Addendum to Annual Faculty Salary Committee Report 2015-2012:

Library Faculty Salary Survey Procedure and Results

In response to the Faculty Senate resolution on the Viable Method for Determining Library Faculty Salary Equity, the Faculty Salary Review committee chair worked with Amber Hall, Art Lichtenstein, and Jonathan Glenn to create a library salary survey, which was administered by the Office of Institutional Research (OIR) and used to evaluate UCA library faculty salary equity.

Procedure:

Institutions that were selected to be surveyed had participated in CUPA salary survey, were classified as Master’s Degree (larger) institutions, and were believed to have librarians with faculty status. CUPA institutions, with the Master’s Degree (larger) classification were used because they are being used in the salary comparisons of other faculty on campus. Also, to compare salary levels at different faculty ranks the responses needed to come from institutions where librarians had faculty status.

An online survey form was created asking institutions for information about their library professionals’ faculty status and rank, supervision responsibilities, work areas, contract length, and salary rates for the last three years. The survey was administered by the OIR in January of 2016.

Results:

The survey was sent to twenty-three institutions and nine institutions responded, providing information on 97 library professionals. The committee initially had concerns about the small sample size. Due to time considerations, though, there was not an opportunity to increase this sample size for this year. OIR considered the sample size adequate and comparable to the sample sizes used by CUPA for some unique disciplines.

The OIR analyzed the data collected in the survey and the data was used on the equity review sheets for library faculty in place of the CUPA median used by other colleges. The overall results of the survey indicated that UCA library faculty salaries are 24.1% below the survey median. Every one of the nine current non-administrative library faculty are below the survey median. The cost of raising library faculty salaries up to the survey median would be $126,154.

Planning for next year:

The committee will reevaluate the survey and make adjustments as needed. The current equity review process requires that a library faculty salary survey take place yearly to be included in the equity review process.