

ALA Better Salaries/Pay Equity Task Force Research/Resources Working Group

Working Bibliography

The emphasis for items posted in the bibliography is on practical rather than theoretical materials and on more recent information, although there are additional items from the 1980s and early 1990s that are not noted here but deal with pay equity issues and could be examined if more information is needed. Many salary surveys are done on an annual basis so check for the latest data from the parent organization conducting such surveys. These materials have provided background material for the Advocating for Better Salaries and Pay Equity Toolkit (www.ala-apa.org/toolkit.pdf).

Library Related Resources

Salary Data/Surveys/Statistics

American Association of Law Libraries. *Biennial Salary Survey and Organizational Characteristics, 2001*. Chicago: AALL, 2001. Detailed report for sale providing variety of salary information for law library positions, including support staff, by geographical area, educational level, gender, ethnicity, experience, type of organization. AALL members may view data online at www.aallnet.org.

American Library Association. Public Library Association. Public Library Data Service. *Statistical Report 2002. Special Section: Finance Survey*. Chicago: ALA PLA, 2002. Data from public libraries includes salaries for directors and beginning librarians, plus total salary expenditures and salaries as a percentage of expenditures. Individual library listings as well as aggregate data are included in categories by population served.

American Library Association. Support Staff Interests Round Table. "ALA SSIRT Task Force on Compensation Final Report, June 2000." Chicago: ALA, 2000. www.ala.org/ssirt/; link to Strategic Plan/task force reports.

Association for Library and Information Science Education. *Library and Information Science Education Statistical Report*. Annual report includes salary data for library and information science education faculty. www.ils.unc.edu/ALISE/

Association for Research Libraries. *ARL Salary Survey*. Washington, D.C.: ARL, annual. Summary information for 2001-02 at www.arl.org/stats/announce/sal01pr.html. Full report for sale. *ARL Salary Survey 2000-2001* can be found at www.arl.org/stats/salary/2000-01/ss00.pdf

Bibliostat and Bibliostat Connect (Data files from Dynix Library Management system, including salary data. Commercial service, need subscription through www.bibliostat.com; information on www.biblio-tech.com)

College and University Professional Association for Human Resources. *Mid-Level Administrative/Professional Salary Survey*. Washington, D.C.: CUPA-hr, 2001. (includes some library positions).

Colorado State Library. Colorado Library Research Service. www.lrs.org (has variety of fact sheets, including some salary data. Primarily Colorado emphasis but some national information and links to other national and state sites). "Fast Facts" are possible model for brief statistics that

can be developed by others. See especially “The Status of School Library Media Specialists & Aides in Colorado, 1999.” www.lrs.org/documents/fastfacts/175lmsalaries.pdf and “Earnings of Library Staff in the Mountain West Low Compared to Workers in Similar Jobs.” www.lrs.org/documents/fastfacts/182salaries.pdf .

Economic Research Institute. *The Geographic Reference Report 2002: Annual Report of Costs, Wages, Salaries, and Human Resource Statistics U.S. and Canada*. 16th annual ed. Redmond, Wash.: 2002. Median base salaries for librarians along with other occupations. Commercial service site www.eri.com has additional information not found in print version for a variety of library worker job titles and geographic areas. Compiles salary data from numerous government and private surveys.

Fox, Charlie and Raymond Roney. “Library Support Staff Salary Survey,” *Library Mosaics*, v.11, no.4, July/Aug. 2000: 8-12.

Hartford, Conn. Public Library (salary survey conducted in late 2001, using 17 other library systems for comparison).

Lynch, Mary Jo. *ALA Survey of Librarian Salaries*. Chicago: ALA, annual. National data on academic and public library salaries by region and level of responsibility. Includes appendix listing of national salary surveys from other organizations. See summary for 2002 in *American Libraries*, Sept. 2002, p. 94.

Lynch, Mary Jo. “Answers to Some Basic Questions about Library Human Resources,” *Library Personnel News*, v. 15, no. 1-2, Winter/Spring 2002: 1-2, 4-5. Information from supplemental questions on past ALA salary surveys; data on staff development expenditures as percentage of total payroll; age of librarians, gender and salary for library directors; racial/ethnic diversity; and collective bargaining agreements and pay systems. Also available at www.ala.org/ors; link to Reports.

Medical Library Association. *Hay Group/MLA 2001 Compensation and Benefits Survey*. Chicago: MLA, 2002. www.mlanet.org/publications; link to “Standards and Other Publications.”

“Salaries of Municipal Officials” in *The Municipal Yearbook*. Annual publication. Washington, D.C.: International City/County Management Association. (Chief public librarian salaries included with other city/county department heads).

Sandstedt, Carl R. Salary Survey: West-North-Central States. St. Peters, Mo.: St. Charles City County Library District. www.win.org/library/library_office/reports/ (annual survey for various professional and support staff positions for public libraries, reported by size of budget).

Special Libraries Association. “*Annual Salary Survey*.” Washington, D.C.: SLA. Summary highlights online at www.sla.org/content/memberservice/researchforum/salarysurveys/ . Full report for sale.

“State Wage Comparisons (Librarians, Library Technicians, and Library Assistants)” and “Comparisons of Library Job Wages with Other Occupations Wages.” (charts compiled by Martha Parsons from Bureau of Labor Statistics (BLS) Occupational Employment Statistics salary data from 2000, available at www.ala.org/congress/3rd_congress/wages00.pdf and www.ala.org/congress/3rd_congress/profwage.pdf.)

Terrell, Tom. "Pay and Job Variety Both Increase in Spite of Tough Economy," *Library Journal*, Oct. 15, 2002: 30-36. (annual survey of LIS graduate placements and salaries)

Terrell, Tom and Vicki Gregory

"A Look at Now and Then: Salaries of Academic and Research Librarians," in *Learning to Make a Difference: Proceedings of the Eleventh National Conference of the Association of College and Research Libraries, April 10-13, 2003, Charlotte, North Carolina*. (Chicago: Association of College and Research Libraries, 2003): 154-60.

Weise, Frieda O. and Thomas D. McMullen. "Study to Assess the Compensation and Skills of Medical Library Professionals Relative to Information Technology Professionals," *Bulletin of the Medical Library Association* 89(3) July 2001: 249-262. www.mlanet.org/pdf/study_89_3.pdf

West Virginia Library Commission. "2002 Salary Survey." http://129.71.160.4/docs/Survey/Survey_Announc.htm (Data from academic and public libraries in W.Va.). Check with other state libraries and state library associations for possible salary data collected within the state.

See also section on Government Publications for library worker data within U.S. Bureau of Labor Statistics reports.

Pay Equity and Other Compensation Approaches Within Library Field

American Library Association. Committee on Pay Equity. "Recommended Pay Equity Policy Language for Libraries." Chicago: ALA, 1989.

American Library Association. Office for Library Personnel Resources. *Pay Equity: Issues and Strategies*. T.I.P. Kit #9. Chicago: ALA, 1987.

American Library Association. Office for Library Personnel Resources. *Pay Equity Action Strategies and Case Summaries*. T.I.P. Kit #2. Chicago: ALA, 1982.

American Library Association. Better Salaries and Pay Equity for Library Workers Task Force. *Campaign for America's Librarians: Advocating for Better Salaries and Pay Equity Toolkit*. 3rd edition. Chicago: ALA, June 2003.
www.ala-apa.org/toolkit.pdf

Brey, Carol A. "Taking Our Salary Fight to the Streets," *Library Journal*, Apr. 15, 2002: 38-39.

Brill, Alison. *Improving Compensation for Library Workers: Strategies*. Chicago: American Library Association Office for Library Personnel Resources and Committee on Pay Equity, 1995.

Farley, Yvonne Snyder. "Strategies for Improving Librarian Salaries," *American Libraries*, v.33, Jan. 2002: 56-59.

Freedman, Maurice J. "President's Message," *American Libraries* (monthly column during 2002-03 ALA presidency that often addresses salary concerns).

Harris, Roma M. "Public Libraries and Municipalities in Ontario: The Impact of Pay Equity," *Canadian Journal of Information and Library Science*, v. 19, no.2, July 1994: 40-57.

Haavisti, Tuula. "How Long Do Women Have to Wait?" 60th IFLA Conference Proceedings, Aug. 1994, www.ifla.org/IV/ifla60/60-haat.htm (Explores status of Finnish librarians who earn less than male counterparts, but women can influence working atmosphere and policies).

Kalan, Abby. "There Is No Honor in Being Underpaid." *American Libraries*, v.33, Jan. 2002: 52-54.

Kenady, Carolyn. *Pay Equity: An Action Manual for Library Workers*. Chicago: American Library Association, 1989. (Detailed information on how to do pay equity studies and communicate the results).

Kinnaly, Gene. "Salary and Pay Equity Issues for Library Support Staff." 2002 ALA Annual Conference presentation, www.mjfreedman.org/atlantasupportstaff.pdf.

Kinnaly, Gene. "Pay Equity, Support Staff, and ALA." *Library Mosaics*, v. 13, no. 2, Mar./Apr. 2002: 8-10 and www.mjfreedman.org/payequityss.pdf.

Kolb, Deborah M. and Ann C. Schaffner. "Negotiating What You're Worth," *Library Journal*, v. 126, Oct. 15, 2001: 52-53 (approaches to individual salary negotiation).

LaRue, James. "Can't Get No Satisfaction: Library Pay in the 21st Century," *American Libraries*, v.31, no. 3, Mar. 2000: 36 (States that positive regard for libraries is due to public service and responsiveness of library staff, but compensation does not match market worth)

Leber, Michele. "Putting Pay First," *Library Journal*, 128, no.6 (Apr. 1, 2003): 44-47.

"Pushing for Higher Library Salaries: Now or Never?" *American Libraries* 34, no.1 (Jan. 2003): 55-58. (Conference call interview with Leslie Burger and Beverly Lynch).

McCarty, Jennifer E. "How to Get More Money: Tips on Salary Negotiations," *Footnotes*, v. 21, no.1, Jan. 2002. Outlines strategies and gives reference to tips on salary negotiation from workshop given by Prof. Leigh Estabrook at www.lis.uiuc.edu/~leighe/.

"Pushing for Higher Library Salaries: Now or Never?," *American Libraries*, v.34, no.1, Jan. 2003: 55-58. (Interview with Leslie Burger and Beverly Lynch regarding issues surrounding pay equity for library workers).

Shear, Joan. "Stuck in the Bargain Basement," *AALL Spectrum*, v. 6, no. 2, Oct. 2001. www.aallnet.org/committee/pr/Articles/Oct2001.htm (Law librarian makes case for publicizing value librarians bring to service).

Singer, Paula M. *Developing a Compensation Plan for Your Library*. Chicago: American Library Association, 2002. (analyzing job functions, implementing plan, alternative pay plans, sample forms, etc.).

Case studies

Amdursky, Saul J. "Kalamazoo P.L.'s Innovative Link Between Staff Compensation and Library Revenue Could Revolutionize Salaries," *Library Journal*, Oct. 15, 2002, p. 9-41. In Kalamazoo (MI), the public library has tied total compensation (salaries and benefits) to the library's revenue growth. The property tax growth has averaged between 4 and 5 percent annually for seven years

and salary ranges have increased between 2 and 6 percent, meeting or exceeding inflation. If revenues decline or if revenue is insufficient, salaries will not be reduced.

Australia. (New South Wales pay equity inquiry compared work of librarians and geologists.) Contact Phil Teece, ALIA (phil.teece@alia.org.au). In March 2002, the New South Wales Industrial Relations Commission found librarians and library technicians have been underpaid and granted pay raises of up to 26 percent; also formalized the professional status of librarians and adopted definitions on qualifications. See www.alia.org.au/press.releases/2002.03.28a.html See article by Phil Teece in 1996 InCite on "The Equal Pay Principle" (www.alia.org.au/incite/1996/02/workwatch.html). See also www.eeo.nsw.gov.au/women/payequit.htm, www.alia.org.au/incite/1998/03/workwatch.html , www.alia.org.au/employment/nsw.test.case.html and www.dir.nsw.gov.au/action/policy/equity/report/industries/5librarians.htm. For "History of Pay Equity in Queensland," see www.detir.qld.gov.au/qirc/submissions/history.pdf .

California Library Association. www.cla-net.org CLA is launching a multi-year Fair Compensation Campaign to collect data, explore alliances, and provide training in how to work for fair compensation. Contact Anne M. Turner, CLA 2002 president, turnera@santacruzpl.org . CLA website has some related reports, such as "Competencies for California's Librarians in the 21st Century: and "The Future of Librarianship Report." See "California Makes the Case for Pay Equity," by Anne Turner, *Library Journal*, Oct. 15, 2002, p. 42-44 or order full report "The Case for Fair Compensation for Library Workers: A Survey of Comparative Pay Levels in California" from CLA (infor@cla-net.org or 916-447-7851. See also Freedman, Maurice J. and Anne M. Turner. "Other View: California's Librarians Are Long Overdue for a Raise," *The Sacramento Bee*, Nov. 25, 2002.

"California State University Librarians: Equal Pay/Comparable Worth/Faculty Status," (historical record compiled by Judy Reynolds of efforts in the 1970s and 1980s to attain faculty status including pay, sabbaticals and a 10 month year). <http://library.sjsu.edu/staff/reynolds/compworth/>

Central Arkansas Library System Board approved living-wage policy (Dec. 6, 2001); Contact Neel Sealy at aracorn@acorn.org

Christman, Chris and Mary George. "Our Struggle with Fair Compensation in Placer County. *California Libraries*, Feb. 2003; www.cla-net.org/CaliforniaLibraries/February_03.htm

King County Library System Union (Washington). In Dec. 2002, library staff at King County voted to unionize. See www.kclsvoice.org for information.

Kramer, Charlene. "Library Staff and Pay Equity." 1998 (Saskatchewan, Canada government developed a new classification plan for unionized employees but library workers have not fared as well as other employees in female-dominated occupations.). See www.sla.org/chapter/cwcn/wwest/v1n4/ckequity.htm.

Librarians Association of the University of California has been concerned about librarian salaries, classification and status in its academic libraries since the 1970s. www.ucop.edu/lauc/. See especially its Committee on Professional Governance Report to the Assembly, 1998 for efforts to increase steps in library classification; appendix 2 of that report gives a chronological history during the 1970s efforts to achieve salary restructuring and gender equity.

Minnesota (state legislation requires local governmental jurisdictions to file report with state listing all job titles, gender balance, job value, pay; public library staff included in this with other city/county workers). "Local Government Pay Equity Act: An Overview" fact sheet #7 (1999) at www.lmnc.org. Minnesota Department of Employee Relations (www.doer.state.mn.us) has information under "Labor Relations" section. Also gives Hay job evaluation points by class title. For earlier report focusing on impact of legislation on libraries, see *Pay Equity & Minnesota Public Libraries: Results of a Legislative Approach* by Bonnie Watkins and Jan Feye-Stukas (Chicago: American Library Association Office for Library Personnel Resources and Committee on Pay Equity, 1992).

New Jersey Library Association Personnel Committee. (working on salary survey in 2002-03, developing comparisons with municipal counterparts). Contact Patricia K. Anderson (cddillon@hplib.lib.nj.us); Barbara Shapiro (Cherry Hill, NJ) or Leslie Burger (NJLA 2002 president; burger@princetonlibrary.org) See also www.njla.org (website also includes information on minimum salary recommendations for various levels).

"New York Public Librarians Finally Negotiate an Increase," *Library Journal*, v. 126, no.9, May 15, 2001: 14. (Union members ratified agreement, giving NYPL librarians an eight percent increase, on top of two four percent raises negotiated for citywide employees.)

Okuda, Sachiko. "Pay Equity: What's It All Worth?," *Feliciter*, v.46, no. 6, 2000: 314-317 (Canadian public-sector librarians fight for pay equity). For additional information, see Public Service Alliance of Canada www.pfac.com/payequity and Treasury Board www.tbs-sct.gc.ca/wnew/PayEquity.

Orenstein, David "Fair Pay Is An Issue for Managers, Too," *Library Journal*, 128, no.6 (Apr. 1, 2003): 45.

Orenstein, David. "Trends in the Library Profession and the Impact of Technology at the Montgomery College Libraries." 2002. www.mjfreedman.org/orenstein.pdf (Documentation used by library manager to achieve salary increases).

Pastine, Maureen and Shirley McLean. "Pay Equity in Libraries," *Bottom Line*, v.7, no 1, Summer 1993:7-12. (Employee turnover statistics were presented to administration at Southern Methodist University to make case for fair pay).

Reed, Rosslyn. "Pay Equity for a Traditional Feminized Occupation? A Comparative Analysis of Canadian and Australian Experiences." Unpublished paper submitted to *Gender, Work and Organization*. Based on paper presented to "Rethinking Gender, Work and Organization" Conference, Keele University, Staffordshire, UK, June 27-29, 2001. Reviews history and experiences of librarians in Canada and Australia seeking pay equity.

Rogers, Chris. "Library Science 1979 Pay Equity Complaint Finally Resolved in Last Round of Negotiations (1996/1998)," *Liaison*: Council of Federal Libraries (comparison of Canadian national librarians with historical researchers; complaint filed with Canadian Human Rights Commission). www.nlc-bnc.ca/cfl-cbfg/liaison/1999/99-3/01e.htm

Saskatoon Public Library (Canada). Canadian Union of Public Employees Local Union 2669 went on strike in the fall of 2002 to achieve better pay. See www.cupe.sk.ca.

Seamon, Scott et al. "Market Equity Tempered by Career Merit: A Case Study," *Journal of Academic Librarianship*, v.26, issue 4, July 2000: 225-232 (Univ. of Colorado Boulder Libraries received market equity for librarian salaries in 1995-95 but stipulations were imposed).

Vermont Library Association Personnel Committee (examined low wages for public libraries, made comparisons with like positions, presentations to trustees, etc.) Contact: Nancy Wilson, 802-453-2366, nancy@middlebury.net

Library Unions

Auld, Hampton (Skip), ed. "The Benefits and Deficiencies of Unions in Public Libraries," *Public Libraries*, v. 41, no. 3, May/June 2002: 135-142. (Nine articles from various library managers and union representatives).

"Can Unions Solve the Low-Pay Dilemma?" *American Libraries*, v. 33, no.1, Jan. 2002: 65-69.

Feld, Paulette. "Unions: Negotiating Change," *Library Mosaics*, v. 11, no. 4, July/Aug. 2000: 16-17.

Garcha, Rajinder and John C. Phillips. "US Academic Librarians: Their Involvement in Union Activities," *Library Review* (Glasgow, Scotland), v. 50, no.3, 2001:122-127.

Johnson, Cameron A. "Library Unions: Politics, Power, and the Care of the Library Worker." *Alki*, v. 17, no. 3, Dec. 2001: 16-19. (Washington Library Association journal).

Schmidle, Deborah Joseph, ed. "Services to the Labor Community." *Library Trends*, 51, no.1, Summer 2002. Special issue with nine articles by librarians and representatives of organized labor.

Wood, Deanna D. "Librarians and Unions: Defining and Protecting Professional Values," *Education Libraries*, v.23, no. 1, 1999: 12-16.

Related Issues: Library Worker Competencies, Roles, Certification, Recruitment

American Association of Law Libraries. "Competencies of Law Librarianship." Chicago: AALL, 2001. www.aallnet.org/prodev/comptencies.asp

American Library Association. "Library and Information Studies and Human Resource Utilization." Chicago: ALA, 2002. www.ala.org/hrdr; link to "Library Employment Resources."

American Library Association. "Presidential Task Force on the Status of Librarians: Final Report." Chicago: ALA, 2002. www.ala.org/hrdr; link to "Library Employment Resources."

American Library Association. Association for Library Services to Children. *Competencies for Librarians Serving Children in Public Libraries*. Chicago: ALA, ALSC, 1999. www.ala.org/also; link to "Resources/For Librarians and Educators."

American Library Association. Association of College & Research Libraries. *Recruitment, Retention, and Restructuring: Human Resources in Academic Libraries*. Chicago: ALA, 2002. (www.ala.org/acrl); link to "Issues and Advocacy/Recruiting to the Profession."

American Library Association. Office for Human Resource Development and Recruitment. "Careers in Libraries." Chicago: ALA. www.ala.org/hrdr; link to "Careers in Libraries."

American Library Association. Task Force on Core Competencies. "Draft Statement." Chicago: ALA, 2002. www.ala.org/congress/draft.html

American Library Association. Young Adult Services Association. Professional Development Center. "Young Adults Deserve the Best: Competencies for Librarians Serving Young Adults." Chicago: ALA, 1998. www.ala.org/yalsa; link to "Professional Development Center."

Association of Research Libraries. *Changing Roles of Library Professionals*. SPEC Kit 256. Washington, DC: ARL, 2000.

Association of Research Libraries (ARL). *Library Support Staff Classification Studies*. SPEC Kit 252. Washington, D.C.: ARL: 1999.

Association of Southeastern Research Libraries. "Shaping the Future: ASERL's Competencies for Research Librarians." 2000. www.aserl.org/statements/competencies/competencies.htm

Braun, Linda W. "New Roles: A Librarian by Any Name." *Library Journal*, Feb. 2002, p. 46-50. <http://libraryjournal.reviewsnews.com/index.asp?layoutle&articleid=CA191647>

"Certification Program." See www.ala-apa.org/certification/html and "Certified Public Library Administration Certification Program Overview." (proposed post-MLS certification program) www.pla.org/projects/certification. See also additional information under certification at www.ala.org/hrdr

Central Jersey Regional Library Cooperative. "Become a Librarian." (Website on education, employment, roles of librarians, plus guidelines for recruiting to the profession). www.becomealibrarian.com

Crosby, Olivia. "Librarians: Information Experts in the Information Age." *Occupational Outlook Quarterly*, v.44, no. 4, Winter 2000-01 (primarily for career information, but provides information on what librarians do that might be useful in educating public officials, etc.; www.bls.gov/opub/ooq/2000/winter/art01.pdf) See also information from Occupational Outlook Handbook on "Librarians" and "Library Technicians." www.bls.gov/oco/oco1012.htm and www.online.onetcenter.org

Institute of Museum and Library Services. "Recruiting and Educating Librarians for the 21st Century." Washington, D.C.: IMLS, 2002. Proposed initiatives to meet need for librarians; includes extensive resource list. www.imls.gov/grants/library/pdf/draft.pdf and www.imls.gov/grants/library/lib-bdre.htm.

Lenzini, Rebecca T. "The Graying of the Library Profession: A Survey of Our Professional Associations and Their Responses." *Searcher* 10, no. 7 (July/Aug. 2002): 88-97. www.infotoday.com/searcher/jul02/lenzini.htm

"Librarians in the 21st Century." Website compiled by Syracuse University's School of Information Studies students, 2000. www.istweb.syr.edu/21stcenlib/

Lynch, Mary Jo. "Answers to Some Basic Questions about Library Human Resources," *Library Personnel News* 15, no.1-2 (Winter/Spring 2002): 1-5.

Data from supplemental questions from ALA salary surveys, including staff development spending, age of librarians, gender and salary, racial and ethnic diversity, and collective bargaining agreements. Also available as "Library Staff Studies" in "Reports" section of ALA Office for Research and Statistics on www.ala.org (follow links to Our Association/Offices.)

Lynch, Mary Jo

"Public Library Staff: How Many Is Enough?" *American Libraries* 34, no. 5 (May 2003): 58-59.

Lynch, Mary Jo. "Reaching 65: Lots of Librarians Will Be There Soon." *American Libraries*, v. 33, no.3, Mar. 2002: 55-56.

Matarazzo, James M. "Library Human Resources: The Y2K Plus 10 Challenge." *Journal of Academic Librarianship*, v.26, no. 4, July 2000: 223-224. Reviews 30 years of data on librarian employment; projects future shortages.

Matarazzo, James M. "Who Wants to Be a Millionaire (*Sic* Librarian!)." *Journal of Academic Librarianship*, v.26, no. 5, Sept. 2000: 309-310. Discusses low salaries discouraging entry into profession; low entry into profession will lead to future shortages of librarians.

Medical Library Association. "Careers." (www.mlanet.org/career/index.html)

"Minnesota Voluntary Certification for Library Employees." Program for support staff to be certified in 50 competencies through courses and other assessments.

www.arrowhead.lib.mn.us/certification

National Board for Professional Teaching Standards (www.nbpts.org) provides information on library media standards and certification of school library media personnel; see also www.aasl.org for information on forum related to NBPTS certification.

New Jersey Library Association. "Core Competencies for Librarians." "Technical Competencies for Librarians." www.njla.org

Oberg, Larry R. "Library Support Staff in an Age of Change: Utilization, Role Definition, and Status." *ERIC Digest*, EDO-IR-95-4, May 1995.

<http://flightline.highline.ctc.edu/lssrc/articles/agechnge.htm>

"Recruitment of Public Librarians, A Report to the Executive Committee of the Public Library Association, January 2000," *Public Libraries*, v. 39, no.3, May/June 2000: 168-172. Full report with appendix and bibliography: *Report to the Executive Committee of the Public Library Association: Recruitment of Public Librarians, January 2000*. (includes information on difficulties in recruiting because of low salaries). See also website on public library recruitment at www.pla.org/projects/recruitment.html.

Rogers, Michael. "Tackling Recruitment," *Library Journal*, 128, no. 2 (Feb. 1, 2003): 40-43.

Special Libraries Association. "Competencies for Special Librarians of the 21st Century." Washington, D.C.: SLA, 1996. www.sla.org/content/SLS/professional/meaning/comp.cfm

Related Issues: Faculty Status and Other Strategies for Academic Library Workers

American Association of University Professors. *Paychecks: A Guide to Conducting Salary-Equity Studies for Higher Education Faculty* <http://www.aaup.org/catalogue/01Payad.htm>

American Association of University Professors. "Disparities in the Salaries and Appointments of Academic Women and Men." <http://www.aaup.org/Issues/WomeninHE/Wrepup.htm>

Association of College and Research Libraries (ACRL). "Guidelines for Academic Status for College and University Librarians." 2002. <http://www.ala.org/acrl/acstatus.html>

ACRL. "Joint Statement on Faculty Status of College and University Librarians," from <http://www.ala.org/acrl/guides/facstat.html>.

ACRL. "Statement on the Terminal Professional Degree for Academic Librarians," <http://www.ala.org/acrl/guides/termdegr.html>

ACRL Committee on the Status of Academic Librarians. "Faculty Status and Collective Bargaining Statements Final Versions," *College & Research Libraries News*, March 2001: 304-06.

ACRL Committee on the Status of Academic Librarians. "Standards for Faculty Status for College and University Librarians," <http://www.ala.org/acrl/guides/facstat01.htm>.

Anderson, Gregory L. "[Letters] Proud to Be a Librarian," *Library Journal*, August 1, 2001: 8.

Applegate, Rachel. "Deconstructing Faculty Status: Research and Assumptions," *Journal of Academic Librarianship*, v. 19, n. 3, July 1993: 158-64.

Ashraf, Javed. "The Effect of Unions on Professors' Salaries: the Evidence Over Twenty Years," *Journal of Labor Research*, v. 18, n. 3, Summer 1997: 439-

Berry, John N., III. "LIS Recruiting: Does It Make the Grade?," *Library Journal* 128, no. 9 (May 1, 2003): 38-41.

Cary, Shannon. "Faculty Rank, Status, and Tenure for Librarians: Current Trends," *College & Research Libraries News*, May 2001: 510-11, 520.

Dougherty, Richard M. "[Editorial] Faculty Status: Playing on a Tilted Field," *Journal of Academic Librarianship*, May 1993: 67

Henry, Elizabeth C. and Dana M. Caudle. "Tenure and Turnover in Academic Libraries," *College & Research Libraries*, v. 55, n. 5, September 1994: 429-

Hill, Fred E. and Robert Hauptmann. "Faculty Status for Librarians? A Response," *College & Research Libraries News*, January 1994: 26.

Hill, Janet Swan. "Wearing Our Own Clothes: Librarians as Faculty," *Journal of Academic Librarianship*, May 1994: 71-76.

Hoadley, Irene. "Faculty Status: 2001," *College and Research Libraries News*, June 1993: 338-9.

Horenstein, B. "Job Satisfaction of Academic Librarians: an Examination of the Relationships Between Satisfaction, Faculty Status, and Participation," *College & Research Libraries*, v. 54, n. 3, May 1993: 255-69.

Hovekamp, Tima Maragou. "Work Values Among Professional Employees in Union and Nonunion Research Library Institutions," *Journal of Applied Psychology*, v. 24, n 11: 981-993.

Leckie, G. J. "Academic Status for Canadian University Librarians: an Examination of Key Terms and Conditions," *Canadian Journal of Information and Library Science*, v. 20, n. 1, April 1995: 1-28.

Meyer, R.W. "A Measure of the Impact of Tenure," *College & Research Libraries*, v. 60, n. 2, March 1999: 110-119

Meyer, Richard W. "Earnings Gains through the Institutionalized Standard of Faculty Status," *Library Administration & Management*, v 4, Fall 1990: 184-193

Monks, James. "Unionization and Faculty Salaries: New Evidence from the 1990s," *Journal of Labor Research*, v. 21, n. 2, Spring 2002: 305-

Oberg, Larry R., Douglas Herman, Virginia Massey-Burzio, and Carol Schroeder. "Rethinking Ring and Shapiro: Some Responses," *College & Research Libraries News*, v. 55, n. 3, March 1994: 145-

Shapiro, Beth J. "The Myths Surrounding Faculty Status for Librarians," *College & Research Libraries News*, v. 54, n. 10, November 1993: 562-

Spang, Lothar and William P. Kane. "Who Speaks for Academic Libraries," *College & Research Libraries*, September 1997.

Watson, Maureen Martin and Susan M. Kroll. "The Association of Visual Science Librarians' Professional Status and Salary Survey," *Special Libraries*, v. 83, n. 1, Winter 1992: 26-.

Weatherford, John W. "Librarian's Agreements: Bargaining for a Heterogeneous Profession," Metuchen, NJ: Scarecrow Press, 1998.

White, Herbert S., "Faculty Status for Academic Librarians: the Search for the Holy Grail," *Library Journal*, November 15, 1996: 39-40.

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Economic/Social/Cultural/Educational Value of Libraries and Library Staff

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Holt, Glen E. and Donald Elliott. "Proving Your Library's Worth: A Test Case." *Library Journal*, v. 123, Nov. 1, 1998: 42-44. (Cost-benefit analysis measurement tools can help library managers learn more about how well their libraries are serving users).

Jones, Patrick. "Why We Are Kids' Best Assets," *School Library Journal*, v. 47, no.11, Nov. 2001, 44-47 (how youth services librarians help youth engage in positive developmental behaviors).

Kassel, Amelia. "Practical Tips to Help You Prove Your Value." *MLS-Marketing Library Services*, v. 16, no.4, May/June 2002. www.infotoday.com/mls/May02/kassel.htm

Lance, Keith Curry, Marcia J. Rodney and Christine Hamilton-Pennell. *How School Librarians Help Kids Achieve Standards: The Second Colorado Study*. Denver, CO: Colorado State Library, 2000. www.lrs.org/documents/lmcstudies/CO/execsumm.pdf. See also "What Research Tells Us About the Importance of School Libraries" by Keith Curry Lance (www.ims.gov/pubs/whitehouse0602/keithlance.htm) and "Capitalizing on the School Library's Potential to Positively Affect Student Achievement" by Dr. Gary Hartzell (www.ils.gov/pubs/whitehouse0602.whitehouse.htm). See also Colorado State Library. Library Research Service. "LRS School Library Media Impact Studies." www.lrs.org/html/about/school_studies.html (Summaries of studies conducted in Alaska, Colorado and Pennsylvania in 2000 show that school media librarians and libraries help kids perform better on standardized tests).

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Southern Ontario Library Service (Canada). *The Library's Contribution to Your Community: A Resource Manual for Libraries to Document their Social and Economic Contribution to the Local Community*. 1998. www.sols.org/publications

Special Libraries Association. *President's Task Force on the Value of the Information Professional*. Washington, DC: SLA, 1987.

Non-library Related Resources

Pay equity issues (general, e. g., history, strategies/methods, arguments)

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AFL-CIO and Institute for Women's Policy Research. "Equal Pay for Working Families." Washington, D.C., 1999 (analysis of Census Bureau and Bureau of Labor Statistics national and state data re: wage gap for women and people of color). See <http://iwpr.org> and www.aflcio.org/women/exec99.htm .

Blau, Francine D., Marianne A. Ferber, and Anne E. Winkler. *The Economics of Women, Men, and Work*. 4th ed. Upper Saddle River, N.J.: Prentice Hall, 2002.

Business and Professional Women/USA. "Fair Pay." 2001. www.bpwusa.org (short but useful facts and practical strategies re: fair pay approaches, including federal and state legislation; also Equal Pay Day activities)

Business and Professional Women/USA. "101 Facts on the Status of Workingwomen." Washington, D.C., Jan. 2003. www.bpwusa.org

Castro, Ida L. "Worth More Than We Earn," *National Forum*, v. 77, issue 2, spring 1997: 17-21 (discusses wage gap, fair pay, some strategies, role of Women's Bureau).

Center for Women in Government. *Initiating Pay Equity: A Guide for Assessing Your Workplace*. Albany: University at Albany, 1987. (older publication but practical steps)

Cohen, Robert H. "Pay Equity: A Child of the 80s Grows Up," *Fordham Law Review*, Mar. 1995. (Reviews several pay equity cases brought under federal legislation, but considers collective bargaining better tool).

England, Paula. "The Case for Comparable Worth," *Quarterly Review of Economics and Finance*, v.39, 1999: 743-755 (Overview of research, political efforts, job evaluation, arguments for and against comparable worth).

Evans, Sara M. and Barbara J. Nelson. *Wage Justice: Comparable Worth and the Paradox of Technocratic Reform*. Chicago: University of Chicago, 1989. (Reviews Minnesota state pay equity efforts for public employees between 1983 and 1987 and also includes broader context of women and labor history, and pay equity policies).

Fay, Charles H. and Howard W. Risher. "Contractors, Comparable Worth and the New OFCCP: Déjà vu and More," *Compensation & Benefits Review*, Oct. 2000: 23-33. (discusses work by Office of Federal contract compliance Programs to establish systems for federal contractors to address gender discrimination in employee compensation).

Feltman, Martha BurkJosh. "How To Get Paid+More Really," *Executive Female*, v. 18, no. 1, Jan.-Feb. 1995: 46-50. (Suggest requiring public disclosure of employment statistics, using gender clout through collective requests for review of salary and promotion levels by gender, and management requests for internal reviews and salary-equity adjustments).

Figart, Deborah. "Equal Pay for Equal Work: The Role of Job Evaluation in an Evolving Social Norm," *Journal of Economic Issues*, v. 34, no. 1, Mar. 2000: 1-19.

Fudge, Judy and Patricia McDermott, eds. *Just Wages: A Feminist Assessment of Pay Equity*. Toronto: University of Toronto Press, 1991. (Variety of papers on experiences in Canada, Minnesota, and other countries, plus potential and limitations of pay equity strategies).

Gardner, Susan E. and Christopher Daniel. "Implementing Comparable Worth/Pay Equity: Experiences of Cutting-Edge States," *Public Personnel Management*, v.27, issue 4, Winter

1998: 475-489. (experiences of 8 states that have implemented comparable worth statutes: Conn., Iowa, Minn., Montana, NY, Oregon, Wash. and Wisc.)

Giampetro-Meyer, Andrea. "Resurrecting Comparable Worth as a Remedy for Gender-Based Wage Discrimination." *Southwestern University Law Review*, v. 23, no. 2, Winter 1994: 225-251. Surveys the rise and fall of pay equity at the federal level; reviews existing pay equity laws at the state and local level and in international settings; argues that comparable worth efforts at the national level should be resurrected and discusses obstacles to a national movement and strategies for dealing with these obstacles.

Government of Canada. www.payequityreview.gc.ca/5000-e.html. The site includes links to Canadian federal and provincial pay equity laws and policies, commissions and agencies, unions, employer and non-governmental organizations, pay equity groups in other countries, and a bibliography.

Haignere, Lois. "Comparable Worth." In *International Encyclopedia of Public Policy and Administration*, ed. by Jay Shafritz. Boulder: Westview, 1998. v. 1: 449-456. Overview of process for gender-neutral job evaluation methodology and measuring female job content.

Haignere, Lois. *Paychecks: A Guide to Conducting Salary-Equity Studies for Higher Education Faculty*. 2d ed. Washington, D.C.: American Association of University Professors, 2002. (Joint project with United University Professions and AAUP to help understand gender and race bias and ways to remedy it).

Hallock, Margaret. "Pay Equity: The Promise and the Practice in North America." *Labour & Industry*, v.10, issue 2, Dec. 1999: 53+. (Describes Oregon public sector case, plus gives overview of prospects and limitations of pay equity, with questions about the future efforts in U.S. and Canada).

Hundley, Greg. "The Effects of Comparable Worth in the Public Sector on Public/Private Occupational Relative Wages," *Journal of Human Resources* v.28, no. 2, 2001:318-342. (Explores relationship of state and local government sector wage increases to prevailing wage standards for private-sector jobs).

Institute for Women's Policy Research. <http://iwpr.org/resources.html> (web links to many resources and research on women). IWPR is finalizing report to National Skill Standards Board's Committee on Access, Diversity, and Civil Rights to suggest ways in which skill standards could be changed to improve women's employment outcomes and achieve comparable worth goals. See <http://iwpr.org/research-employment.html>

King, Mary, ed. *Squaring Up: Policy Strategies to Raise Women's Incomes in the United States*. Ann Arbor, University of Michigan, June 2001. (sections on reducing negative impact of child rearing on women's incomes; raising pay for 'women's jobs', and moving women into higher paying work).

Nelson, Robert L. and William P. Bridges, *Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America*, Cambridge University Press, 1999. Analyses pay equity case histories; describes and advocates an approach of gender-neutral wage administration, and strategic litigation, to redress pay inequity.

Ontario (Canada) Pay Equity Commission. "Glossary of Active Verbs for Use in Writing or Amending Job Descriptions." www.gov.on.ca/lab/pec/peo/english/pubs/glossaryverbs.html

Ontario (Canada) Pay Equity Commission. *How To Do Pay Equity Job Comparisons*. Toronto, Canada, n.d. (Practical description of various types of job evaluation and factors to be compensated, such as skills, effort, responsibility and working conditions). See also Pay Equity Commission website at www.gov.on.ca/lab/pec. A useful list is "Commonly Overlooked Features of Work" outlining features of work often associated with traditionally female jobs.

Pincus, Laura and Bill Shaw. "Comparable Worth: An Economic and Ethical Analysis." *Journal of Business Ethics*, v.17, 1998: 455-470. (Legal, economic, and ethical arguments supporting and opposing comparable worth and whether this concept can be advanced as a public policy.

Quinn, Jennifer M. "Visibility and Value: The Role of Job Evaluation in Assuring Equal Pay for Women," *Law and Policy in International Business*, v. 25, no. 4, Summer 1994: 1403-1444. (Compares UK, US and Ontario systems for assessing whether gender-based pay discrimination exists; advocates comprehensive gender-neutral job evaluation programs to make skills, effort, and responsibilities required by predominately female jobs visible, recognized, and adequately compensated).

Reed, Rosslyn. "A Future for Pay Equity?: From Comparable Worth to Equal Remuneration Principle." Paper presented to the XV World Congress of Sociology: The Social World in the 21st Century: Ambivalent Legacies and Rising Challenges, Brisbane, Australia, July 7-13, 2002.

Steinberg, Ronnie J. "Emotional Labor in Job Evaluation: Redesigning Compensation Practices." In Special Issue "Emotional Labor in the Service Economy," eds. Ronnie J. Steinberg and Deborah M. Figart, *The Annals of the American Academy of Political Science*, v. 561, January 1999: 143-157. (Job evaluation systems often fail to recognize human relations and communication skills, emotional effort, and responsibility for client well-being in many predominately female jobs. Other articles in journal issue discuss contact with people and emotional labor in other areas of work).

Steinberg, Ronnie and Lois Haignere. "Equitable Compensation: Methodological Criteria for Comparable Worth." In *Ingredients for Women's Employment Policy*, ed. by C. Bose and G. Spitze, pp. 157-182. Albany: State University of New York Press, 1987. (Discusses job content often overlooked in predominately female jobs and suggestions for incorporating gender equity concerns into job evaluation process).

Washington Federation of State Employees, AFSCME/AFL-CIO. "A History of Comparable Worth as Initiated by the Washington Federations of State Employees, AFSCME, Council 28." (activities in Washington State from 1973-1992; approximately 35,000 state employees received increases based on comparable worth study). www.wfse.org/cw.htm

Weiner, Nan and Morley Gunderson. *Pay Equity: Issues, Options and Experiences*. Toronto: Butterworths, 1990. (emphasis on Canada but has explanation of general pay equity concepts, process for job evaluation, identifying gender bias, establishing wages, collective bargaining, etc., including glossary)

Will, Lou. "Labour Market Consequences of a Comparable Worth Policy," *Australian Economic Review*, v. 32, no. 3, Sept. 1999: 292-297. (Explores effects of pay equity policies in Australia).

Wooden, Mark. "The Employment Consequences of Comparable Worth Policies," *Australian Economic Review*, v. 32, no. 3, Sept. 1999: 286-291. (Explores gender wage differentials and implications of pay equity across comparable jobs in New South Wales).

Brief information under several websites: National Organization for Women (www.now.org/issues/economicquity) and National Women's Law Center (www.nwlc.org --see Employment section)

National Committee on Pay Equity materials

Website for NCPE: www.feminist.com/fairpay (includes information on Equal Pay Day, current legislation, links to salary surveys and other groups, Q & A, wage gap, opposition arguments, etc.) For list of publications, see www.feminist.com/fairpay/publications.htm (especially useful are their factsheets; other publications are older.)

Government publications/information/sources

Grossman, Neil and Nancy Shallow. "EEOC Provides Guidance on Compensation Discrimination," *Journal of Compensation and Benefits*, v.17, issue 4, July/Aug. 2001: 11-15. (Equal Employment Opportunity Commission has released guidelines for maintaining compliance with Title VII and Equal Pay Act.)

Kramer, Natalie. "Earnings and Other Compensation Data at BLS: What Users Seek and What We Offer," *Compensation and Working Conditions Online*, February 26, 2003. www.bls.gov/pub/cwc. This 13- page article explains the range of data that BLS collects and provides a readable guide to BLS data sets. The data sets have evolved over time, and this history is shown as well as some information about the future plans of the BLS to develop new data or to make changes. Appendix B compares the National Compensation Survey (NCS) and the Occupational Employment Statistics (OES) earnings series in a concise bulleted format. As a reference that has major tools explained briefly and in one place, Natalie Kramer's guide is essential.

Levine, Linda. *The Gender Wage Gap and Pay Equity: Is Comparable Worth the Next Step?* Updated June 5, 2001. Washington, D.C.: Congressional Research Service Report for Congress, No. 98-278E. www.house.gov/crstmp/98-278.pdf (lengthy overview of issues on both sides of debate; includes summary of Congressional legislative activities).

"A New Look Through the Glass Ceiling: Where Are the Women? The Status of Women in Management in Ten Selected Industries." Data for this report were compiled by the U.S. General Accounting Office and analyzed by the staffs of Rep. John D. Dingell (D-MI) and Carolyn B. Maloney (D-NY). www.house.gov/maloney/issues/womenscaucus/glassceiling.pdf

U.S. Department of Labor. Bureau of Labor Statistics (variety of wage data by occupations, national and state areas, etc.) www.bls.gov (see section on "Wages, Earnings and Benefits." See also *Occupational Outlook Handbook* with salary data from various occupations, www.bls.gov/oco or www.bls.gov/oes/2000 ("2000 National Occupational Employment and Wage Estimates").

U.S. Department of Labor. Bureau of Labor Statistics. "Highlights of Women's Earnings in 2000." Report 952. August 2001. (includes data on median earnings by selected characteristics, including occupations; see p. 10 for librarians). www.bls.gov/cps/cpswom2000.pdf

U.S. Department of Labor. Employment Standards Administration. Office of Federal Contract Compliance Program. “Analyzing Compensation Data: A Guide to Three Approaches.” www.dol.gov/dol/public/regs/compliance/ofccp/compdata.htm

U.S. Department of Labor. Women’s Bureau. “Ten Steps to An Equal Pay Self-audit for Employers.” www.dol.gov/dol/wb/10steps71.htm

U.S. Department of Labor. Women’s Bureau. “What Works: Fair Pay for Working Women.” www.dol.gov/dol/wb/public/programs/fpcworks.htm

U.S. Department of Labor. Women’s Bureau. “Working Women’s Equal Pay Checklist.” www.dol.gov/dol/wb/epcheck.htm

U.S. Department of Labor. Women’s Bureau. “Worth More Than We Earn: Fair Pay for Working Women.” www.dol.gov/dol/wb/public/programs/fpcworth.htm

“A Price above Rubies? Wage Gaps Continue...” www.radford.edu/~gstudies/sources/wage_gaps/wagegap.htm (links to government and other sources on wage gap by Dr. Hilary Lips, Director of the Center for Gender Studies and Women’s Studies at Radford University, Radford, VA)

The Bureau of Labor Statistics has a variety of resources that include library worker data and other professions and occupations for comparison purposes. These include:

National Compensation Survey 2000, Table 2-1. “United States, selected occupations: Mean hourly earnings and weekly hours for full-time and part-time workers.” See this table under “Administrative support” for “Library Clerks” and under “Professional specialty” for “Librarians” on pages 8 and 10. Table 2-2 repeats the occupational information for private industry on pages 17 and 19. Table 2-3 has the same structure for state and local governments on pages 26 and 27. <http://www.bls.gov/ncs/ocs/sp/ncbl0392.pdf>

National Compensation Survey 2000, Supplementary Tables. *These tables show wages in percentiles. Using the tables makes it possible to see national data for salaries of selected occupations (including “librarians” and “library clerks”) by mean, median, and selected percentiles.* <http://www.bls.gov/ncs/ocs/sp/ncbl0402.pdf>

Occupational Employment Statistics: 2000 National Industry-Specific Occupational Employment and Wage Estimates, SIC 823 – Libraries. *This site provides national estimates of wages (mean hourly, mean annual, and median hourly) and the number of persons employed by tile within industry group. Each listed occupation also has a direct link to a job description. This tool shows estimated employment and wage statistics for occupations within the industry. For example, Security Guards, Financial Managers and Public Relations Specialists and the wages for these jobs within the “Libraries” industry are given. At the same time, library occupations can be found under other industry groups – for example, under “Commercial Banks.”* http://www.bls.gov/oes/2000/oesi3_823.htm (Libraries)

Occupational Employment Statistics: 2000 Metropolitan Area Occupational Employment and Wage Estimates. *This tool provides employment numbers and wages (median hourly, mean*

hourly, mean annual) by occupation for geography below the national level, including States and Metropolitan Statistical Areas; Library Science Teachers, Postsecondary are SOC # 25-1082; Librarians are #25-4021; Library Technicians are #25-4031; Library Assistants, Clerical are #43-4121

<http://www.bls.gov/oes/2000/oesrcma.htm#N> Metropolitan Areas

Occupational Employment Statistics: 2000 National Occupational Employment and Wage Estimates Provides the number of persons employed by job title, mean hourly, mean annual wage, and percentile; also provides a job description.

<http://www.bls.gov/oes/2000/oes254031.htm> (Library Technicians)

<http://www.bls.gov/oes/2000/oes434121.htm> (Library Assistants, Clerical)

<http://www.bls.gov/oes/2000/oes254021.htm> (Librarians)

Occupational Outlook Quarterly: Winter 2000-01, “Librarians: Information Experts in the Information Age” by Olivia Crosby. *The economic outlook, on pages 9 and 10, includes three charts: “Librarian employment, by industry, projected 2008”; “Librarian employment growth in selected industries, projected 1998-2008”; “Librarian average starting salaries, by type of worker, 1998.”*

<http://www.bls.gov/opub/ooq/2000/winter/art01.pdf>

Household Data Annual Averages: these tables are produced by the Census Bureau for the Bureau of Labor Statistics and are a part of the Current Population Survey.

Table 39, “Median weekly earnings of full-time wage and salary workers by detailed occupation and sex.” This table gives, for 2001, the number librarians by gender and the median weekly earnings. (Note: earnings for men were not reported because the number of men was below the statistical threshold of 50,000 persons.) This information is also given for library clerks.

<http://www.bls.gov/cps/cpsaat39.pdf>

Moncarz, Roger and Azure Reaser, “The 2000-2010 Job Outlook in Brief: Occupational Outlook Quarterly, Spring 2002; See pages 18 & 19 for Librarians and Library technicians and page 31 for Library assistants, clerical. For Library assistants, the following statement is given under *Employment Projections*: “Efforts to contain costs in local governments and academic institutions will result in a preference for hiring library support staff instead of librarians. Good job prospects are expected.”

<http://www.bls.gov/opub/ooq/2002/spring/art01.pdf>

Occupational Outlook Handbook, 2002-03.

<http://www.bls.gov/oco/home.htm>

Arlene Dohm, “Gauging the labor force effects of retiring baby – boomers,” Monthly Labor Review, July 2000. This article lists librarians as one of the occupations with the highest percentage of workers aged 45 years and older (Table 1). In 1998 56.5% of employed librarians were 45 +. Librarian retiree replacement needs projected for 1998-2008 were calculated to be 50,000 persons (Table 5).

<http://www.bls.gov/oco/home.htm>

Hecker, Daniel E., “Occupational Employment Projections to 2010,” Monthly Labor Review, November 2001. Table 2 gives projections for librarians with total job openings due to growth and net replacements.

<http://www.bls.gov/opub/mlr/2001/11/art4full.pdf>

America's Career InfoNet. This web site brings many statistical sources together. U.S. Bureau of Labor Statistics information is presented as well as state and local information. For example, wages for librarians in the U.S. and by state are given and an "Occupation Report-Wage Comparison" lists states in rank order by the median wage for librarians; methods are provided to compare wages against those of five other occupations by local area (city); Note: the amount and quality of information varies by state.

<http://www.acinet.org/acinet/>

Specific professions/occupations

American Salaries and Wages Survey, 7th ed. (Gale, 2003).

Compilation of many occupations and corresponding salaries obtained from government and trade association data. Includes librarian and support staff salaries from a number of locales and states.

American Nurses Association and United American Nurses AFL-CIO. See website www.nursingworld.org for information on the workplace advocacy program and work by the United American Nurses union.

Gibelman, Margaret and Philip H. Schervish. "Pay Equity in Social Work: Not!," *Social Work*, v. 40, issue 5, Sept. 1995: 622+ (analysis of salary data for NASW members showed male social workers earning more than female workers)

Holliday, Patricia Cole, Janet McNichol, and Arlene Pietranton. "Getting What You're Worth: Valuable Lessons."

<http://professional.asha.org/careers/loader.cfm?url=/commonspot/security/getfile.cfm&PageID=9754> (American Speech and Hearing Association salary report and strategies for compensation efforts)

National Education Association. *Rankings & Estimates: Rankings of the States 2001 and Estimates of School Statistics 2002*. Washington, D.C.: NEA, 2002. Includes some salary data for instructional staff, including 10-year trends.

www.nea.org/publiced/edstats/rankings/02rankings.pdf

Nelson, E. Howard, Rachel Drown, and Jewell C. Gould. *Survey & Analysis of Teacher Salary Trends 2000*. Washington, D.C.: American Federation of Teachers, AFL-CIO.

www.aft.org/research (large amount of national and state data for teachers; includes some comparisons with other professions).

"Pay Equity: Is It Breakthrough Time?" *NEA Today*, v.12, no. 1, Sept. 1993: 18-19. (Several examples of pay equity increases for support positions in schools, using job classification system developed by National Education Association to recognize skills valuable to classrooms).

Rhode, Deborah L. "The Unfinished Agenda: Women and the Legal Profession." Chicago: American Bar Association Commission on Women in the Profession, 2001.

www.abanet.org/women

The Riley Guide. "Salary Guides and Guidance." www.rileyguide.com/salguides.html (links to various salary surveys; also gives guidance on evaluating salary information in the surveys).

To find salary data for various occupations, the following websites might be of assistance: <http://jobstar.org/tools/sal-surv.htm>; www.wageweb.com; www.HRPlaza.com/hr_links/salary.html; www.workindex.com (click Salary Wizard; also see Compensation—salary statistics); www.abbott-langer.com; see also Bureau of Labor Statistics listing under Government Publications section. The National Association of Colleges and Employers has salary data for graduates in various fields for its members, although some summary data is available at www.naceweb.org.

Unions/Collective Bargaining

AFL-CIO. Various fact sheets (“Strategies for Achieving Equal Pay,” “The Case for Equal Pay,” “Pay Gap by Occupation,” “Equal Pay for Working Families.”) Washington, D.C. www.aflcio.org/women (examples of union efforts and tips for bargaining, some statistics)

AFSCME. We’re Worth It! Washington, D.C., 1998. (practical strategies, information on job evaluation approaches, countering arguments, union activities). www.afscme.org/workplace/worth01.htm

American Federation of Teachers. “Sample Contract Language from AFT Contracts by Topic Family Issues and Benefits: Pay Equity.” www.aft.org/research/models/language/family/payequal.htm

Canadian Union of Public Employees. See www.cupe.ca, then click “campaigns” and “women’s wages” for bargaining strategies. See also www.cupe.bc.ca for British Columbia union, click “campaigns” and then “pay equity.” Includes lengthy report, “Working Through the Wage Gap” by the Task Force on Pay Equity; reviews sex-based wage disparities in Canada, legislative framework in Canada, general information on pay equity, and recommendations for reform.

Hallock, Margaret. “Pay Equity: What Is the Best Union Strategy?,” *Labor Studies Journal*, v. 25, issue 1, Spring 2000: 27-44. (review of Oregon public employee union in 1980s, difficulties in job evaluation systems, suggests future emphasis on economic justice and policies to boost minimum wage, living wage, and entry level salaries). See also “Pay Equity: Did It Work?” www.uoregon.edu/~lerc/research/pay_equity.html

Haignere, Lois. *Paychecks: A Guide to Conducting Salary-Equity Studies for Higher Education Faculty*. 2d ed. Washington, D.C.: American Association of University Professors, 2002. (Joint project with United University Professions and AAUP to help understand gender and race bias and ways to remedy it).

Hirsch, Barry T. and David A. Macpherson. *Union Membership and Earnings Data Book: Compilations from the Current Population Survey (2002 Edition)*. Washington, D.C.: Bureau of National Affairs, 2002. (Variety of tables showing U.S. workers’ union status. Includes several tables by industry and occupation, which include libraries and librarians). See also: *Additional Earnings and Union Membership Data (2002)*, comparison to above item.

Institute for Women’s Policy Research. “Equal Pay for Working Families.” Washington, D.C.: IWPR, June 1999. (“Research-in-Brief” paper discusses wage gap and shows union representation increases pay). www.iwpr.org

U.S. Bureau of Labor Statistics. "Median Weekly Earnings of Full Time Wage and Salary Workers by Union Affiliation, Occupation and Industry."

www.bls.gov.news.release/union2.to4.htm

Legislation

Dale, Charles V. and Linda Levine. "RL30902:Pay Equity Legislation in the 107th Congress." Washington, D.C.: Library of Congress, CRS Report for Congress, Mar. 26, 2001.

<http://cnie.org/NLE/CRSreports/Economics/econ-109.cfm>

Furchtgott-Roth, Diana. "Comparable Worth Is Back," *American Spectator* v.33, issue 7, Sept. 2000: 38-42. (describes efforts of Congressional Democrats during Clinton administration to develop legislation and federal wage and salary controls; article has pro-business stance against comparable worth)

Gahr, Evan. "Pay Equity Inequity." *American Spectator*, v.32, issue 8, Aug. 1999: 56-57 (Clinton administration's efforts re: federal contractors; article has pro-business slant against comparable worth)

Ontario Pay Equity Commission. "The Pay Equity Act." www.gov.on.ca/lab/pec/acte.htm

For latest status of federal bills, check <http://thomas.loc.gov> under Fair Pay Act and Paycheck Fairness Act or general topic of fair pay or pay equity. See also listing for Levine in Government Publications section.

For state legislation on pay equity and equal pay, model legislation and media examples, see Center for Policy Alternatives website at www.stateaction.org and Business and Professional Women at www.bpwusa.org.

Litigation

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Wider Opportunities for Women. “The Family Self-Sufficiency Project.” Washington, D.C. www.wowonline.org and www.sixstrategies.org (collaborative state organizing effort; Standard calculates how much money working adults need to meet basic needs; accounts for costs of living by geographic location and family size)

For salary calculator to compare cost of living in various areas, see www.homefair.com/homefair/calc/salcalc.html See also www.myjobsearch.com for links to other cost of living and relocation calculator sites.

For information on Consumer Price Index see www.bls.gov/cpi .

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