ARL SALARY SURVEY RESULTS 1985—2014: RACIAL AND GENDER WAGE GAPS

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TEAM MEMBERS

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• Mike Groesbeck—Bachelors in Statistics, BYU
GENDER PAY GAP

77¢
WOMEN

$1
MEN

*In 2012

SOURCE: INSTITUTE FOR WOMEN'S POLICY RESEARCH
What’s Your Pay Gap?

Women earn less than men in 439 of 446 major U.S. occupations, a Wall Street Journal examination of the gender pay gap found.

They earn more than men in seven occupations.

Women working as librarians earn 93% of their male counterparts on average.

Median earnings by occupation:
- Men: $53,751
- Women: $49,829

Related: Women in Elite Jobs Face Stubborn Pay Gap"
“There are observable differences in the attributes of men and women that account for most of the wage gap. Statistical analysis that includes those variables has produced results that collectively account for between 65.1 and 76.4 percent of a raw gender wage gap of 20.4 percent, and thereby leave an adjusted gender wage gap that is between 4.8 and 7.1 percent.” -US Department of Labor, 2009
ARL RESEARCH DATA:
RAW GENDER WAGE GAP
ADJUSTED GENDER WAGE GAP
2015 SALARY SURVEY CONDUCTED BY BYU

• Conducted with the intent to identify other variables which could explain the gender wage gap.

• 44 libraries participated

• 1,117 usable responses

• Controlled for Marital status, Children at home, and Highest Degree Earned, in addition to variables controlled for in previous model
MOTHERHOOD PENALTY?

What impact did motherhood have on women’s salaries?
## THE MOTHERHOOD *PENALTY*?

### TABLE 1 – Mothers and Non-Mothers Descriptive Statistics

<table>
<thead>
<tr>
<th></th>
<th>Salary</th>
<th>Years Experience</th>
<th>Age</th>
<th>Weekly Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mothers</td>
<td>$77,455</td>
<td>22</td>
<td>50</td>
<td>42.2</td>
</tr>
<tr>
<td>Non-Mothers</td>
<td>$68,456</td>
<td>17</td>
<td>43</td>
<td>42.7</td>
</tr>
<tr>
<td>Position</td>
<td>% Non-Moms</td>
<td>% Moms</td>
<td></td>
<td></td>
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<tr>
<td>----------------------------------</td>
<td>------------</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Lib.</td>
<td>40%</td>
<td>60%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Archivist or Curator</td>
<td>50%</td>
<td>50%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Dean/Director</td>
<td>15%</td>
<td>85%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Dean/Director</td>
<td>29%</td>
<td>71%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cataloger or Metadata Analyst</td>
<td>52%</td>
<td>48%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean/Director</td>
<td>31%</td>
<td>69%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Digital Specialist</td>
<td>62%</td>
<td>38%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>General R/R/I</td>
<td>57%</td>
<td>43%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Head of Department</td>
<td>48%</td>
<td>52%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>51%</td>
<td>49%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Preservation/Conservation</td>
<td>50%</td>
<td>50%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subject Librarian</td>
<td>55%</td>
<td>45%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Did negotiation over salary at the time of hire impact the gender wage gap?
ARL RAW MINORITY WAGE GAP
ADJUSTED MINORITY WAGE GAP
PROPORTION OF ARL POPULATION BY GENDER AND RACE

- Nonminority Male
- Minority Male
- Nonminority Female
- Minority Female
RAW GENDER AND MINORITY GAP
ADJUSTED GENDER AND MINORITY GAP
PROPORTION OF ARL POPULATION BY RACE

- American Indian or Native Alaskan
- Asian or Pacific Islander
- Black
- Hispanic

Proportion of population
RAW RACIAL WAGE GAP

- Caucasian/Other
- Asian or Pacific Islander
- Black
- Hispanic
PERCENT OF PRIVATE AND PUBLIC ARL POPULATION
MEDIAN SALARY OF PUBLIC AND PRIVATE ARL LIBRARIANS

MEDIAN SALARY OF PUBLIC AND PRIVATE ARL LIBRARIANS

Private  Public
PERCENTAGE OF MINORITIES IN PUBLIC AND PRIVATE LIBRARIES

Percent of population


PERCENTAGE OF MINORITIES IN PUBLIC AND PRIVATE LIBRARIES

Private  Public
ADJUSTED PERCENT OF WHITE MALE SALARY BY MINORITY AND PUBLIC OR PRIVATE STATUS

- Minority Gap Private
- Minority Gap Public
ADJUSTED PERCENT OF WHITE MALE SALARY BY GENDER, MINORITY, AND PUBLIC OR PRIVATE STATUS
REFERENCES


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  http://www.huffingtonpost.com/entry/racial-wealth-gap-americ USING COPY SPACE A8171441_57a9e4ede4b0b770b1a44ba9.