

**TASK FORCE ON PAY EQUITY
REPORT TO NCLA BOARD, JANUARY 27, 2006**

Members: Jenny Barrett, Keith Burkhead, Evelyn Council, Beverley Gass, chair, Jennie Hunt, Connie Keller; Ex Officio: Pauletta Brown Bracy.

Charge: To investigate issues of pay equity for library personnel in North Carolina.

Factors contributing to low salaries for library personnel:

- Professions composed mainly of women have been compensated at a lower rate than those composed mainly of men
- The impact of technology in libraries without the revision of position classifications and position descriptions,
- The trend for paraprofessional and clerical staff to perform duties previously considered “professional” without additional compensation,
- The issue of salary compression facing experienced staff,
- The “service” stereotype of librarians, and that persons setting salaries may lack knowledge of the education and interpersonal skills necessary to manage a library

A search to understand the issue and what information existed, task force learned that salary information for North Carolina library personnel was dated. Topic warranted further study.

PLANNING AND DEVELOPMENT OF PROJECT METHODOLOGY

The Task Force identified a consultant in the field of pay equity and received a grant for \$5,800 to retain the services of the Singer Group, Inc.

- Discussions with the Director of the IMLS study “The Future of Librarians in the Workforce” at UNC-Chapel Hill about project duplication
- They proposed that they conduct the survey on our behalf as part of their larger survey about the library profession.

THE PROJECT

Survey Development and Implementation

Survey within the IMLS survey to collect data about the pay and benefits of librarians and the pay and benefits of comparable non-librarian positions in North Carolina.

Development of Web-based Educational Materials and Tools

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.

- To be used by 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 points 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
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 - Journal articles and presentations at NCLA and ALA
 - Strategies for NCLA to implement to address issues and solve problems of pay equity
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At the end of the project, the library personnel of the library communities surveyed will have data and products that can be used to impact their future salaries and benefits.

The work of the NCLA Pay Equity Task Force will serve as the beginning of an even larger and more important initiative for NCLA and the library community of North Carolina - to find useful application for the products and data developed during this project.

Likely, the leadership of NCLA will want to develop some long-term means of continuing to address the issues of pay equity identified during this project. They will want to consider how best to do so using the data and products developed during the project proposed here. The Pay Equity Task Force should be prepared to submit recommendations to NCLA for its consideration for any future initiatives. Possible means for NCLA to address the effectiveness of this project include:

- Feedback from librarians regarding tools.
- Inexpensive future surveys of librarians regarding their success using the pay equity database. Could include flyer survey at 2007 NCLA conference.
- Review of library personnel's pay to see if there are any upward trends.

- Development of workshops or training sessions for library personnel in the effective use of product and tools

PROJECT BUDGET

PAYEE	SERVICES RENDERED	COST
Singer Group, Inc.	Provides overall project consultation working with Task Force and UNC/U of Pittsburgh. See Singer Group Proposal.	\$65,000
UNC/U of Pittsburgh	Collaborate to design web-based surveys and implement. See UNC/U of Pittsburg Proposal	\$30,097
Project Administrative Support/Supplies	Administrative support for the project manager and task force	\$2,000
TOTAL		\$97,097

KEY PERSONNEL:

Pay Equity Task Force: Jenny Barrett, Forsyth County Public Library; Keith Burkhead, Guilford Technical Community College; Evelyn Council, Fayetteville State University; Beverley Gass, GTCC; Jennie Hunt, Greensboro College; and Connie Keller, Elon University.

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Fiscal Officer: Robert Burgin, President of the North Carolina Library Association.