



## **Pay Equity Study**

Proposal: *To conduct a pay equity study of Academic and Public Library positions in North Carolina.*

1. Design survey, review and analyze salary data (salary range and actual/average) for public and academic library positions to the comparable positions in which they are situated (the local jurisdiction or institution of higher education).
2. Design survey, review and analyze salary data (salary ranges and actual/average paid salaries) to comparable positions in the public jurisdictions and institutions of higher education (libraries in the North Carolina Community College System, The University of North Carolina, and the North Carolina Independent Colleges and Universities) in which the Libraries are located.
3. The surveys will be programmed and hosted by UNC/U of Pittsburgh.
4. Scope measures for comparative purposes will include degrees offered, FTEs, budget, etc. for academic libraries. For public libraries they will include population served, number of branches, budget, FTEs, etc.
5. To assess whether, to what extent, and where pay equity exists for library positions in North Carolina.

The analysis will be conducted for academic and public libraries. Positions requiring *comparable education and experience* to those in libraries will be focus of comparison.

Working with UNC/University of Pittsburgh, we anticipate asking all academic and public libraries to participate in a web based survey and provide salary data. We anticipate gathering salary data via reliable published sources and/or surveying all major local public jurisdictions (to be defined) and academic institutions in the State.

We anticipate acquiring salary data for up to 20 public library, academic library and non-library comparable positions (i.e., 20 each). Our survey will include scope measures (e.g. FTEs, budget), mini position descriptions, and the request to provide a description of position differences.

Outcomes/Deliverables:

1. A database by location, public jurisdiction and academic institution representing all responding public and all academic libraries in the state of NC that compares (surveyed) library and non-library jobs.
2. This will be a database that libraries can use for their own comparative purposes by location, library etc. to compare their jobs with comparable library jobs.
3. The database will be searchable by type of library, position and location
4. A PowerPoint of findings, talking point to be used in advocacy at institutional or local level.
5. Strategies for NCLA to implement to address issues and solve problems of pay equity
6. Final summary for NC Libraries in North Carolina newspapers

Libraries will have access to and will be able to use the database for their own comparative purposes. It will be searchable by type of library, library position, city/county, institution of higher education.

Other deliverables include:

1. A web-accessible North Carolina library salary database – August, 2006.
  - A database by location, public jurisdiction and academic institution representing all responding public and all academic libraries in the state of NC that compares (surveyed) library and non-library jobs.
  - For libraries to compare their jobs with comparable library jobs and/or comparable positions in other public agencies.
  - Searchable by type of library, position, location, library budget, demographics, and student and staff FTE.
2. An educational resource guide for library personnel - August, 2006.
  - A web-based group of resources that will inform user about how to process the information in the database and how to use the data for the benefit of libraries and library personnel.
3. Reports and Presentation Materials - August, 2006
  - A written report summarizing the project.
  - A PowerPoint presentation.
    - Includes report of project and survey findings for use with various library organizations.

- Talking point to be used in advocacy at institutional or local level.
- Press Releases
  - Written for each library community: community college, public college and university, independent colleges and universities, and public libraries.
  - Distributed by NCLA to the library community as determined by NCLA Board.

Other products (non-web-based)

- Four journal articles- North Carolina Libraries, Library Journal, American Libraries, and College and Research Libraries.
- Presentations (2) at NCLA and ALA conferences in 2007.
- Strategies for NCLA to implement to address issues and solve problems of pay equity.

