



American Library Association-Allied Professional Association Standing Committee on the Salaries and Status of Library Workers

PAY EQUITY BIBLIOGRAPHY

Partially annotated
Updated August 2013

The emphasis for items included in the bibliography is on practical rather than theoretical materials and on more recent information on pay equity; however, there are items from previous versions of the Pay Equity Bibliography included. This list is by no means exhaustive. If you know of items that should be included in future versions, please email them to ALA-APA (info@ala-apa.org).

Salary surveys and other factors that influence pay equity are included in the bibliography. Many salary surveys are done on an annual basis so check for the latest data from the parent organization conducting such surveys.

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Pay Equity

General Sources

American Association of University Women. "AAUW Pay Equity Resource Kit: Keep the change until women have real change." *American Association of University Women*.

<http://www.aauw.org/resource/pay-equity-resource-kit>. (accessed August 5, 2013).

The AAUW Pay Equity Resource Kit is a resource for education and advocacy on equal pay. It provides background information, suggestions for programming and advocacy, and tools you can use to raise the issue of fair pay for women in your community. In this resource kit you will find a timeline of notable achievements and obstacles around the fight for pay equity; facts and figures; and information on current federal legislation dealing with pay equity. In addition, you will find information about Equal Pay Day, which advocates across the country recognize each April to bring attention to the struggle to end the wage gap in the workplace.

American Federation of State, County and Municipal Employees (AFSCME). "We're Worth It! An AFSCME guide to understanding and implementing pay equity." *AFSCME Publications*.

<http://www.afscme.org/news/publications/working-for-government/were-worth-it-an-afscme-guide-to-understanding-and-implementing-pay-equity> (accessed January 17, 2013).

General pay equity information with a list by state of major victories AFSCME has achieved at the bargaining table, through court cases, and state legislation.

American Federation of State, County and Municipal Employees (AFSCME). "What are common arguments against pay equity and how can the union respond?" *AFSCME Publications*.

<http://www.afscme.org/news/publications/working-for-government/were-worth-it-an-afscme-guide-to-understanding-and-implementing-pay-equity/what-are-common-arguments-against-pay-equity-and-how-can-the-union-respond> (accessed January 18, 2013).

Farrell, Warren. *Why Men Earn More: The startling truth behind the pay gap—and what women can do about it*. New York: American Management Association, 2005.

Farrell asserts that the wage gap is due not to discrimination, but the professional choices women make.

Figart, Deborah. "Equal Pay for Equal Work: The role of job evaluation in an evolving social norm," *Journal of Economic Issues* 34 (March 2000): 1-9.

Fuller, Sylvia. "Job mobility and wage trajectories for men and women in the United States," *American Sociological Review* 73, no. 1 (February 2008): 158-183.

Haignere, Lois. *Paychecks: A guide to conducting salary-equity studies for higher education faculty*. 2nd ed. Washington, D.C.: American Association of University Professors, 2002.

A joint effort of salary-equity researcher Lois Haignere, the AAUP, and the United University Professions, the book is a resource for investigating bias in faculty salaries. It also describes ways to detect gender and race bias among faculty in the same rank, select a salary-equity consultant, remedy bias when it is found, and accomplish other tasks related to ensuring equity in faculty salaries.

King, Mary C., ed. *Squaring Up: Policy strategies to raise women's incomes in the United States*. Ann Arbor: University of Michigan Press, 2001.



Mortensen, Dale. *Wage Dispersion: Why are similar workers paid differently?* Cambridge, MA: MIT Press, 2003.

Murphy, Evelyn F. *Getting Even: Why women don't get paid like men-and what to do about it.* New York: Simon and Schuster, 2005.

Includes summaries of a number of litigated cases involving various aspects of sex discrimination, including wages, and practical guidance for how to address pay discrimination based on gender.

Simkin, Joyce P. *American Salaries and Wages Survey: Statistical Data Derived from more than 580 Government, Business & News Sources.* Detroit: Thomson/Gale, 2007.

Compilation of many occupations and corresponding salaries obtained from government and trade association data.

Stone, Pamela and Arielle Kuperberg. "Anti-Discrimination vs. Anti-Poverty? A comparison of pay equity and living wage reforms," *Journal of Women, Politics & Policy* 27, no. 5 (2005): 23-39.

Toutkoushian, Robert K., ed. *Conducting Salary-Equity Studies: Alternative approaches to research.* New Directions for Institutional Research 115. San Francisco: Jossey-Bass, 2002.

The volume explores some of the insights and advances made by economists and other researchers on the topic of salary equity. Chapters focus on important methodological issues that analysts should take into account when conducting a salary-equity study.

Library Related Sources

American Library Association-Allied Professional Association. *Salary Survey Summaries.* <http://ala-apa.org/?s=salary+survey+summaries> (accessed January 18, 2013).

American Library Association-Allied Professional Association Standing Committee on the Salaries and Status of Library Workers. *Advocating for Better Salaries and Pay Equity Toolkit.* 4th ed. Chicago: ALA, April 2007. <http://ala-apa.org/files/2010/07/toolkit.pdf> (accessed January 18, 2013).

Arnold, Barbara J. "Knowledge is Power for Salary Equity." *Info Career Trends.* (July 1, 2005). lisjobs.com/career_trends/?p=337 (accessed January 18, 2013).

Baldwin, Daniel. *The Library Compensation Handbook: A guide for administrators, librarians and staff.* Portsmouth, N.H.: Libraries Unlimited, 2003.

Burnham, Kate. "The Librarian's Pay Equity Case 2002: Not just a pay raise." *The Australian Library Journal* 53, no. 4 (2004): 61-375.

"Compensation Strategies Used in Public and Academic Libraries: A report from the 2005 survey of librarian salaries." *ALA-APA Library Worklife* 3 (May 2006). http://www.ala.org/research/sites/ala.org.research/files/content/librarystaffstats/librarystaffstudies/suppl_salaries.pdf (accessed January 18, 2013).



- Freedman, Maurice J. "Now is the Time: Advocating for better salaries & pay equity for all library workers." *Library Worklife* 1, no. 1 (January 2004). <http://ala-apa.org/newsletter/2004/01/16/now-is-the-time/> (accessed January 18, 2013).
- Grady, Jenifer. "Women Don't Ask: Notes from an inspiring presentation," *Library Worklife* 7, no. 4 (April 2010). <http://ala-apa.org/newsletter/2010/04/13/women-dont-ask-notes-from-an-inspiring-presentation/> (accessed January 18, 2013).
- Kinnaly, Gene. "Salary and Pay Equity Issues for Library Support Staff." Presentation given at the ALA Annual Conference, Atlanta, GA, 2002. www.mjfreedman.org/atlantasupportstaff.pdf (accessed January 18, 2013).
Discusses the role of ALA in supporting library workers' salaries.
- Leber, Michele. "Pay Equity: The means to close the wage gap." *Library Worklife* 1, no. 1 (January 2004). <http://ala-apa.org/newsletter/2004/01/16/pay-equity-the-means-to-close-the-wage-gap/> (accessed January 18, 2013).
- Leber, Michele. "Pushing for Higher Library Salaries: Now or never?" *American Libraries* 34 (January 2003): 55-58.
- Leber, Michele. "Putting Pay First." *Library Journal* 128 (April 1, 2003): 44-47.
- Schmidmaier, Dagmae and Anne Doherty. "Pay Equity for the Library Profession: An employer's perspective." *The Australian Library Journal* 57, no. 1 (2008): 23-32.
- Singer, Paula M., and Laura L. Francisco. *Developing a Compensation Plan for Your Library: 2nd Edition*. Chicago: American Library Association, 2009.
The second edition includes updated checklists, worksheets, and salary surveys that reflect the changes in the job market. The authors discuss the current challenges relating to retiring baby boomers, determining the compensation value of a MLS, and retaining high performing employees. The authors' own experiences as managers and consultants provide advice and guidance through case studies and real-world examples. Included is a discussion for the rationale for creating a formal compensation plan as well as consultation on planning a compensation review.
- Weise, Frieda O. and Thomas D. McMullen. "Study to Assess the Compensation and Skills of Medical Library Professionals Relative to Information Technology Professionals." *Bulletin of the Medical Library Association* 89 (July 2001): 249-262. www.mlanet.org/pdf/study_89_3.pdf (accessed January 18, 2013).

Library Pay Equity Case Studies

- Amdursky, Saul J. "Money Matters - The director of LJ's Library of the Year 2002 shows how Kalamazoo Public Library's innovative link between staff compensation and library revenue could revolutionize salaries in libraries nationwide." *Library Journal* 127, no. 17 (2002): 9-41.
In Kalamazoo (MI), the public library has tied total compensation (salaries and benefits) to the library's revenue growth. The property tax growth has averaged between four and five percent annually for seven



years and salary ranges have increased between two and six percent, meeting or exceeding inflation. If revenues decline or if revenue is insufficient, salaries will not be reduced.

Anderson, Patricia K. "Good News!: Better pay, reduced workweek hours and improved benefits revived Montville Township (NJ) Public Library." *Library Worklife* 3, no. 5 (May 2006). <http://ala-apa.org/newsletter/2006/05/18/better-pay-reduced-workweek-hours-and-improved-benefits-revived-montville-township-nj-public-library/> (accessed April 20, 2013).

Canadian Union of Public Employees. "Overdue: Pay equity for library workers." *Librarian Unions*, posted June 7, 2007. librarianunions.blogspot.com/2007/07/overdueday-equity-for-library-workers.html (accessed January 18, 2013).

Collins, Amber. "Good News!: Burlington, Vermont library workers reclassified," *Library Worklife* 2, no. 10 (October 2005). <http://ala-apa.org/newsletter/2005/10/17/good-news-3/>(accessed January 18, 2013).

Foster, Norah. "Pay Equity for University of California Library Assistants Supported." *Library Mosaics* 16, no. 4 (July/August 2005): 8-9.

Frawley, Candy. "Better Pay at Live Oak Public Libraries in Savannah, GA." *Library Worklife* 1, no. 9 (September 2004). <http://ala-apa.org/newsletter/2004/09/17/good-news/> (accessed January 18, 2013).

Gass, Beverley. "NCLA's Pay Equity Project: It's about more than loving to be a librarian," *North Carolina Libraries* 67, nos. ½ (2009): 17-19.

"Good News!: Successful reclassification at the Huntington Beach Public Library." *Library Worklife* 1, no. 11 (November 2000). <http://ala-apa.org/newsletter/2004/11/17/good-news-2/> (accessed January 18, 2013).

Kinnaly, Gene. "Salary and Pay Equity Issues for Library Support Staff." Presentation given at the ALA Annual Conference, Atlanta, GA, 2002. www.mjfreedman.org/atlantasupportstaff.pdf (accessed January 18, 2013).

Library Worklife, a monthly electronic newsletter which ALA-APA began in 2004, includes an article on salaries and pay equity in each issue. Full text is available from 2004 through the previous year; the current year is available only to subscribers; see <http://ala-apa.org/newsletter/past-issues/> (accessed August 6, 2013).

Oder, Norman. "Salary Boost at Two NYC PLs." *Library Journal* 129 (September 2004): 17. www.libraryjournal.com/article/CA447062.html (accessed January 18, 2013).

Orenstein, David. "Fair Pay is an Issue for Managers, Too." *Library Journal* 128 (April 2003): 45. http://www.libraryjournal.com/lj/ljinprintcurrentissue/873831-403/fair_pay_is_an_issue.html.csp (accessed January 18, 2013).



Pepper, John. "Good News!: Making a Case to Your Funders." *Library Worklife* 2, no. 9 (September 2005). <http://ala-apa.org/newsletter/2005/09/17/good-news-making-a-case-to-your-funders/> (accessed January 18, 2013).

"Providence PL Unionizes; Cincinnati and Hamilton PL Gearing Up," *Library Journal* 130 (September 2005): 24. www.libraryjournal.com/article/CA6257870.html (accessed January 18, 2013).

Schmidmaier, Dagmar. "Pay Equity for the Library Profession: An Employer's Perspective." *The Australian Library Journal* 57, no. 1 (February 2008).

Library Issues Related to Pay Equity

Certification

"Certified Public Library Administration Program." *American Library Association-Allied Professional Association*. <http://ala-apa.org/certification/> (accessed January 18, 2013).

Describes the voluntary post-MLS certification program and what the program enables public librarians to do.

Grady, Jenifer and Barbara Marson. "The Library Support Certification Program: Past, Present, and Future." Presentation given at the 74th IFLA General Conference and Council, Quebec, Canada, August 13, 2008. http://archive.ifla.org/IV/ifla74/papers/136-Grady_Marson-en.pdf (accessed August 5, 2013).

"Library Media/Early Childhood through Young Adulthood." National Board for Professional Teaching Standards. <http://www.nbpts.org/library-media-ecya> (accessed April 20, 2013).

Provides information on library media standards and certification of school library media personnel.

"Library Support Staff Certification Program." *American Library Association-Allied Professional Association*. <http://ala-apa.org/lssc/> (accessed January 18, 2013).

Schacher, Casey. "Preparing for the Future: Interview with Barb Brattin, Certified Public Library Administrator Program Graduate," *Library Worklife* 8(1). <http://ala-apa.org/newsletter/2011/01/10/preparing-for-the-future-interview-with-barb-brattin-certified-public-library-administrator-program-graduate/> (accessed January 18, 2013).

Schacher, Casey. "Refresh, Recharge, Redirect: Library Director Kate McCaffrey on CPLA," *Library Worklife* 8(7) (July 2011). <http://ala-apa.org/newsletter/2011/07/11/library-director-kate-mccaffrey-on-cpla/> (accessed January 18, 2013).

Note: *Library Worklife*, published by ALA-APA, covers certification in its monthly issues.



Faculty Status

Blessinger, Kelly and Gina Costello. "The Effect of Economic Recession on Institutional Support for Tenure-Track Librarians in ARL Institutions," *Journal of Academic Librarianship* 37, no. 4 (2011): 307-311.

Bryan, Jacalyn E. "The Question of Faculty Status for Academic Librarians." *Library Review* 56, no. 9 (2007): 781-787.
www.emeraldinsight.com/Insight/ViewContentServlet?Filename=/published/emeraldfulltextarticle/pdf/0350560903.pdf (accessed April 29, 2013).

Coker, Catherine, VanDuinkerken, Wyoma and Stephen Bales. "Seeking Full Citizenship: A defense of tenure faculty status for librarians," *College & Research Libraries* 71, no. 5 (September 2010): 406-420.

Gillum, Shalu. "The True Benefit of Faculty Status for Academic Reference Librarians," *Reference Librarian* 51, no. 4 (October/December 2010): 321-328.

This article covers the issue of faculty status for librarians. Also covers tenure and the advantages of faculty status in academic settings. Originally published as an article for a student paper, the author takes a clear position on the pay equity issue, but does not specifically side with the workers. Also provides statistics about pay discrepancies between urban and rural libraries.

"Guidelines for Academic Status for College and University Librarians." *Association of College and Research Libraries*. www.ala.org/ala/mgrps/divs/acrl/standards/guidelinesacademic.cfm (accessed January 18, 2013).

Hoggan, Danielle. "Faculty Status for Librarians in Higher Education." *Libraries in the Academy* 3, no. 3 (2003): 431-435.
muse.jhu.edu/journals/portal_libraries_and_the_academy/v003/3.3hoggan.pdf (accessed January 18, 2013).

Hosburgh, Nathan. "Librarian Faculty Status: What does it mean in academia," *Library Philosophy & Practice* (June 2011): 31-37.

Loesch, Martha Fallahay. "Librarian as Professor: A Dynamic New Role Model," *Education Libraries* 33, no. 1 (Spring 2010): 31-37.

Gender

American Association of University Women (AAUW). "The Simple Truth About the Gender Pay Gap," (2012): 1-26. <http://www.aauw.org/learn/research/upload/simpletruthaboutpaygap1.pdf> (accessed January 19, 2013).

Binder, Melissa, Krause, Kate, Chermak, Janie, Thacher, Jennifer and Julia Gilroy. "Same Work, Different Pay? Evidence from a U. S. public university." *Feminist Economics* 16, no. 4 (October 2010): 105-135.



Boraas, Stephanie and William M. Rodgers, III. "How Does Gender Play a Role in the Earnings Gap? An Update." *Monthly Labor Review* 126, no. 3 (March 2003): 9-15.
www.bls.gov/opub/mlr/2003/03/art2full.pdf (January 19, 2013).

"Bridging the Pay Gap." *American Management Association*, 2007.
<http://www.amanet.org/training/articles/Bridging-the-Gender-Pay-Gap.aspx> (accessed April 20, 2013).

This website describes existing gender pay gaps between men and women and their causes. The article provides examples of ways the pay gap can be narrowed for the future. The suspected causes of the pay gap between men and women are believed to dependent upon if a woman gets a college degree, which college she attends, the major she chooses, the occupation she pursues and whether or not she has children. Another cause of the pay gap that is discussed is the history of society, since starting salaries are often based on prior earnings and women usually start jobs at lower pay levels than men do. The article suggests the pay gap can be further narrowed by spreading awareness of the pay gap in the workforce and encouraging women to advocate on behalf of their salaries.

Brown, Laura K., Troutt, Elizabeth and Susan Prentice. "Ten Years After: Sex and salaries at a Canadian university." *Canadian Public Policy* 37, no. 2 (June 2011): 239-255.

Business and Professional Women's Foundation. *101 Facts on the Status of Working Women*. Washington, D.C.: BPW Foundation, 2007.
<http://www.bpwfoundation.org/documents/uploads/101FactsOct07.pdf> (accessed January 19, 2013).

Campbell, Doug. "The Pay Divide: Men make more money than women. Some new economic research helps explain why." *Region Focus* (Spring 2006): 32-35.
www.richmondfed.org/publications/research/region_focus/2006/spring/pdf/feature5.pdf (accessed January 19, 2013).

Cho, Donghun and Joonmo Cho. "How Do Labor Unions Influence the Gender Earnings Gap? A comparative study of the U. S. and Korea." *Feminist Economics* 17, no. 3 (July 2011): 133-157.

Corbett, Christianne and Catherine Hill. *The Earnings of Women and Men One Year after College Graduation*. Washington, D.C.: AAUW, 2012.
<http://www.aauw.org/GraduatetopaPayGap/upload/AAUWGraduatingtoaPayGapReport.pdf>

Coutts, Justin. "Will Pay Equity Close the 'Pay Gap' Between Men and Women?" New Zealand Business Roundtable no. 1 (February 2004): 1-7.
http://www.nzbr.org.nz/site/nzbr/files/policy/policy-2004/pb_no1.pdf (accessed January 19, 2013).

Analyzes the underlying issues around pay equity, looks at the effectiveness of interventions to address the pay gap, and discusses policy approaches to improve earnings of women and what the future is likely to hold.



Curtis, John W. "2004-05 Report on the Economic Status of the Profession." *American Association of University Professors*. www.aaup.org/AAUP/comm/rep/Z/ecstatreport2004-05/ (accessed January 19, 2013).

Includes salaries and trends for university professors, highlighting gender equity issues.

Department for Professional Employees, AFL-CIO, Research Department. "Professional Women: A Gendered Look at Occupational Obstacles and Opportunities Fact Sheet 2013." <http://dpeaflcio.org/professional-women-a-gendered-look-at-occupational-obstacles-and-opportunities/> (accessed January 19, 2013).

Hartmann, Heidi, Olga Sorokina, and Erica Williams. "The Best and Worst State Economies for Women." *Institute for Women's Policy Research Briefing Paper* no. R334 (December 2006). <http://www.iwpr.org/publications/pubs/the-best-and-worst-state-economies-for-women-1> (accessed January 19, 2013).

Hegewisch, Ariane and Angela Edwards. "The Gender Wage Gap: 2011" *Institute for Women's Policy Research Fact Sheet* no. C350 (September 2012). http://www.iwpr.org/publications/pubs/the-gender-wage-gap-2011-1/at_download/file (accessed January 19, 2013).

Hill, Catherine and Elena Silva. *Public Perceptions of the Pay Gap*. Washington, D.C.: AAUW Educational Foundation, 2005.

<http://cdm16064.contentdm.oclc.org/cdm/singleitem/collection/p266901coll4/id/2557/rec/7> (accessed April 20, 2013).

Sponsored by the AAUW Educational Foundation, the report reexamines Americans' perception of the pay gap based on an AAUW-commissioned poll conducted in 2005 and compares the perceptions to recent studies on the pay gap.

Judge, Timothy and Beth A. Livingston. "Is the Gap More Than Gender? A Longitudinal Analysis of Gender, Gender Role Orientation, and Earnings." *Journal of Applied Psychology* 93, no. 5 (2008): 994-1012.

Koeske, G. and W. Krowinski. "Gender-Based Salary Inequity in Social Work: Mediators of Gender's Effect on Salary." *Social Work* 49, no. 2 (April 2004): 309-317.

Finds that career-trajectory differences aren't enough to explain pay inequities for women, who moreover are overrepresented in the field.

Laine, C. and B. J. Turner. "Unequal Pay for Equal Work: The gender gap in academic medicine." *Annals of Internal Medicine* 141, no. 3 (2004): 238-40.

Discusses results of statistical report listed below, which provides recent evidence of salary disparities between men and women in the medical field.

Levine, Linda. "The Gender Wage Gap and Pay Equity: Is Comparable Worth the Next Step?" Congressional Research Service Report for Congress, No. 98-278E, updated December 20, 2004. http://www.house.gov/sites/members/nj12_holt/pdf/CRS_on_pay_equity_Dec2004.pdf (accessed April 20, 2013).

Lengthy overview of issues on both sides of debate; includes summary of Congressional legislative activities.



Magnusson, Charlotta. "Why Is There a Gender Wage Gap According to Occupational Prestige?" *Acta Sociologica* 53, no. 2 (June 2010): 99-117.

Miki, Malul and Fany Yuval. "Using Education to Reduce the Wage Gap Between Men and Women." *Journal of Socio-Economics* 40, no. 4 (August 2011): 412-416.

Mikulski, Barbara, Patty Murray, and Debra L. Ness. "Congress Needs to Fix Wage Gap." *Politico*, 2013. <http://www.politico.com/story/2013/04/paycheck-fairness-act-congress-89962.html> (accessed April 20, 2013).

This article discusses Equal Pay Day, which is "a new analysis of U.S. Census Bureau data from the National Partnership for Women & Families." (Mikulski). The author states that Equal Pay Day should be used as a reminder that women continue to face a gender-based wage gap and stresses the importance of Congress passing the Paycheck Fairness Act. According to the article, the Paycheck Fairness Act would assist in eliminating the wage gap between men and women by making it so employers have to show that pay disparities are not gender-based. "It would prohibit employers from retaliating against employees who discuss or disclose salary information and make it easier for women to combat pay discrimination." (Mikulski).

Mitra, Aparna. "Access to Supervisory Jobs and the Gender Wage Gap among Professionals." *Journal of Economic Issues* 37, no. 4 (December 2003): 1023-1044.

Gender segregation and allocation of differential supervisory positions contributes to lower earnings of female supervisors and unequal pay between males and females.

National Women's Law Center. *Congress Must Act to Close the Wage Gap for Women*. Washington, D.C.: National Women's Law Center, 2008. www.pay-equity.org/PDFs/PayEquityFactSheet_May2008.pdf (accessed January 19, 2013).

Palomino, Frederic and Eloic-Anil Peyrache. "Psychological Bias and Gender Wage Gap." *Journal of Economic Behavior & Organization* 76, no. 3 (December 2010): 563-573.

Rose, S. and H. Hartmann. *Still a Man's Labor Market: The Long-Term Earnings Gap*. Washington, D.C.: Institute for Women's Policy Research, 2004. <http://www.iwpr.org/publications/pubs/still-a-mans-labor-market-the-long-term-earnings-gap> (accessed January 19, 2013).

A look at the wage gap over time, using longitudinal data.

Stoilova, Rumiana, Simeonova-Ganeva, Ralitsa and Tatyana Kotzeva. "Determinants of Gender Disparities in Labor Income." *International Journal of Sociology* 42, no. 3 (Fall 2012): 53-76.

Svarstad, B., J. Draugalis, S. Meyer, and J. K. Mount. "The Status of Women in Pharmacy Education: Persisting gaps and issues." *American Journal of Pharmaceutical Education* 68, no. 3, article 79 (2004). <http://archive.ajpe.org/aj6803/aj680379/aj680379.pdf> (accessed April 20, 2013).

Salary and advancement gaps for women educators at schools of pharmaceutical science.

U. S. Bureau of Labor Statistics. *Highlights of Women's Earnings in 2011*. Report 1038. Washington, D.C.: U. S. Department of Labor, 2008. <http://www.bls.gov/cps/cpswom2011.pdf> (accessed January 19, 2013).



Includes data on median earnings by selected characteristics, including occupations. Earlier years also available at the U.S. Bureau of Labor Statistics website.

U. S. Bureau of Labor Statistics. *Women in the Labor Force: A Databook*. Report 996 Washington, D.C.: U. S. Department of Labor, 2011. <http://www.bls.gov/cps/wlf-databook2011.htm> (accessed January 19, 2013).

Provides a wealth of statistics on women's earnings and labor force participation patterns. Earlier years also available at the U.S. Bureau of Labor Statistics website.

U. S. General Accounting Office. *Women's Earnings: Work Patterns Partially Explain Difference Between Men's and Women's Earnings*. Washington, D.C.: U. S. General Accounting Office, 2003. <http://www.gao.gov/products/GAO-04-35> (accessed January 19, 2013).

U.S. Government Accountability Office. *Progress Made, but Women Remain Overrepresented among Low-Wage Workers*. Washington, D.C.: U. S. Government Accountability Office, 2011. <http://www.gao.gov/products/GAO-12-10> (accessed January 19, 2013).

West, Martha S. and John W. Curtis. *AAUP Faculty Gender Equity Indicators 2006*. Washington, D.C.: American Association of University Professors, 2006.

The report provides data on four equity measures: employment status, tenure, promotion, and average salaries for faculty at over 1,400 colleges and universities across the country.

Library Roles

Braun, Linda W. "New Roles: A Librarian by any Name." *Library Journal* 127, no. 2 (February 2002): 46-49.

Goetsch, Lori. "Reinventing Our Work: New and Emerging Roles for Academic Librarians." *Journal of Academic Librarianship* 48, no. 2 (2008):157-172.

LeMaistre, Tiffany, Embry, Rebecka L., Van Zandt, Lindsey L. and Diane E. Bailey. "Role Reinvention, Structural Defense, Or Resigned Surrender: Institutional approaches to technological change and reference librarianship." *Library Quarterly* 82, no. 3 (July 2012): 241-275.

Menchaca, Frank. "The Future Is In Doubt: Librarians, publishers, and networked learning in the 21st century." *Journal of Library Administration* 52, no. 5 (July 2012): 396-410.

Rockman, Ilene. "Distinct and Expanded Roles for Reference Librarians." *Reference Review Services* 33, no. 3 (2005): 257-258.

Silver, Cheryl. "Changing Roles and Contexts for Health Library and Information Professionals." *Journal of Electronic Resources in Medical Libraries* 9, no. 4 (October/December 2012): 310.

Simmons-Welburn, Janice. *Changing Roles of Library Professionals*. SPEC kit, 256. Washington, D.C.: Association of Research Libraries, 2000.



Simpson, Carol. "The School Librarian's Role in the Electronic Age." *Teacher Librarian* 25, no. 5 (May/June 1998): 38-39.

Tang, Jinhong. "The Expanding Roles of Librarians for the New Millennium." *IASSIST Quarterly* 22, no. 1 (Spring 1998): 19-23. <http://www.iassistdata.org/downloads/iqvol221tang.pdf> (accessed January 19, 2013).

U.S. Bureau of Labor Statistics, U.S. Department of Labor. "Librarians." *Occupational Outlook Handbook, 2012-13 Edition*. <http://www.bls.gov/ooh/education-training-and-library/librarians.htm> (accessed January 19, 2013).

Primarily for career information, but provides information on what librarians do that might be useful in discussing roles of librarians.

Wilson, Terrie. *The Twenty-First Century Art Librarian*. Binghamton, NY: Hawthorne Information Press, 2003.

Recruitment

Bajjaly, Stephen T. "Contemporary Recruitment in Traditional Libraries." *Journal of Education for Library & Information Science* 46, no. 1 (Winter 2005): 53-58.

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Focuses on the wage gap between men and women in Western societies. The book explores the historical existence and changes over time. This collection of revised papers contains extensive research on progress made by women in the labor market and the characteristics and causes of remaining gender inequalities.

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The ALA-APA Council passed a living wage resolution for library employees at the American Library Association meeting in Anaheim, California. On Monday, June 30, 2009 the ALA-APA Standing Committee on the Salaries and Status of Library Workers, represented by incoming chair Patty Anderson, brought forward a resolution supporting the annual updating of the \$40,000 minimum salary for librarians and recommending a salary of \$13 an hour for library workers, also to be updated annually.

Hartman, Heidi. *Women, Work, and Poverty: Women Centered Research for Policy Change*. Haworth Press, 2006.

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Kingman, Bruce R. *The Economics of Information: A Guide to Economic and Cost-Benefit Analysis for Information Professionals*. 2nd ed. Westport, CT: Libraries Unlimited, 2001.

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Websites Addressing Pay Equity and Pay Equity Issues

“AAUW’s position on pay equity.” AAUW.

www.aauw.org/act/issue_advocacy/actionpages/payequity.cfm (accessed January 15, 2013). Shows AAUW’s research, position, and issues addressed relating to pay equity.

AFL-CIO, “Working Women.” <http://www.aflcio.org/> or more specifically <http://www.aflcio.org/Issues/Civil-and-Workplace-Rights/Working-Women> (accessed April 22, 2013).

Website of the AFL-CIO. Information on unions, the economy, state and national statistics on working family issue, and working women. The “working women” site includes a variety of resources including: violence against women in the workplace, working women in union history, working women need equal pay, women, work and families, charter of rights of working women, working women’s rights in a global economy. The website also provides a working woman “toolkit” for further assistance.

Business and Professional Women’s Foundation. <http://www.bpwfoundation.org/> (accessed January 15, 2013).

Site of the Business and Professional Women’s Foundation that provides short but useful facts and practical strategies regarding fair pay approaches, including federal and state legislation; also Equal Pay Day activities and links to pay equity sites.

Canadian Department of Labor http://www.hrsdc.gc.ca/eng/labour/equality/pay_equity/about/index.shtml (accessed April 22, 2013).

Government of Canada sponsored site that includes links to Canadian pay equity programs and policies, frequently asked questions, guides, and links to other sites providing information related to pay equity in Canadian jurisdiction.

Canadian Union of Public Employees. <http://cupe.ca/equality> (accessed April 22, 2013).

The CUPE equality branch focuses issues related to specific minority groups, including: women, workers of colour, Aboriginal workers, people with disabilities and lesbian, gay, bisexual, transgender and transsexual (LGBTT) members. This branch advises on regional and local issues.

“Cost of Living.” *The University of Michigan Document Center*. <http://www-personal.umich.edu/~graceyor/govdocs/steccp.html> (accessed January 15, 2013).

The University of Michigan’s statistical resources on the web about the cost of living.

Institute for Women’s Policy Research. <http://www.iwpr.org/initiatives/pay-equity-and-discrimination>. IWPR tracks the gender wage gap over time in a series of fact sheets updated annually. The IWPR works in collaboration with The WAGE (Women Are Getting Even) Project. The IWPR describes itself as a “think tank in the U.S. focusing primarily on domestic women’s issues, founded in 1987” IWPR’s reports and other informational resources have informed policies and programs across the U.S.



“Living Wage and Self-Sufficiency Resources,” *UC Berkeley Labor Center*.

<http://laborcenter.berkeley.edu/livingwage/resources.shtml> (accessed January 15, 2013).

Provides background materials such as ordinance summaries and comparisons, drafting tips, research summaries, talking points, and links to other living wage-related sites.

National Committee on Pay Equity. www.pay-equity.org/ (accessed January 15, 2013).

Provides information on pay equity including issues regarding pay equity, pay equity legislation, salary surveys and more. Provides a series of fact sheets concerning the wage gap.

“NOW and Economic Justice.” *National Organization for Women*. www.now.org/issues/economic/ (accessed January 15, 2013).

Advocates for a wide range of economic issues affecting women including livable wage, job discrimination, and pay equity.

“Salary Calculator.” *Homefair*. www.homefair.com/homefair/calc/salcalc.html (accessed January 15, 2013).

Provides salary calculator to compare the cost of living in various areas.

Student Worker Solidarity Resource Center. (formerly the Living Wage Action Coalition).

<http://www.livingwageaction.org/>

This site provides resources for a younger, student movement.

Universal Living Wage. <http://www.universallivingwage.org/> (accessed April 22, 2013).

Provides a brief history of the national living wage movement, background materials such as ordinance summaries and comparisons, drafting tips, research summaries, talking points, and links to other living wage-related sites.

U.S. Bureau of Labor Statistics. www.bls.gov/ (accessed January 15, 2013).

The Bureau of Labor Statistics offers a variety of wage data information by occupations, national and state areas, wages, earnings, benefits, library worker data, etc.

WAGE (Women Are Getting Even) Project. www.wageproject.org (accessed January 15, 2013).

The WAGE Project was born out of Evelyn Murphy’s book, *Getting Even: Why women don’t get paid like men-and what to do about it*. The project is a volunteer initiative for women to train other women in all professions to negotiate. The site includes sign-ups for training, a “getting even calculator,” and a place for women to tell their stories.

Cost of Living Indicators

“Cost of Living.” *The University of Michigan Document Center*.

www.lib.umich.edu/govdocs/steccepi.html (accessed April 30, 2009).

The University of Michigan’s statistical resources on the web about the cost of living.



General Website regarding the cost of living between cities: <http://money.cnn.com/calculator/pf/cost-of-living/>

Useful for calculating regional changes in cost of living.

“Salary Calculator.” *Homefair*. www.homefair.com/homefair/calc/salcalc.html (accessed April 22, 2013).

Provides salary calculator to compare the cost of living in various areas.

For information on Consumer Price Index see www.bls.gov/cpi.

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