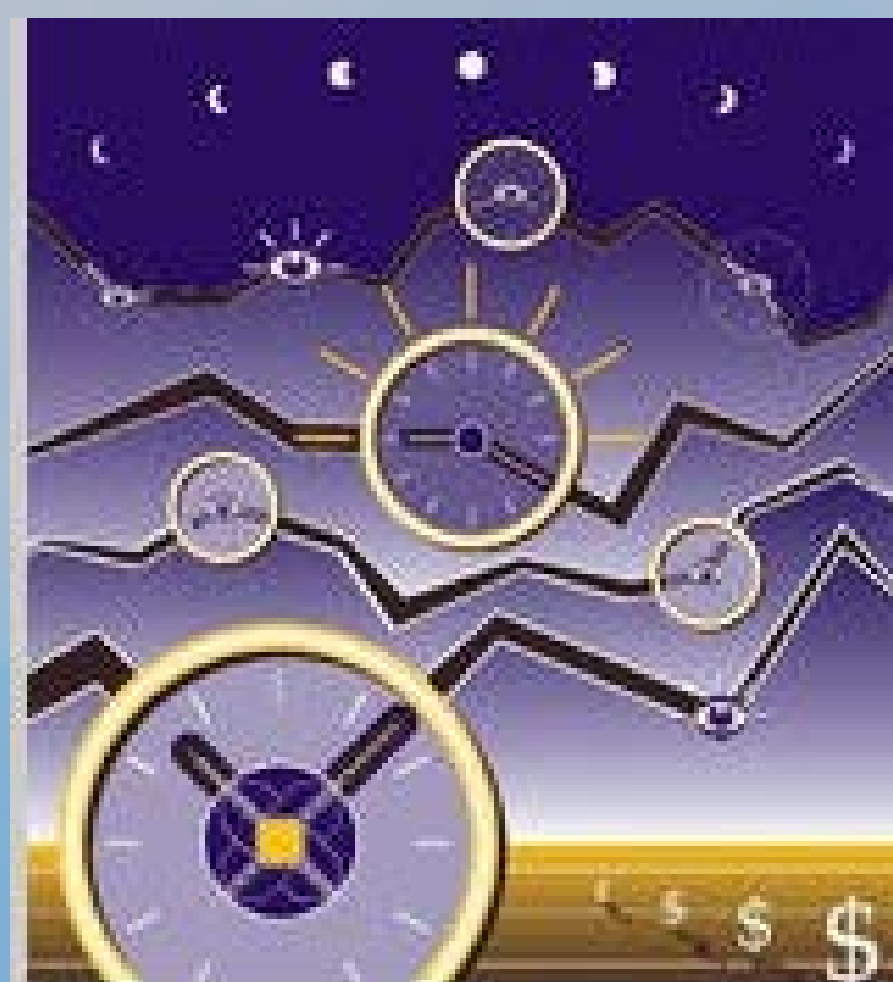


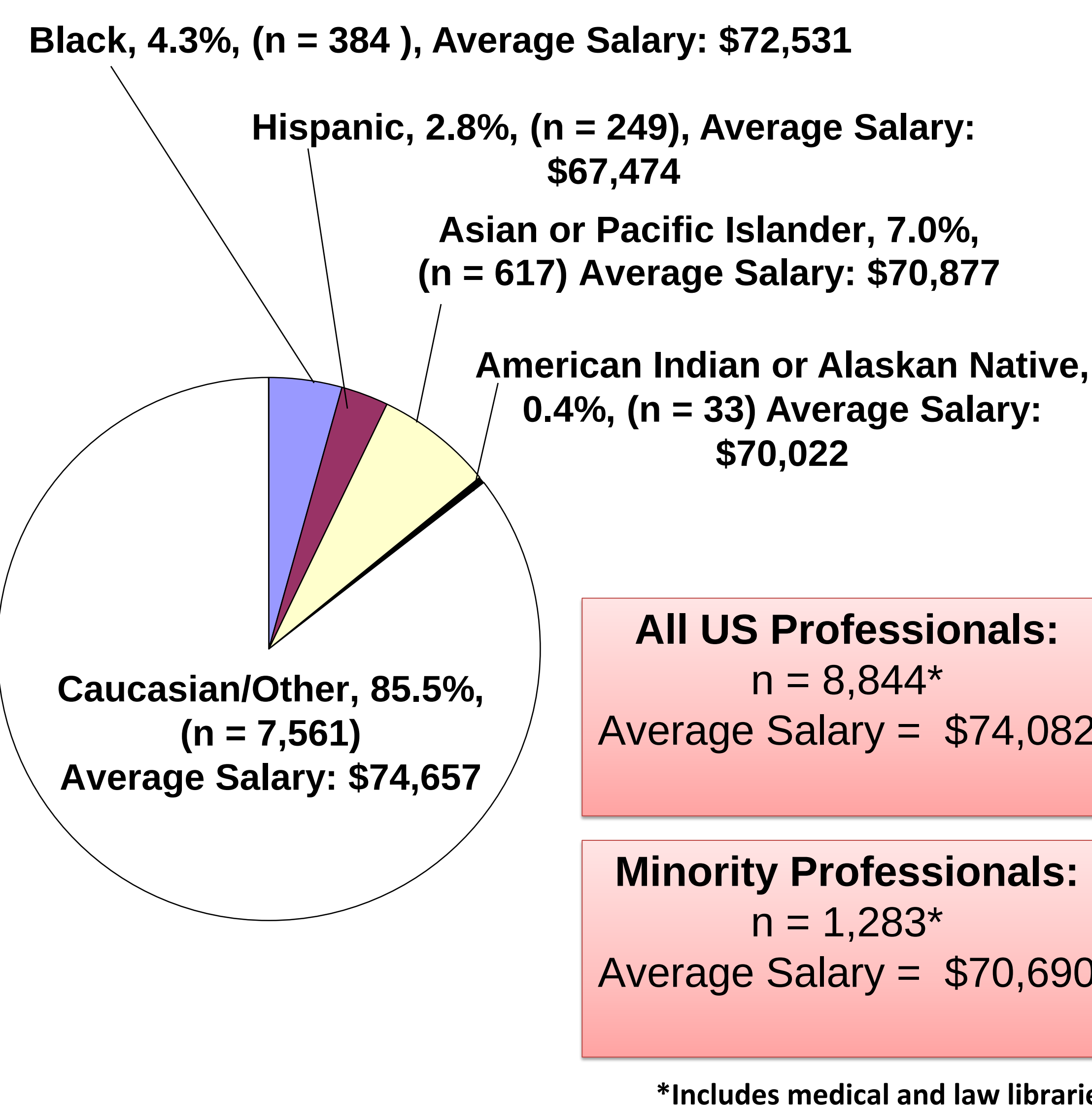


Minority Representation in US ARL University Libraries as of 2012-2013: Taking a Closer Look at the Evidence

Complements the *ARL Annual Salary Survey 2012-2013* by providing a deeper understanding of minority representation in ARL Libraries

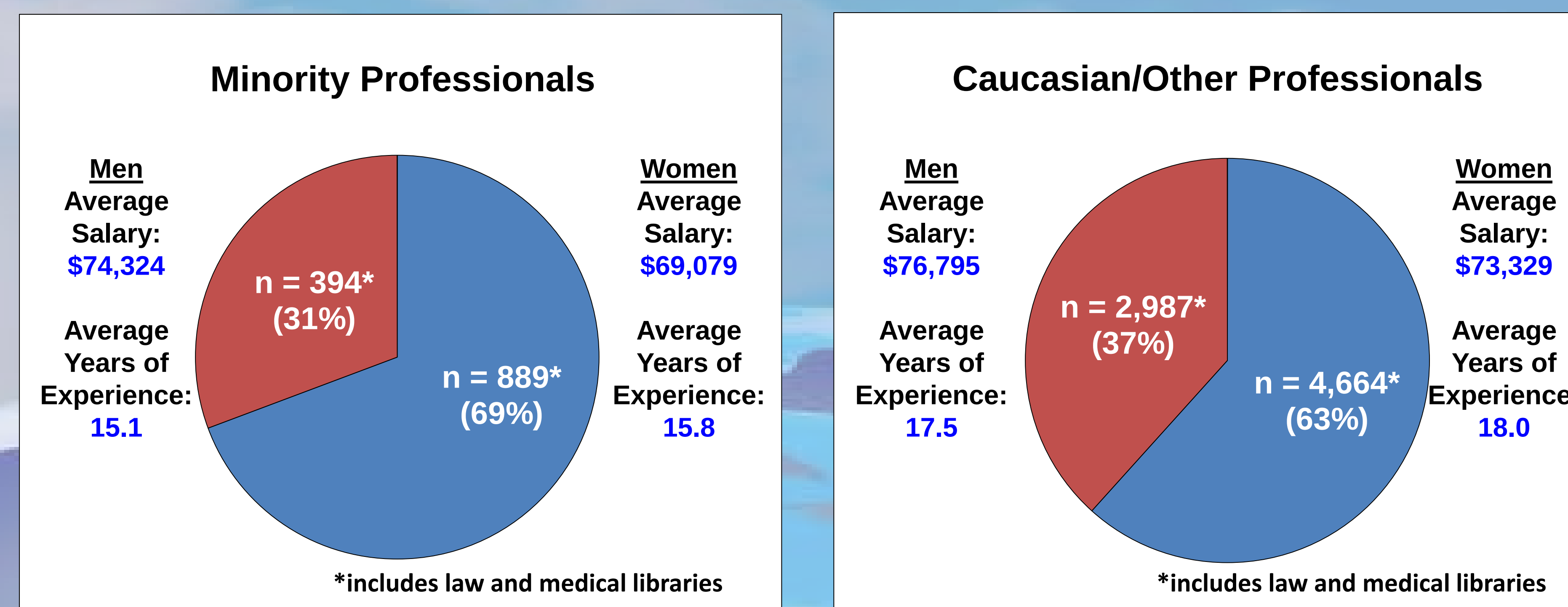
Minority Representation

Minority Staff	1,283
Caucasian/Other Staff	7,561
Total Staff	8,844
No. of Libraries	99



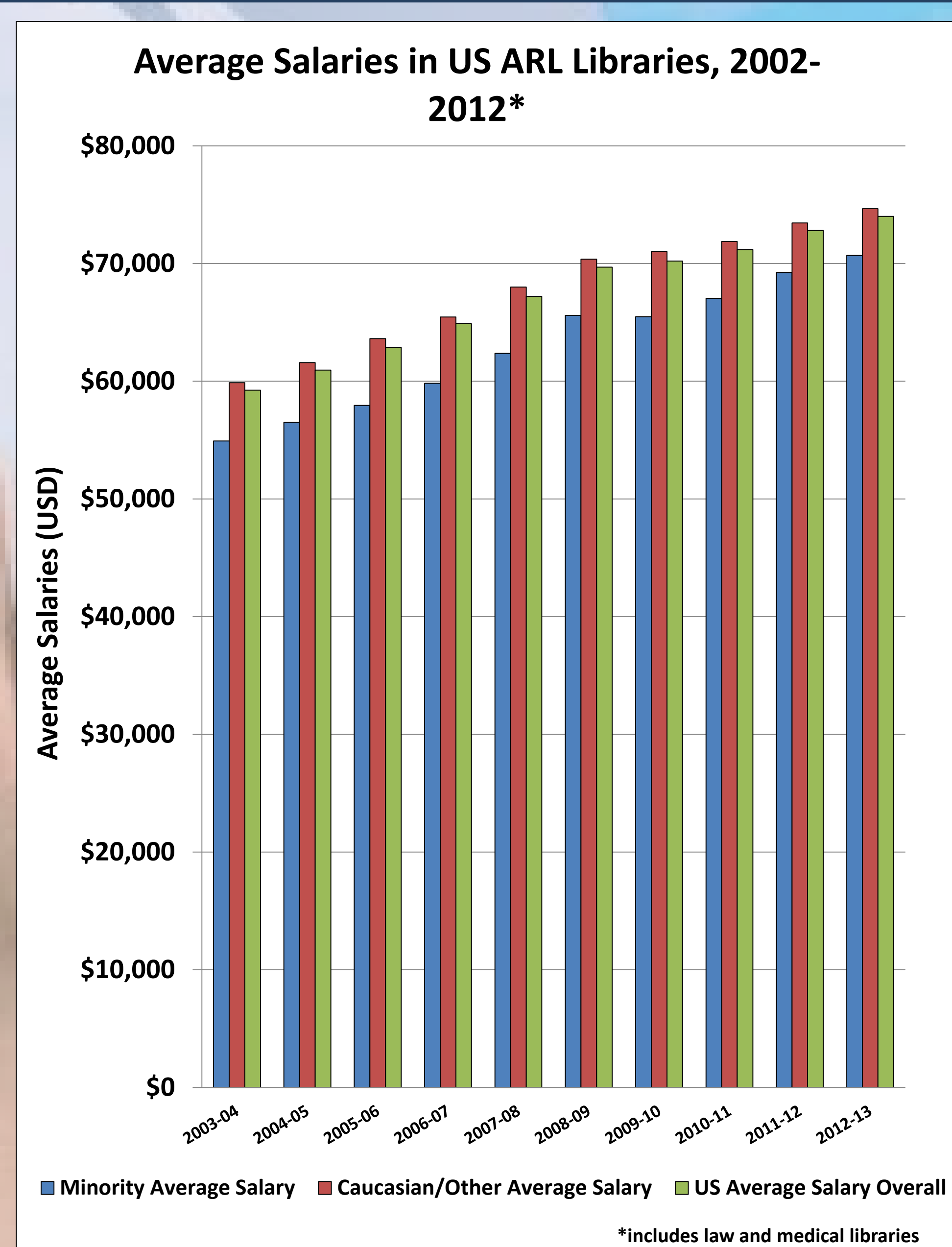
- Minority representation hovered around **14%** for the past 6 years.
- Minority staff increased **20.8%** since 2002-03. Total staff increased by **4.4%** since that time.

Gender Breakdown



Women, on the average, have more years of experience and earn less than their male counterparts. This is seen in the Caucasian/Other category AND 2 of the 4 non-Caucasian categories.

Salary Changes Over Time



- Salaries flat-lined in 2009-2010, showing an effect of the recession.
- Pay gap between Minorities and US professionals overall has decreased from 8% in 2002-2003 to 4.5% in 2012-2013.
- Pay gap between Minorities and Caucasian/Other professionals has decreased from 9% in 2002-2003 to 5.3% in 2012-2013.

Rank and Years of Experience

	Three-Step Ranking Systems*					
	Minority Professionals			Caucasian/Other Professionals		
	Average Salary	Yrs. Exp.	No. of Staff	Average Salary	Yrs. Exp.	No. of Staff
Level 1	52,350	6.6	46	53,128	7.2	216
Level 2	64,352	16.0	83	66,856	18.5	434
Level 3	87,709	23.2	50	88,206	25.4	316
No. of Staff	179			966		

	Four-Step Ranking Systems*					
	Minority Professionals			Caucasian/Other Professionals		
	Average Salary	Yrs. Exp.	No. of Staff	Average Salary	Yrs. Exp.	No. of Staff
Level 1	55,438	8.3	72	56,081	8.9	337
Level 2	62,824	11.5	120	61,772	12.7	709
Level 3	72,448	19.8	179	73,578	20.9	915
Level 4	87,791	23.6	56	89,626	27.4	510
No. of Staff	427			2,471		

	Five-Step Ranking Systems*					
	Minority Professionals			Caucasian/Other Professionals		
	Average Salary	Yrs. Exp.	No. of Staff	Average Salary	Yrs. Exp.	No. of Staff
Level 1	51,275	9.6	29	55,919	11.5	198
Level 2	60,598	13.3	43	61,867	14.3	253
Level 3	72,203	15.3	56	73,986	18.6	380
Level 4	83,430	18.5	31	88,872	23.5	227
Level 5	108,738	28.4	8	106,630	29.2	127
No. of Staff	167			1,156		

*includes law and medical libraries

- No major differences in salaries by rank.
- Minority years of experience slightly less across the board.



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