Minority Representation in US ARL University Libraries as of 2012-2013: Taking a Closer Look at the Evidence
Complements the ARL Annual Salary Survey 2012-2013 by proving a deeper understanding of minority representation in ARL Libraries

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Minority Staff 1,283
Caucasian/Other Staff 7,561
Total Staff 8,844
No. of Libraries 99

Women, on the average, have more years of experience and earn less than their male counterparts. This is seen in the Caucasian/Other category AND 2 of the 4 non-Caucasian categories.

Minority representation hovered around 14% for the past 6 years.
Minority staff increased 20.8% since 2002-03. Total staff increased by 4.4% since that time.

Gender Breakdown

Minority Professionals

Men: Average Salary: $74,324
Average Years of Experience: 16.1
n = 324* (31%)

Women: Average Salary: $69,079
Average Years of Experience: 15.8
n = 889* (69%)

Caucasian/Other Professionals

Men: Average Salary: $76,795
Average Years of Experience: 17.5
n = 2,947* (37%)

Women: Average Salary: $73,329
Average Years of Experience: 18.0
n = 4,664* (63%)

*Includes law and medical libraries

Salary Changes Over Time

- Salaries flat-lined in 2009-2010, showing an effect of the recession.
- Pay gap between Minorities and US professionals overall has decreased from 8% in 2002-2003 to 4.5% in 2012-2013.
- Pay gap between Minorities and Caucasian/Other professionals has decreased from 9% in 2002-2003 to 5.3% in 2012-2013.

Minority Professionals:

Men: Average Salary: $70,690
Average Years of Experience: 15.1
n = 1,283*

Women: Average Salary: $69,802
Average Years of Experience: 15.8
n = 889*

Caucasian/Other Professionals:

Men: Average Salary: $74,657
Average Years of Experience: 15.3
n = 4,664*

Women: Average Salary: $74,082
Average Years of Experience: 15.8
n = 2,947*

*Includes medical and law libraries

Rank and Years of Experience

Three-Step Ranking Systems*

<table>
<thead>
<tr>
<th>Minorities</th>
<th>Caucasian/Other</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Salary</td>
<td>Yrs. Exp.</td>
<td>No. of Staff</td>
</tr>
<tr>
<td>Level 1</td>
<td>$52,350</td>
<td>6.6</td>
</tr>
<tr>
<td>Level 2</td>
<td>64,352</td>
<td>16.0</td>
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<tr>
<td>Level 3</td>
<td>87,709</td>
<td>23.2</td>
</tr>
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</table>

No. of Staff 179

Four-Step Ranking Systems*

<table>
<thead>
<tr>
<th>Minorities</th>
<th>Caucasian/Other</th>
<th>Overall</th>
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<tbody>
<tr>
<td>Average Salary</td>
<td>Yrs. Exp.</td>
<td>No. of Staff</td>
</tr>
<tr>
<td>Level 1</td>
<td>$55,438</td>
<td>8.3</td>
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<tr>
<td>Level 2</td>
<td>62,824</td>
<td>11.5</td>
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<tr>
<td>Level 3</td>
<td>72,448</td>
<td>19.8</td>
</tr>
<tr>
<td>Level 4</td>
<td>87,791</td>
<td>23.6</td>
</tr>
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</table>

No. of Staff 427

Five-Step Ranking Systems*

<table>
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<tr>
<th>Minorities</th>
<th>Caucasian/Other</th>
<th>Overall</th>
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</thead>
<tbody>
<tr>
<td>Average Salary</td>
<td>Yrs. Exp.</td>
<td>No. of Staff</td>
</tr>
<tr>
<td>Level 1</td>
<td>$51,275</td>
<td>9.6</td>
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<tr>
<td>Level 2</td>
<td>60,598</td>
<td>13.3</td>
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<tr>
<td>Level 3</td>
<td>72,423</td>
<td>15.3</td>
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<tr>
<td>Level 4</td>
<td>83,430</td>
<td>17.5</td>
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<tr>
<td>Level 5</td>
<td>108,738</td>
<td>28.4</td>
</tr>
</tbody>
</table>

No. of Staff 167

*Includes law and medical libraries

Minority Professionals:

n = 1,283*
Average Salary = $70,690

All US Professionals:

n = 7,561
Average Salary = $73,329

Caucasian/Other, 85.5%, (n = 7,561)
Average Salary: $74,657

Asian or Pacific Islander, 7.0%, (n = 617)
Average Salary: $70,877

Black, 4.3%, (n = 384)
Average Salary: $72,531

Hispanic, 2.8%, (n = 249)
Average Salary: $67,474

American Indian or Alaskan Native, 0.4%, (n = 33)
Average Salary: $70,022

Minority Professionals:

n = 1,283*
Average Salary = $70,690

*Includes law and medical libraries

No major differences in salaries by rank.

Minority years of experience slightly less across the board.