American Library Association-Allied Professional Association Standing Committee on the Salaries and Status of Library Workers

PAY EQUITY BIBLIOGRAPHY
Partially annotated
Updated August 2013

The emphasis for items included in the bibliography is on practical rather than theoretical materials and on more recent information on pay equity; however, there are items from previous versions of the Pay Equity Bibliography included. This list is by no means exhaustive. If you know of items that should be included in future versions, please email them to ALA-APA (info@ala-apa.org).

Salary surveys and other factors that influence pay equity are included in the bibliography. Many salary surveys are done on an annual basis so check for the latest data from the parent organization conducting such surveys.

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Pay Equity

General Sources


The AAUW Pay Equity Resource Kit is a resource for education and advocacy on equal pay. It provides background information, suggestions for programming and advocacy, and tools you can use to raise the issue of fair pay for women in your community. In this resource kit you will find a timeline of notable achievements and obstacles around the fight for pay equity; facts and figures; and information on current federal legislation dealing with pay equity. In addition, you will find information about Equal Pay Day, which advocates across the country recognize each April to bring attention to the struggle to end the wage gap in the workplace.


General pay equity information with a list by state of major victories AFSCME has achieved at the bargaining table, through court cases, and state legislation.


Farrell asserts that the wage gap is due not to discrimination, but the professional choices women make.


A joint effort of salary-equity researcher Lois Haignere, the AAUP, and the United University Professions, the book is a resource for investigating bias in faculty salaries. It also describes ways to detect gender and race bias among faculty in the same rank, select a salary-equity consultant, remedy bias when it is found, and accomplish other tasks related to ensuring equity in faculty salaries.


Includes summaries of a number of litigated cases involving various aspects of sex discrimination, including wages, and practical guidance for how to address pay discrimination based on gender.

Compilation of many occupations and corresponding salaries obtained from government and trade association data.


The volume explores some of the insights and advances made by economists and other researchers on the topic of salary equity. Chapters focus on important methodological issues that analysts should take into account when conducting a salary-equity study.

**Library Related Sources**


Discusses the role of ALA in supporting library workers’ salaries.


The second edition includes updated checklists, worksheets, and salary surveys that reflect the changes in the job market. The authors discuss the current challenges relating to retiring baby boomers, determining the compensation value of a MLS, and retaining high performing employees. The authors’ own experiences as managers and consultants provide advice and guidance through case studies and real-world examples. Included is a discussion for the rationale for creating a formal compensation plan as well as consultation on planning a compensation review.


Library Pay Equity Case Studies


In Kalamazoo (MI), the public library has tied total compensation (salaries and benefits) to the library’s revenue growth. The property tax growth has averaged between four and five percent annually for seven
years and salary ranges have increased between two and six percent, meeting or exceeding inflation. If revenues decline or if revenue is insufficient, salaries will not be reduced.


Library Worklife, a monthly electronic newsletter which ALA-APA began in 2004, includes an article on salaries and pay equity in each issue. Full text is available from 2004 through the previous year; the current year is available only to subscribers; see http://ala-apa.org/newsletter/past-issues/ (accessed August 6, 2013).


Library Issues Related to Pay Equity

Certification


Describes the voluntary post-MLS certification program and what the program enables public librarians to do.


Provides information on library media standards and certification of school library media personnel.


Note: Library Worklife, published by ALA-APA, covers certification in its monthly issues.
Faculty Status


This article covers the issue of faculty status for librarians. Also covers tenure and the advantages of faculty status in academic settings. Originally published as an article for a student paper, the author takes a clear position on the pay equity issue, but does not specifically side with the workers. Also provides statistics about pay discrepancies between urban and rural libraries.


Gender


This website describes existing gender pay gaps between men and women and their causes. The article provides examples of ways the pay gap can be narrowed for the future. The suspected causes of the pay gap between men and women are believed to dependent upon if a woman gets a college degree, which college she attends, the major she chooses, the occupation she pursues and whether or not she has children. Another cause of the pay gap that is discussed is the history of society, since starting salaries are often based on prior earnings and women usually start jobs at lower pay levels than men do. The article suggests the pay gap can be further narrowed by spreading awareness of the pay gap in the workforce and encouraging women to advocate on behalf of their salaries.


Analyzes the underlying issues around pay equity, looks at the effectiveness of interventions to address the pay gap, and discusses policy approaches to improve earnings of women and what the future is likely to hold.

Includes salaries and trends for university professors, highlighting gender equity issues.


Sponsored by the AAUW Educational Foundation, the report reexamines Americans’ perception of the pay gap based on an AAUW-commissioned poll conducted in 2005 and compares the perceptions to recent studies on the pay gap.


Finds that career-trajectory differences aren’t enough to explain pay inequities for women, who moreover are overrepresented in the field.


Discusses results of statistical report listed below, which provides recent evidence of salary disparities between men and women in the medical field.


Lengthy overview of issues on both sides of debate; includes summary of Congressional legislative activities.


This article discusses Equal Pay Day, which is “a new analysis of U.S. Census Bureau data from the National Partnership for Women & Families.” (Mikulski). The author states that Equal Pay Day should be used as a reminder that women continue to face a gender-based wage gap and stresses the importance of Congress passing the Paycheck Fairness Act. According to the article, the Paycheck Fairness Act would assist in eliminating the wage gap between men and women by making it so employers have to show that pay disparities are not gender-based. “It would prohibit employers from retaliating against employees who discuss or disclose salary information and make it easier for women to combat pay discrimination.” (Mikulski).


Gender segregation and allocation of differential supervisory positions contributes to lower earnings of female supervisors and unequal pay between males and females.


A look at the wage gap over time, using longitudinal data.


Salary and advancement gaps for women educators at schools of pharmaceutical science.

Includes data on median earnings by selected characteristics, including occupations. Earlier years also available at the U.S. Bureau of Labor Statistics website.


Provides a wealth of statistics on women’s earnings and labor force participation patterns. Earlier years also available at the U.S. Bureau of Labor Statistics website.


The report provides data on four equity measures: employment status, tenure, promotion, and average salaries for faculty at over 1,400 colleges and universities across the country.

**Library Roles**


Primarily for career information, but provides information on what librarians do that might be useful in discussing roles of librarians.


**Recruitment**


Redrup-May, Margaret. “Growing a Young Adult Librarian: Recruitment, selection and retention of an important asset for your community.” *APLIS* 23, no. 2 (June 2010): 74-79.


Primarily for career information, but provides information on what librarians do that might be useful in discussing roles of librarians.
Unions


The author studies a large sample set of academic libraries to measure union impact in key areas. Using a sample of over 1,900 libraries, containing over 300 hundred unionized libraries, the author compares several variables, including student-librarian ratios, budgetary allotments for libraries, spending on libraries per librarian, budget percentages devoted to librarians, percentage of staff who are certified librarians, and more.

Nine articles from various library managers and union representatives.


Article on the 88-day Vancouver Public Library comparable worth/pay equity strike of 2007.


Variety of tables showing U.S. workers’ status. Includes several tables by industry and occupation, which include libraries and librarians.


Worker Competencies


Approved and adopted as policy by the ALA Council, January 27, 2009.

American Library Association. Library Support Staff Certification Program Competency Sets.  
Ten competency sets identified by the library support staff community, librarians, related organizations and experts, which serve as the foundation for the Library Support Staff Certification Program, scheduled to begin in 2010.


Provides librarians, libraries, and information centers with a model statement of competencies essential for successful reference and user services librarians.


**Note:** Several states have developed competencies for librarians.

### Salary Data/Surveys/Statistics

#### Library-Related


Discusses the effects of unions on the salaries and benefits of libraries and librarians.


Detailed report for sale providing a variety of salary information for law library positions, broken out (and cross-tabbed) by position, region, gender, education, years in current position, years of library experience, and membership in AALL. AALL members may view data online at: [www.aallnet.org/products/pub_salary_survey.asp](http://www.aallnet.org/products/pub_salary_survey.asp)
For librarians seeking employment in academic and public libraries, and for library directors hiring staff, this report summarizes salaries paid as of February 1, 2009 to staff in six position categories: directors/deans, associate/assistant directors, department heads, managers of support staff, librarians who do not supervise and beginning librarians. For sale at: www.alastore.ala.org and through subscription to the Library Salary Database (http://ala-apa.org/files/2010/02/SalarySurveySubscriptionForm.pdf).


Updated annually. Includes demographics and salary differentials between unionized and non-unionized librarians and support staff.


Perret, Robert an Nancy J. Young, “Economic Status of Academic Librarians,” portal: Libraries and the Academic 11, no. 2 (April 2011). This article examines some of the factors affecting the current economic status of academic librarians; issues discussed include the ranking of beginning academic librarian salaries in comparison to others in the profession, historical differences between academic librarian salaries and those of other tenured faculty, and regional variations in library and faculty salaries.


Presents the results of Library Journal placements and salary survey; examines ongoing unemployment and evidence of slight salary growth.

Note: The annual October 15 issue of Library Journal features placement and salaries with a specific theme.

Includes chief public librarian salaries, along with other city and county department heads.

Full report for sale. Selected highlights online at: www.sla.org/content/resources/research/salarysurveys/index.cfm (accessed January 15, 2013).


This report presents data from 110 American academic libraries including information regarding salaries/benefits, hiring, and staffing.


The U.S. Bureau of Labor Statistics’ handbook for librarians and library professionals. Handbook is also a resource for prospective students considering into the library profession.


Other Professions

The survey draws on data collected throughout the year by extensive internet-based and completed survey forms sent to businesses throughout the United States and Canada. Contains over 80,000 data points.

Includes nine years of average faculty salaries at more than 1,300 institutions.

Includes salaries and trends for university professors, highlighting compensation issues affecting full-time and part-time faculty.


Compilation of data to compare the salaries of state employee professionals in representative job titles across the country. Includes data from all 50 states and the District of Columbia.

The report focuses on trends in teacher compensation. Contains data on teacher pay state by state and the underlying issues in public finance that need to be considered when examining teacher pay.

The website provides a wealth of information regarding salary and compensation in the health care and medical fields.

Survey details private practice compensation ranges.

Includes data on classroom teacher salaries and trends.

Earlier editions are also available.

Compilation of over 40,000 occupations and corresponding salaries obtained from government and trade association data. Salary statistics are arranged alphabetically by primary occupation.

Includes a breakdown of nurse practitioners’ compensation by practice setting, experience, education and gender, geographic differences, and average salaries for selected cities.


A wealth of statistics on women’s earnings and labor force participation patterns.

Other Factors Affecting Pay Equity in the Library Profession

General Salary Negotiating


Provides links to articles and other materials on various aspects of salary negotiating.


WAGE (Women Are Getting Even) Project. [www.wageproject.org](http://www.wageproject.org) (accessed January 15, 2013). The WAGE Project was born out of Evelyn Murphy’s book, *Getting Even: Why women don’t get paid like men-and what to do about it*. The project is a volunteer initiative to allow women to train other women in all professions to negotiate. The site includes sign-ups for training, a “getting even calculator,” and a place for women to tell their stories.


**Library Salary Negotiating**


Grady, Jenifer. “Answering the Calls of ‘What’s Next’ and ‘Library Workers Cannot Live by Love Alone,’” *Library Trends* 58, no. 2 (Fall 2009): 229-45. This article discusses the insights that have emerged from fulfilling elements of ALA strategic plans concerning the needs of support staff through certification and the salary survey.


Provides approaches to individual salary negotiation.


**Pay Equity Legislation**


The report of Canada’s comprehensive review of the federal pay equity legislation. Includes recommendations for new federal pay equity legislation.


This website provides news and other information relating to current pay equity legislation in the United States.


A bill amending title VII of the Civil Rights Act of 1964 and the Age Discrimination in Employment Act of 1967 to clarify that an unlawful practice occurs each time compensation is paid pursuant to a discriminatory compensation decision or other practice, and for other purposes. Signed by the President.


To amend the Fair Labor Standards Act of 1938 to prohibit discrimination in the payment of wages on account of sex, race, or national origin, and for other purposes.

**Comparable Worth**

Provides practical strategies, information on job evaluation approaches, countering arguments, union activities.


Describes how value is added and can be measured by explaining types of evaluations, cost-benefit analysis so library can be positioned as a value center rather than a cost center.

Describes methodologies for measuring the intangible value of libraries and information resources, including return-on-investment, cost-benefit analysis, knowledge value-added, Internet team forums, and intellectual capital formation approaches.


**Economic, Cost of Living, Living Wage Issues**


This book focuses on the changes in living standards since 1980, emphasizing issues beyond income.


Focuses on the wage gap between men and women in Western societies. The book explores the historical existence and changes over time. This collection of revised papers contains extensive research on progress made by women in the labor market and the characteristics and causes of remaining gender inequalities.


The ALA-APA Council passed a living wage resolution for library employees at the American Library Association meeting in Anaheim, California. On Monday, June 30, 2009 the ALA-APA Standing Committee on the Salaries and Status of Library Workers, represented by incoming chair Patty Anderson, brought forward a resolution supporting the annual updating of the $40,000 minimum salary for librarians and recommending a salary of $13 an hour for library workers, also to be updated annually.


Presents the latest information on women living at or below the poverty level and the changes that need to be made in public policy to allow them to rise above their economic hardships.


**Websites Addressing Pay Equity and Pay Equity Issues**


Shows AAUW’s research, position, and issues addressed relating to pay equity.


Website of the AFL-CIO. Information on unions, the economy, state and national statistics on working family issue, and working women. The “working women” site includes a variety of resources including: violence against women in the workplace, working women in union history, working women need equal pay, women, work and families, charter of rights of working women, working women’s rights in a global economy. The website also provides a working woman “toolkit” for further assistance.


Site of the Business and Professional Women’s Foundation that provides short but useful facts and practical strategies regarding fair pay approaches, including federal and state legislation; also Equal Pay Day activities and links to pay equity sites.


Government of Canada sponsored site that includes links to Canadian pay equity programs and policies, frequently asked questions, guides, and links to other sites providing information related to pay equity in Canadian jurisdiction.


The CUPE equality branch focuses issues related to specific minority groups, including: women, workers of colour, Aboriginal workers, people with disabilities and lesbian, gay, bisexual, transgender and transsexual (LGBTT) members. This branch advises on regional and local issues.


The University of Michigan’s statistical resources on the web about the cost of living.


IWPR tracks the gender wage gap over time in a series of fact sheets updated annually. The IWPR works in collaboration with The WAGE (Women Are Getting Even) Project. The IWPR describes itself as a “think tank in the U.S. focusing primarily on domestic women’s issues, founded in 1987” IWPR’s reports and other informational resources have informed policies and programs across the U.S.
“Living Wage and Self-Sufficiency Resources,” UC Berkeley Labor Center.  
Provides background materials such as ordinance summaries and comparisons, drafting tips, research summaries, talking points, and links to other living wage-related sites.

Provides information on pay equity including issues regarding pay equity, pay equity legislation, salary surveys and more. Provides a series of fact sheets concerning the wage gap.

Advocates for a wide range of economic issues affecting women including livable wage, job discrimination, and pay equity.

Provides salary calculator to compare the cost of living in various areas.

Student Worker Solidarity Resource Center.  (formerly the Living Wage Action Coalition).  
http://www.livingwageaction.org/
This site provides resources for a younger, student movement.

Provides a brief history of the national living wage movement, background materials such as ordinance summaries and comparisons, drafting tips, research summaries, talking points, and links to other living wage-related sites.

The Bureau of Labor Statistics offers a variety of wage data information by occupations, national and state areas, wages, earnings, benefits, library worker data, etc.

The WAGE Project was born out of Evelyn Murphy’s book, Getting Even: Why women don’t get paid like men-and what to do about it.  The project is a volunteer initiative for women to train other women in all professions to negotiate.  The site includes sign-ups for training, a “getting even calculator,” and a place for women to tell their stories.

Cost of Living Indicators

“Cost of Living.”  The University of Michigan Document Center.  
The University of Michigan’s statistical resources on the web about the cost of living.
Useful for calculating regional changes in cost of living.

Provides salary calculator to compare the cost of living in various areas.

For information on Consumer Price Index see [www.bls.gov/cpi](http://www.bls.gov/cpi).

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