

BLFC Salary Equity Review Committee
Annual Report, 2003-2004
5/27/2004/jjb

Committee Membership, 2003-2004

Diane Dallis, BLFC Liaison
Jackie Byrd, Chair
Karen Sweeny, Ex-Officio
Emma Dederick Colon
Kathy McCarnes, Ex-Officio
Jo McClamroch
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Charges to the Committee:

- **Monitor the accuracy and scope of the salary database, maintained by the libraries Human Resources Office, of all Bloomington library faculty members, including extra-system library faculty.**

While doing its initial work on the salary equity review of librarians this year, SERC made some suggestions resolving inconsistencies in the database, particularly for years in rank and years of professional experience outside of I.U.

- **Conduct a salary equity review every third year, identifying salary inequities and making recommendations for salary equity adjustments. The committee's report to the BLFC should exclude any confidential salary equity information, which should be submitted only to the Libraries Human Resources Officer and the Ruth Lilly University Dean of University Libraries. Note that 2003 /04 is the third year.**

The committee received documents from 39 librarians who wished to participate in this year's salary equity review. A preliminary review was made for all 39 librarians before the work of the committee stopped, due to related work on a campus level. See below for an explanation.

- **Inform librarians participating in the salary equity review of the results of the review with a written notification stating whether or not his/her salary fell below the expected salary, based on the review criteria.**

Since the review was not finished, the only notice the committee could give was the fact that that the review would not be completed. IUB librarians were notified of this via email on Feb. 13, 2004.

- **Research and identify any cases of repeat inequity. Attempt to identify the factors that contribute to repetitive inequity and recommend ways to address this problem.**

Since we did not finish our review, we really don't know whether our adjustments from last year had the desired impact to prevent repetitive inequity.

- **Organize an education program for IUB librarians on the salary equity process:** SERC members presented two sessions for IUB librarians detailing the calendar for the review, the documentation needed for the review, the criteria used to evaluate positions, and formula used to determine equity.

THE SALARY EQUITY REVIEW

In December, 2003 President Herbert sent a memorandum requesting that "any campus or school specific general faculty salary reviews related to equity or competitive peer analysis" be postponed until a university-wide study on related issues is finalized. SERC requested guidance from its ex-officio members as to whether it should continue with its assignment. The committee continued its work, hearing no definite word that it should stop, until the chair was notified via email (Jan. 27, 2004) from the dean that the committee should stop its work. The committee did no further work on the salary equity review after that time.

Prior to Jan. 27th, however, SERC did a lot of work on the 39 submissions. An initial "pass" was made through all documents, meaning that the positions were evaluated and the formula was applied to each of the salaries. Had the committee finished its work, each of these submissions would have been reviewed in light of the "whole", and adjustments may have been made to our initial decisions.

RECOMMENDATIONS

- While SERC does not, by any means, claim that its work on these 39 submissions is complete, it seems a shame that the work be discarded. SERC recommends that the grid created by this committee be made available to the next committee doing a full review, making sure that this group understands that the grid was a "work in progress".

One important reason for this is that this year's committee initiated some adjustments to criteria, giving "middle ground" to Breadth & Depth of Responsibility and to External & Internal Contact. Because it was this group that saw the need for these adjustments and were the first to apply them, the next committee responsible for a review may find the work of this year's committee valuable.

- It is recommended that the 2004-2005 Salary Equity Review Committee be charged to do some work on the criterion of independence. Specifically, the committee should:
 - clarify the criterion of independence and
 - make adjustments to the SERC form that provides input from librarians, so that a participating librarian provides the committee with input on this criterion for her/his position.

Submitted by Jackie Byrd