Interrogating the Lack of Pay Transparency in Library Faculty Job Postings

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Why is Transparency important?

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-the-pay-gap/


• 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.”
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*.
Resources

- 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*.