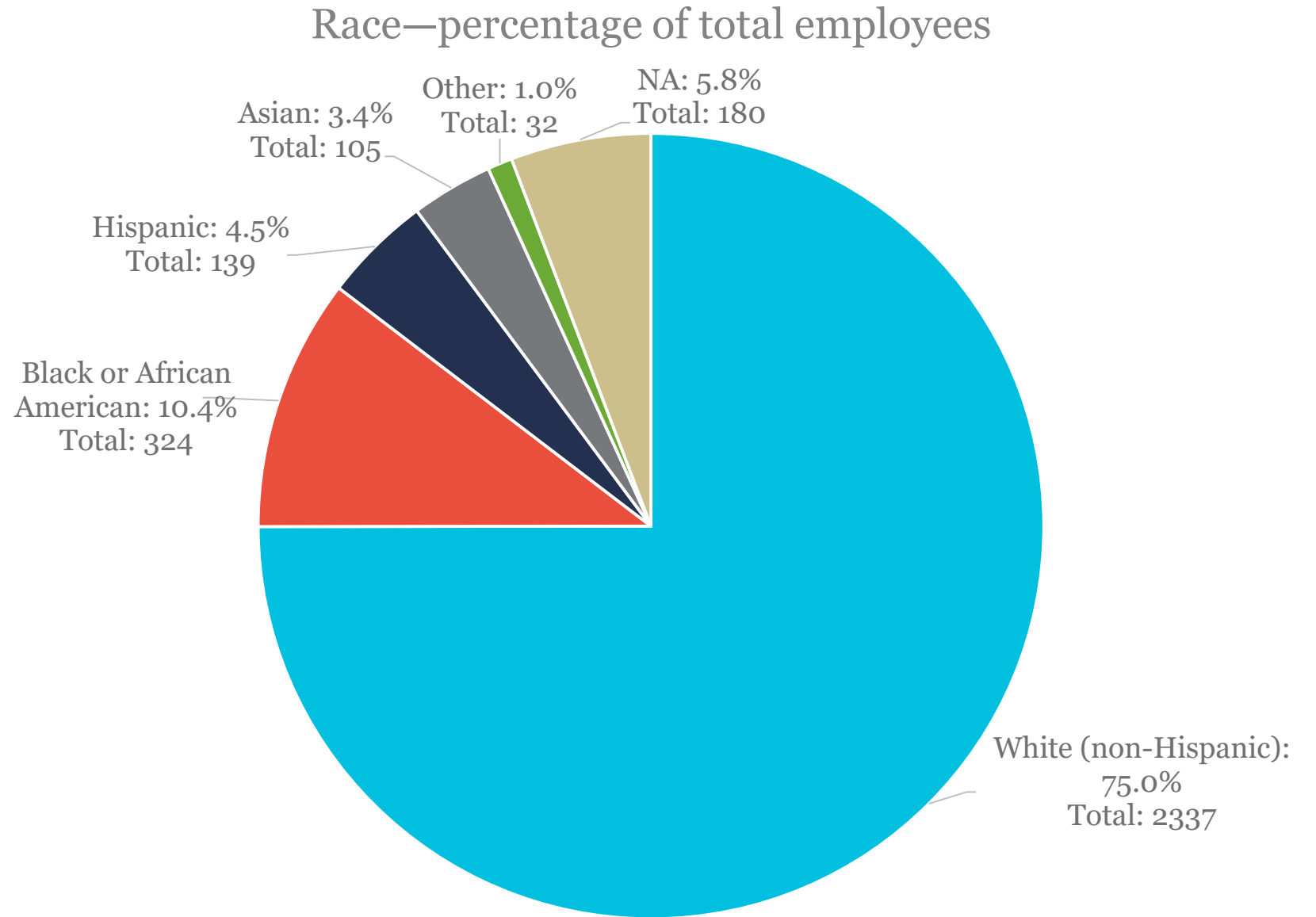
\*Ithaka's ARL Inclusion, Diversity, and Equity survey found that women held the lowest number of positions in these same 4 categories.

# 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.

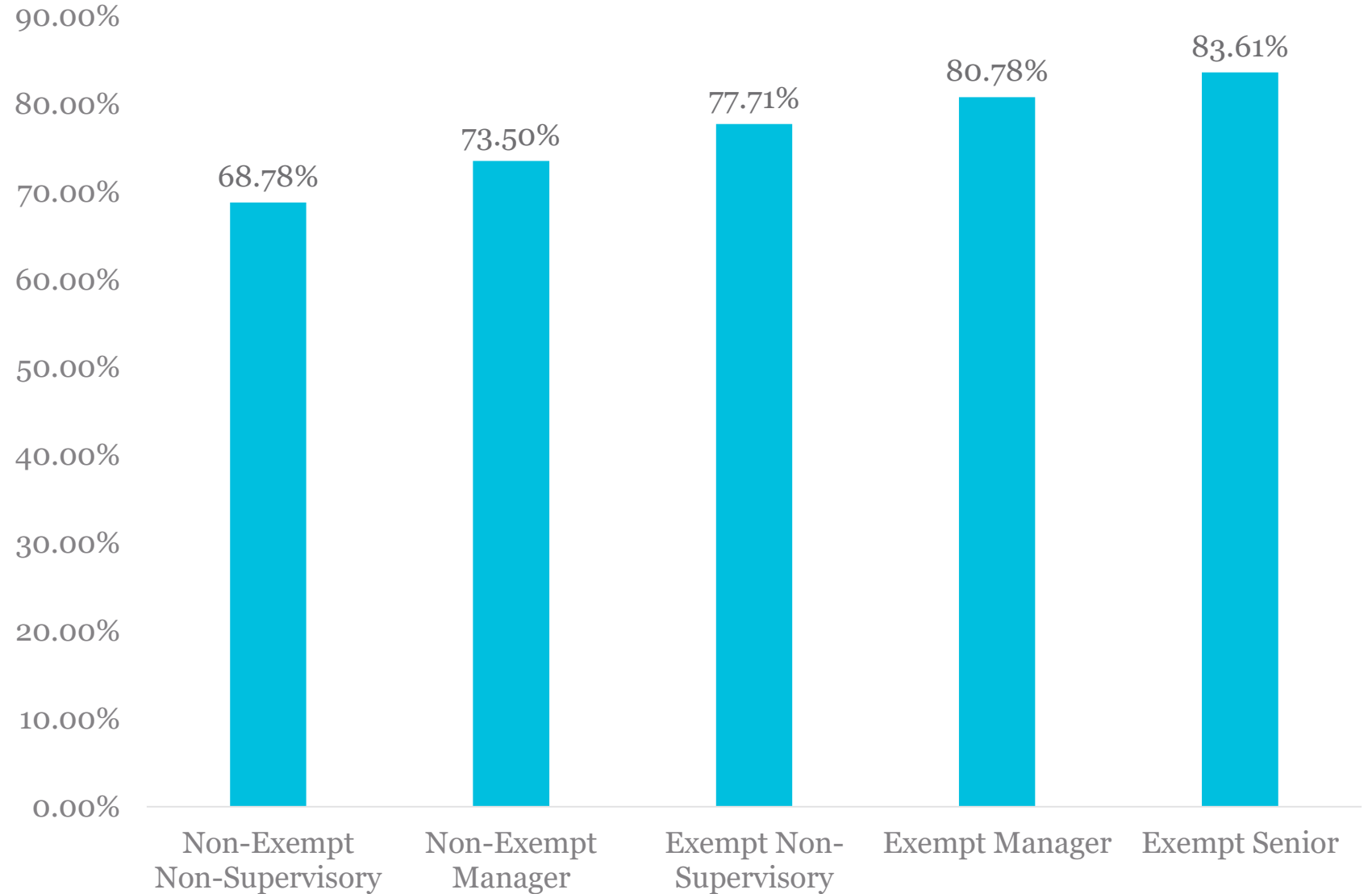
This is 11 percentage points higher than the average percentage (64%) of white non-Hispanic individuals in participating states.



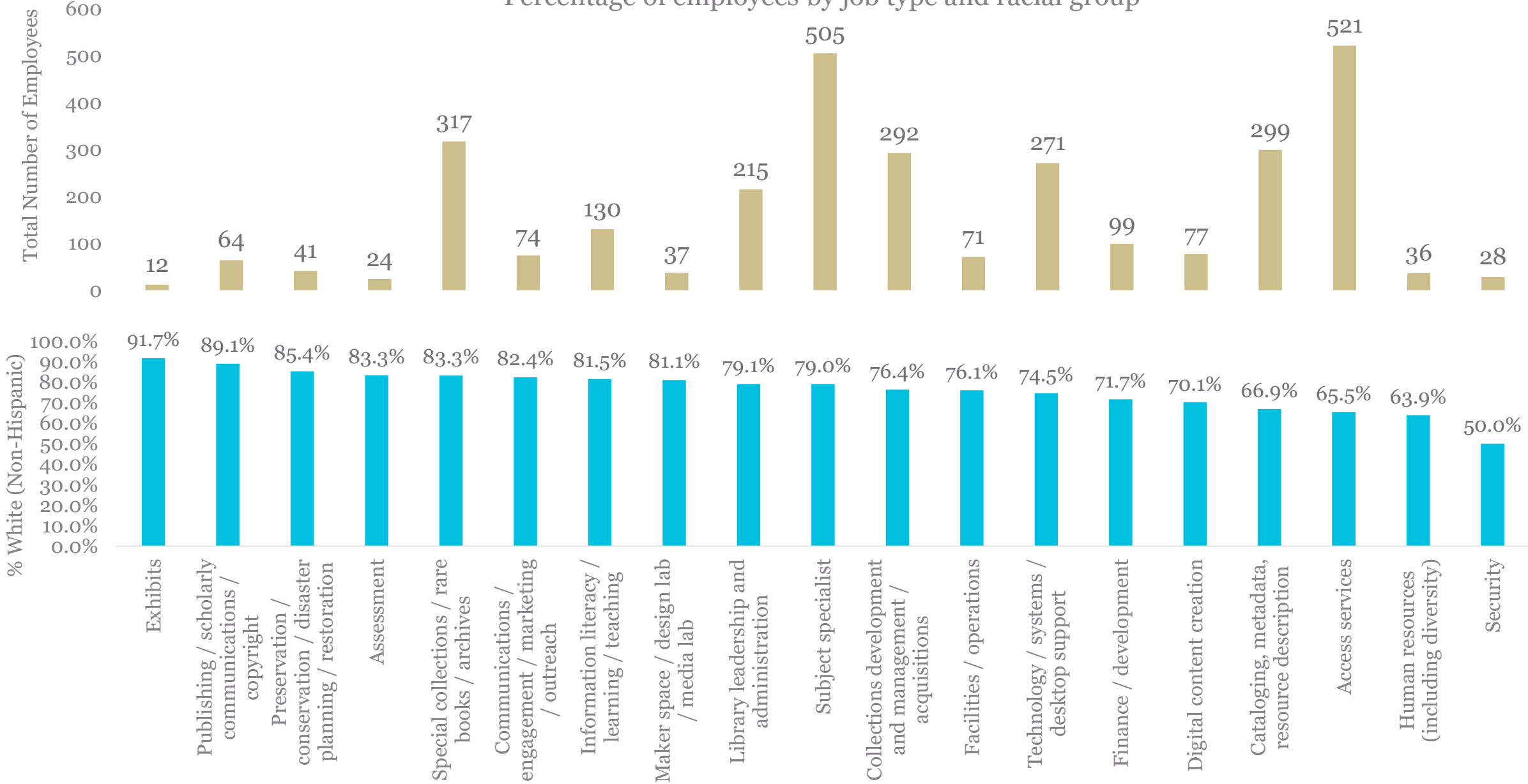


The proportion of white non-Hispanic employees increases in each subsequent level of seniority, with a higher percentage of white employees in exempt positions.

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



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



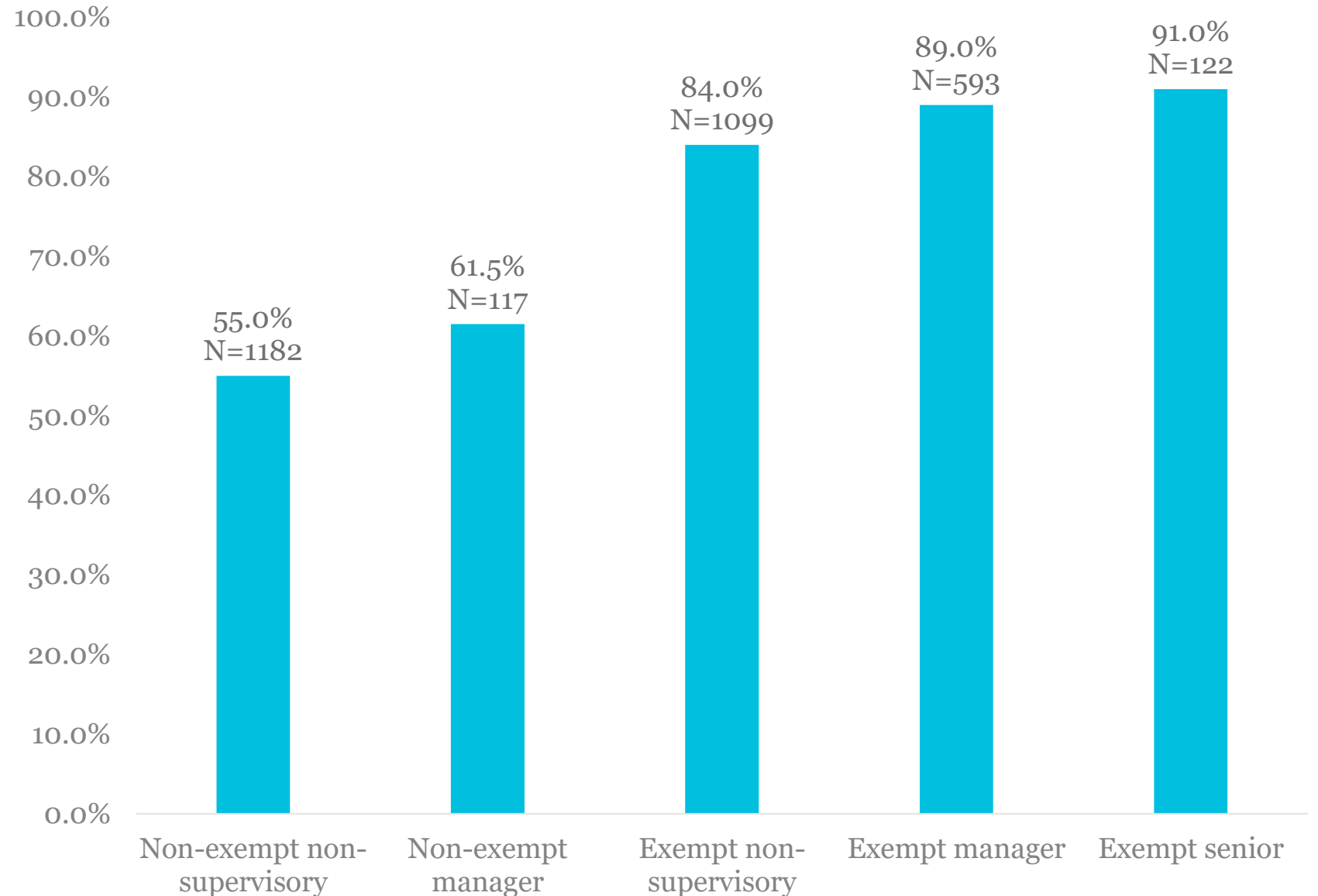
# DEGREE:

- Employees in more senior positions are more credentialed, and white non-Hispanic employees make up the highest proportion of those with advanced degrees.

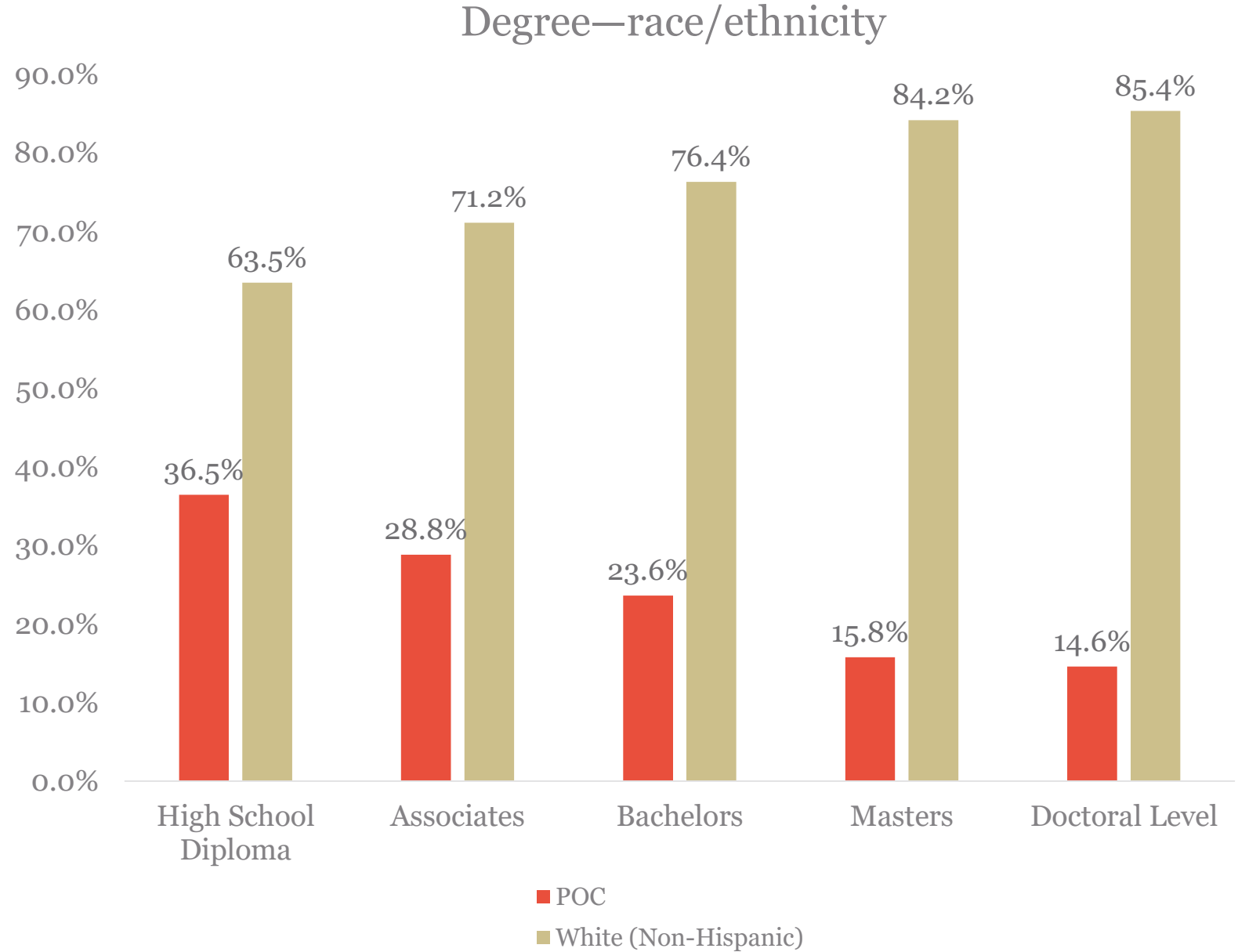
As seniority increases, the number of employees with at least a bachelor's level education increases.

This ranges from 29% to 65% higher than the regional average of 26% of individuals with higher education.

## Percentage of employees with 4-year degrees



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

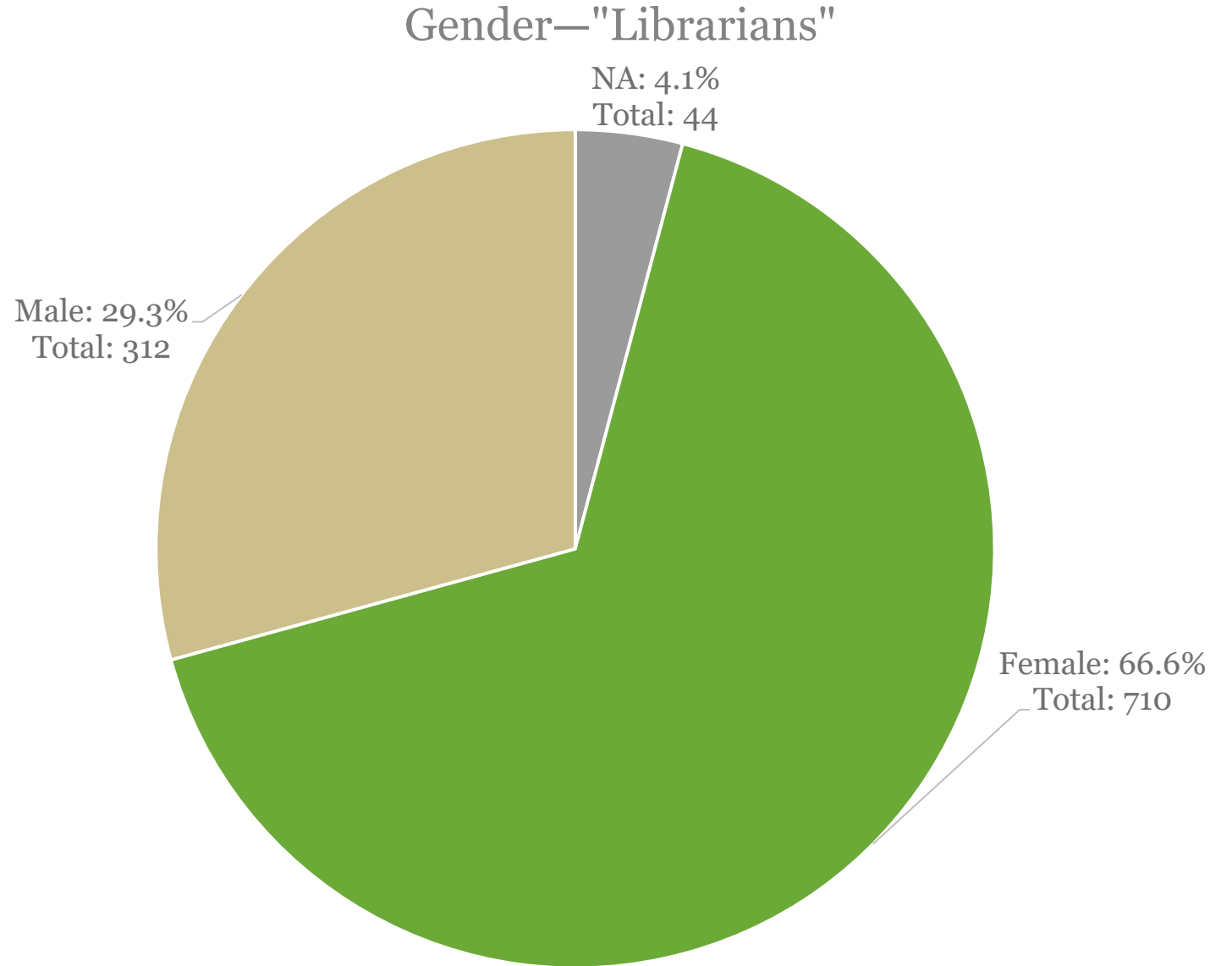


# LIBRARIAN & SENIOR LEADERSHIP POSITIONS:

- 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.

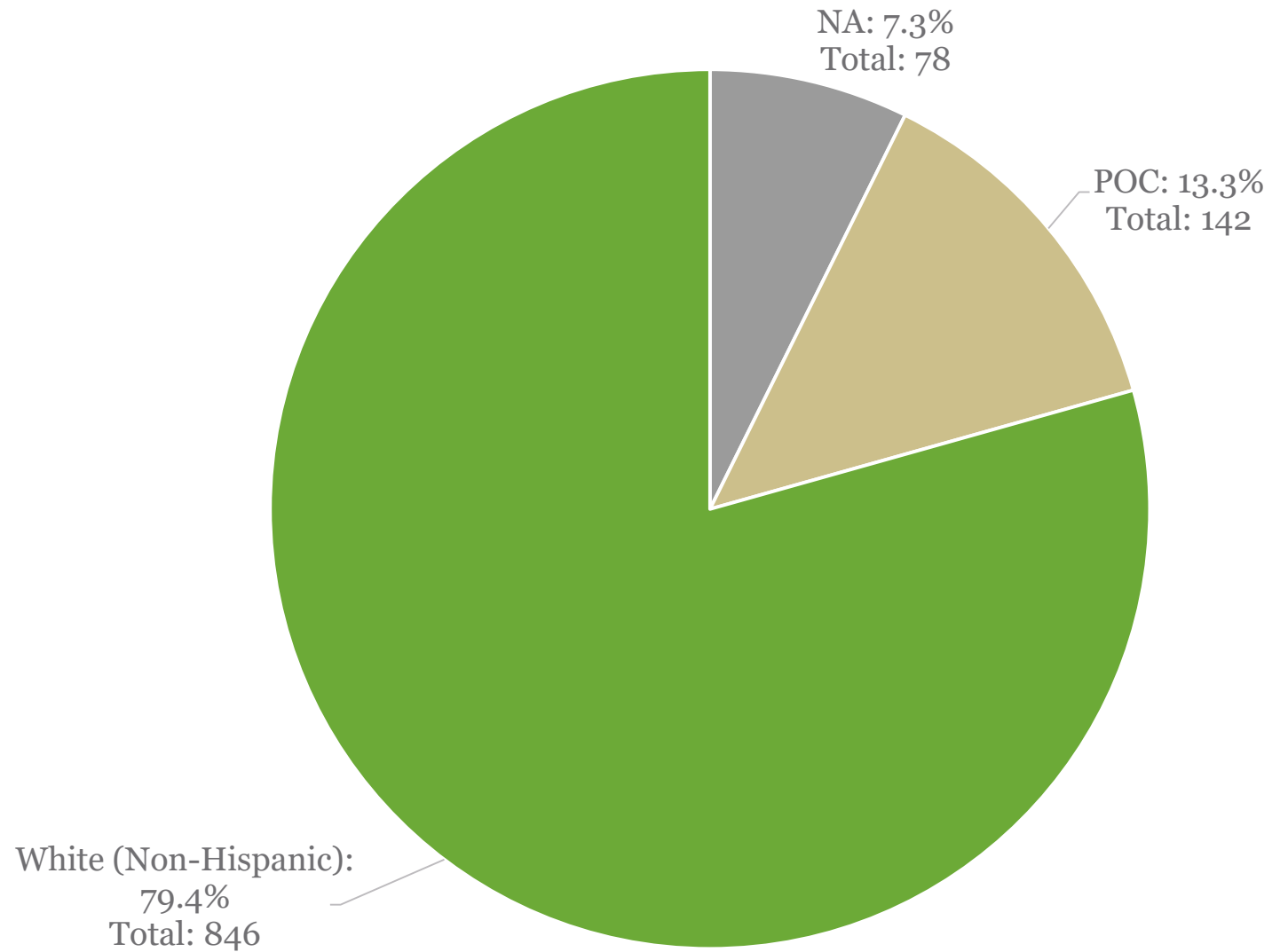
Librarians are operationalized as exempt employees holding a MLS degree.

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.

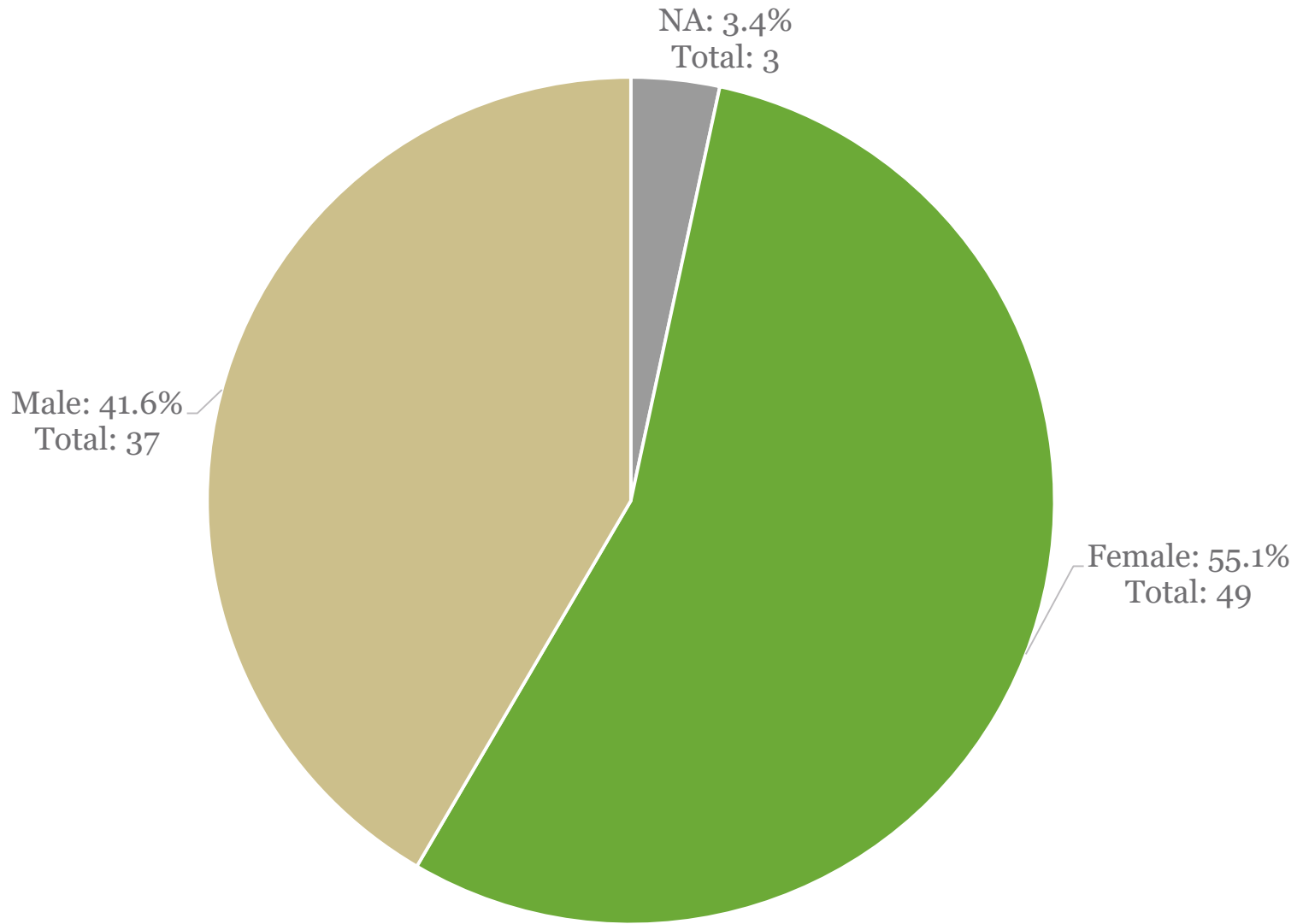
### Race/ethnicity—"Librarians"





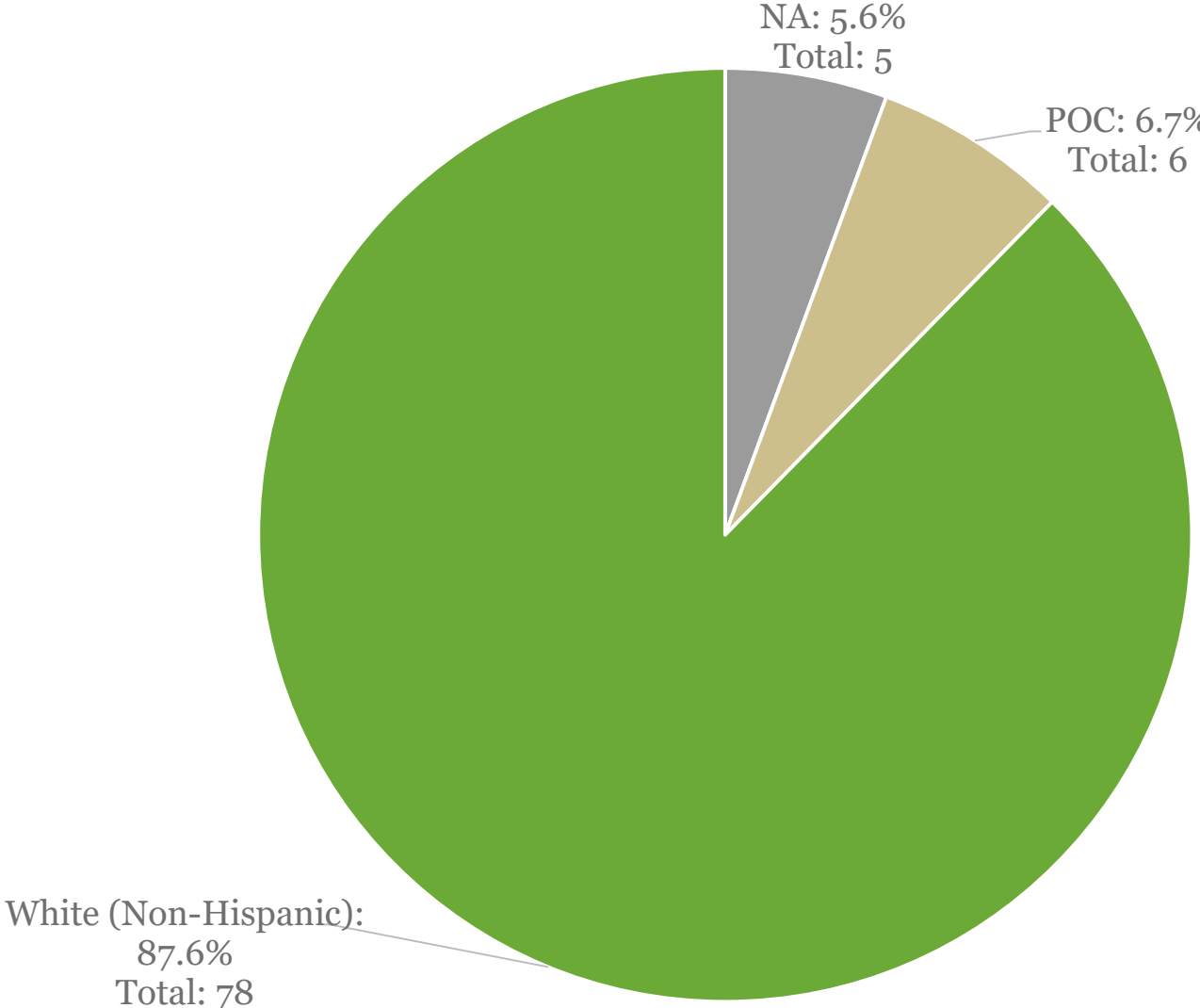
### Gender—senior leadership

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.

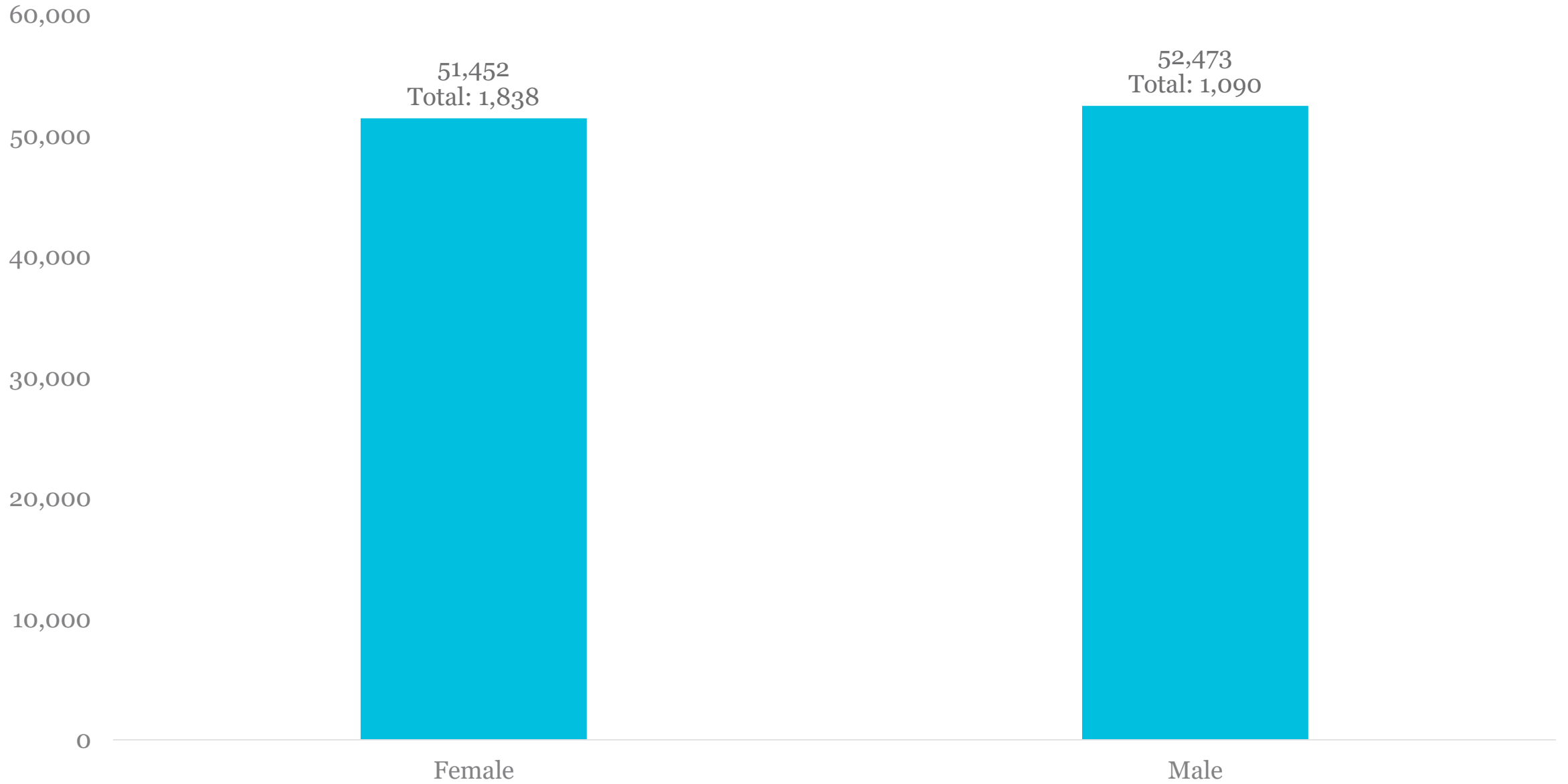
Race/ethnicity—senior leadership



# COMPENSATION: GENDER

- Women on average have lower salaries, but to varying degrees of significance.

## Median salary by gender



## GENDER—SUMMARY

Employment type		Female Salary	Male Salary	Salary Difference*	Significant
Non-exempt	Nonsupervisory	\$35,858 (n=703)	\$36,195 (n=410)	-337	No
	Manager	\$41,449 (n=57)	\$43,655 (n=52)	-2,206	No
Exempt	Nonsupervisory	\$59,493 (n=639)	\$63,705 (n=396)	-4,212	Yes
	Manager	\$73,084 (n=375)	\$73,408 (n=185)	-324	No

\*+/- male employees' average salaries

## GENDER—SUMMARY

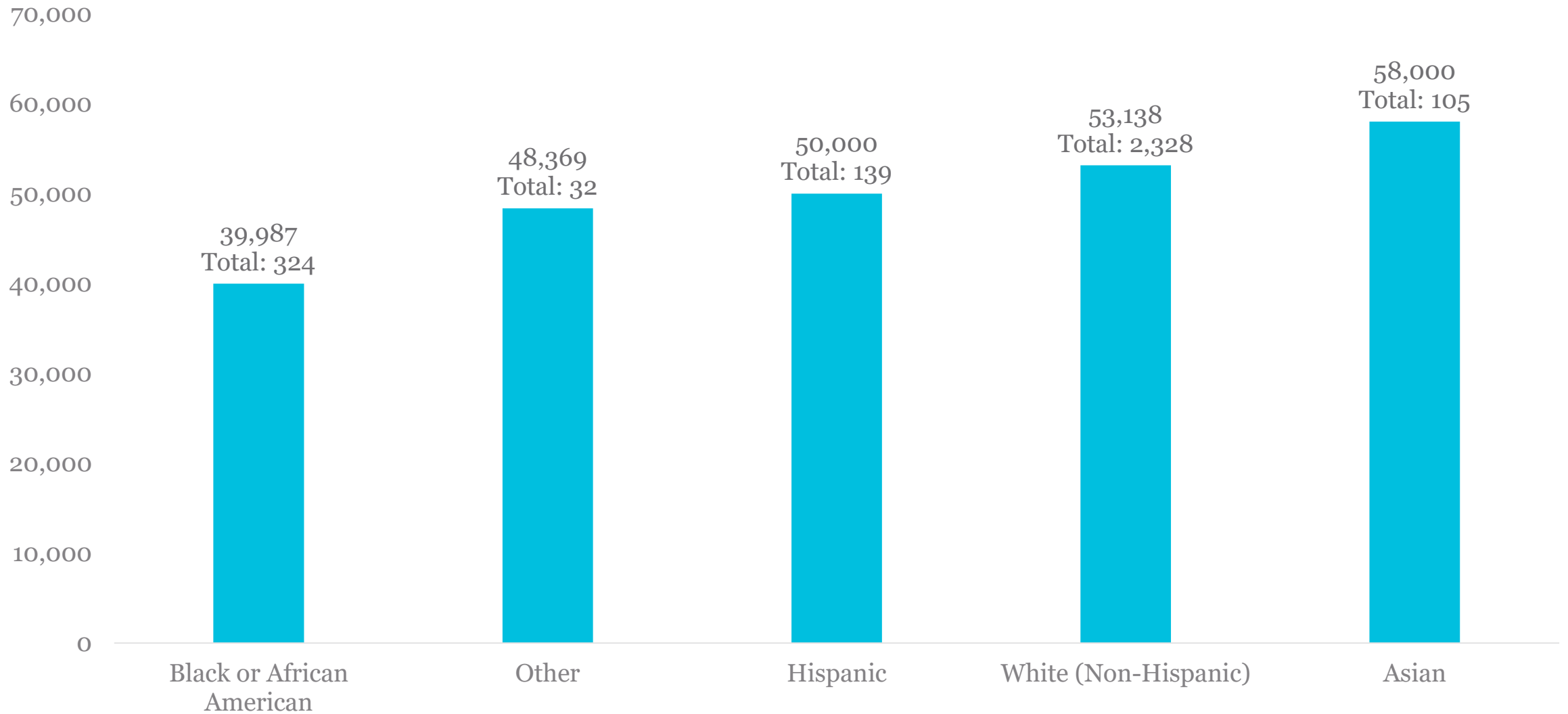
Employment type		Female Salary	Male Salary	Salary Difference*	Significant
“Librarian”	Pre-2008 recession	\$75,438 (n=687)	\$79,610 (n=300)	-4,172	No
	2011 onward	\$64,605 (n=330)	\$74,930 (n=105)	-10,325	Yes
Senior	Overall (all employees at a senior level)	\$127,988 (n=62)	\$150,235 (n=47)	-22,247	Yes
	Leadership	\$134,809 (n=48)	\$158,978 (n=36)	-24,169	Yes

\*+/- 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

## Median salary by racial group



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



## RACE/ETHNICITY—SUMMARY

Employment type		POC Salary	White non-Hispanic Salary	Salary Difference*	Significant
Non-exempt	Nonsupervisory	\$34,192 (n=304)	\$36,383 (n=809)	-1,471	Yes
	Manager	\$43,271	\$42,295	+976	No
Exempt	Nonsupervisory	\$60,442 (n=183)	\$61,247 (n=852)	-805	No
	Manager	\$71,210 (n=83)	\$73,535 (n=477)	-2,325	No

\*+/- white non-Hispanic average salaries

## RACE/ETHNICITY—SUMMARY

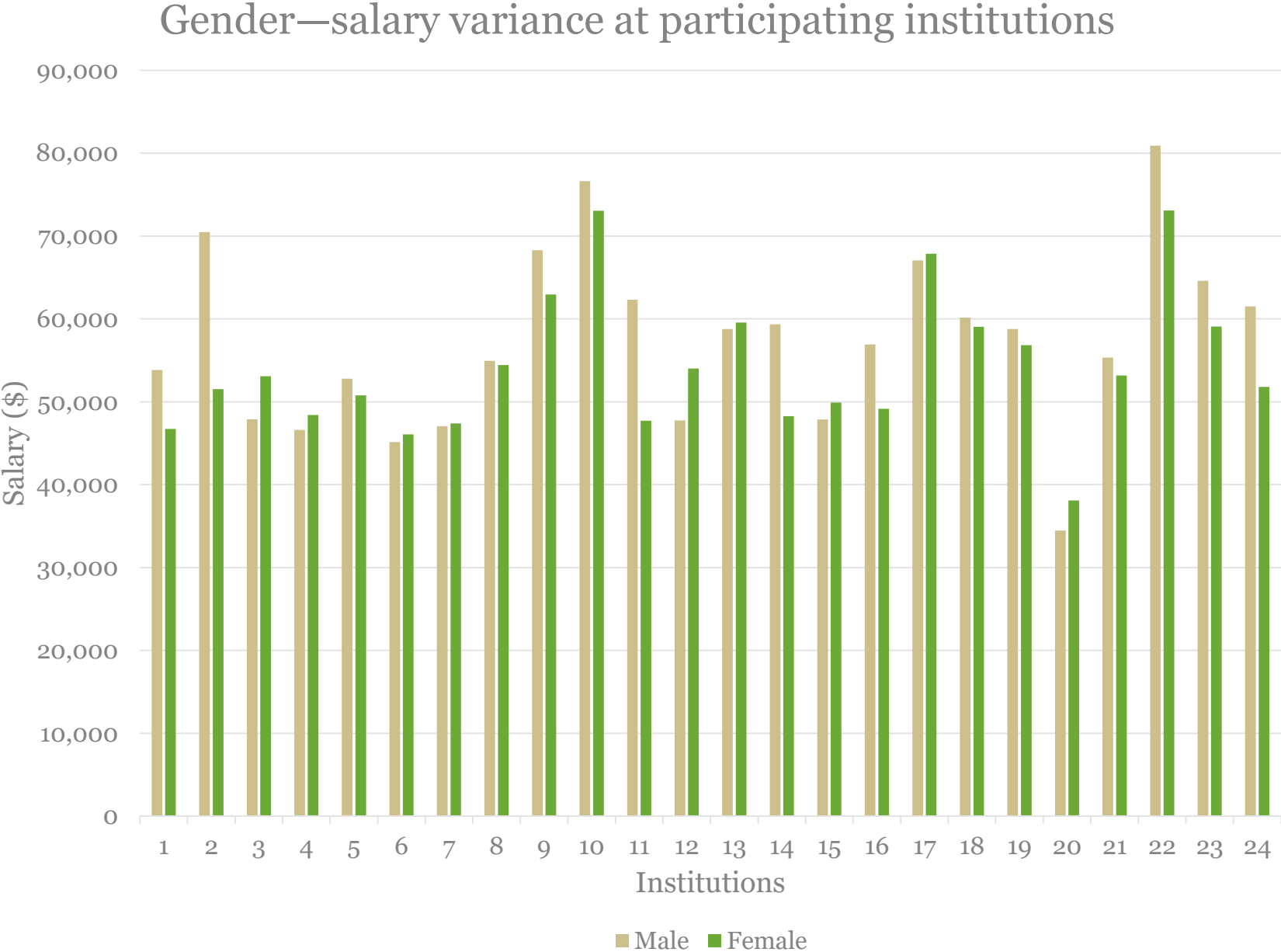
Employment type		POC	White non-Hispanic	Salary Difference*	Significant
“Librarian”	Pre-2008 recession	\$73,193 (n=74)	\$77,622 (n=418)	-4,429	No
	2011 onward	\$64,928 (n=61)	\$67,471 (n=375)	-2,543	No
Senior	Overall (all employees at a senior level)	\$151,952	\$136,595	+15,357	No
	Leadership	\$161,902	\$143,390	+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)



# FURTHER QUESTIONS

- What do you make of these findings?
- What would you like to see in a future study on diversity and equity?

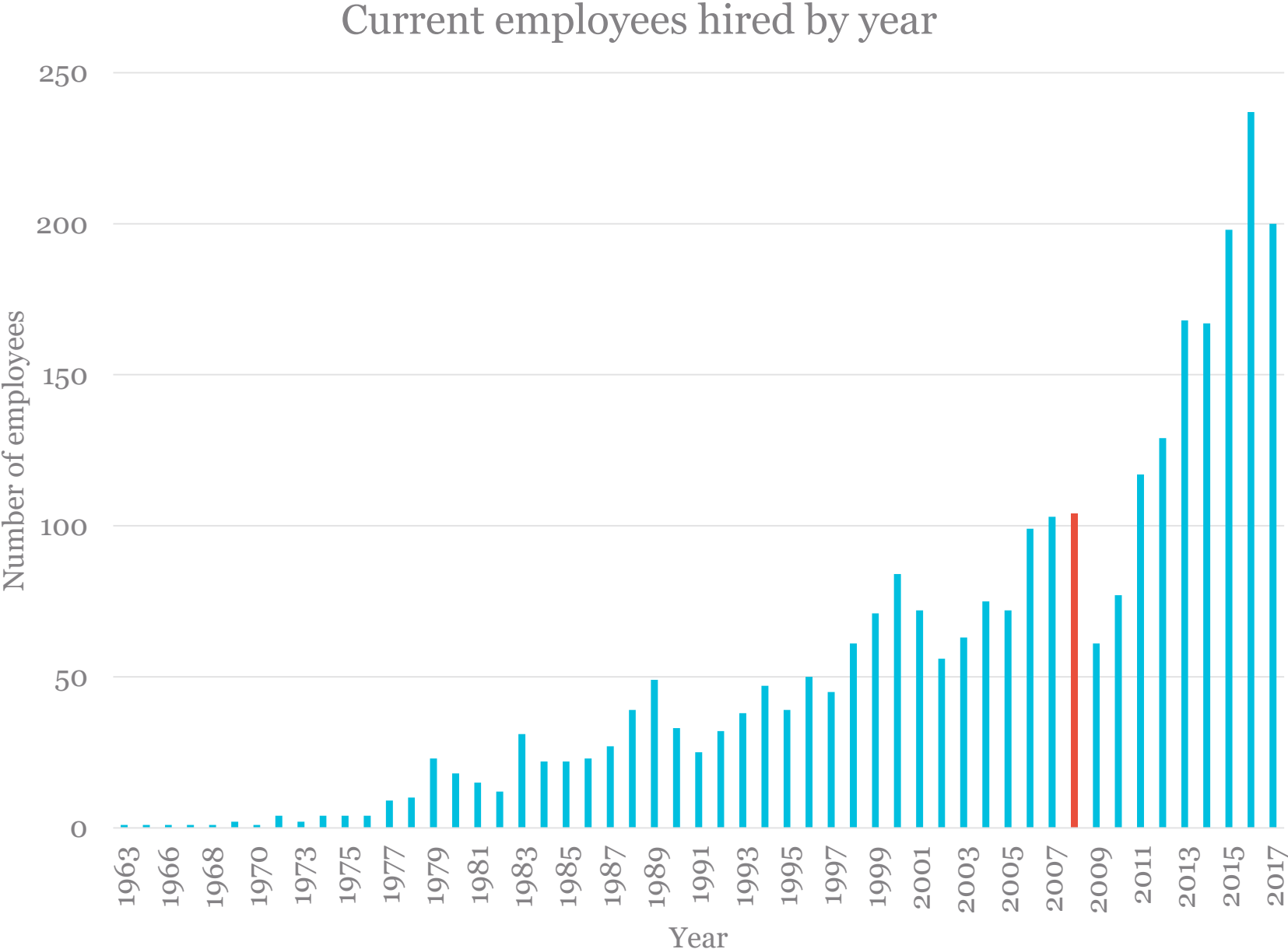
THANK YOU

# SUPPLEMENTARY SLIDES

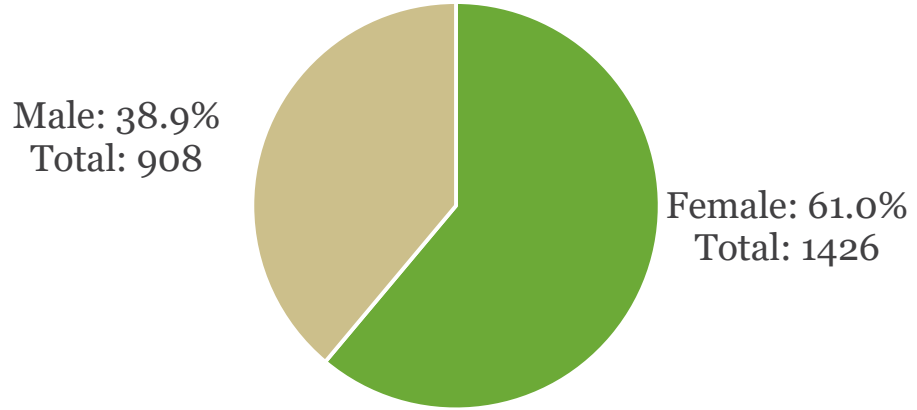


Hiring follows economic trends.

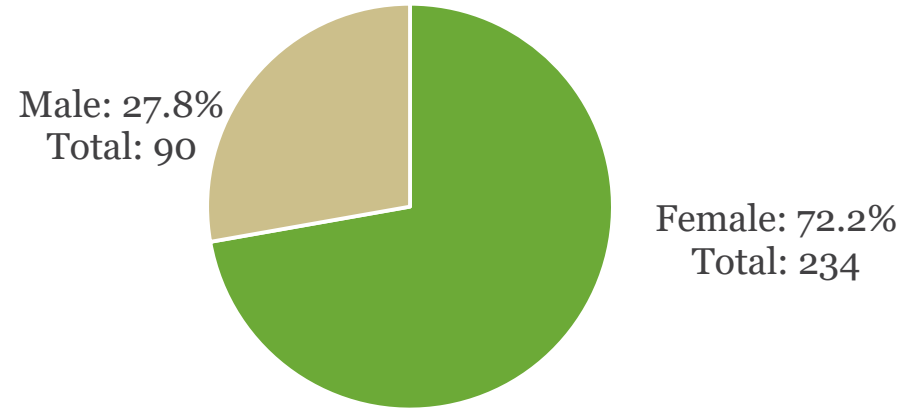
Some employees have been with their institutions for several decades.



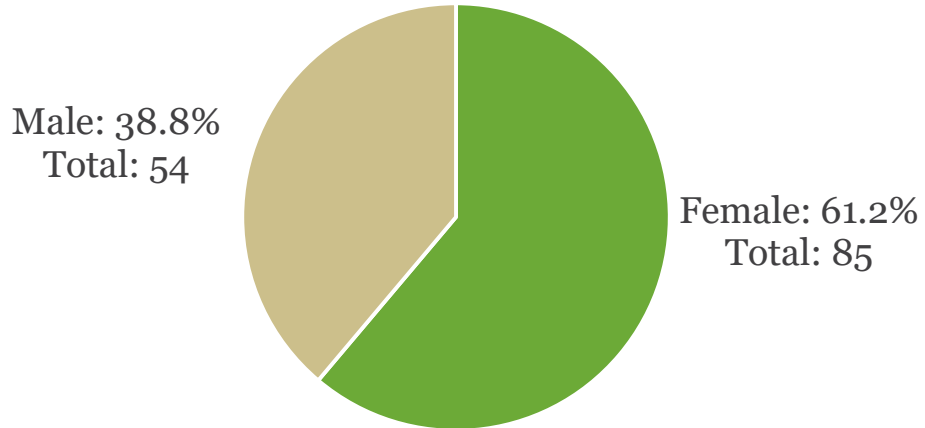
Gender—White (Non-Hispanic)



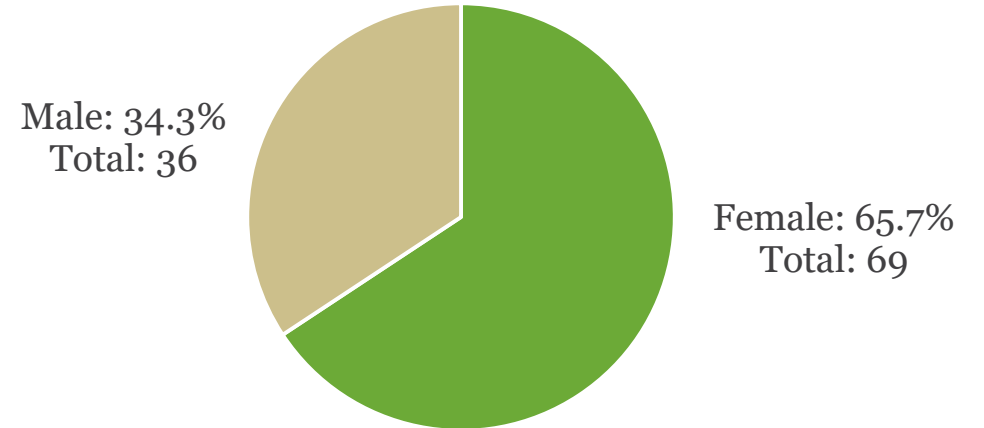
Gender—Black or African American



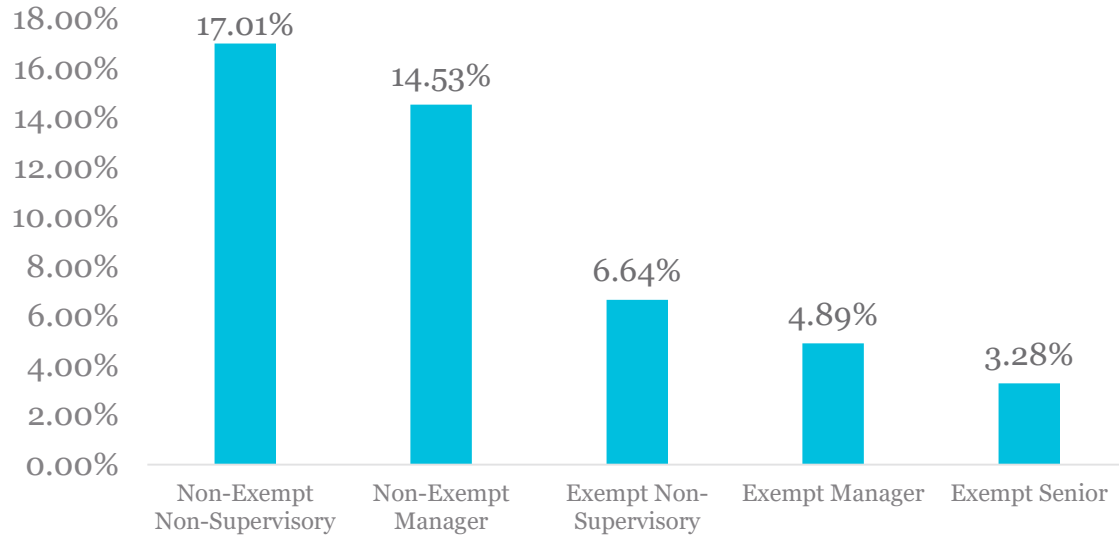
Gender—Hispanic



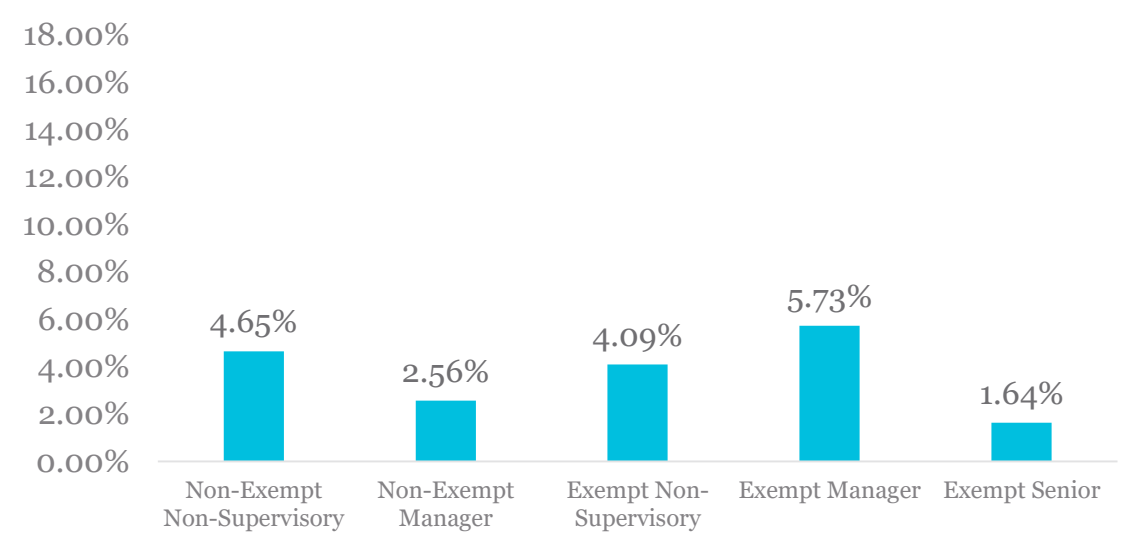
Asian



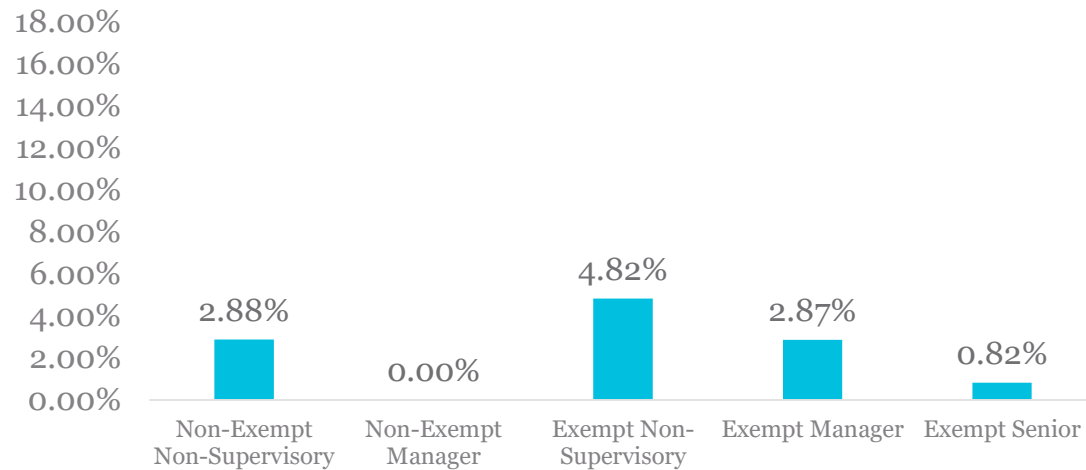
**Black or African American**  
Proportion of employees in each level of seniority



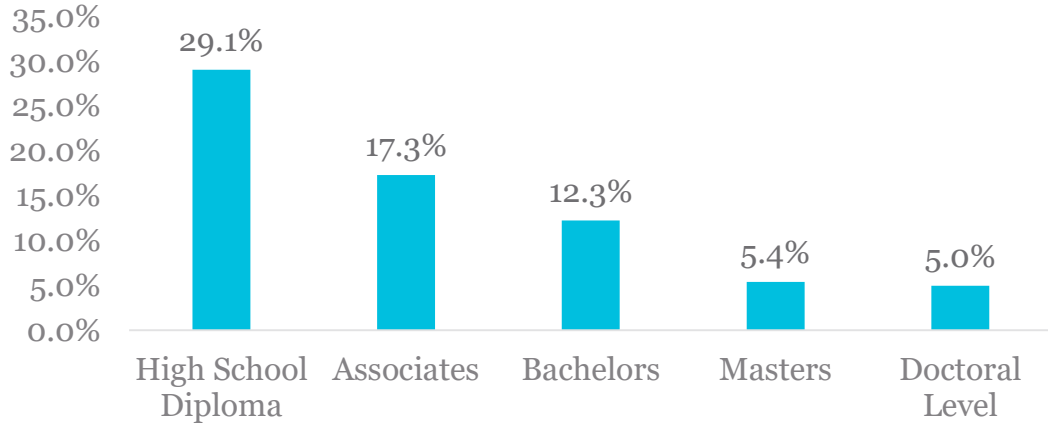
**Hispanic**  
Proportion of employees in each level of seniority



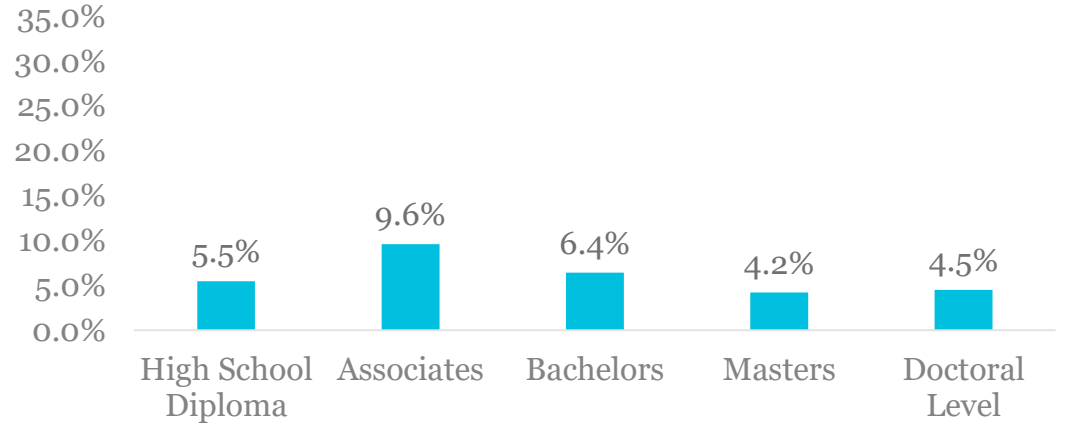
**Asian**  
Proportion of employees in each level of seniority



Black or African American  
% total of each degree level



Hispanic  
% total of each degree level



Asian  
% total of each degree level

