

## **Proposal for UNC / U of Pittsburgh Participation in the NC Salary Equity Survey**

This proposal is to conduct a Salary Equity Survey of public and academic libraries and librarians in North Carolina. The proposal also includes an option of conducting an additional survey of administrative staff in universities and colleges and county and other public library administrative bodies. The library and librarian surveys will complement the North Carolina component of our surveys performed under an IMLS leadership grant “The Future of Librarians in the Workforce”. That is, if the proposed survey is performed in North Carolina, it will not be necessary to also conduct the “Workforce” survey of North Carolina libraries and librarians. Tasks to be performed by UNC, School of Information and Library Science and University of Pittsburgh, University Center of Social and Urban Research, Survey Center are as follows:

- (1) We will collaborate with the Pay Equity Advisory Group and Paula Singer to modify our Part 1 web survey to adhere to common terminology, formatting, instructions, and definitions. An initial draft of our web survey (of academic libraries and librarians) has been submitted to Beverly Gass and Paula Singer, although it has since been edited and with additional changes anticipated. The public library survey will be similar, but with some tailoring to accommodate differences in terminology, services, etc. We base our budget on the web survey adding questions similar to the Singer Group, Inc. Salary Survey dated May, 2003.
- (2) The finalized web survey will be programmed by UNC/Pitt and jointly approved by UNC/Pitt and the Salary Equity Advisory Committee/Singer.
- (3) The survey design is to pretest the web survey sometime in early January (if possible). The pretest will include about 5 urban and rural public libraries and 2 large university libraries, small university libraries, and community colleges. The pretest data will be added to the respondent database.

- (4) The joint survey will include two parts as follows:
- **Part 1 – Library Survey** will be the joint web survey. This survey will be addressed to every academic and public library in North Carolina.
  - **Part 2 – Library Staff Survey** will be a detailed survey addressed to staff in one-fifth of the academic and public libraries. In addition to accomplishing “Workforce” objectives, this survey part will help establish any pay equity issues concerning age, sex, experience, race, etc. or combinations thereof. It will provide additional information concerning fringe benefits as part of compensation. Finally, it will establish comparisons of salaries and fringe benefits among librarians, other professionals working in libraries, paraprofessionals, and non-professionals with comparable demographics.
  - The other four-fifths of libraries will receive additional workforce questions, some of which may be relevant to pay equity issues.
- (5) UNC/Pitt will provide library digitized email addresses from the American Library Directory, possibly complemented with addresses available through the NCLA. A preliminary letter will be sent to all libraries to introduce the survey and check email addresses. This will be done 2 to 3 weeks ahead of the survey.
- (6) The survey will be conducted by University of Pittsburgh (UCSUR). The web survey will provide instructions to contact UCSUR concerning technical questions and a link to appropriate persons concerning pay equity or workforce content questions.
- (7) The resulting raw database will be made available for review and edit. Any pay equity edits will be incorporated into the database.
- (8) The final database will be open and available. The “Workforce” portion of the database will be made available following IMLS approval.
- (9) The pay equity database will reside in SPSS, but be transmitted to other programs such as Excel. Initial cross-tabulations of the survey questions by the primary library characteristics will be performed and provided by UCSUR.

- (10) Limited analysis and interpretation of survey results will be performed by UNC/Pitt, including relevant Library Staff Survey (Part 2) results and other workforce questions that appear to be relevant to the pay equity study.
- (11) We agree that the two studies should have appropriate acknowledgement of the two study teams.
- (12) While the NCLA Pay Equity Committee will design the survey, a separate budget is proposed for the UNC/Pitt team to conduct a web survey addressed to all the academic, county, etc. administrations in order to compare salary-related results for librarians and other professional staff in universities and colleges and county governments. Limited analysis and interpretation of survey results will be performed by UNC/Pitt.
- (13) The proposed budget to support the base survey is \$18,599. The budget for the optional survey of academic, county, etc. administrations is \$11,498. The budgets include personnel time for programming the surveys, working on the resulting database, and a small amount of travel funds for liaison activities between UNC and Pitt personnel.

We believe that this approach to combining the NC Salary Equity and Workforce studies will enhance each study and minimize the survey burden on North Carolina libraries and librarians.