

UIUC LIBRARY SALARY REPORT: FY2001

INTRODUCTION

This report provides information on faculty salaries as reported to the Association for Research Libraries and tenured and tenure-track faculty as 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 population reported for Association of Research Libraries (ARL) and University of Illinois at Urbana-Champaign (UIUC) is 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. The ARL data does not include Law faculty. 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

Salaries for FY2001 continue to show satisfactory increases compared with previous years. The Library's average salary for FY2001 is \$57,771, with female salaries at \$57,179 and males at \$59,110, resulting in a differential of males earning 3.38% more than females (see Figure and Table 1). Reviewing Figures and Tables 2 - 4 shows that the greatest disparity between male and female salaries is at the rank of Associate Professor, with women earning 10.9% more than males. However, the disparity is almost as great at the Full Professor level where males earn 9.79% more than females. At the Assistant Professor level, the difference is 10.69%. While the difference of salaries between male and female is only 3.38%, the disturbing factor is that at each rank the disparity between male and female salaries is more than triple that figure. 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 only promising news in this is that female salaries have grown at a faster pace than male salaries at the Professor and Associate Professor ranks. A portion of these marked disparities can be partially explained. At the rank of Professor, females as a group have been in rank for a shorter period of time. At the rank of Associate Professor, women being in rank for a longer period explains part of the differential. Assistant Professor differences, which have radically changed in the last year, are directly associated with recent male hires, both in the Main Library and in the Law Library.

Figure 1: Tenure & Tenure Track Salaries FY1997-FY2001: All

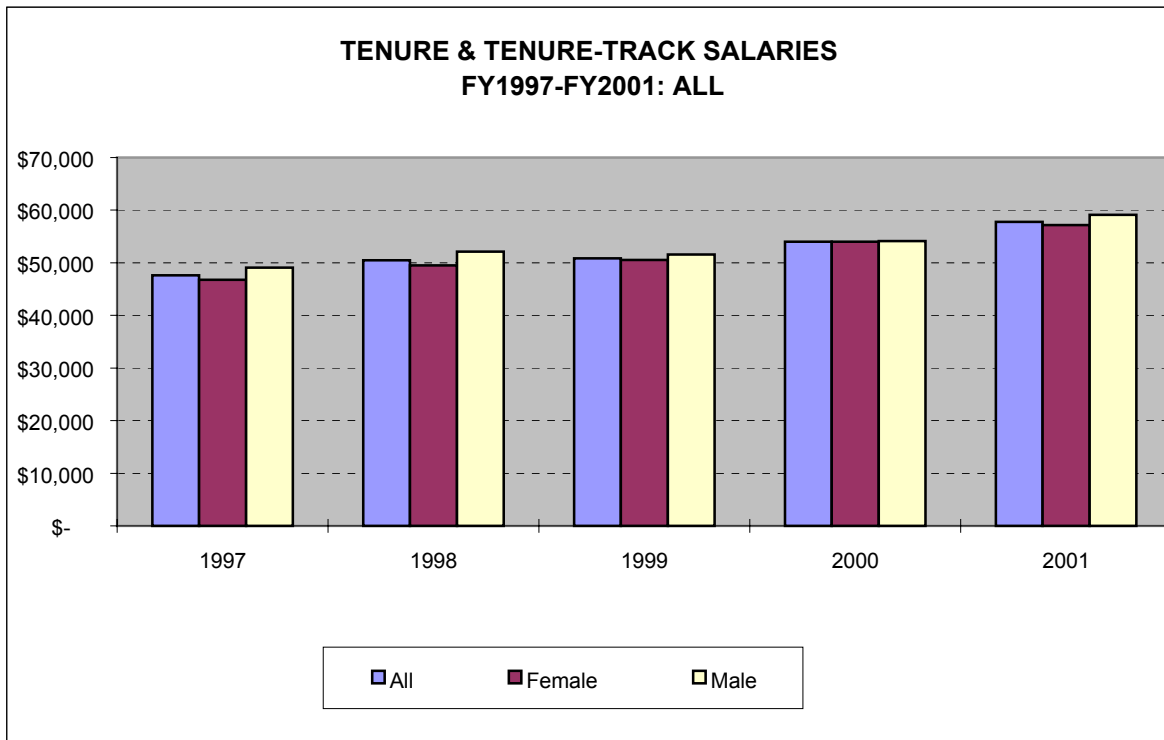


Table 1: Tenure & Tenure Track Salaries FY1997-FY2001: All

ALL				
	All	Female	Male	% Diff
1997	\$ 47,597	\$ 46,784	\$ 49,060	4.86%
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%
Average	\$ 52,145	\$ 51,598	\$ 53,195	
% Diff	21.38%	22.22%	20.49%	

Figure 2: Tenure & Tenure Track Salaries FY1997-FY2001: Professors

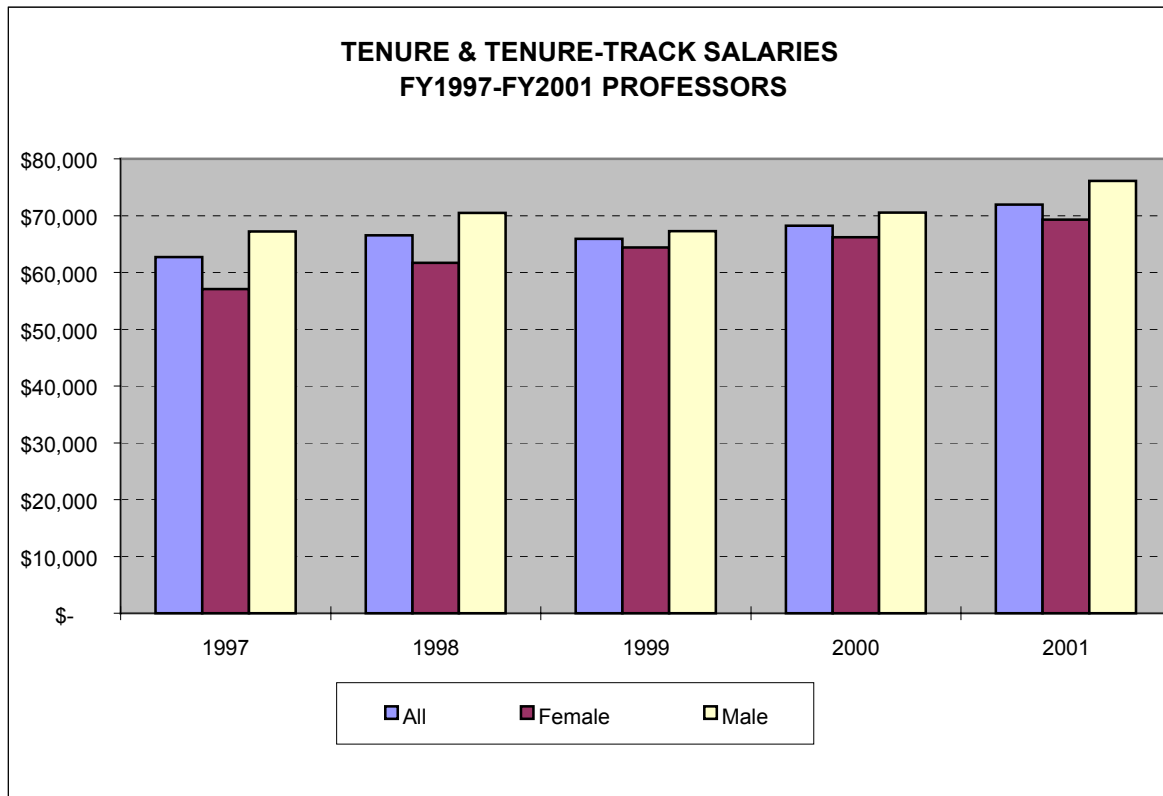


Table 2: Tenure & Tenure Track Salaries FY1997-FY2001: Professors

PROFESSORS				
	All	Female	Male	% Diff
1997	\$ 62,711	\$ 57,064	\$ 67,230	17.82%
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%
Average	\$ 67,080	\$ 63,732	\$ 70,319	
% Diff	14.73%	21.45%	13.18%	

Figure 3: Tenure & Tenure Track Salaries FY1997-FY2001: Associate Professors

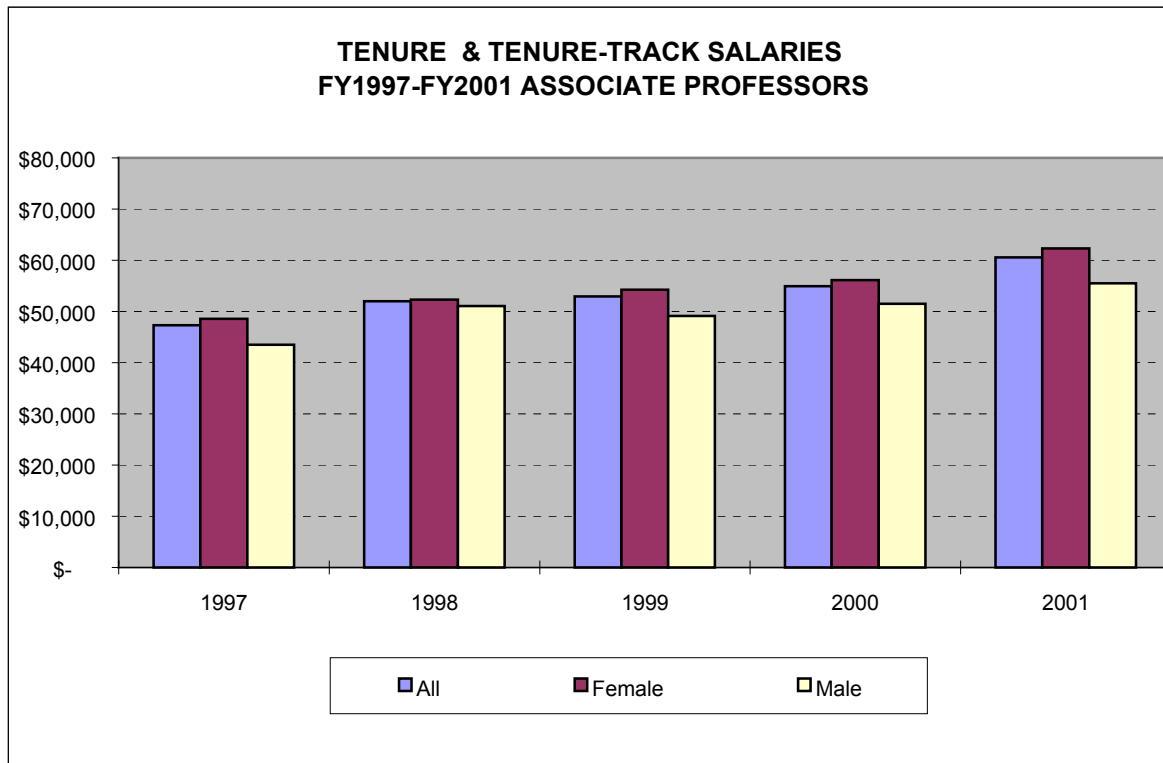


Table 3: Tenure & Tenure Track Salaries FY1997-FY2001: Associate Professors

ASSOCIATE PROFESSORS				
	All	Female	Male	% Diff
1997	\$ 47,330	\$ 48,565	\$ 43,501	-10.43%
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%
Average	\$ 53,548	\$ 54,699	\$ 50,134	
% Diff	27.90%	28.25%	27.57%	

Figure 4: Tenure & Tenure Track Salaries FY1997-FY2001: Assistant Professors

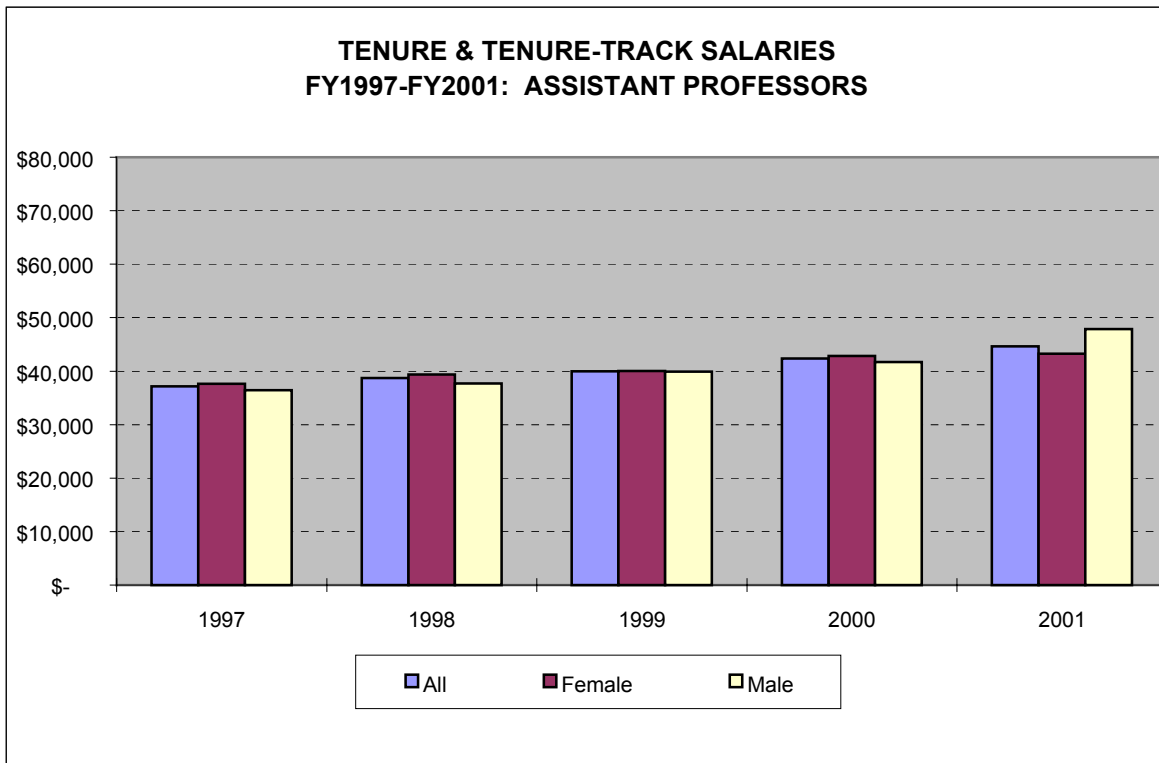


Table 4: Tenure & Tenure Track Salaries FY1997-FY2001: Assistant Professors

ASSISTANT PROFESSORS				
	All	Female	Male	% Diff
1997	\$ 37,153	\$ 37,622	\$ 36,450	-3.12%
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%
Average	\$ 40,579	\$ 40,616	\$ 40,721	
% Diff	20.22%	14.94%	31.31%	

All Professional Positions for the Last Five Years

“All Professional Positions” include tenure, tenure-track, visiting faculty positions, and academic professional positions. These are the data that are reported to the Association of Research Libraries.

Figure 5: Professional Positions Salaries FY1997-FY2001: All

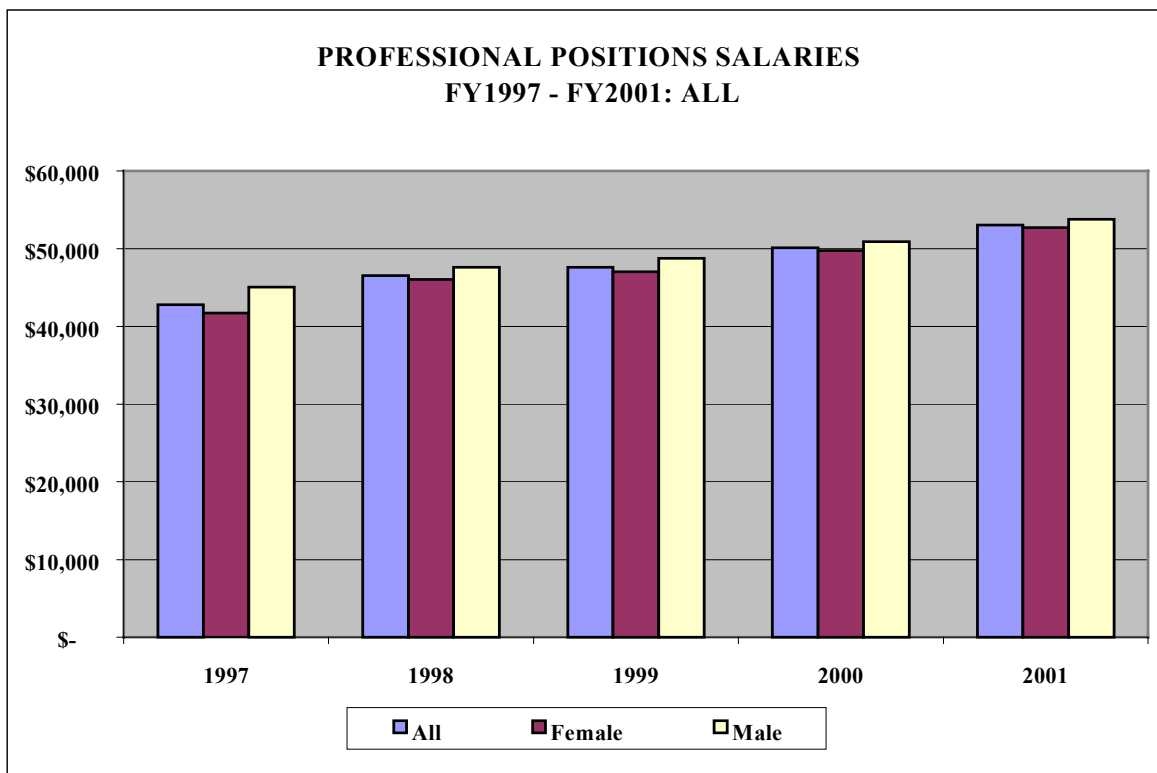


Table 5: Professional Positions Salaries FY1997-FY2001: All

ALL				
	All	Female	Male	%Diff
1997	\$ 42,791	\$ 41,710	\$ 45,086	8.09%
1998	\$ 46,542	\$ 46,055	\$ 47,594	3.34%
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%
Average	\$ 48,031	\$ 47,459	\$ 49,235	
%Diff	24.04%	26.43%	19.31%	

Although the average increase for All Professional Positions grew by 24% between FY1997 and FY2001, the average salary at UIUC remains below the ARL Average.

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.*”

Table 6: ARL & UIUC Comparison of Average Salaries: FY1993 –FY2000

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	-9.21%
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%
PERCENTAGE CHANGE	41.53%	26.27%	

Both the beginning salaries and median salaries for UIUC professional staff have increased during this time (Table 7). Unfortunately, these increases still leave the Library short of its goal of ranking 3rd in average salaries in the CIC and between 23rd and 28th in ARL.

UIUC has made definite gains since FY97, with the FY01 beginning salary of \$35,000 allowing UIUC to climb to 23rd in the ARL rankings and 2nd in the CIC behind Penn State (\$33,500) and Chicago (\$33,475). 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 increase to \$38,000 in FY2002 and \$40,000 in FY2003 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	\$49,470	38	6	\$52,781	38	6

FY20001 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 FY2001

<i>Group</i>	<i>Percentage Increase</i>	<i>Number</i>
Top Group	5.0%	27
Middle Group	4.0%	42
Bottom Group	3.0%	20

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. While, in general terms, gender equity is being corrected, it remains a serious issue, particularly at the level of Professor. The average difference in salaries between males and females has narrowed. In FY1997 at the rank of Professor, the average male salary was \$67,230, while the average female salary was \$57,064, a percentage difference of 18% (17.82%). In FY2001, the average male salary at this rank is \$76,093 and the female is \$69,307, representing a percent difference of 9.79%. 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 bulk of the allocations for compression were 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. This compression can be attributed to the continual need to increase the minimum salary level. 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.