

**President-Elect Maurice J. (Mitch) Freedman
Report to the American Library Association
Spring 2002**

Following is a listing of the activities I was involved in as President-Elect of ALA during the period between the ALA Midwinter Conference and the Spring ALA Executive Board meeting.

1. Appointments to ALA committees and other units

After a fine working experience with the ALA Council Committee on Committees and the ALA Committee on Appointments, the names of dozens of people were formally submitted for chairs and members of ALA committees and other units. I couldn't possibly have gotten the work done without the help of Lois Ann Gregory Wood, Council Secretariat, and Jill Uncyk, ALA Intern.

Lois Ann's knowledge of the process the ALA units and the general enterprise were invaluable. Jill Uncyk did the enormous job of creating a database of every person who either submitted his or her name for committee assignments or made recommendations on behalf of others. Any mistakes of omission or commission are my responsibility. This aspect of the ALA presidency is not all glamour.

Every effort was made to mind the recommendations of the two nominating committees, but the process itself militates against strict adherence (e.g. duplication of names by both committees, nominations of people who are not ALA members, people not interested in accepting the appointments, etc.)

For the future, I urge everyone who wishes to be appointed to membership in ALA units to submit their names for consideration. What was abundantly clear as part of the process was that there were numerous appointments of people who no one knew but had put themselves forward. Not everyone could be accommodated because there were more nominees than appointments, and popular committees had many more recommendations than vacancies. As President-Elect I was responsible for the appointment of committee chairs—these appointments are at the sole discretion of the President-Elect.

2. Task Force on Better Salaries & Pay Equity

I am extremely pleased with the work being done by the task force. I urge everyone with any interest in the issue of better salaries and pay equity or who would like more information about what the task force is doing to go to the task force home page: <http://www.mjfreedman.org/tfhome.html/>

The task force of 26 members, with Patricia Glass Schuman, Coordinator, has broken up into several working groups, each of which are working toward the goal of empowering

all library workers with the tools, information, and inspiration to improve their salaries and to achieve pay equity.

Interesting news and information about these issues has come from our professional partners in the former Library Association (soon to become the Chartered Institute for Library and Information Professionals, with the acronym, CILIP,) and the Australian Library and Information Association (ALIA.)

There is a library of documents on the site including those from Great Britain and Australia, as well as Canada, and of course, the United States, bibliographies, working papers, and much, much more. I must recognize Jill Uncyk, again, for the exceptional job she has done in developing and maintaining the Task Force's pages, as well as the overall ALA President-Elect web site.

The Task Force now has an official mission statement and related information pertaining to its overall function and activities. (See Appendix 1.)

A current list of working groups, chairs, and members is appended. (See Appendix 2)

Under the leadership of Margaret Myers, retired ALA staffer, a working bibliography has been created by the Research/Resources Working Group on the overall issue of better salaries and pay equity. The bibliography can be found as Appendix 3.

3. Annual Meeting Programs in Atlanta

In consultation with the Task Force, we decided that the two speakers we wanted for the ALA Annual Conference in Toronto (2003) opening general session and presidential program were Michael Moore and Barbara Ehrenreich. As it turned out, the ALA conference program committee for Toronto selected two Canadian officials as the opening general session speakers, which eliminated Michael Moore as a possibility for that venue. Secondly, the ALA Annual Conference in Atlanta needed a speaker for the Closing General Session, and Barbara Ehrenreich was selected, which virtually eliminated her from consideration for the Toronto President's Program. All of that was the bad news regarding the Task Force's aspirations for Toronto.

The good news is that both the speakers the Task Force selected will be presenting at the Annual Conference in Atlanta. The Better Salaries & Pay Equity Task Force will host a program on Monday, June 17th, 9-10 AM, at which Michael Moore will be the speaker. ALA and EpixTech Corp. will co-sponsor Michael Moore's appearance.

EpixTech has stepped up to underwrite a substantial portion of the cost of having Michael Moore as a speaker. I am personally grateful to Lana Porter of EpixTech, for agreeing to make it possible for Michael Moore to speak in Atlanta.

Currently Moore's new book, *Stupid White Men*, is number one on both *The New York Times* and Amazon.com's non-fiction bestseller lists. At least in part, he owes the

success of the book to Ann Sparanese. Ann responded in the best traditions of librarians and intellectual freedom by organizing protests against Harper Collins's plan to withdraw Moore's book from the market and destroy it. Harper Collins backed off and, indeed, they are much the richer for it.

Barbara Ehrenreich is a noted author on a variety of social issues and concerns. Her most recent book is of especial interest to the work of the Task Force, and that is why she was selected for Toronto and contributed to her selection for Atlanta. *Nickel and Dimed*, Ehrenreich's account of work, wages, and life in entry level, minimum wage positions was as powerful a statement and justification for the adoption of a *living wage* as the compensation standard, rather than the *minimum wage*, at least based on today's minimum wage. Her insights on salaries and pay equity will be most welcome at a conference of people, who because they work in a predominantly female field, are inequitably paid.

4. Meetings & Speaking as a Representative of the American Library Association

The Library Association (February 11-13, 2002): It was a great honor to meet with Bob McKee, Chief Executive, and Sue Brown, Director for Member Services, as well as many key staff of the Library Association (LA.) Either by the time of this writing or shortly thereafter the Library Association will have had a vote to change its name from Library Association to the Chartered Institute of Library and Information Professionals (CILIP.)

I went to London at the invitation of Bob McKee and Sue Brown. Since the LA Policy and Resources Committee of the LA is looking at pay and status issues, and ALA is, I agreed that it would be mutually beneficial for us to exchange views, information, and ideas.

It was a most productive visit. It was especially instructive to note and understand some great differences between LA and ALA. The LA qualifies its different categories of membership by education and experience. Librarians must qualify for their category of membership—Associate Member—by having the appropriate combination of education and experience. It is not automatic and there is a genuine screening process.

Anyone can be a member of ALA by paying dues.

In the mid-1960s, the LA chose to commit itself heavily to advocating for its members. For example, a chief source of revenue and the single most important listing of job advertisements is the LA's official magazine. In those instances in which postings of positions list salaries that the LA deems inappropriate, an LA staffer will contact the library and endeavor to get the library to pay a higher salary. Questions about tax-exempt status were raised by the LA attorney, but were resolved without changing the governance or structure of the organization.

As with ALA, the LA is concerned that it does not have as members all of the people who qualify for membership. The creation of CILIP is the recognition by LA that there are over 100,000 people working in information related positions. It is the aim of CILIP to develop programs attractive to these information workers and dramatically increase the number of CILIP members.

A variety of other matters were discussed. It was beneficial to compare notes on how the LA is working to improve salaries and what compensation issues are like in Great Britain.

University of California at Los Angeles Graduate School of Education and Information Science (February 28, 2002)

Seymour Lubetzky, ALA Honorary Member: At UCLA, I was thrilled to be able to present ALA Honorary Membership to Seymour Lubetzky. Professor Lubetzky is 103 years old, and could not come to Atlanta to accept the honor. His age notwithstanding, he gave a brilliant impromptu lecture on cataloging to the assembled audience of students, faculty, and visitors. Because my brother, Bernard W. Freedman, was in attendance and videotaped the presentation, there now exists a video of Seymour Lubetzky talking about cataloging. A copy of the tape was given to ALA so that it could review the possibility of showing the presentation at the Annual Meeting at the time of the ALA Honorary Memberships are conferred.

With people of the caliber of Seymour Lubetzky and E. J. Josey (the other 2002 recipient,) ALA honors itself by conferring this tribute upon them. By recognizing such giants the Association indicates its awareness of those whose contributions are monumental. I am proud to be a part of an Association that honors Seymour Lubetzky and E. J. Josey.

Speech on ALA Issues and the Better Salaries & Pay Equity Initiative: I gave a speech on ALA Issues, including my presidential initiative, the Better Salaries & Pay Equity Task Force.

In addition, I arranged for **Bob Belinoff**, Digital Media, to show a working version of his ALA National Library Week tape to the audience. He received a great deal of useful feedback.

I was told that the turnout was unusually large for the colloquium series.

What pleased me the most—aside from the honor and thrill of being with Seymour Lubetzky again—was the wonderful energy and enthusiasm of the students. They exhibited an uncommon commitment to social responsibilities to libraries, as well as the profession of librarianship.

In attendance were members of the staff of UCLA's libraries, including a former student of mine from Columbia University's late School of Library Service, the director of the

Beverly Hills Public Library (a former Westchester public library director,) staff of other area libraries, UCLA faculty, and my sister, brother, nephew, and cousin.¹ This confluence of people made for an energizing and refreshing audience.

In addition to the presentation and speech, I had a meeting with Professor Howard Besser, of the UCLA faculty, at which we discussed ALA issues, and a meeting with Bob Belinoff to discuss media and communications strategies for ALA.

University of Illinois, Urbana-Champaign Graduate School of Library and Information Studies (March 2):

My experience at UIUC was similar to that of UCLA. The students were a delight. I also was impressed with the beautiful new GSLIS building, although I was a little overwhelmed by the amount of security in the building. I gave essentially the same speech as I did at UCLA, and it seemed to be reasonably well received.

I had an opportunity to meet with ALA Councilor, Al Kagan (University of Illinois Library) and Leigh Estabrook, former dean of the UIUC's library school. It was nice seeing both of these long-term friends on their home grounds. Al and I discussed ALA issues and also the upcoming IFLA conference in Glasgow.

Leigh Estabrook filled me in on LEEP, the outstanding distance education program at GSLIS. I spoke on LEEP weekend, the one time during the school year (aside from the very beginning of the Fall semester) that the students all come to the UIUC campus from their distant locations. The program, the students, and the success were all most impressive.

Italy (March 13-March 21)

Schedule and events:

Luncheon meeting, March 13, with the Consul General of the U.S. Consulate in Milan; Tom Skipper and Elena Carobbio, also Consulate staff; and two local university officials.

The Biblioteche Oggi Conference (March 14-15) in Milan, sponsored my travel to Italy and the several days I stayed in Milan. All of the speeches and travel after Milan were subsidized by the U.S. State Department. It was a pleasant surprise to find that my former colleague at the Library of Congress, Susan Aramayo, was in charge of the Information Resources Office at the U.S. Embassy in Rome, and was responsible for programming my speaking and travel the second week I was in Italy.

¹ Respectively, Lisa Kernan, my former student; Michael Steinfeld, former director of the Mount Kisco (NY) Public Library and currently director of the Beverly Hills Public Library; and, my sister, Leah Pariser; my brother, Bernard W. Freedman; my nephew, Mitchell J. Freedman; and my cousin, Judy Hausman.

It also was pleasant to once again—close to twenty-five years later—be speaking at conferences and traveling with my dear friend and colleague, S. Michael Malinconico, the EBSCO Professor, at the University of Alabama library school. In the mid-1970s we organized and spoke at several ISAD/LITA institutes and programs on technology and cataloging, and found ourselves sharing a dais again, with similar subjects, but in the context of the Internet and digital information resources—and of course on foreign soil.

Michael's speeches were primarily concerned with *knowledge management* and related issues and impacts for librarians. I gave three different speeches: one focused on technology and the digital library; another concerned with ALA issues and the better salaries and pay equity initiative (similar to, but shorter than, the UCLA/UIUC speech); and, a speech on advocacy, written by Larra Clark of ALA's Public Information Office—the speech was outstanding; all I had to do was read it, and fill in with examples from Westchester County. Michael and I both gave speeches in six different venues—1 in Milan, 1 in Venice, 1 in Padua, 1 in Florence, and two in Rome (on consecutive days.)

The venues and dates follow. Working with simultaneous translations was relatively easy; all we had to do was read a little slower than our normal pace. It was a challenge to work with consecutive translations of our words. The translator in Rome was outstanding. It turned out that she spent a large number of her formative years in Westchester County, and thus her English was flawless as was her knowledge of idioms, etc. What was astounding was her performance when she did consecutive translation. She jotted down the briefest of notes and then flawlessly (according to Michael, who speaks fluent Italian) translated everything that we said, in some cases several paragraphs at a time.

The Biblioteche Oggi Conference (co-sponsored by AIB, the Italian Library Association), at Stelline Conference Center, Milan, March 14-15. Approximately 1,700 Italian librarians and library vendors in attendance—the largest meeting of the year. The title of my speech was, *Continuity and Change for U.S. Libraries in the Digital Age: How U.S. Public and Academic Libraries Are Confronting the Challenge of the Digital Library*. There was simultaneous translation.

Venice Chapter, AIB, at Universita Ca' Foscari Di Venezia, March 18. I spoke on *ALA Issues of Today, and the Better Salaries & Pay Equity Initiative*.

University of Padua, March 19. I spoke on *ALA Issues of Today, and the Better Salaries & Pay Equity Initiative*. There was great interest here and discussion about copyright.

Salaborsa Library (the public library of Bologna,) in Bologna, March 19. The library director gave us a detailed tour of the facility. This library is extraordinary for its functionality, beauty, and creative blending of the new and the centuries old building, including the close to two thousand year old Roman ruins under the building.

Tuscany Chapter, AIB, at the National Library of Florence, March 20. *Advocacy and Library Support.*

Centro Di Studi Americani (Center for American Studies,) Rome, March 21. *ALA Issues of Today, and the Better Salaries & Pay Equity Initiative.*

Rome Area Chapter, AIB, at the Campadiglio, in Rome, March 21. *Advocacy and Library Support.*

I would gladly do it again in a heartbeat, but I must say that changing cities every other day took its toll, and Tuesday, March 18, was the hardest day. We were in four cities and took three separate train rides: Venice to Padua (speech) to Bologna (visit the library Salaborsa), and to Florence to sleep. I am grateful to Biblioteche Oggi and the U.S. State Department for giving me the opportunity to meet with Italian librarians, exchange views, and incidentally see some of the most astoundingly beautiful sites in existence as well as eat equally extraordinary food.

Of course, the Westchester Library System always has my appreciation and gratitude for supporting my work as ALA President-Elect and participation at such national and worldwide venues, as well as all of the other ALA work that I do.

I also want to acknowledge the invaluable assistance and friendship of Italian librarians, Massimo Belotti, Tomasso Giordano, Massimo Rolle, Antonella Parobbio, and Antonia Ida Fontana; and, Susan Aramayo and Elena Carobbio of the U.S. Embassy (Rome) and Consulate (Milan,) respectively.

5. Participation in the Executive Director Search

My participation in the Executive Director Screening Process was limited because I was in Italy during the screening interviews. I will be a part of the Executive Board interviews of finalists and the decision to select a new Executive Director of ALA.

Maurice J. (Mitch) Freedman, MLS, PhD
President-Elect, American Library Association
April 10, 2002

Appendix 1: Mission Statement, Activities, etc.

The Better Salaries/Pay Equity Task Force, created by American Library Association President-Elect Maurice (Mitch) J. Freedman, has three major goals.

1. To gather and analyze currently available resources and research regarding the status and salaries of librarians and other library workers.
2. To encourage new research and the development of resources, tools, and structures that will help librarians and library workers achieve pay equity and salaries comparable to their worth.
3. To emphasize a Campaign for America's librarians as a key part of the @ your library and other public awareness/advocacy efforts.

As the late Father Timothy Healy said when he was President of The New York Public Library: "The most important asset of any library goes home at night-the library staff. Effective, well-trained and well-paid staff is essentials for effective library services. And in today's environment, libraries and librarians are more important now than ever before. Nevertheless, the library profession faces a number of challenges in this area, not the least of which is its development as a profession largely composed of women. The so-called "women's professions" in American Society have too often been victimized in terms of low status and salaries.

The objective for the Task Force is to make the library profession's case loudly, clearly, and effectively to the general public and to decision makers.

- Librarians have advanced, specialized degrees and are experts in the area of managing and making available information in an increasingly complex technological world.
- Librarians are leaders. In adverse times, they are often in the "front lines" of their communities and campuses, defending our freedom of speech and equal access to information.
- Library salaries should commensurate with salaries of other professionals with equivalent educational credentials and levels of responsibility.

Mission:

The mission of the Task Force is to provide librarians and library workers with the information, resources and tools to enable them to advocate and negotiate, individually or collectively, for improved compensation and pay equity. As a function of this mission, the Task Force embraces ongoing efforts to educate the American public about the values of librarians in the 21st Century

and the need to compensate librarians for their vital roles as information specialists and defenders/guardians of our First Amendment rights and free access to information and resources.

Activities:

1. Create a toolkit and advocacy training program for library workers on how to achieve better salaries and pay equity. Anticipated publication is the 2002 ALA Annual Conference. Included in the toolkit will be:
 - Research and data relevant to library workers salaries and compensation-including comparative historical and regional information;
 - Case studies showing where salary improvement and pay equity campaigns succeeded and failed-and why;
 - Scripts, sound bites, op ed pieces, letters to the editor and sample dialogs for advocating for better salaries in public, academic, school and special library settings.
2. Develop and promote programs and activities for the 2002 ALA Midwinter Meeting and the 2003 Annual Conference.
3. Develop a series of nationwide training programs to help library workers publicize the critical role they play in our democratic society, and to make the case for better salaries.

Resources:

Get information about member affiliations, contact information, and member organizations at <http://www.mjfreedman.org/tfroster.html>

Learn more on this topic and share your ideas at an “Assembly and Open Microphone on Low Pay in Libraries,” (This is how the Open Hearing is referred to in the press release) which has been scheduled for Saturday, January 19, 2002, from 2-3:30pm during the 2002 ALA Midwinter Meeting in New Orleans.

For more information please go to:

<http://www.mjfreedman.org/pressrelease1.htm>

Help the Task Force gain data, case studies and testimonials by using a feedback form created by President-Elect Freedman for the Task Force at

<http://www.mjfreedman.org/tffeedback.html>

Appendix 2: Working Groups, Chairs & Members, as of April 10, 2002

Freedman Better Salaries Task Force Working Groups and Subgroups

Working Groups

1. Advocacy/Toolkit/Training Stories/Web-Carol Brey, Coordinator

Subgroup: **Toolkit/Training/Stories/Web**-Margaret Myers (Toolkit), Rosemary Mesh, Joan Goddard, Leslie Burger, Mike Leber, Marie Seymour-Green, Shelley McCoy, Lainey Westbrooks, Rochelle Hartman, Barbara Shapiro, Shelley Sloboder

[Working Group Charge](#)

[Roster](#)

Email Carol Brey at (BreyCX@ci.el-paso.tx.us)

2. Chapter/Affiliate Contacts/Communication-Pat Smith, Coordinator

Subgroup: **Chapters/Affiliates/ALA Units**-Pat Smith (Student Chapters), Leslie Burger, Charles Beard (Chapters), Estelle Black (Affiliates), Leslie Burger (ALA Units), Paulette Feld (Support Staff Organizations), Connie Patsiner, Shelley McCoy, Marie Seymour-Green, Lainey Westbrooks, Barbara Shapiro, Shelley Sloboder

[Working Group Charge](#)

[Roster](#)

Email Pat Smith at (pats@txla.org)

3. Grants-Kathleen de la Peña McCook, Coordinator

Subgroup: **Publications/Grants**-Derrie Perez, Lainey Westbrooks, Shelley Sloboder

[Roster](#)

Email Kathleen de la Peña McCook at (kmccook@tampabay.rr.com)

4. Partnerships/Coalitions(non-union)/Outreach-Tom Wilding, Coordinator

Subgroup: **Partnerships/Coalitions(non-union)/Outreach**-Joan Goddard, Mike Leber, Jan DeSirey, Lainey Westbrooks, Barbara Shapiro

[Roster](#)

Email Tom Wilding at (wilding@uta.edu)

5. Programs-Jenna Freedman, Coordinator

Subgroup: **Programs**-Cathy Bremer, Yvonne Farley, Kathleen de la Peña McCook, Carolyn Tate

[Roster](#)

Email Jenna Freedman at (jfreedman@iona.edu)

6. Publications-Pat Schuman and Mitch Freedman, **Coordinators**

Subgroup: **Publications**- Rochelle Hartman

[Roster](#)

7. Publicity-Harriet Selverstone, **Coordinator**

Subgroup: **Publicity**-Gene Kinnaly, Carol Brey, Whitney Davidson-Turley, Marie Seymour-Green, Shelly McCoy, Lainey Westbrooks, Rochelle Hartman, Shirley Wetzel, Barbara Shapiro, Richard Murray, Shelley Sloboder

[Roster](#)

Email: Harriet Selverstone at (Hselver@aol.com)

8. Research-Margaret Myers, **Coordinator**

Subgroup: **Research/Resources**-Tom Wilding, Charling (Sha) Fagan, Rosemary Mesh, Anita Schiller, Lainey Westbrooks, Marva DeLoach, Marceline Doranski, Janet Parsch, Sushila Shah, Nicolle Steffen, Carolyn Tate, Theresa Tobin, Carol Ritzen Kern

[Working Group Charge](#)

[Roster](#)

Email Margaret Myers at (mmyers@twey.rr.com)

9. Support Staff-Gene Kinnaly, **Coordinator**

Subgroup: **Support Staff**-Diane Fay, Paulette Feld, Carolyn Tate, Myra Michele Brown, Lainey Westbrooks, Chris Gosuch, Kathleen Gaul, Dorothy Morgan, Cindy Mielke

[Working Group Charge](#)

[Roster](#)

Email Gene Kinnaly at (gkin@loc.gov)

[COLT](#) (Council on Library/Media Technicians)

[LSSIRT](#) (Library Support Staff Interests Round Table)

10. Unions-Donna Mandel, **Coordinator**

Subgroup: **Unions**-Cathy Bremer, Jenna Freedman, Diane Fay, Ann Sparanese, Judy Burtis, Jan DeSirey, Joan Goddard, Jake Sherman, Edmond Fursa, Chris Gorsuch, Herbert Biblo, Ray Markey, Tony Sarmiento, Shelley Sloboder, Carol Ritzen Kern

[Working Group Charge](#)

[Roster](#)

Email Donna Mandel at (dmandel@igc.org)

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

Appendix 3: *Working Bibliography*²

(Note: Items with * indicate items that may be especially useful to taskforce work, although other items may warrant further examination. This draft bibliography is a work in progress so check back for new items that are added periodically. Emphasis 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 might be examined at a later date if more information is needed. The Research/Resources Working Group welcomes suggestions for additional material, including information on case studies that may not be written in the literature; please send these to mmyers@twcny.rr.com or send via the feedback form on the Better Salaries link at www.mjfreedman.org).

Library Related Resources

Salary Data/Surveys/Statistics

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/compensa.pdf

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 2000-2001*. Washington, D.C.: ARL, 2001. 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)

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 to be used in ALA tool kit. See especially "The Status of School Library Media Specialists & Aides in Colorado, 1999", www.lrs.org/documents/fastfacts/175lmsalaries.pdf

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

² As of February 19, 2002.

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

*Lynch, Mary Jo. *ALA Survey of Librarian Salaries 2001*. Chicago: ALA, 2001. (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 in *American Libraries*, Sept. 2001, p. 64. This is annual compilation so past years are also available)

*Terrell, Tom and Vicki L. Gregory. "Plenty of Jobs, Salaries Flat," *Library Journal*, Oct. 15, 2001, v.126: 34-40. (annual survey of LIS graduate placements and salaries)

*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

Pay equity and other compensation approaches within library field

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

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

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

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

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.

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.

*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.

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/.

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

Case studies

Australia. (New South Wales pay equity inquiry compared work of librarians and geologists.) Contact Phil Teece, ALIA (phil.teece@alia.org.au) . See www.eeo.nsw.gov.au/women/payequity.htm 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 .

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 early 2002, developing comparisons with municipal counterparts, developing salary toolkit for spring 2002 conference in April). Contact Patricia K. Anderson (cddillon@hublib.lib.nj.us) or Barbara Shapiro (Cherry Hill, NJ) or Leslie Burger (NJLA president; burger@princetonlibrary.org) See also www.njla.org (website 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.psa.com/payequity and Treasury Board www.tbs-sct.gc.ca/wnew/PayEquity.

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-cbgr/liaison/1999/99-3/01e.htm

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

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

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

American Library Association. "Core Competencies." (final report to Executive Board expected spring 2002; outgrowth of Congress on Education).

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

Association of Research Libraries. "Changing Roles of Library Professionals." SPEC Kit 256. Washington, D.C., May 2000.

Association of Research Libraries. "Library Support Staff Position Classification Studies." SPEC Kit 252. Washington, D.C., Oct. 1999.

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

“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).

Economic/social/cultural/educational value of libraries and library staff

Block, Marylaine. “The Secret of Library Marketing: Make Yourself Indispensable,” *American Libraries* v.32, Sept. 2001, 48-50.

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

Griffiths, Jose-Marie and Donald W. King. “Libraries: the Undiscovered National Resource.” In *The Value and Impact of Information*, ed. by Mary Feeney and Maureen Grieves, pp. 79-116. London: Bowker-Saur, 1994.

Griffiths, Jose-Marie and Donald W. King. *Special Libraries: Increasing the Information Edge*. Washington, D.C.: Special Libraries Association, 1993. (evidence of usefulness, value, and impact of information and contribution libraries make).

Holt, Glen. “Placing a Value on Public Library Services,” *Public Libraries*, Mar./Apr. 1999: 89-108. See also Holt, Glen E., Donald Elliott, and Amonia Moore. “Placing a Value on Public Library Services, 1998,” on www.slpl.lib.mo.us/libsrc/restoc.htm (St. Louis Public Library applied a variety of economic concepts to valuing public investment in library services. See also expanded cost-benefit analysis applied to other libraries, “Development of a Portable Cost Benefit Methodology for Urban Libraries, 1998-2000” at www.slpl.lib.mo.us/libsrc/dev.htm

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)

Marshall, Joanne. “The Impact of the Hospital Library on Clinical Decision-Making: The Rochester Study,” *Bulletin of the Medical Library Association*, v. 80, Apr. 1992: 169-178 (value of information provided by the library).

Marshall, Joanne. *The Impact of the Special Library on Corporate Decision-Making*. Washington, D.C.: Special Libraries Association, 1993. (study of 390 managers who used special libraries in financial institutions in Toronto, Canada).

McClure, Charles R. et al. "Economic Benefits and Impacts from Public Libraries in the State of Florida." Tallahassee, FL: Florida State University Information Use Management and Policy Institute, 2001. (survey of library patrons about their perceptions of the economic benefits and impacts of public libraries)

<http://dlis.dos.state.fl.us/bld/finalreport/> or www.iifsu.edu/projects

Non-library Related Resources

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

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 .

*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)

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

England, Paula. "The Case for Comparable Worth," *Quarterly Review of Economics and Finance*, v.39, 1999: 743-755.

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).

Gardner, Susan E. and Christopher Daniel. "Implementing Comparable Worth/PayEquity: Experiences of Cutting-Edge States," *Public Personnel Management*, v.27, issue 4, Winter 1998: 475-489. (experience of 8 states that have implemented comparable worth statutes: Conn., Iowa, Minn., Montana, NY, Oregon, Wash. and Wisc.)

Haignere, Lois. "Tailoring Job Evaluation to Fit Pay Equity." In *International Encyclopedia of Public Policy and Administration*, ed. by Jay Shafritz and Larry D. Terry. Boulder: Westview, 1998. v. 1.

*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).

*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.

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)

Brief information under several websites: National Organization for Women (www.now.org/issues/economicequity) 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.)

*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).

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)

Specific professions/occupations

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)

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.

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. "The Pay Equity Lobbyist."

www.cupe.bc.ca/equity/lobbyist (Canadian efforts and legislation; includes pay equity myths and arguments against these)

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

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

Litigation

McCann, Michael W. *Rights at Work: Pay Equity Reform and the Politics of Legal Mobilization*. Chicago: University of Chicago, 1994. (discusses past litigation and legal tactics as help to movement activists in advancing causes).

Individual Salary Negotiation

Krannich, Ronald L. and Caryl Rae Krannich. *Dynamite Salary Negotiations: Know What You're Worth and Get It!* 3rd ed. Manassas Park, Va.: Impact, 1998.

"Negotiating Tips." www.myjobsearch.com/cgi-bin/mjs.cgi/neotiating/tips.html (links to articles on refining negotiating skills).

Pinkley, Robin L. and Gregory Northcraft. *Get Paid What You're Worth*. New York: St. Martins, 2000 (tips for negotiating prior to taking a job).

The Riley Guide. “Job Offers: Evaluating and Negotiating.”
www.rileyguide.com/offers.html (links to articles and other materials on topic).

“Salary Negotiation Strategies.” <http://jobstar.org/tools/salary/negostrt.htm> (lists selected web sources and books on tips for negotiating salaries)

Living Wage, Family Economic Self-Sufficiency Standard, general economic justice issues, Cost of Living Indicators

Reynolds, David. “Living Wage Campaigns: An Activist’s Guide to Building a Movement for Economic Justice.” ACORN National Living Wage Resource Center, 2000. (information on living wage efforts in various cities, practical steps, see also www.livingwagecampaign.org)

For information on issues, state and local campaigns for living wages, role of unions, see www.livingwageresearch.org (however, appears to take negative view of living wage efforts)

Sklar, Holly, Laryssa Nykyta and Susan Wefald. *Raise the Floor: Wages and Policies That Work for All of Us*. NY: Ms. Foundation for Women, 2001.

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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