NCLA Pay Equity Project FAQ

<u>What is the NCLA Pay Equity Project and how will I use it?</u>

- This project is to collect the data about the pay for library staff in the academic and public libraries of North Carolina

- This project will result in a web-accessible database of pay information.

- It will be a first-ever kind of pay database that will allow you to look at positions in your library, your college, your public library, or in your county government. You will be able to compare by county or by college. It is the raw data in a usable form. You will be able to compare your pay with relevant jobs and really begin to understand how your pay compares to others.

- NCLA will offer you a tool. How you or your library uses the information, will be up to you. In fact, NCLA or the NCLA Public Policy Committee might find the information useful.

- Because of the comprehensive nature of the data collected and the way in which it will be made available, the data will have a number of uses. For example, if I am the library director of a Medium Public Library located in medium-sized Medium, North Carolina and want to know how the pay of my library staff compares with other employees of the town of Medium, I could go to the website and find out. I could compare library positions with other municipal positions

<u>How do we know that it is reliable?</u>

- When the Pay Equity committee first met, we knew that we needed data about pay for North Carolina's library employees. We also knew that collecting such data was a mammoth project. Since each member of the committee already had a full-time job outside of the committee, we began to discuss the possibility of finding someone else to guide this project   We knew that we needed someone with experience and expertise in the field of pay equity.

- We called ALA to see if they knew who might have expertise in this field. Two consulting firms were recommended. After phone interviews and discussions, we identified the Singer Group as the organization best suited to work with us on this project. You can learn more about the Singer Group and its President Dr. Paula Singer at their website. http://www.singergrp.com/index.html

- In the process of finding funding for the project, the State Library Staff reminded us of the large project being conducted by UNC-Chapel Hill School of Library and Information Science about the Future of the Library Workforce (http://www.libraryworkforce.org/tiki-index.php). This national study does not include the collection of pay information, but does investigate issues about the profession that seem closely aligned to the purpose of our project. After conversations with UNC-

Chapel Hill, we formed a partnership to develop our survey as well as incorporate the NCLA Pay Equity Survey to be distributed as part of their project.

In developing the survey instrument itself, the content and design is the result of the cooperative consultation of the committee, Dr. Singer, and Mr. Don King who is working with the UNC project, and the web survey design staff of the University of Pittsburgh Center for Social and Urban Research.

- The survey has been piloted with a sampling of academic and public libraries. The full survey will be sent out in mid-summer having been revised based on the findings of the pilot and much review by the committee and the consultants and partners.

Who is paying for this?

- NCLA procured a total of approximately $100,000 from two LSTA grants in order to pay a professional consultant and the School of Information and Library Science at UNC-Chapel Hill to devise questions, disseminate the survey, synthesize the data, and make the data available in an accessible, web-based format.

- The grants are the sole source of funding for NCLA's financial contribution. Your dues money was not spent on this project.

How is information about the project being spread?

There are several different avenues to spread the word about the project and its results:

- Pay Equity Task Force members are willing to speak to your group or your staff (during or after the survey). This could be an off season workshop or part of a staff development day.

- Information about the survey will be published in *Tarheel Libraries* and *North Carolina Libraries.*

- There will be a presentation at NCLA in 2007, PLA, and possibly ALA.

- Information will be available from the NCLA website during the survey, and links to the tools will be available to NCLA members through its website.

So what's in it for me?

Library staff members can use the survey data in many different ways:

- Employees will have access to a clear report of salaries to compare with others in the state and with others in comparable fields.

- Employees can use the information in order to state a case for more money for themselves, their coworkers, or their employees.

- These data can be used as a "snapshot". The survey can be repeated again in the future to measure progress in salaries (or the lack thereof) in relation to those in comparable positions.

- The uses of these data are only limited by your own circumstances and your creativity. It is there for your use to ensure you are being properly compensated for your position.

How can managers and decision makers use the information?

- Increasingly, as managers and leaders in libraries, we know that we have to have good data to make our case.
  - Reliable and accurate data about the pay of library employees and the ability to compare pay rates within an organization will allow the library director to make a powerful and compelling case about the pay of employees.
  - We may find that library staff is paid less than comparable positions within the organization or the municipality. If we can show how the responsibility, educational requirements, and pay of the Head of the Reference Department, for example, compares with the Chair of the Biology Department, then we have gone a long way to making a case that is hard to refute.
  - It will possible for a computer technician in the library to look at what a computer technician is being paid who works for the county or the college's IT department.