

UIUC LIBRARY SALARY REPORT: FY2002

INTRODUCTION

This report provides information on faculty salaries as they are reported to the Association for Research Libraries and tenured and tenure-track faculty salaries as they are reported to the Campus. In addition, the report examines changes in salary patterns since 1993, which is the benchmark year of the "*University Library Salary Studies Committee Report*" (1995). It should be understood that the populations reported for Association of Research Libraries (ARL) and University of Illinois at Urbana-Champaign (UIUC) are different. The UIUC data includes only tenured and tenure-track faculty, including Law librarians. In contrast, the ARL data includes all faculty and academic professionals, as well as visiting positions, but does not include Law faculty. Law salaries are reported separately to ARL. Neither report includes the University Librarian as part of the population.

I. HISTORIC CHANGES IN UIUC SALARIES

Tenured and Tenure-Track Faculty Salary Increases for the Last Five Years

UIUC Library Salaries for FY2002 continue to show satisfactory increases compared with previous years. The Library's average salary for FY2002 is \$58,826, with female salaries at \$58,898 and males at \$58,685 resulting in a slight differential of females earning 0.36% more than males (see Figure 1 and Table 1). In FY2001 males earned 3.38% more than females. Reviewing Figures 2 - 4 and Tables 2 - 4 shows that the greatest disparity between male and female salaries is at the rank of Associate Professor, with women earning 11.10% more than males. However, the disparity in salaries has decreased at the Full Professor level where males now earn 7.04% more than females. In FY2001 the differential was 9.79%. The greatest change has occurred at the Assistant Professor level where the disparity between female and male salaries has decreased from males earning 10.69% more than females in FY2001 to males earning 4.55% more in FY2002. While the overall difference of salaries between male and female is only 0.36%, the disturbing factor is that at each rank the disparity between male and female salaries remains high. It is only the strong showing of women's salaries at the rank of Associate Professor that counterbalances the disparity between male and female salaries at the Full Professor and Assistant Professor ranks. The promising news in this situation is that female salaries have grown at a faster pace than male salaries at all ranks. A portion of these marked disparities can be explained. At the rank of Professor, females as a group have been in rank for a shorter period of time, and as women are in rank the situation should improve. At the rank of Associate Professor, women being in rank for a longer period explain part of the differential, a concerted effort should be made to encourage and mentor women who have been in rank for a long period of time to consider promotion to full Professor. Assistant Professor differences have improved in the last year as a result of female hires at competitive salaries.

Figure 1: Tenure & Tenure Track Salaries FY1998-FY2002: All

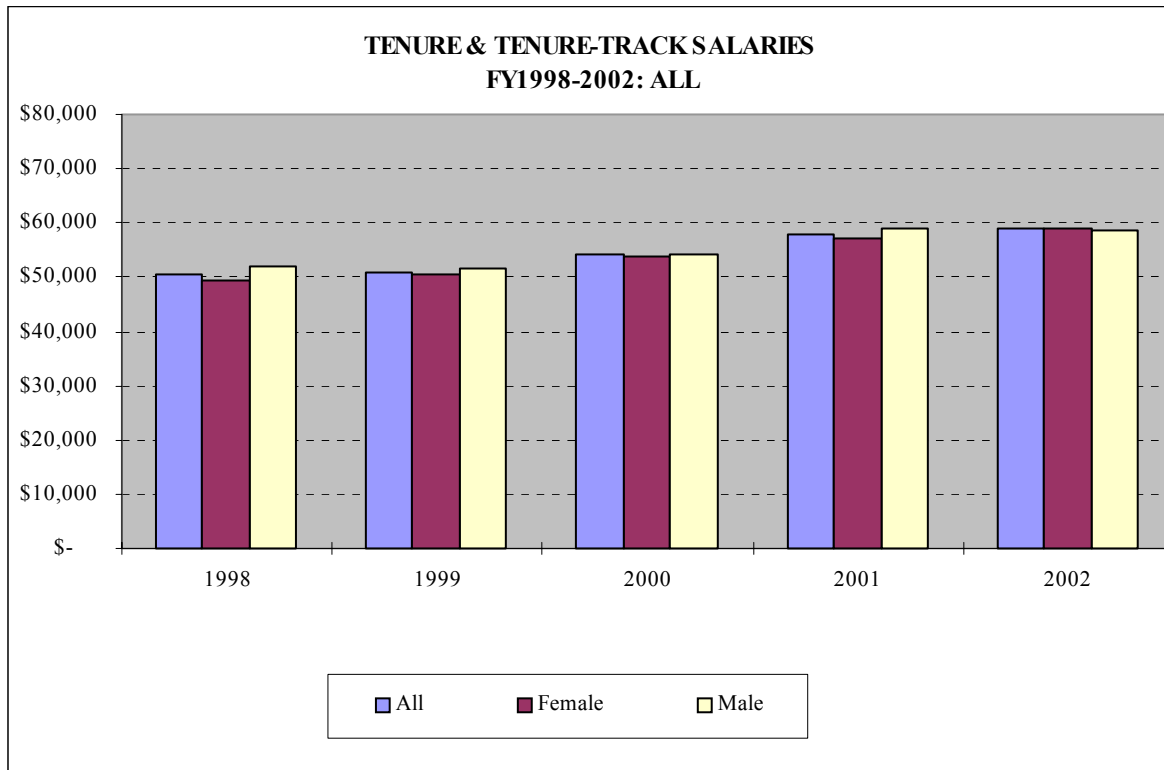


Table 1: Tenure & Tenure Track Salaries FY1998-FY2002: All

ALL				
	All	Female	Male	% Diff
1998	\$ 50,458	\$ 49,525	\$ 52,119	5.24%
1999	\$ 50,868	\$ 50,510	\$ 51,584	2.13%
2000	\$ 54,030	\$ 53,993	\$ 54,100	0.20%
2001	\$ 57,771	\$ 57,179	\$ 59,110	3.38%
2002	\$ 58,826	\$ 58,898	\$ 58,685	-0.36%
Average	\$ 53,282	\$ 52,802	\$ 54,228	
% Diff	16.58%	18.93%	12.60%	

Figure 2: Tenure & Tenure Track Salaries FY1998-FY2002: Professors

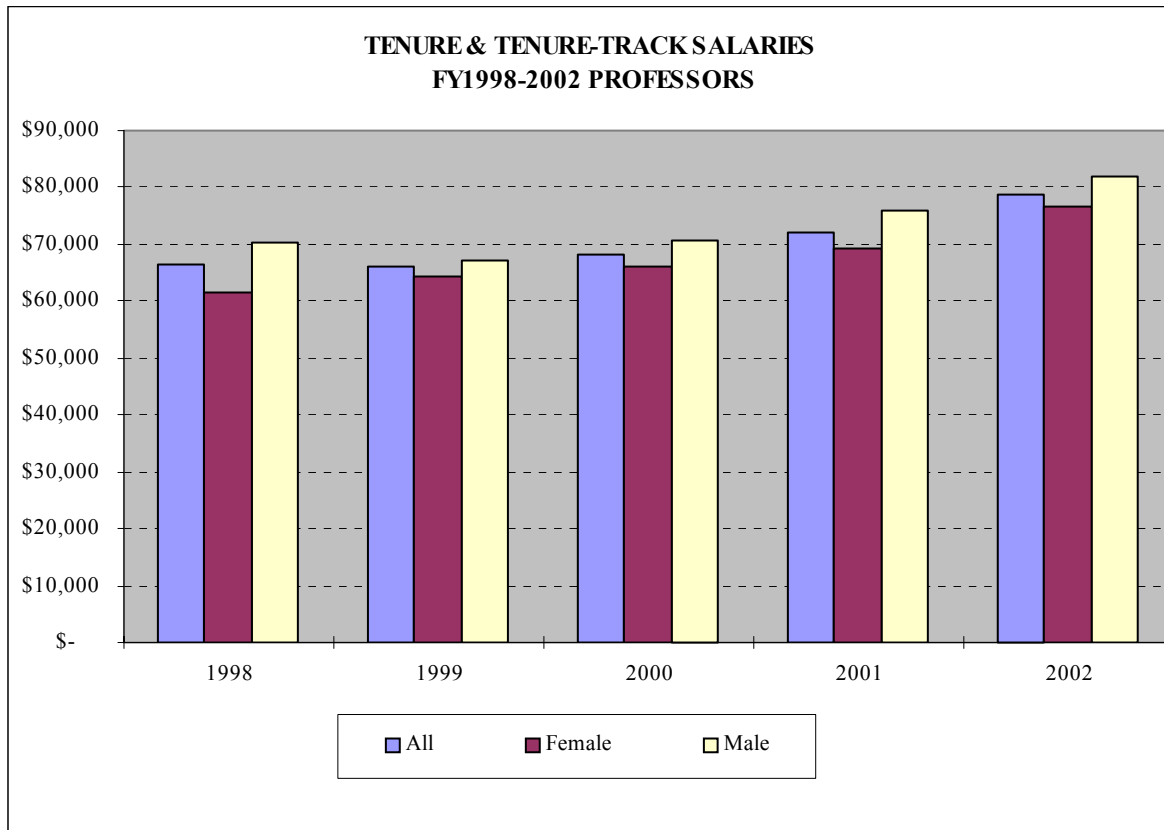


Table 2: Tenure & Tenure Track Salaries FY1998-FY2002: Professors

PROFESSORS				
	All	Female	Male	% Diff
1998	\$ 66,563	\$ 61,681	\$ 70,469	14.25%
1999	\$ 65,937	\$ 64,410	\$ 67,295	4.48%
2000	\$ 68,241	\$ 66,200	\$ 70,508	6.51%
2001	\$ 71,946	\$ 69,307	\$ 76,093	9.79%
2002	\$ 78,842	\$ 76,621	\$ 82,014	7.04%
Average	\$ 68,172	\$ 65,400	\$ 71,091	
% Diff	18.45%	24.22%	16.38%	

Figure 3: Tenure & Tenure Track Salaries FY1998-FY2002: Associate Professors

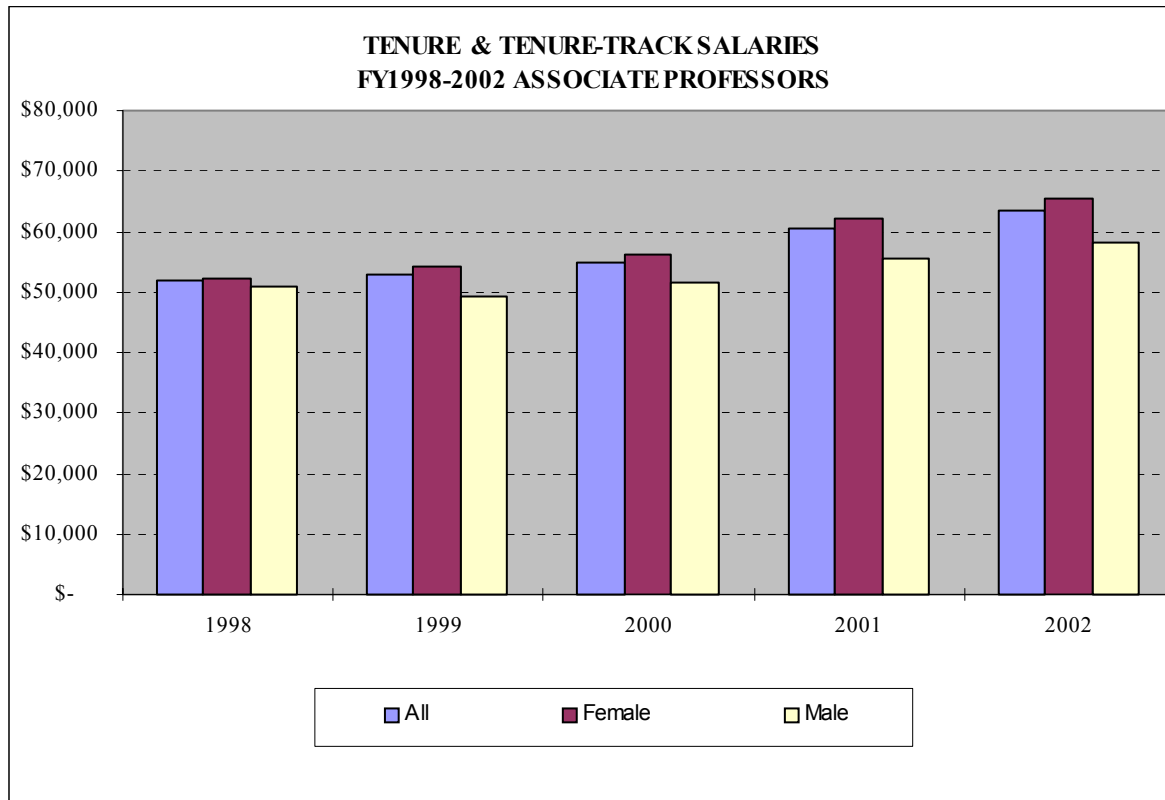


Table 3: Tenure & Tenure Track Salaries FY1998-FY2002: Associate Professors

ASSOCIATE PROFESSORS				
	All	Female	Male	% Increase
1998	\$ 51,998	\$ 52,298	\$ 51,068	-2.35%
1999	\$ 52,939	\$ 54,251	\$ 49,134	-9.43%
2000	\$ 54,939	\$ 56,094	\$ 51,474	-8.24%
2001	\$ 60,534	\$ 62,287	\$ 55,495	-10.90%
2002	\$ 63,388	\$ 65,404	\$ 58,145	-11.10%
Average	\$ 55,103	\$ 56,233	\$ 51,793	
% Diff	21.90%	25.06%	13.86%	

Figure 4: Tenure & Tenure Track Salaries FY1998-FY2002: Assistant Professors

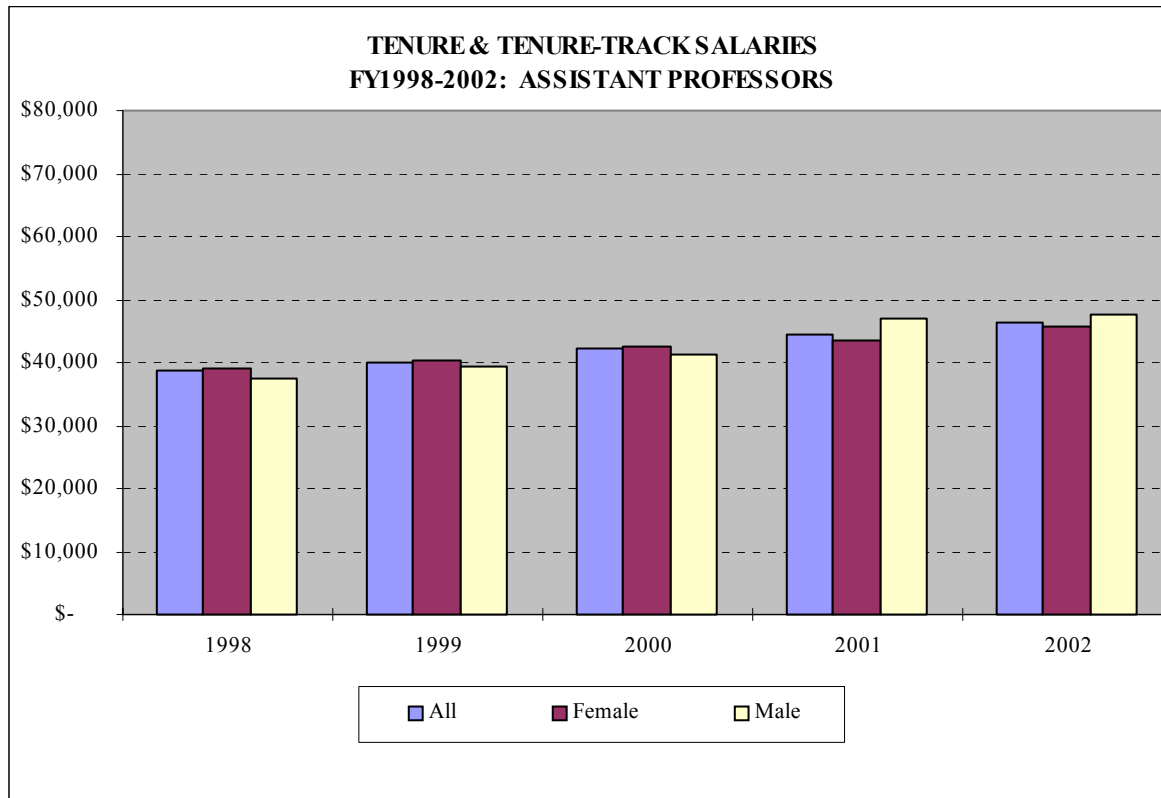


Table 4: Tenure & Tenure Track Salaries FY1998-FY2002: Assistant Professors

ASSISTANT PROFESSORS				
	All	Female	Male	% Diff
1998	\$ 38,689	\$ 39,347	\$ 37,703	-4.18%
1999	\$ 39,999	\$ 40,050	\$ 39,893	-0.39%
2000	\$ 42,388	\$ 42,819	\$ 41,697	-2.62%
2001	\$ 44,664	\$ 43,241	\$ 47,864	10.69%
2002	\$ 46,226	\$ 45,587	\$ 47,662	4.55%
Average	\$ 41,435	\$ 41,364	\$ 41,789	
% Diff	19.48%	15.86%	26.41%	

All Professional Positions for the Last Five Years

“All Professional Positions” include tenure, tenure-track, visiting faculty positions, and academic professional positions. This data, unlike the ARL data, includes law faculty salaries.

Figure 5: Professional Positions Salaries FY1998-FY2002: All



Table 5: Professional Positions Salaries FY1998-FY2002: All

ALL				
	All	Female	Male	% Diff
1998	\$ 46,542	\$ 46,055	\$ 45,086	-2.10%
1999	\$ 47,610	\$ 47,044	\$ 48,786	3.70%
2000	\$ 50,133	\$ 49,750	\$ 50,919	2.35%
2001	\$ 53,080	\$ 52,735	\$ 53,790	2.00%
2002	\$ 56,008	\$ 56,036	\$ 55,953	-0.15%
Average	\$ 50,675	\$ 50,324	\$ 50,907	
% Diff	20.34%	21.67%	24.10%	

The average increase for All Professional Positions has improved slightly more than 20% (20.34%) in the period between FY1998 and FY2002, and this increase has allowed the salaries in this category to surpass the ARL average (See Table 6 below). Additionally, the differential between male and female salaries has diminished to only 0.15% bringing the salaries into parity.

II. ARL AND CIC SALARY COMPARISONS

Comparing the salary data in Table 6 reveals that the UIUC Library has steadily improved in its average salary when compared against the ARL average salary since the “*University Library Salary Studies Committee Report*,” and in FY2002 the UIUC average finally surpassed the ARL average. As noted in the introduction, the figures reported in Tables 6 and 7 are at variance with those in the other tables since ARL reporting excludes Law Library data, whereas, all of the other tables include these data.

Table 6: ARL & UIUC Comparison of Average Salaries: FY1993 –FY2002

YEAR	UIUC AVERAGE	ARL AVERAGE	PERCENTAGE DIFFERENCE
1993	\$37,294	\$42,144	-13.00%
1994	\$37,452	\$43,075	-15.01%
1995	\$40,258	\$43,996	-9.29%
1996	\$41,631	\$45,127	-8.40%
1997	\$43,082	\$46,508	-7.95%
1998	\$45,536	\$48,090	-5.61%
1999	\$47,488	\$49,624	-4.50%
2000	\$49,942	\$51,113	-2.34%
2001	\$52,781	\$53,176	-0.75%
2002	\$55,488	\$55,175	0.56%
PERCENTAGE CHANGE	48.79%	26.27%	

Both the beginning salaries and average salaries for UIUC Library professional staff have increased during this time (Table 7). However, these increases still fall short in meeting the Library’s goal of ranking 3rd in average salaries in the CIC and between 23rd and 28th in ARL. The decline in the median salary is directly related to the large number of new hires at the Assistant Professor level in the last year.

The UIUC Library has made definite gains since FY97, with the FY02 beginning salary of \$39,000 allowing the UIUC Library to climb to 13th in the ARL rankings and 2nd in the CIC behind the University of Chicago (\$39,140). The percentage growth of UIUC’s beginning salary during this period is 49%. With the increased competition in the information market place it is imperative that the UIUC beginning salary continue to increase if the UIUC Library is to be able to attract the “best and brightest” new graduates.

Table 7: UIUC Salary Rankings in ARL and CIC

YEAR	BEGINNING			MEDIAN			AVERAGE		
	UIUC SALARY	UIUC RANK		UIUC SALARY	UIUC RANK		UIUC SALARY	UIUC RANK	
		ARL	CIC		ARL	CIC		ARL	CIC
1993	\$23,500	80	13	\$33,836	84	13	\$37,294	71	11
1994	\$25,500	47	6	\$34,627	92	13	\$37,452	79	12
1995	\$27,000	39	5	\$36,107	85	13	\$40,258	66	12
1996	\$28,000	32	4	\$38,390	76	13	\$41,631	60	10
1997	\$29,000	36	5	\$39,520	75	12	\$43,082	61	10
1998	\$30,000	33	3	\$43,146	48	9	\$45,536	47	10
1999	\$31,000	36	4	\$45,136	49	9	\$47,488	47	10
2000	\$33,000	23	3	\$47,470	43	7	\$49,942	41	6
2001	\$35,000	23	2	\$49,542	38	6	\$52,781	38	6
2002	\$39,000	13	2	\$50,101	50	9	\$55,488	37	6

FY2002 SALARY PROGRAM

Merit

Merit increases were made in accordance with the Faculty Review Committee (FRC) recommendations. FRC divided their evaluations of all faculty into three groups. The demarcation between the groups was made by FRC at natural breaks in the range of scores. Therefore, the number of individuals in each group was not the same.

Table 8: UIUC Faculty Salary Increase for FY2002

<i>Group</i>	<i>Percentage Increase</i>	<i>Number</i>
Top Group	4.5%	34
Middle Group	3.5%	26
Bottom Group	2.5%	18

The same percentage increases were used for allocation of merit increases to the Academic Professional Staff. Evaluations for each Academic Professional were done by the individual's supervisor, who also made the recommendation of merit percentage increase.

Equity

While most of this support was for gender equity (see below), all positions were reviewed in relationship to peer groups both by rank and by level of responsibility to determine allocation of

funds where needed. All positions identified by the Campus as possible equity concerns were reviewed and all but one individual in this group received equity monies in addition to their merit increases.

Gender Equity

Gender equity funds were provided at all ranks. In FY2002, for the first time in five years, the average for women's salaries has edged above males' salaries. However, gender equity issues remain, particularly at the level of Professor, even though the average difference in salaries between males and females has narrowed. In FY1998 at the rank of Professor, the average male salary was \$70,469, while the average female salary was \$61,681, a percentage difference of 14% (14.25%). In FY2002, the average male salary at this rank is \$82,014 and the female is \$76,621, representing a percent difference of 7.04%. The longer time in rank of males can explain part of the current disparity in salary. This is a statement of fact and does not represent a justification of the situation. Inequities at the rank of full Professor must be examined continually and corrected where appropriate.

Race Equity

Neither the Library's nor the Campus's review of salaries revealed any significant disparity of salaries based upon race.

Compression

Although equity was provided at all ranks, the most serious compression problem is at the Assistant Professor level. Funds were provided for both tenure-track and visiting positions. Most of the salary compression occurs at the lower salary end. The major factor in salary compression has been the need to raise the minimum salary, now \$39,000, to be a competitive employer in the market place, and the large numbers of new hires at the rank of Assistant Professor. These circumstances are reflected in the ARL median salary for UIUC (\$50,101), which slipped from 38th to 50th in the ARL and 9th in the CIC (see Table 7). Within three years, most of the salary compression at the Assistant Professor level should be resolved. Salary compression was not identified among the Academic Professional positions.