

Interrogating the Lack of Pay Transparency in Library Faculty Job Postings

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Why is Transparency important?

Ledbetter v. Goodyear Tire & Rubber
Co., 550 U.S. 618 (2007)

Why is excluding salaries in a job post such a bad thing?

- It wastes everyone's time
- It disregards the fact that people have to support themselves and their families
- It perpetuates the gender wage gap:
<https://www.catalyst.org/research/womens-earnings-take-pay-gap/>
- <https://www.washingtonpost.com/posteverything/wp/2015/05/21/the-best-way-to-way-to-eliminate-the-gender-pay-gap-ban-salary-negotiations/>
- It discriminates against people of color:
<https://go.exlibris.link/V0626JCm>
- It drives away potential good candidates
- It starts the relationship off on a lack of trust and transparency
- It is inaccurate

Why are salaries not disclosed on job postings?

- Is it because it's the way it's always been done?
- Is it because salaries are so low that we're afraid to disclose them?
- Is it because you don't want existing staff at your organization to know what a new team member is making?

What we've done:

Interrogating
“policy”

“The library will work to ensure it is advertising in places that promote a diverse pool of candidates. In addition, **where applicable and with approvals**, we will list the salary range in the job postings for the most diverse pool.”

Last poll & open forum

Poll question #2:

How likely are you to
apply for a job when you
don't know the pay
range?

Resources

- 7 reasons why you should include a salary range in your job postings. (2021, January 12). *SocialTalent*.
- Baker, M., Halberstam, Y., Kroft, K., Mas, A., & Messacar, D. (2019). *Pay Transparency and the Gender Gap* (NBER Working Paper No. 25834). National Bureau of Economic Research, Inc.
- Chen, J. J., & Crown, D. (2019). The Gender Pay Gap in Academia: Evidence from the Ohio State University. *American Journal of Agricultural Economics*, 101(5), 1337–1352.
- *If Culture Sector Employers Want Equality, Post Salary and Benefits With Job Descriptions*. (2019, October 4). Hyperallergic.
- *Labor*. (2021, February 10). DLF Wiki.
- Scheller, E. M., & Harrison, W. (2018a). Ignorance Is Bliss, or Is It? The Effects of Pay Transparency, Informational Justice and Distributive Justice on Pay Satisfaction and Affective Commitment. *Compensation & Benefits Review*, 50(2), 65–81.

Resources

- The best way to eliminate the gender pay gap? Ban salary negotiations. (n.d.). *Washington Post*.
- *The Salary Question*. (2018, November 1). American Libraries Magazine.
- Thielen, J., & Neeser, A. (2019). How You Can Write More Inclusive Data Practitioner Job Postings. *Journal of EScience Librarianship*, 8(2), e1167.
- Thielen, J., & Neeser, A. (2020). Making Job Postings More Equitable: Evidence Based Recommendations from an Analysis of Data Professionals Job Postings Between 2013-2018. *Evidence Based Library and Information Practice*, 15(3), 103–156.
- Vu. (2015, June 1). When you don't disclose salary range on a job posting, a unicorn loses its wings. *Nonprofit AF*.

Resources

- Vu. (2020, September 14). Not showing the salary range in job postings is archaic and inequitable. So why do we keep doing it? *Nonprofit AF*.
- Vu. (2022, February 21). Crappy hiring practices that need to die, and some new ones we need to adopt. *Nonprofit AF*.
- Wong, K. (2019, January 20). Want to Close the Pay Gap? Pay Transparency Will Help. *The New York Times*. *You're not serious about equity if you don't post salaries*. (2019). NTEN.