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## FIU Libraries Salary Task Force Report to Library Assembly

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# FIU Libraries Salary Task Force Report to Library Assembly

November 5, 2021

## Section One: Survey Results & Librarian Attrition

This section of the report is based on a survey that was administered in March of 2021 and created by the Salary Task Force of the Library Assembly; Kelley Rowan, Chair, Annia Gonzalez, Christopher M. Jimenez, and Patricia Pereira-Pujol. The goal of the survey was to understand the impact of low salaries on FIU librarians' quality of life and to understand what role that plays in hiring and retaining librarians. Overall, there were 30 respondents (a few questions were skipped by one respondent) representing a 75% response rate among librarians at FIU Libraries.

### Highlights

- 90% of respondents report some combination of dependence on multiple jobs, someone else's income, or foregoing luxuries to meet their cost of living demands.
- 21% of respondents carry large debt while 14% of respondents have no savings.
- 80% of respondents pursued an external library position with a clear majority claiming that salary was the prime motivation.
- 79% of respondents identified the "Low salaries compared to cost of living" as the most pressing problem in the ability to hire and retain librarians.
- 54% of librarians believe a higher salary and more remote work opportunities would help increase retention rates.
- 53% of respondents have assumed some of the responsibilities of vacant positions while another 15% assumed most or all of the duties of two or more vacancies.

### Salary, Cost of Living, and Real-World Impact

Are FIU librarians able to afford to live in Miami?

- 43% cannot afford to live in Miami on their own and rely on a roommate or family member's income.
- 26% can live on their own salary if they forgo technology, such as laptops and mobile devices as well as all vacations or other luxuries.
- 17% of FIU librarians have had to take a second job to live in Miami on their current library salary.

- 10% reported that they can live comfortably on their salary. At least one person currently working for FIU libraries has moved to fully remote so that they can have a better quality of life in a more affordable city.

### What does Quality of Life look like for FIU Librarians?

- 21% of librarians carry a large amount of debt. Their salaries do not allow them to pay off student debt loans and forces them to put necessities on credit cards.
- 14% of librarians cannot afford to have a savings account.
- 12% are avoiding necessary medical procedures and/or medication because they cannot afford such necessities.
- 12% are dealing with anxiety and stress related to their salary situation that has caused them to seek professional help or find free ways to deal with the related stress.
- 10% have had to make the difficult decision to not have children or not have an additional child because they cannot afford a larger family on their salary.
- 3% remain in non-functional marriages or made the decision to marry because of their insufficient salary.
- 3% cohabitate unwillingly with others (family or roommates) while another 3% are unable to have their own car.
- 9% of librarians live in precarious neighborhoods because they cannot afford to live in safer ones. Another 9% have had to forgo their dreams of homeownership altogether based on their salary.
- When asked if librarians had any other concerns the survey questions missed, respondents mentioned the following:
  - They are not able to guarantee college funds for their child.
  - Another remarked that they had been forced to put themselves in dangerous situations such as postponing needed car maintenance and were forced to perform makeshift home repairs because they cannot afford to hire someone.
  - It was also stated that the respondent was unable to meet some of the promotion requirements, such as attending and presenting at conferences if their travel money (\$1200.00) could not cover 100% of the costs as they could not afford to incur additional costs.
  - Another respondent said that many of the above situations had been part of their experience of living in Miami, as well.
  - Finally, a respondent took the time to mention the extreme stress they are experiencing worrying about how to maintain their lifestyle in Miami on their salary.

## Salary, Cost of Living, and Retention

How does salary impact retention at FIU Libraries?

- 61% of librarians were motivated by their salary to look at positions elsewhere. 19% chose the “prefer not to answer” option rather than skipping the question. One respondent took the time to mention that they are looking elsewhere for reasons unrelated to salary and cost of living.
- The survey asked librarians if their salaries motivated them to look at positions elsewhere. 61% answered yes and another 19% chose “prefer not to answer”, despite assurances of anonymity. It can be assumed that a full 80% of FIU librarians have looked for positions elsewhere as only 19% answered that they were not motivated to look at external library positions. One respondent took the time to mention that they are looking elsewhere for reasons unrelated to salary and cost of living.
- 19% of librarians had no motivation to look at external library positions.
- 54% have not yet taken the necessary steps to obtain a position elsewhere. 25% have, with another 19% choosing “prefer not to answer”.
- 33% of FIU librarians have currently updated their CV with the intent to apply elsewhere. Another 33% have already submitted a job application.
- 29% of FIU librarians have already interviewed elsewhere.

How does the turnover rate impact librarians?

- 53% assumed some of the responsibilities of a vacant position.
- 15% assumed most or all of the responsibilities of a vacant position.
- 15% assumed the duties of two or more vacant positions.
- 15% have not been affected by a vacant position in their department.

One respondent reported their department being down a third of its normal number of faculty librarians and noted that some duties were unable to be fulfilled. Another respondent remarked that the loss of colleagues had led to much “task-switching,” which caused unnecessary stress and “negatively affecting efficiency.”

## Salary, Cost of Living, and Diversity, Equity, and Inclusion

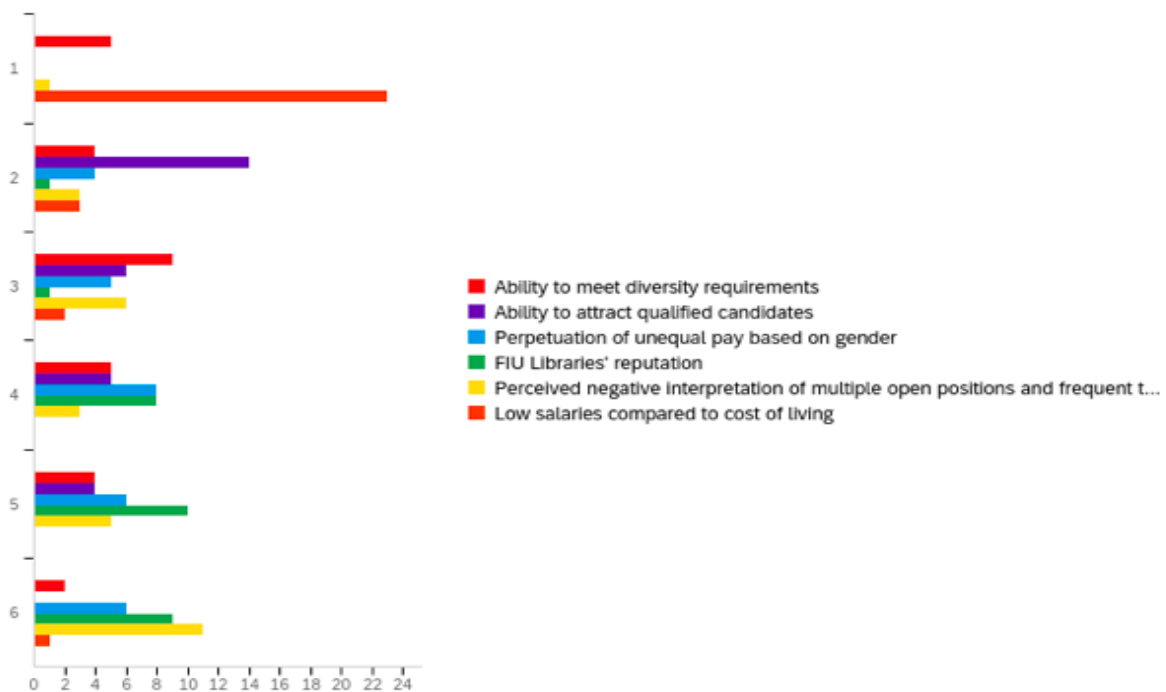
What are the major concerns related to hiring and retention?

We asked Librarians to rank the following concerns as they relate to hiring and retention in order of which were the most important and therefore required the most immediate attention:

- The ability to meet diversity requirements
- The ability to attract qualified candidates
- The perpetuation of unequal pay based on gender
- FIU Libraries’ reputation

- The perceived negative interpretation of multiple open positions and high turnover
- Low salaries compared to cost of living
- 79% of respondents identified the “low salaries compared to cost of living” as the most pressing problem in the ability to hire and retain librarians. The second most concerning problem was “the ability to attract qualified candidates” (48%), followed by “the ability to meet diversity requirements” (31%).
- Librarians ranked “The perpetuation of unequal pay based on gender” and “FIU Libraries’ reputation” equally as the fourth concern. However, a majority ranked “FIU Libraries’ reputation” lower, putting it in 5th place.
- Finally, ranked last was “The perceived negative interpretation of multiple open positions and high turnover.” This could be because it is difficult to obtain this information without closely watching a particular institution over a period of months or even years.

Rank the following hiring concerns in order of which items need the most attention now (1) to those requiring less immediate attention (6).



What would improve librarian retention at FIU?

- The top two incentives that librarians feel would improve retention rates were:
  - A higher salary (35%)
  - And more remote work opportunities (19%)
- The next two most popular choices for increasing retention were:
  - A nine month contract (14%) and

- A flexible work schedule (13%)
- The three least important issues for retention were:
  - Improved interpersonal work environment (9%)
  - Better professional development funding (5%)
  - Expanded benefits (4%)

Do librarians attempt to negotiate their salaries and if so, how effective has that been?

- 35% of FIU librarians were able to negotiate their salary to a small degree.
- 23% failed to negotiate a higher salary
- 39% did not even try to negotiate.
- 2% reported being able to negotiate a higher salary to a significant degree.

## Statement Rankings

In the final section, the survey asked librarians to rank to what degree they agreed or disagreed with a statement with 10 representing full agreement with the statement and 0 representing complete disagreement.

1. Statement: **We are unable to meet diversity requirements because we do not offer high enough starting pay:**
  - a. The majority of respondents (61%) agreed with this statement ranking it between 6-10. 25% gave it the highest ranking (10).  
  
16% of people gave this statement a neutral ranking (5).  
  
20% disagreed with this statement, placing it between 1-4 in the rankings.
  - b. When presented with the above statement in reverse, **The starting salary is not a major factor in meeting diversity requirements:**  
  
28% agreed with the statement, ranking it between 6-10.  
  
8% were neutral (5).  
  
A clear majority of 64% disagreed with the statement, ranking it between 0-4.
2. Statement: **We are unable to attract high quality candidates due to our low compensation:**
  - a. 87% of respondents agreed with this statement. 37% chose full agreement (10).  
  
None of the respondents were neutral on this statement.

11% ranked their disagreement as a 4 and no respondents ranked disagreement between 0-3.

- b. When presented with the above statement in reverse, **Our reputation for fair compensation attracts plenty of qualified candidates for new position:**

12% agreed with the statement, ranking it between 6-7. No respondents ranked it between 8-10.

4% of respondents were neutral (5).

82% disagreed with the statement, ranking it between 0-4. The majority (25%) giving it a zero.

3. Statement: **High turnover does not deter candidates from applying to our institution:**

- a. 16% agreed with the statement (6-7). There were no rankings between 8-10.

None of the respondents were neutral (5) about this statement.

80% of respondents disagreed with this statement, ranking it between 0-4.

4. Statement: **High turnover indicates our workforce is unhappy:**

- a. 79% of respondents agreed with this statement (6-10).

7% were neutral (5).

10% disagreed with the statement, ranking it between 0-4.

5. Statement: **Our institution is a great place to get started, but you must take a position elsewhere to be compensated appropriately:**

- a. 87% of respondents agreed with this statement with 44% in full agreement, ranking it a 10.

None of the respondents were neutral.

None disagreed strongly by ranking it between 0-3. 10% disagreed slightly, ranking it between 4-5.

6. Statement: **Your hard work will be recognized with higher pay at this institution:**

- a. 21% agreed with this statement, ranking it between 7-10.

There were no neutral responses.

68% of respondents disagreed with this statement, ranking it between 0-3.

## Librarian Attrition

This portion of Section One provides a description of the Library Faculty in terms of positions vacated and filled. The data assessed spans the five-year period between 2015 and 2020. This section demonstrates the increased workload on individuals within various departments, reinforcing some of the observations made by the librarians in the survey.

### Overview

- FIU Libraries lost 25 librarians during the period observed.
- FIU Libraries hired (and have retained as of the composition of this report) 11 librarians.
- This amounts to a net loss of 14 librarians at the FIU Libraries.

*While GIS was not included in the Librarian survey for salary comparison purposes, they remain a vital part of the FIU Library Faculty. They also face staffing issues which add to their required workload. Their faculty retention statistics are not included in the overview, but details are included in this section.*

### Public Services

- Lost an Associate Dean during this period.
- Hired an Associate Dean during this period.
- No change in library faculty composition.

### Access Services

- Lost one librarian during this period.
- Has not hired a librarian during this period.
- Net loss of one librarian.

### Cataloging

- Lost four librarians during this period.
- Hired one librarian during this period.
- Net loss of three librarians.



## Collection Development & Resource Access

- Lost two librarians during this period.
- Hired two librarians during this period.
- No change in library faculty composition.

## Digital Collections Center

- Lost two librarians during this period.
- Hired two librarians during this period.
- No change in library faculty composition.

## Government Resources & Information

- Lost three librarians during this period.
- Hired no librarians during this period.
- Net loss of three librarians.

## Information & Research Services

- Lost nine librarians during this period.
- Hired five librarians during this period.
- Net loss of four librarians.

## Sound & Image

- Lost one librarian during this period.
- Hired one librarian during this period.
- No change in library faculty composition.

## Special Collections

- Lost two librarians during this period.
- Hired no librarians during this period.
- Net loss of two librarians.

## Geographic Information Systems

- Lost four faculty members during this period.
- Hired two faculty members during this period.
- Net loss of two faculty members.

## Search & Screen Activity

As a result of the turnover and attrition above, the FIU Libraries have conducted at least 14 Search and Screen Committees to fill vacancies. During the course of these searches, FIU Libraries paid to bring in 16 local candidates, 6 in-state candidates, and 13 from out of state.

## Exit Survey

From 2015 to 2020, FIU Libraries lost seventeen faculty librarians to other institutions. The task force reached out to former FIU librarians with an exit interview survey for the purposes of this report. The survey had a 75% response rate and all but one librarian took a similar job at another institution.

How long did you work for FIU Libraries?

- 33% stayed for 3-4 years
- 25% stayed for 5-7 years
- 17% stayed for 1-2 years
- 17% stayed for more than 10 years
- 8% stayed for 8-10 years

What hardships were relevant in the decision to leave FIU Libraries?

Former librarians were asked to rank the following hardships that were present in their decision to leave.

Respondents chose the following as most relevant:

- **Salary too low**
  - 45% extremely relevant, 45% somewhat relevant, 9% irrelevant
- **Unable to comfortably afford living expenses in the area**
  - 45% extremely relevant, 36%, somewhat relevant, 18% irrelevant
- **Difficult traffic and/or commute**
  - 40% extremely relevant, 30% somewhat relevant, 30% irrelevant
- **Yearly increases below the average cost of living adjustment rate**
  - 36% extremely relevant, 45% somewhat relevant, 18% irrelevant

Respondents were split over the relevancy of the following:

- **Lack of transportation options (bike paths, light rail, public transit)**
  - 43% extremely relevant, 14% somewhat relevant, 42% irrelevant
- **Interpersonal tensions at work**
  - 27% extremely relevant, 18% somewhat relevant, 54% irrelevant
- **Lack of flexibility**
  - 22% extremely relevant, 22% somewhat relevant, 56% irrelevant
- **Lack of available higher level positions**

- 11% extremely relevant, 44% somewhat relevant, 44% irrelevant
- **Overly heavy workload**
  - 10% extremely relevant, 40% somewhat relevant, 50% irrelevant
- **Cost of parking**
  - 10% extremely relevant, 40% somewhat relevant, 50% irrelevant

Respondents found the following the least relevant:

- **Promotion not granted**
  - 40% extremely relevant, 0% somewhat relevant, 60% irrelevant
- **Lack of parking**
  - 0% extremely relevant, 37% somewhat relevant, 63% irrelevant
  
- **Displeased with FIU overall**
  - 0% extremely relevant, 33% somewhat relevant, 67% irrelevant
- **Scope of duties changed drastically from initial job description**
  - 10% extremely relevant, 20% somewhat relevant, 70% irrelevant
- **Displeased with FIU Libraries overall**
  - 22% extremely relevant, 0% somewhat relevant, 78% irrelevant
- **Dysfunction within your department**
  - 10% extremely relevant, 10% somewhat relevant, 80% irrelevant
- **Unhappy with your direct supervisor**
  - 10% extremely relevant, 0% somewhat relevant, 90% irrelevant

What was the main concern that led librarians to leave FIU?

Respondents clearly indicate that salary is their primary concern. Related concerns include: not achieving promotion, finding a higher level position with a higher salary, career growth, and lack of childcare until the age of two. Two respondents mentioned the commute as the main reason for leaving. Two left because of toxic interpersonal issues within their departments. Another respondent listed conflict with their supervisor and a low salary with a high workload due to lack of staffing as their reason for leaving.

Final comments from former librarians.

When asked for any additional comments or concerns that respondents would like to share, one person mentioned that in the future, salaries should be commensurate with the cost of living in Miami. Another respondent pointed out that taking a position at another university resulted in a 38% pay increase with a more manageable workload. Another respondent reiterated that their low salary was combined with a toxic department, disorder, lazy librarians taking credit for others' work, racial issues, and microaggressions factored into their reasons for leaving. A final respondent said they enjoyed their time at FIU and would have stayed if there were other transportation options available for their commute.

## Summary

### Are FIU Librarians able to Afford Living in Miami?

The overwhelming majority (90%) of respondents report dependence on multiple jobs or foregoing luxuries to offset the inadequacy of their current salaries to meet the cost of living in South Florida. Since FIU Librarians cannot afford to live in Miami, the workforce may continue moving to areas of the country where their salary can support the cost of living.

### What does quality of life look like for FIU librarians?

The combination of accumulated debt and non-existent savings has led FIU Librarians into precarious financial situations. If a librarian has outstanding debt, it is less likely that they will have emergency savings. If they do not have emergency savings, they will go further into debt when emergencies arise. Or, worse yet, they will not address critical needs or make lifestyle changes because they cannot afford the expense. In these cases, an FIU Librarian's low salary robs them of the dignity of self-sufficiency.

The lack of financial freedom can also become a barrier to promotion. If an FIU Librarian cannot afford to incur the expense of conference registration, travel, and presentation, then they may not feel ready to apply for the promotion process. If librarians struggle to meet Promotion requirements, which would boost their salary, on average, by \$150 - \$500 a month, because of their low salary, they become ensnared in a never-ending loop of an unattainable higher salary.

### How does salary impact retention at FIU Libraries?

80% of FIU Librarians were motivated to look for an external library position. A clear majority claimed that salary was their prime motivation. If the 45% of librarians who have either taken the necessary steps to obtain a position elsewhere or "prefer not to answer" left, it would be extremely detrimental to our institution, impacting other librarians, students, and the university negatively. Salary is a major factor in the retention of FIU Librarians.

### What are the major concerns related to hiring and retention?

Every question posed in the hiring and retention section received an average of 76% agreement with the negative outcome of the question. These survey results indicate the following:

1. The turnover rate at FIU Libraries is disruptive.
2. The causes of said turnover may contribute to decreased morale.
3. These causes could lead to more problems retaining talent.

These results indicate that the root cause of FIU Libraries' hiring and retention issues is a real perception of compensation inequity. Despite the high rate of turnover and attrition during the observed five-year period, the remaining librarians have maintained a high level of excellence without any additional compensation for increased workloads.

The last three questions of the survey relate directly to FIU Librarian perceptions of the institution. FIU Librarians are unhappy with their compensation, believe FIU is a place to start their career, and believe they must leave in order to gain financial recognition for their work. While there is a structure in place for advancement, FIU Librarians appear to question the objectiveness of the process and how to meet the requirements. Additionally, they believe their colleagues are taking positions elsewhere that are more advantageous than continuing their service here.

# Section Two: Salary Comparison Within FIU

## Salary Disparity

### Salary Disparity Introduction

The data used in this report came from the “Florida Has a Right to Know” State Payroll website for the State University System<sup>1</sup>. This data was accessed in 2020, reflecting salaries as of FY 2019-2020. The authors of this report understand that salaries change annually and may not reflect the current state of compensation. The authors plan to release an update with the FY 2020-2021 data soon.

### Minimum Salary Disparity

- There are several problems with the reported Minimum salary data. The salary reported for minimum salary is possibly 0.5 FTE, which is part-time compensation. This data is therefore mostly useless.
- It should be noted that the librarian minimum salary is consistently higher than the minimum salaries within rank by a large margin. This may indicate a higher level of minimum compensation.

### Average Salary Disparity

- Librarians are universally undercompensated when compared to the average salaries of other faculty at the university.
  - When comparing average salary by rank to professors, librarians are paid:
    - 45% less at the Instructor Rank
    - 78% less at the Assistant Rank
    - 48% less at the Associate Rank
    - 70% less at the University Rank
  - When comparing average salary by rank to scientists/scholars, librarians are paid:
    - 21% less at the Assistant Rank
    - 37% less at the Associate Rank
    - 17% less at the University Rank
- The problem of low starting salaries does not appear to be mitigated by the promotion schedule as the salary disparity grows from Instructor to University ranks.

### Maximum Salary Disparity

- The highest earning librarians in each rank were even more radically undercompensated when compared to the highest earning faculty at each rank at the university.
  - When comparing the maximum salary by rank to professors, librarians are paid:
    - 314% less at the Instructor Rank

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<sup>1</sup> <https://prod.flbog.net:4445/pls/apex/f?p=140>

- 217% less at the Assistant Rank
    - 196% less at the Associate Rank
    - 3,236% less at the University Rank
  - When comparing average salary by rank to scientists/scholars, librarians are paid:
    - 35% less at the Assistant Rank
    - 74% less at the Associate Rank
    - 37% less at the University Rank
- The radical gap between the highest wage earner at each respective rank, coupled with the relatively high floor means there is a lower standard deviation for librarian salaries than for salaries of other faculty.

#### Gender Disparity: Average Annual Salary within rank

- For Instructor Librarians, female librarians are paid 4.6% more than males. Opposed to Instructor Professors, where females are paid 4.4% less than males.
- For Assistant Librarians, female librarians are paid 20% less than males. Opposed to Assistant Professors, where females are paid 5.4% less than males, and Assistant Scientists/Scholars, where females are paid 15% less than males.
- For Associate Librarians, female librarians are paid 1% less than males. Opposed to Associate Professors, where females are paid 1.6% less than males, and Associate Scientists/Scholars, where females are paid 18% less than males.
- For University Librarians, female librarians are paid 21% more than males. Opposed to Assistant Professors, where females are paid 2.5% less than males, and Assistant Scientists/Scholars, where females are paid 12% more than males.

#### Observations and Recalculations

- At the first and final ranks (Instructor and University), females are paid more than males on average. At the two middle ranks (Assistant and Associate), males are paid more than females on average. This could be attributed to inherited structures which may change over time as librarians retire and move up the ranks, respectively.
- The 20% pay discrepancy at the Assistant rank reflects a salary at 0.5 FTE. When that salary is removed and the discrepancies are recalculated, the difference is 13% in favor of male salaries. Additionally, this rank includes Assistant Librarians employed by the COM Library / Law Library. When those salaries are removed from the calculation, the discrepancy drops to 7.8% in favor of male salaries. While this is a clear area for improvement, the 7.8% discrepancy is much closer to the university discrepancy at 5.4%.
- The 20.9% pay discrepancy at the University rank reflects the Deans of FIU Libraries, FIU COM Library, and the FIU Law Library. When those salaries are removed from the calculation, the discrepancy drops to 7.3% in favor of female salaries.

## Salary Range Comparison by Title

### Salary Range Comparison Introduction

This comparison uses the marginal rates for taxable income brackets to establish a baseline for salary comparison. We understand that the final amount of taxable income is not reflected in one's gross annual salary. The intent of this report is not to describe the amount paid in taxes, but rather to use these pay ranges as a standard lens through which one might analyze the distribution of compensation within the university.

The following section analyzes the pay distribution within FIU Libraries and then compares that distribution to faculty with similar rank. Full charts are available in [Section Four: Appendices](#).

### FIU Libraries Salary Range Comparison

- 100% of Instructor Librarians are paid within salary range three.
- 100% of Assistant Librarians are paid within salary range three. There is one librarian whose salary falls in range two. However, their salary is 0.5 FTE.
- 80% of Associate Librarians are paid within salary range three, 20% within salary range four.
- 59% of University Librarians are paid within salary range three, 35% within salary range four, and 6% within salary range six.

### FIU Salary Range Comparison by Rank

- At the rank of Instructor:
  - 74% of Instructor Professors are paid at the same salary range (range three) as Instructor Librarians
  - 2.5% of Instructor Professors are paid at a lower salary range (range two) than Instructor Librarians
  - 23% of Instructor Professors are paid at a higher salary range than Instructor Librarians (22.6% range four; 0.5% range six)
- At the rank of Assistant
  - 45.5% of Assistant Professors are paid at the same salary range (range three) as Assistant Librarians
  - 0.3% of Assistant Professors are paid at a lower salary range (range two) than Assistant Librarians
  - 54% of Assistant Professors are paid at a higher salary range than Assistant Librarians (41.7% range four; 10% range five; 2.2% range six)
- At the rank of Associate
  - 89.9% of Associate Professors are paid at the same salary ranges (three and four) as Associate Librarians (25% range three; 65% range four)
  - 0.8% of Associate Professors are paid at lower salary ranges (one and two) than Associate Librarians (0.2% range one; 0.5% range two)



- 9.2% of Associate Professors are paid at higher salary ranges (five and six) than Associate Librarians (6.3% range five; 2.9% range six)
- At the rank of University
  - 76.6% of University Professors are paid at the same salary ranges (three, four, and six) as University Librarians (0.6% range three; 57.5% range four; 18.4% range six\*)
    - \*This number drops to 58% when removing the one librarian compensated at range six.
  - 0.6% of University Professors are paid at a lower salary range (two) than University Librarians
  - 22.4% of University Professors are paid at a higher salary range (five) than most\* University Librarians
    - This number increases to 40.9% when including range six compensation, which is a higher salary range than the vast majority of University Librarians

## Contract Term and Salary Disparity

- The salary disparity between librarians and other faculty members widens when factoring in the contract terms typically applied to the respective units. Librarians operate on a 12-month contract while most faculty operate on a 9-month contract. This means the earning potential for librarians in any given year is 25% less than the earning potential for typical faculty.
- We know from our survey that 17% of librarians maintain a second revenue stream in order to maintain their lifestyle. This must be done in addition to year-round, full time employment.
- Librarians are also subject to the promotion process which requires some level of scholarship and service despite not receiving time during the year where their daily responsibilities allow them to focus on their own research and scholarship. This acts as an impediment to promotion which is the best way to attain a living wage from the university.

## Summary

- This analysis assumes an even cost of living for all faculty at FIU. While this is not the case due to remote living arrangements, and local economics, the authors believe equitable salaries should meet the financial needs of residents in a particular geographic location. The salary disparity at FIU presents a challenge to this goal of equity in compensation.
- The rank at which librarians are paid most consistently at an equitable range when compared to the rest of the university is at Associate, where the convergence of similar salary ranges is almost equal 90%.
- The percentage of similar rank university faculty that are compensated below their librarian counterpart is universally a fraction of a percent. While the percentage of similar

rank university faculty that are compensated above their librarian counterparts range from about 9% -- 54%.

- When the comparison includes a range of compensation pay rates, the librarian rank is universally skewed towards the lower pay rate while the university faculty counterpart skews towards the higher rate.
  - Associate Librarians: 80/20 Range Three, Range Four.  
Associate Professors: 25/65 Range Three, Range Four.
  - University Librarians: 59/35 Range Three, Range Four.  
University Professors: 0.6/57.5 Range Three, Range Four.

# Section Three: Salary Comparison Among Librarians in the Florida SUS

## Salary Disparity

### Salary Disparity Introduction

As mentioned in Section Two, the data used in this report came from the “Florida Has a Right to Know” State Payroll website for the State University System<sup>2</sup>. This data was accessed in 2020, reflecting salaries as of FY 2019-2020. The authors of this report understand that salaries change annually and may not reflect the current state of compensation. The authors plan to release updates to this report in the future.

### Minimum Salary Disparity

- There are several problems with the reported Minimum salary data. The salary reported for minimum salary is possibly 0.5 FTE, which is part-time compensation. This data is therefore mostly useless.

### Average Salary Disparity

- Average compensation reveals a negative trend at all ranks except the University rank. At the University rank, the percentage above state average is negligible.
  - When comparing average salary by rank to other librarians in state, FIU librarians are paid:
    - 2.6% less at the Instructor Rank
    - 2.5% less at the Assistant Rank
    - 4% less at the Associate Rank
    - 0.18% more at the University Rank

### Maximum Salary Disparity

- The highest earning librarians in each rank were even more radically undercompensated when compared to the highest earning librarians at each rank at the university.
  - When comparing the maximum salary by rank to other librarians in state, FIU librarians are paid:
    - 0% less at the Instructor Rank
    - 40% less at the Assistant Rank
    - 36% less at the Associate Rank
    - 24% less at the University Rank
  - While FIU Libraries may boast the highest paid librarian at the Instructor level, note that only five institutions hire at the instructor level and FIU employs 47% of librarians that hold this rank.

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<sup>2</sup> <https://prod.flbog.net:4445/pls/apex/f?p=140>

## Gender Disparity: Average Annual Salary within rank

- For Instructor Librarians, females at FIU are paid 4.6% more than males. Across the state, females are paid 5% more than males.
- For Assistant Librarians, female librarians are paid 20% less than males. Across the state, females are paid 1% less than males.
- For Associate Librarians, female librarians are paid 1% less than males. Across the state, females are paid 10% less than males.
- For University Librarians, female librarians are paid 21% more than males. Across the state, females are paid 5% less than males.

## Observations and Recalculations

- With the exception of the Assistant rank, female librarians at FIU are paid, on average, either on par or better than male librarians throughout the state.
- The 20% pay discrepancy at the Assistant rank reflects a salary at 0.5 FTE. When that salary is removed and the discrepancies are recalculated, the difference is 13% in favor of male salaries. Additionally, this rank includes Assistant Librarians employed by the COM Library / Law Library. When those salaries are removed from the calculation, the discrepancy drops to 7.8% in favor of male salaries. While this is a clear area for improvement, the 7.8% discrepancy is still worse than the 1% discrepancy across the state.

## Salary Range Comparison by Title

### Salary Range Comparison Introduction

This comparison uses the marginal rates for taxable income brackets to establish a baseline for salary comparison. It is understood that the final amount of taxable income is not reflected in one's gross annual salary. The intent of this report is not to describe the amount paid in taxes, but rather to use these pay ranges as a standard lens through which it is possible to analyze the distribution of compensation within the university.

The first analysis looks at the pay distribution within FIU Libraries and then compare that distribution to library faculty of similar rank among the following institutions:

- State Leaders
  - Florida State University (FSU - Tallahassee)
  - University of Florida (UF - Gainesville)
- Comparable Sister Institutions
  - University of Central Florida (UCF - Orlando)
  - University of South Florida (USF - Tampa)
- Local Institution
  - Florida Atlantic University (FAU - Boca Raton)

Full charts are available in Section Four: Appendices.

## FIU Libraries Salary Range Comparison

- 100% of Instructor Librarians are paid within salary range three.
- 100% of Assistant Librarians are paid within salary range three. There is one librarian whose salary falls in range two. However, their salary is 0.5 FTE.
- 80% of Associate Librarians are paid within salary range three, 20% within salary range four.
- 59% of University Librarians are paid within salary range three, 35% within salary range four, and 6% within salary range six.

## FIU/FSU Salary Range Comparison by Rank

- At the rank of Instructor there is no comparison because FSU does not hire at the Instructor rank
- At the rank of Assistant
  - 100% of Assistants are paid at the same salary range (range three) as Assistants at FIU
- At the rank of Associate
  - 100% of Associates are paid at the same salary ranges (three and four) as Associates at FIU (81% range three; 19% range four)
- At the rank of University
  - 100% of University Librarians are paid at the same salary ranges (three, four, and six) as University Librarians (55.5% range three; 38.8% range four; 5.5% range six)
- Cost of Living comparison between Miami, Florida and Tallahassee, Florida.
  - According to Numbeo<sup>3</sup>:
    - Rent Prices in Miami, FL are **103.06% higher** than in Tallahassee, FL
    - Restaurant Prices in Miami, FL are **25.42% higher** than in Tallahassee, FL
    - Groceries Prices in Miami, FL are **7.46% lower** than in Tallahassee, FL
  - According to Nerdwallet, the cost of living in Tallahassee is **15% Lower** than in Miami<sup>4</sup>:
    - Housing Costs in Miami-Dade County, FL are **34% higher** than in Tallahassee, FL
    - Transportation Costs in Miami-Dade County, FL are **17% higher** than in Tallahassee, FL
    - Food Costs in Miami-Dade County, FL are **1% higher** than in Tallahassee, FL
    - Entertainment Costs in Miami-Dade County, FL are **1% lower** than in Tallahassee, FL
    - Healthcare Costs in Miami-Dade County, FL are **1% higher** than in Tallahassee, FL

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[https://www.numbeo.com/cost-of-living/compare\\_cities.jsp?country1=United+States&country2=United+States&city1=Tallahassee%2C+FL&city2=Miami%2C+FL&tracking=getDispatchComparison](https://www.numbeo.com/cost-of-living/compare_cities.jsp?country1=United+States&country2=United+States&city1=Tallahassee%2C+FL&city2=Miami%2C+FL&tracking=getDispatchComparison)

<sup>4</sup> <https://www.nerdwallet.com/cost-of-living-calculator/compare/miami-dade-county-fl-vs-tallahassee-fl>

## FIU/UF Salary Range Comparison by Rank

- At the rank of Instructor there is no comparison because UF does not hire at the Instructor rank
- At the rank of Assistant
  - 100% of Assistants are paid at the same salary range (range three) as Assistants at FIU
- At the rank of Associate
  - 100% of Associates are paid at the same salary ranges (three and four) as Associates at FIU (70% range three; 30% range four)
- At the rank of University Librarian
  - 81.8% of University Librarians are paid at the same salary ranges (three, four, and six) as University Librarians at FIU (27.2% range three; 45.5% range four; 9% range six)
  - 18.1% of University Librarians are paid at a salary range (five) that is higher than the majority of University Librarians at FIU
- Cost of Living comparison between Miami, Florida and Gainesville, Florida.
  - According to Numbeo<sup>5</sup>:
    - Rent Prices in Miami, FL are **90.40% higher** than in Gainesville, FL
    - Restaurant Prices in Miami, FL are **24.18% higher** than in Gainesville, FL
    - Groceries Prices in Miami, FL are **3.96% higher** than in Gainesville, FL

## FIU/UCF Salary Range Comparison by Rank

- At the rank of Instructor
  - 100% of Instructors are paid at the same salary range (range three) as Instructors at FIU
- At the rank of Assistant
  - 100% of Assistants are paid at the same salary range (range three) as Assistants at FIU
- At the rank of Associate
  - 100% of Associates are paid at the same salary ranges (three and four) as Associates at FIU (90.4% range three; 9.6% range four)
- At the rank of University Librarian
  - 100% of University Librarians are paid at the same salary ranges (three and four) as University Librarians at FIU (14.2% range three; 85% range four)
- Cost of Living comparison between Miami, Florida and Orlando, Florida.
  - According to Numbeo, the cost of living in Miami is **22.6% higher** than in Orlando<sup>6</sup>

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[https://www.numbeo.com/cost-of-living/compare\\_cities.jsp?country1=United+States&country2=United+States&city1=Gainesville%2C+FL&city2=Miami%2C+FL&tracking=getDispatchComparison](https://www.numbeo.com/cost-of-living/compare_cities.jsp?country1=United+States&country2=United+States&city1=Gainesville%2C+FL&city2=Miami%2C+FL&tracking=getDispatchComparison)

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[https://www.numbeo.com/cost-of-living/compare\\_cities.jsp?country1=United+States&country2=United+States&city1=Orlando%2C+FL&city2=Miami%2C+FL&tracking=getDispatchComparison](https://www.numbeo.com/cost-of-living/compare_cities.jsp?country1=United+States&country2=United+States&city1=Orlando%2C+FL&city2=Miami%2C+FL&tracking=getDispatchComparison)

- Consumer Prices in Miami, FL are **16.97% higher** than in Orlando, FL (without rent)
- Consumer Prices Including Rent in Miami, FL are **29.18% higher** than in Orlando, FL
- Rent Prices in Miami, FL are **51.40% higher** than in Orlando, FL
- Restaurant Prices in Miami, FL are **22.10% higher** than in Orlando, FL
- Groceries Prices in Miami, FL are **16.32% higher** than in Orlando, FL
- Local Purchasing Power in Miami, FL is **29.70% lower** than in Orlando, FL
- According to Nerdwallet, the cost of living in Orlando is **21% Lower** than in Miami<sup>7</sup>:
  - Housing Costs in Miami-Dade County, FL are **42% higher** than in Orlando, FL
  - Transportation Costs in Miami-Dade County, FL are **19% higher** than in Orlando, FL
  - Food Costs in Miami-Dade County, FL are **13% higher** than in Orlando, FL
  - Entertainment Costs in Miami-Dade County, FL are **6% higher** than in Orlando, FL
  - Healthcare Costs in Miami-Dade County, FL are **16% higher** than in Orlando, FL

#### FIU/USF Salary Range Comparison by Rank

- At the rank of Instructor
  - 100% of Instructors are paid at the same salary range (range three) as Instructors at FIU
- At the rank of Assistant
  - 95% of Assistants are paid at the same salary range (range three) as Assistants at FIU
  - 5% of Assistants are paid at a higher salary range (range 4) than Assistants at FIU
- At the rank of Associate
  - 100% of Associates are paid at the same salary ranges (three and four) as Associates at FIU (66.6% range three; 33.3% range four)
- At the rank of University Librarian
  - 86% of University Librarians are paid at the same salary ranges (three and four) as University Librarians at FIU (28.6% range three; 57% range four)
  - 14% of University Librarians are paid at a salary range (five) that is higher than the majority of University Librarians at FIU
- Cost of Living comparison between Miami, Florida and Tampa, Florida.

<sup>7</sup> <https://www.nerdwallet.com/cost-of-living-calculator/compare/miami-dade-county-fl-vs-orlando-fl>

- According to Numbeo, the cost of living in Tampa is **15% Lower** than in Miami<sup>8</sup>:
  - Consumer Prices in Miami, FL are **4.36% higher** than in Tampa, FL (without rent)
  - Consumer Prices Including Rent in Miami, FL are **17.85%** higher than in Tampa, FL
  - Rent Prices in Miami, FL are **44.05% higher** than in Tampa, FL
  - Restaurant Prices in Miami, FL are **12.76% higher** than in Tampa, FL
  - Groceries Prices in Miami, FL are **4.55% lower** than in Tampa, FL
  - Local Purchasing Power in Miami, FL is **15.10% lower** than in Tampa, FL
- According to Nerdwallet, the cost of living in Tampa is **21% lower** than in Miami-Dade County<sup>9</sup>:
  - Housing Costs in Miami-Dade County, FL are **48% higher** than in Orlando, FL
  - Transportation Costs in Miami-Dade County, FL are **11% higher** than in Orlando, FL
  - Food Costs in Miami-Dade County, FL are **6% higher** than in Orlando, FL
  - Entertainment Costs in Miami-Dade County, FL are **4% higher** than in Orlando, FL
  - Healthcare Costs in Miami-Dade County, FL are **4% higher** than in Orlando, FL

#### FIU/FAU Salary Range Comparison by Rank

- At the rank of Instructor there is no comparison because FAU does not hire at the Instructor rank
- At the rank of Assistant
  - 100% of Assistants are paid at the same salary range (range three) as Assistants at FIU
- At the rank of Associate
  - 100% of Associates are paid at the same salary ranges (three) as Associates at FIU
- At the rank of University
  - 0% of University Librarians are paid at the same salary ranges as University Librarians at FIU
  - 100% of University Librarians are paid at a salary range (two) that is lower than the majority of University Librarians at FIU
- Cost of Living comparison between Miami, Florida and Boca Raton, Florida.
  - According to Numbeo, the cost of living in Boca Raton is **3.3% higher** than in Miami<sup>10</sup>:

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[https://www.numbeo.com/cost-of-living/compare\\_cities.jsp?country1=United+States&country2=United+States&city1=Tampa%2C+FL&city2=Miami%2C+FL&tracking=getDispatchComparison](https://www.numbeo.com/cost-of-living/compare_cities.jsp?country1=United+States&country2=United+States&city1=Tampa%2C+FL&city2=Miami%2C+FL&tracking=getDispatchComparison)

<sup>9</sup> <https://www.nerdwallet.com/cost-of-living-calculator/compare/miami-dade-county-fl-vs-tampa-fl>

10

[https://www.numbeo.com/cost-of-living/compare\\_cities.jsp?country1=United+States&country2=United+States&city1=Boca+Raton%2C+FL&city2=Miami%2C+FL&tracking=getDispatchComparison](https://www.numbeo.com/cost-of-living/compare_cities.jsp?country1=United+States&country2=United+States&city1=Boca+Raton%2C+FL&city2=Miami%2C+FL&tracking=getDispatchComparison)



- Consumer Prices in Miami, FL are **0.82% higher** than in Boca Raton, FL (without rent)
- Consumer Prices Including Rent in Miami, FL are **3.17% lower** than in Boca Raton, FL
- Rent Prices in Miami, FL are **8.28% lower** than in Boca Raton, FL
- Restaurant Prices in Miami, FL are **3.73% higher** than in Boca Raton, FL
- Groceries Prices in Miami, FL are **4.56% higher** than in Boca Raton, FL
- Local Purchasing Power in Miami, FL is **29.78% lower** than in Boca Raton, FL

## Summary

- 19% of FIU's Librarians are at the Instructor level. 47% of librarians with the title of Instructor work at FIU. Therefore, a greater percentage of FIU's workforce is compensated at entry level.
- There is only one institution/rank where FIU's compensation is better than their competition (FAU/University Librarian).
- When the comparison includes a range of compensation pay rates, FIU Associate Librarians are generally compensated on par with these Florida institutions.

USF: Range Three: 66.6%; Range Four: 33.3%
UF: Range Three: 70%; Range Four: 30%
<b>FIU: Range Three: 80%; Range Four: 20%</b>
FSU: Range Three: 81%; Range Four: 19%
UCF: Range Three: 90.4%; Range Four: 9.6%
FAU: Range Three: 100%; Range Four: 0%

- However, FIU University Librarian pay rates skew toward the lower pay ranges when compared with these Florida Institutions:

UCF: Range Three: 14.2%; Range Four: 87%
USF: Range Three: 28.6%; Range Four: 57%
UF: Range Three: 27.2%; Range Four: 45.5%
FSU: Range Three: 55.5%; Range Four: 38.8%
<b>FIU: Range Three: 59%; Range Four: 35%</b>

FAU: Range Three: 0%; Range Four: 0%

- While it may appear that FIU compensates librarians on par with other institutions in the state, it is critical to factor in cost of living expenses in a given region. By most conservative estimates, the cost of living in Miami is around 20% higher than in the areas where comparable institutions are located.

# Section Four: Appendices

Figure 1: Salary Range of FIU Librarians

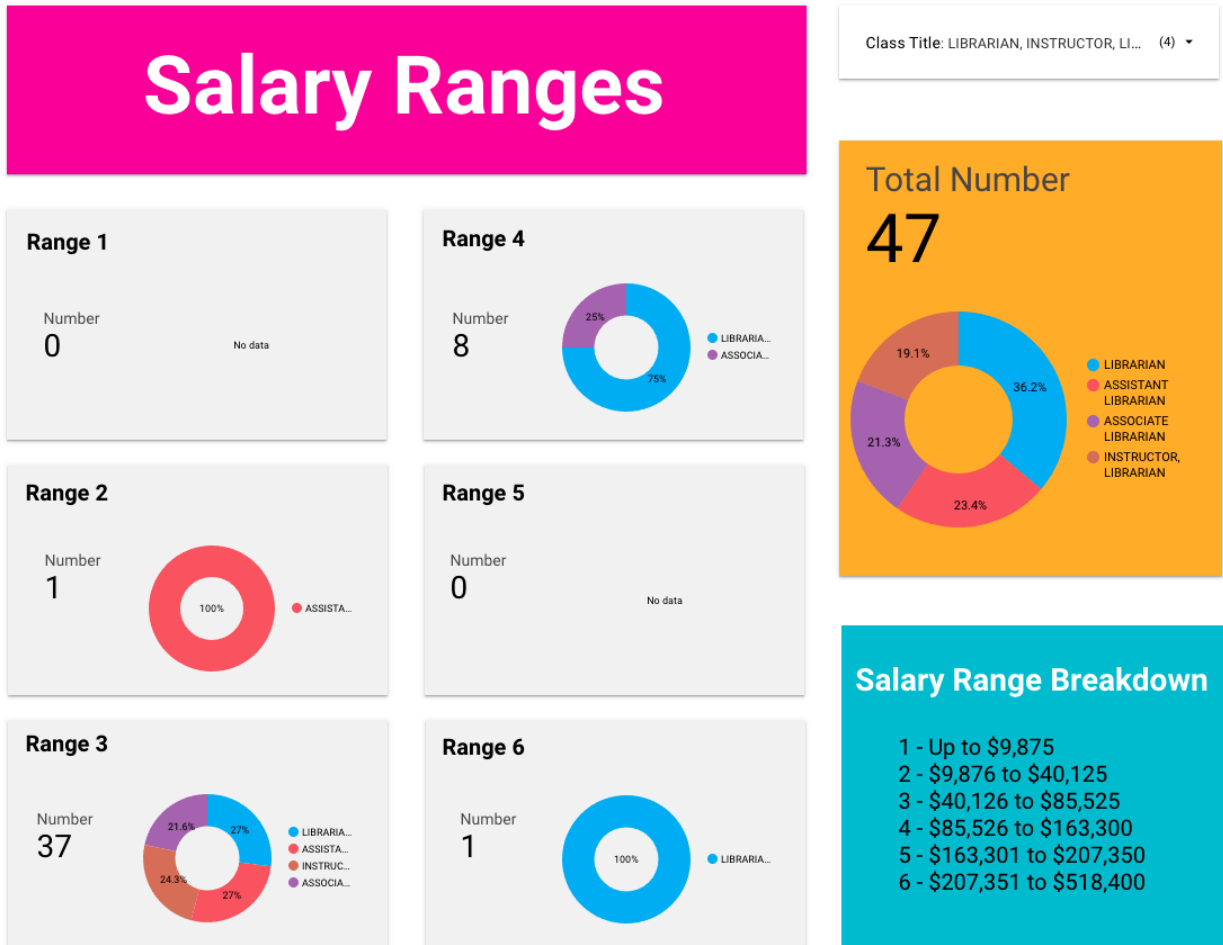


Figure 2: Salary Range of FIU Professors

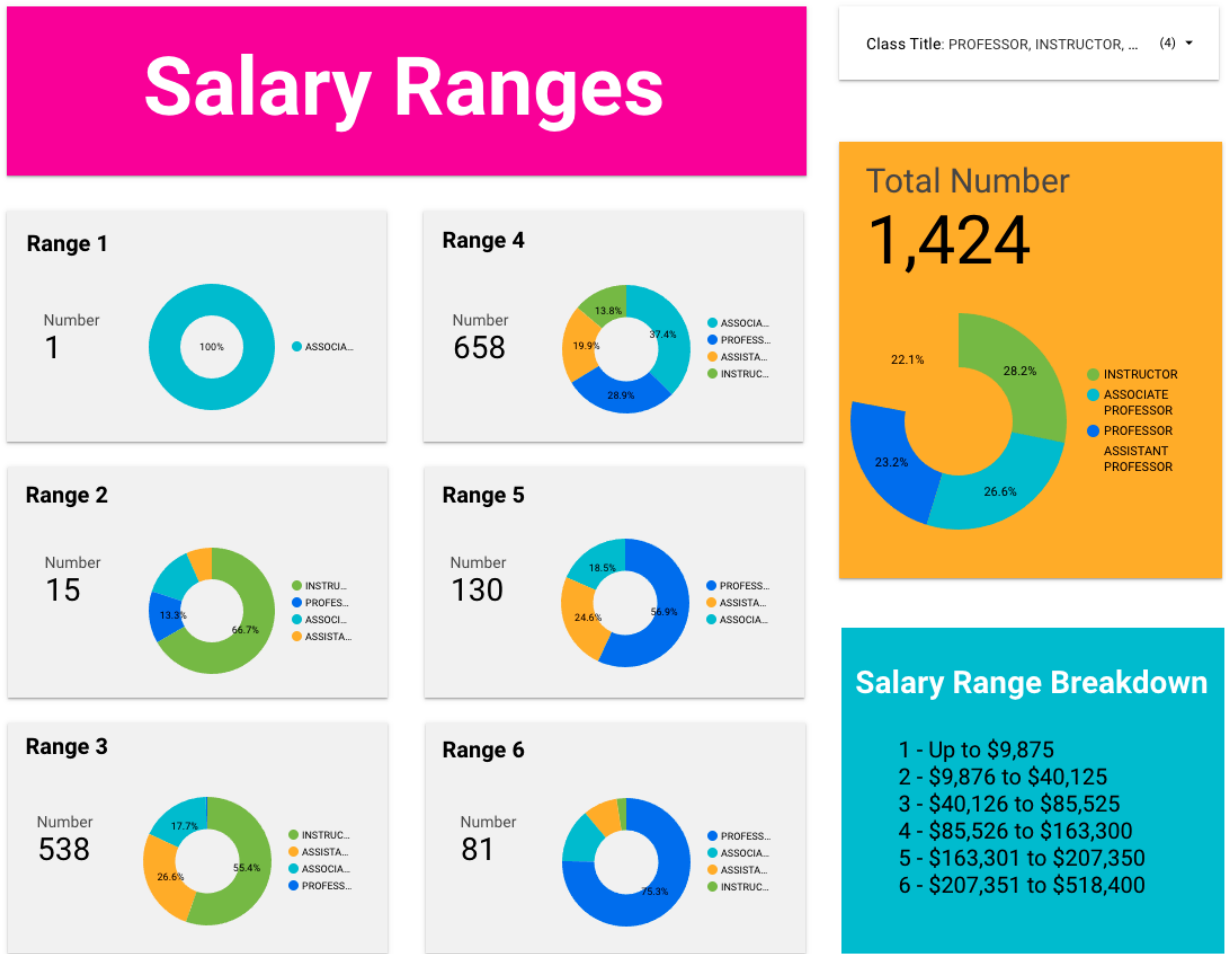


Figure 3: Salary Range of FSU Librarians

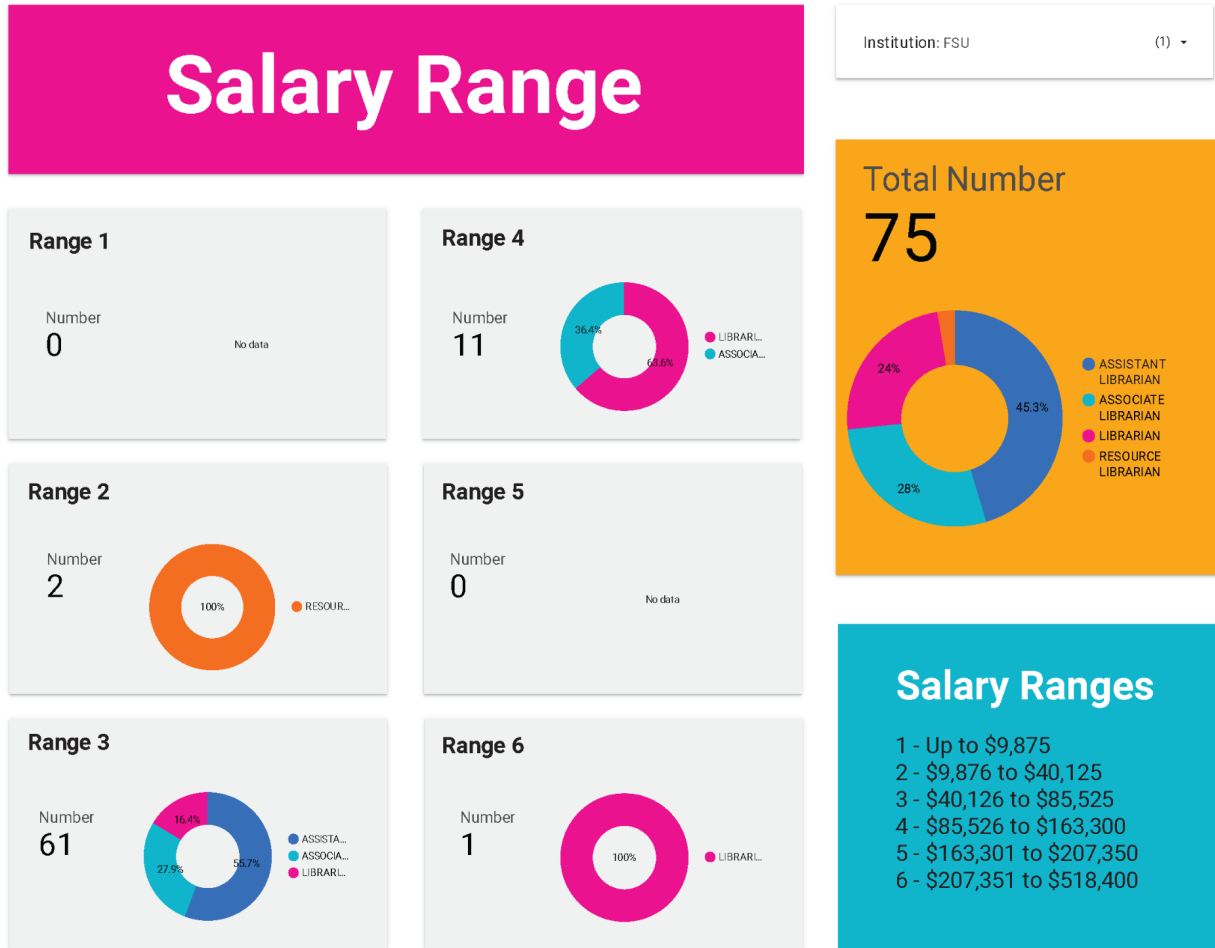


Figure 4: Salary Range of UF Librarians

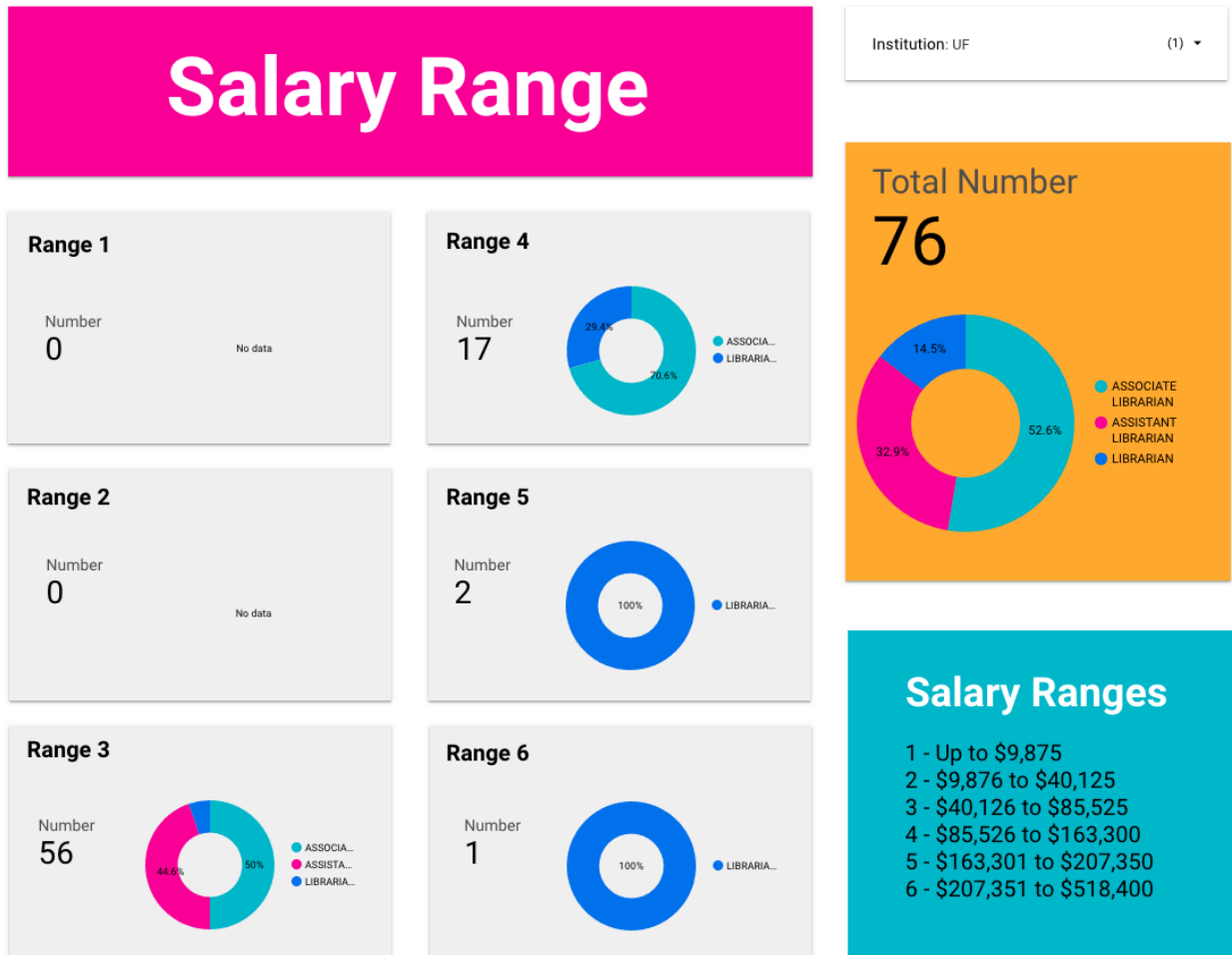


Figure 5: Salary Range of UCF Librarians

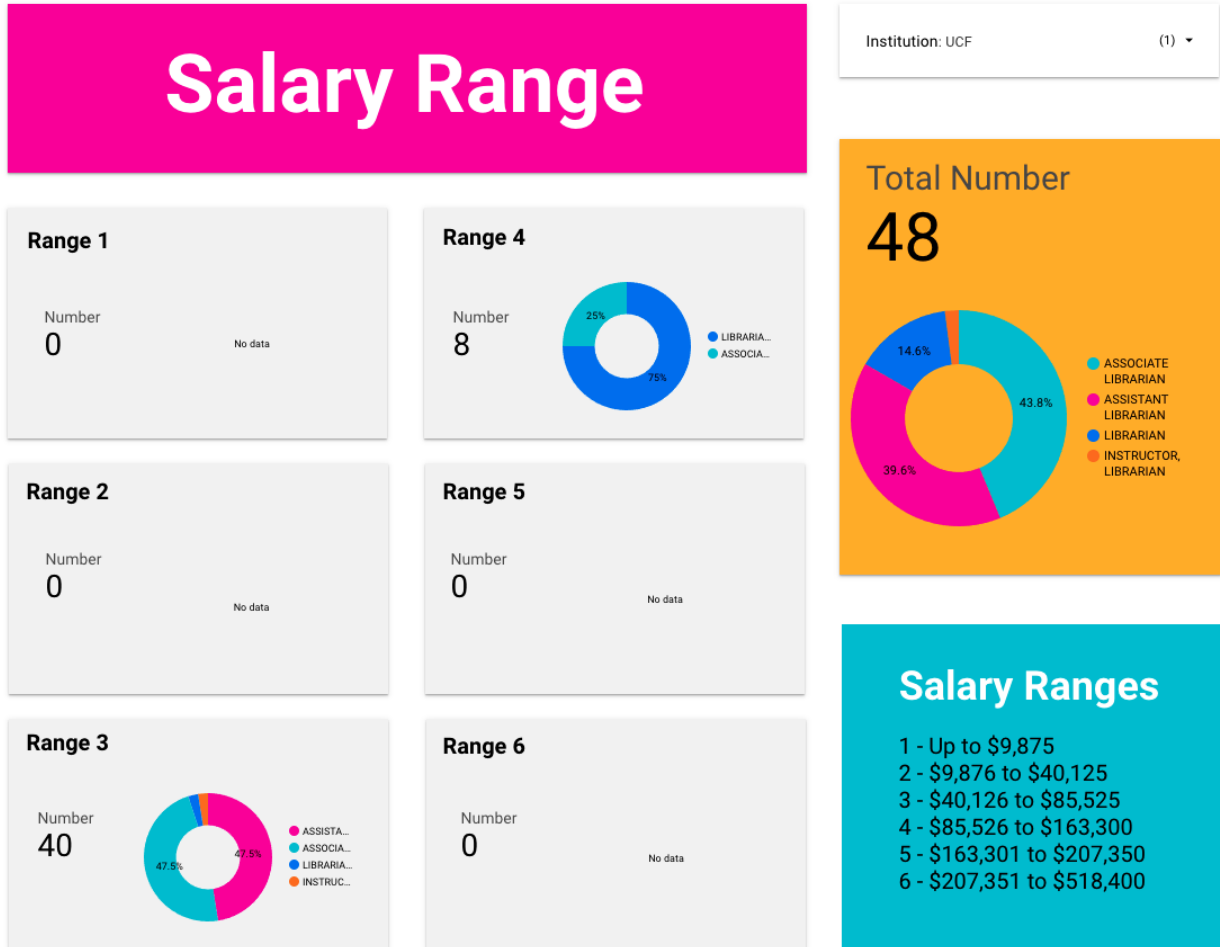


Figure 6: Salary Range of USF Librarians

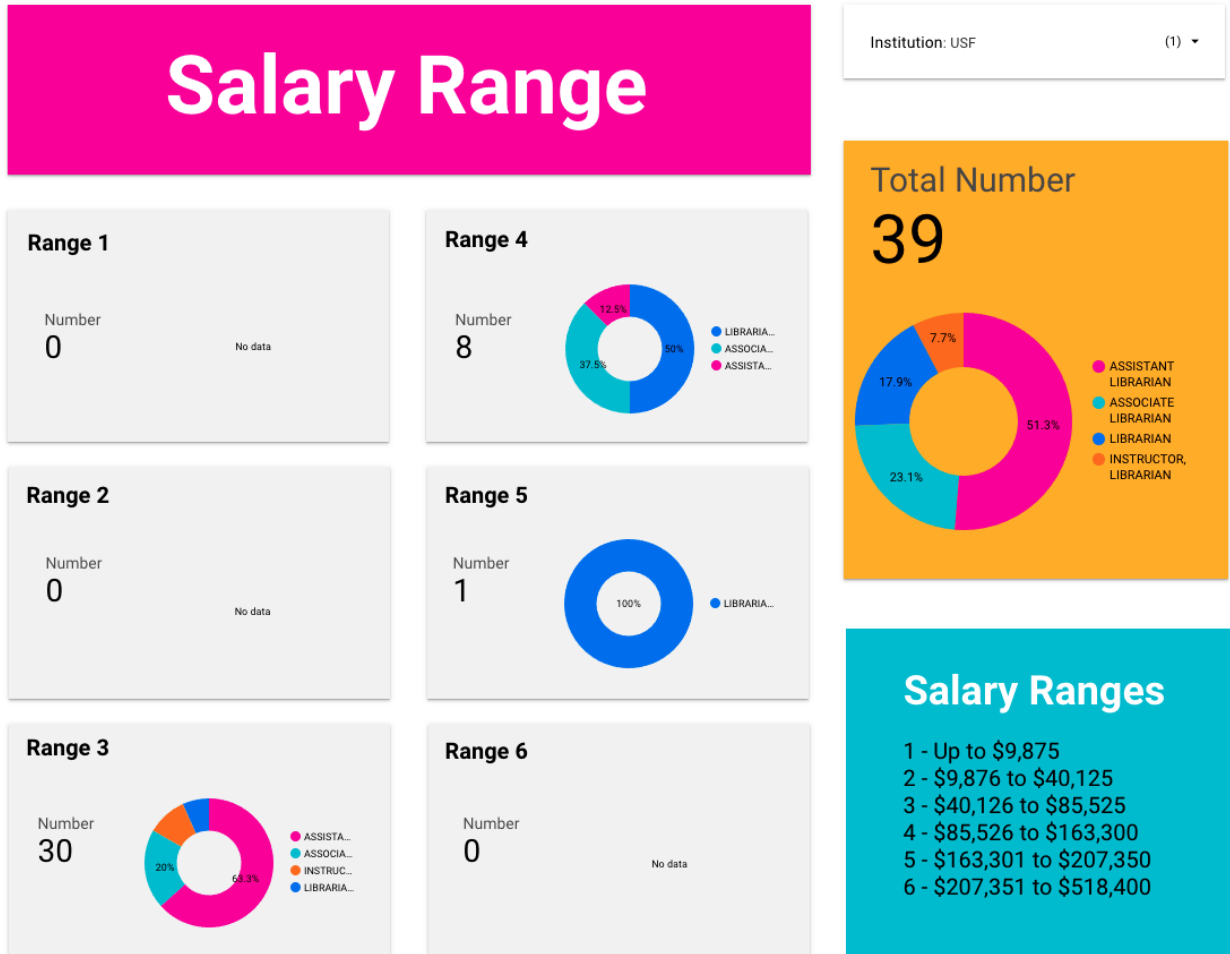




Figure 7: Salary Range of FAU Librarians

