

UIUC LIBRARY SALARY REPORT: FY2003

INTRODUCTION

As in previous years, 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 the Association of Research Libraries (ARL) and University of Illinois at Urbana-Champaign (UIUC) are different. The UIUC data include 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 librarians. 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

The major impact on this year's salary study is the absence of raises for faculty and academic professionals in FY2003. Changes in all salary averages and medians are impacted instead by new hires, resignations, and retirements. The Library's average salary for FY2003 is \$57,278, a slight decline from FY2002's average salary of \$58,826. In fact, the FY2003 average is less than the FY2001 average salary of \$57,771. This year the average for female salaries is \$56,956 and for males it is \$57,950. The result is an increase in the differential between males and females with males now earning 1.75% more than females (see Figure 1 and Table 1). In FY2002, males earned 0.36% less than females. Thus, the difference between male and female average salaries increased 2.16%. Examining the data in Figures 2 - 4 and Tables 2 - 4 reveals that the greatest disparity between male and female salaries is at the rank of Associate Professor, with women earning 10.54% more than males. The disparity in salaries continues to decrease at the Full Professor level where males now earn 5.14% more than females. In FY2002, the differential was 7.04%. Unfortunately, at the Assistant Professor level the gap between female and male salaries increased with males now earning 6.67% more than females in FY2003. While the overall difference of average salaries between male and female is only 1.75%, the disturbing fact 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. Only at the rank of Professor did female salaries gain on male salaries in FY2003. 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, and as more women are in this rank the situation should improve. Although women being in this rank for a longer period, explains in part the differential at the rank of Associate Professor, a concerted effort must be made to encourage and mentor women who have been in this rank for a long period to consider

promotion to full Professor. The difference between male and female average salaries at the Assistant Professor rank is in part due to the larger number of female hires at beginning salaries in the last year.

Figure 1: Tenure & Tenure Track Salaries FY1999-FY2003: All

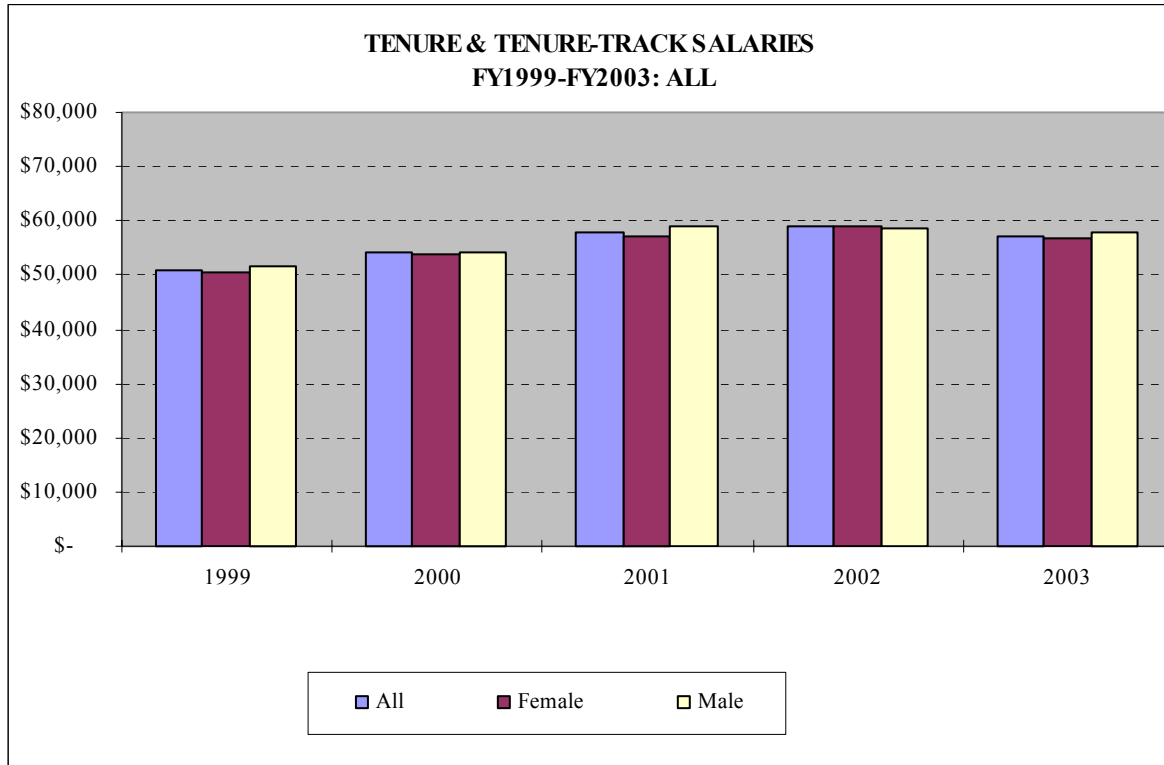


Table 1: Tenure & Tenure Track Salaries FY1999-FY2003: All

ALL				
	All	Female	Male	% Diff
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%
2003	\$ 57,278	\$ 56,956	\$ 57,950	1.75%
Average	\$ 55,755	\$ 55,507	\$ 56,286	
% Diff	12.60%	12.76%	12.34%	

Figure 2: Tenure & Tenure Track Salaries FY1999-FY2003: Professors

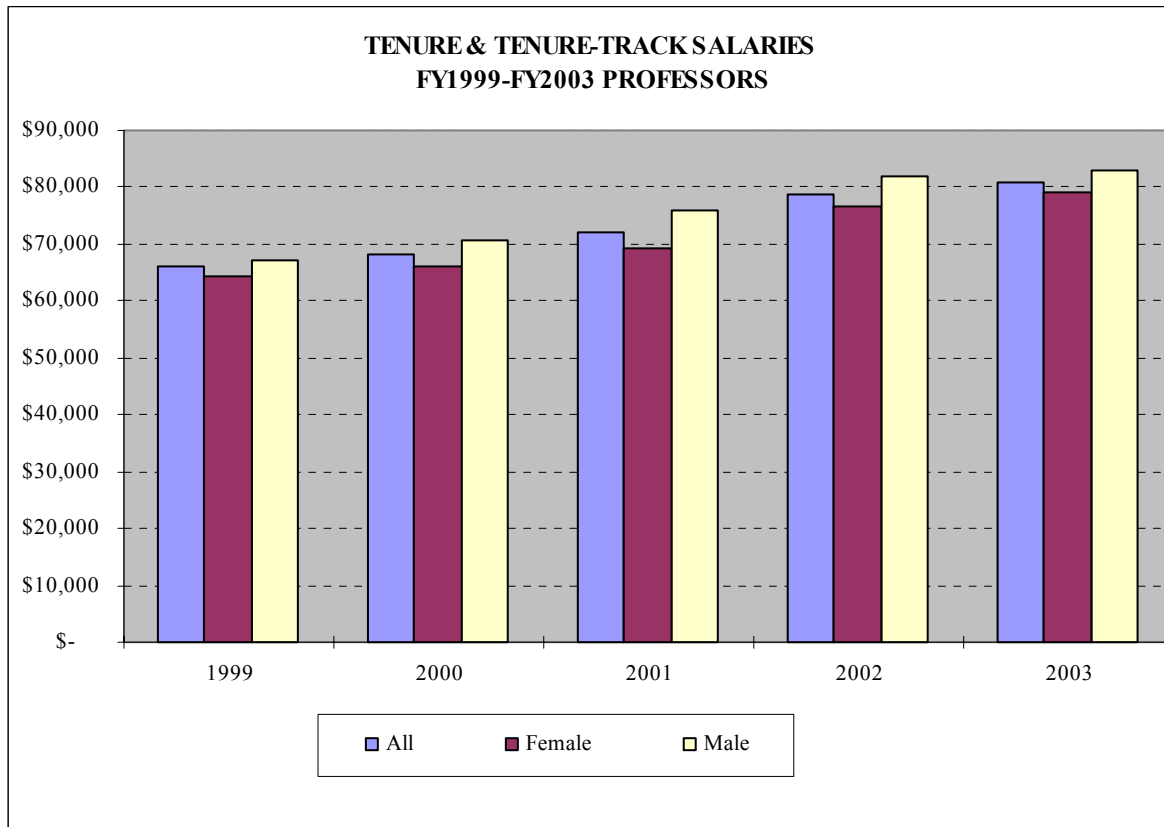


Table 2: Tenure & Tenure Track Salaries FY1999-FY2003: Professors

PROFESSORS				
	All	Female	Male	% Diff
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%
2003	\$ 80,707	\$ 79,033	\$ 83,099	5.14%
Average	\$ 73,135	\$ 71,114	\$ 75,802	
% Diff	22.40%	22.70%	23.48%	

Figure 3: Tenure & Tenure Track Salaries FY1999-FY2003: Associate Professors

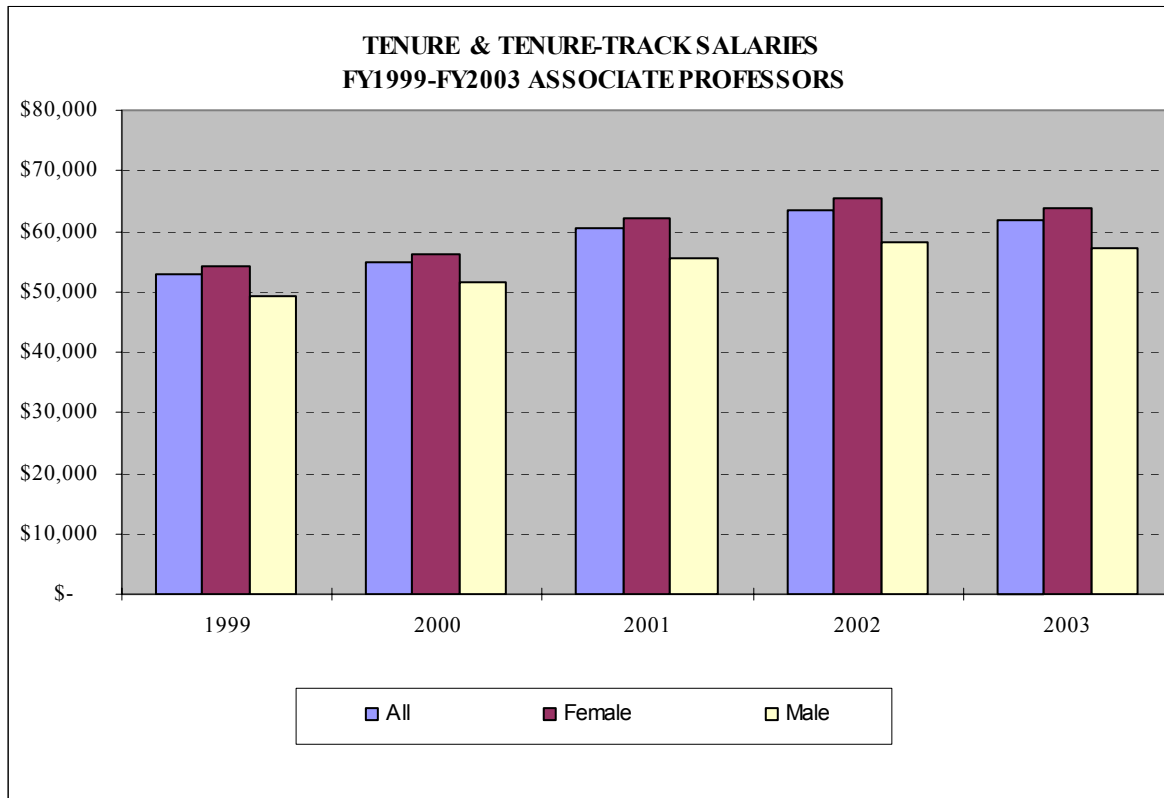


Table 3: Tenure & Tenure Track Salaries FY1999-FY2003: Associate Professors

ASSOCIATE PROFESSORS				
	All	Female	Male	% Increase
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%
2003	\$ 61,842	\$ 63,877	\$ 57,147	-10.54%
Average	\$ 58,728	\$ 60,383	\$ 54,279	
% Diff	16.82%	17.74%	16.31%	

Figure 4: Tenure & Tenure Track Salaries FY1999-FY2003: Assistant Professors

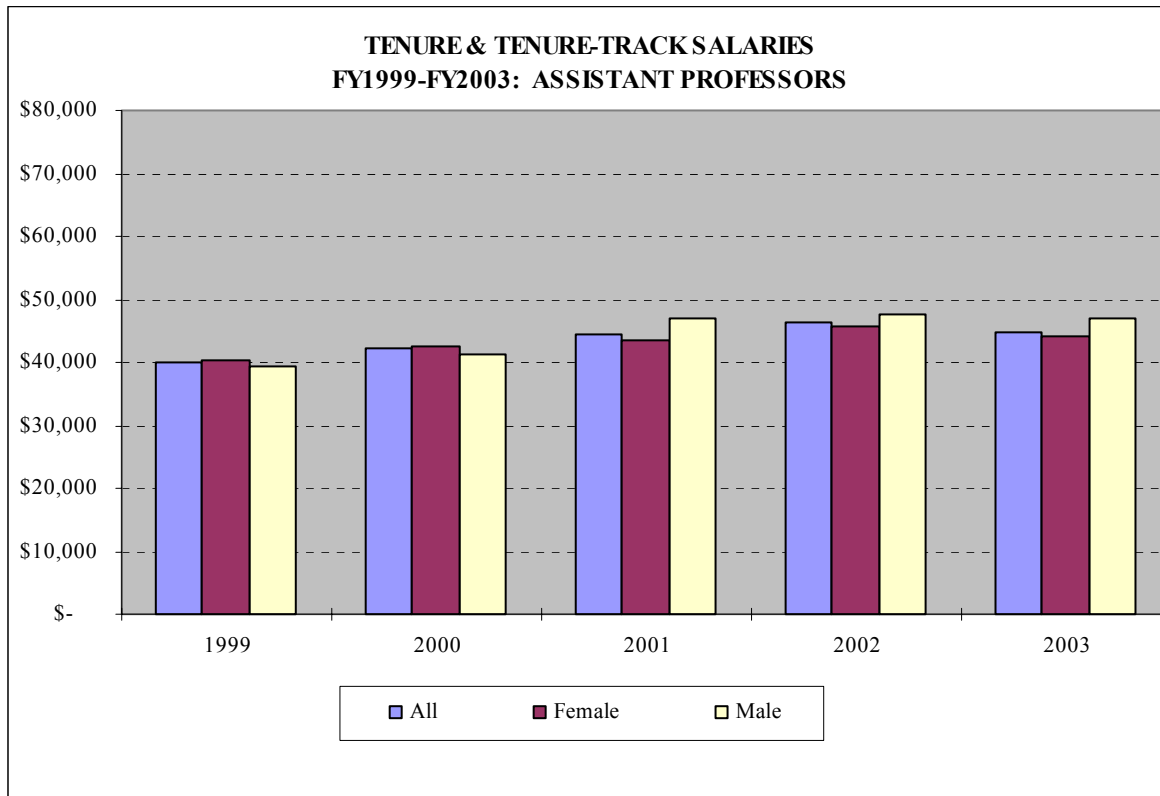


Table 4: Tenure & Tenure Track Salaries FY1999-FY2003: Assistant Professors

ASSISTANT PROFESSORS				
	All	Female	Male	% Diff
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%
2003	\$ 44,892	\$ 43,975	\$ 46,909	6.67%
Average	\$ 43,634	\$ 43,134	\$ 44,805	
% Diff	12.23%	9.80%	17.59%	

All Professional Positions for the Last Five Years

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

Figure 5: Professional Positions Salaries FY1999-FY2003: All

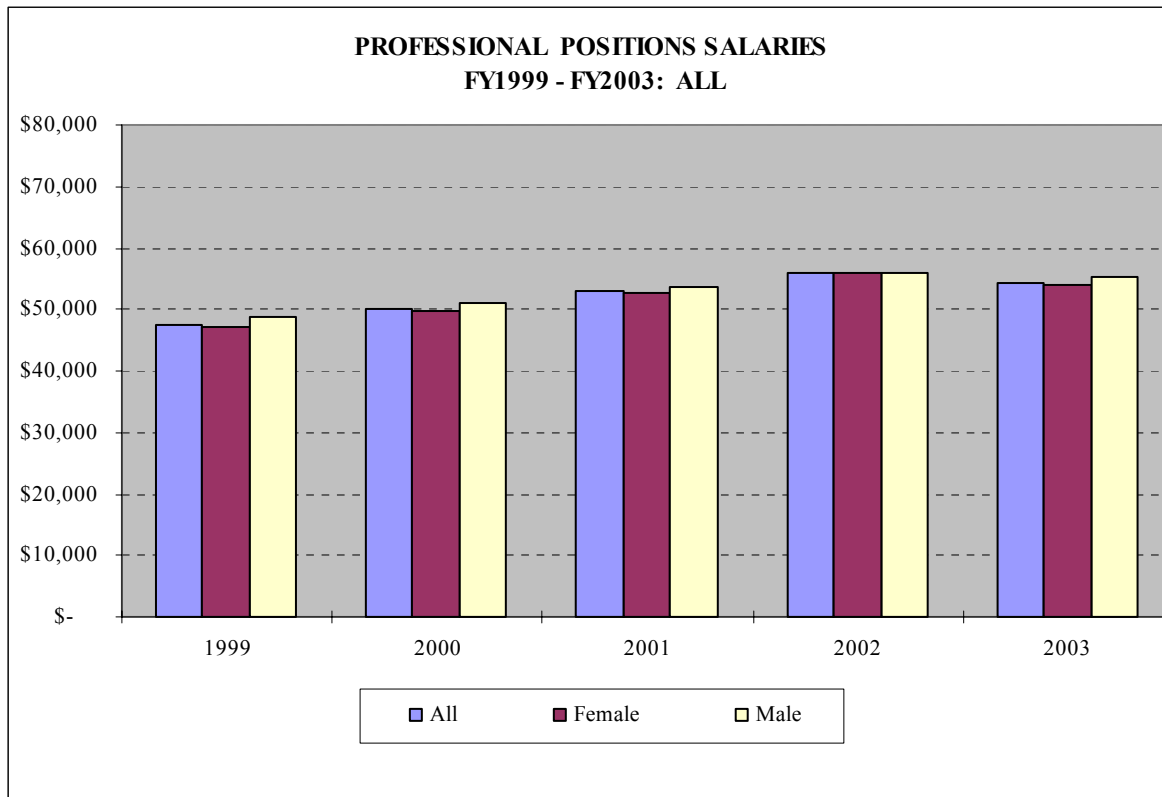


Table 5: Professional Positions Salaries FY1999-FY2003: All

ALL				
	All	Female	Male	% Diff
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%
2003	\$ 54,440	\$ 54,045	\$ 55,248	2.23%
Average	\$ 52,254	\$ 51,922	\$ 52,939	
% Diff	14.35%	14.88%	13.25%	

The UIUC five-year average increase for “All Professional Positions” (Figure 5 and Table 5) is 14.35%. This is a decrease of 5% from the FY1998 – F2002 figure, which was reported last year at 20.34%. In addition, the differential between male and female salaries has increased to 2.23% in the last year. In FY2002, this differential was 0.15%, but with females holding the miniscule edge. The major variable in this change is the proportionally large number of female hires into Assistant Professor positions within the last year.

II. ARL AND CIC SALARY COMPARISONS

Comparing the salary data in Table 6 reveals that the UIUC Library has continued to improve 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 –FY2003

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%
2003	\$54,825	\$54,030	1.45%
PERCENTAGE CHANGE	47.01%	28.20%	

Until FY2003, the UIUC Library had made definite gains since FY1999. With the FY2002 beginning salary of \$39,000, the UIUC Library climbed 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 was 49%. In FY2003, the beginning salary did not increase, which resulted in UIUC slipping to 17th in the ARL rankings. However, the Library maintained its position of 2nd in the CIC behind the University of Chicago (\$40,300). With the increased competition in the information market place it is imperative that the UIUC beginning salary continues to increase if the UIUC Library is to be able to attract the “best and brightest” new graduates. Previously, beginning salaries had experienced an increase every year (Table 7). Due

to the lack of salary increases, UIUC dramatically slipped in its position in both the ARL and CIC rankings of median and average salaries. This decline makes it that much more difficult for the Library to be competitive in recruiting and retaining staff. To be successful in these areas the Library needs to achieve its goal of ranking 3rd in average salaries in the CIC and a ranking of between 23rd and 28th in ARL.

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
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
2003	\$39,000	17	2	\$49,000	65	10	\$54,825	49	8

III. FY2003 SALARY PROGRAM

Merit

No merit increases were provided or allowed by the University.

Equity

The Campus allowed one equity increase for which it provided funds. All other requests by the Library were rejected.

Gender Equity

In FY2003, the Campus allowed gender equity funds to one individual in the UIUC Library.

Race Equity

No funding was provided.

Compression

The lack of a salary increase program in FY2003 has intensified the salary compression problem at the Assistant Professor level.