

# Analyzing Age and Race/Ethnicity Demographics



Webcast  
Association of Research Libraries  
November 5, 2013

# Welcome



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## Martha Kyrillidou



Senior Director  
ARL Statistics and Service  
Quality Programs  
Association of Research  
Libraries

# Thank You for Joining Us



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- Everyone will be muted to cut down on background noise.
  - We welcome questions. Please type your questions, and ARL staff stand ready to answer them.
  - A recording of the webcast will be posted on ARL's YouTube channel: <http://www.youtube.com/arlvideo>

# Introductions



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- **Martha Kyrillidou**, Senior Director, ARL Statistics and Service Quality Programs, Association of Research Libraries
  - **Mark Puente**, Director of Diversity and Leadership Programs, Association of Research Libraries
  - **Stanley Wilder**, University Librarian, University of North Carolina Charlotte

# Goals



- How are demographic trends in our organizations comparing with US trends?
- What are our retirement trends?
- How are these trends affecting the racial and ethnic composition of the profession?
- What are the job categories with the highest growth and how are new entrants coming into the profession?

# Agenda



- Enrollment data in colleges and universities
- ARL data on race/ethnicity
- ARL diversity and leadership programs
- Professionalization & retirements
- Changes in the workforce
- Implications for the profession and our organizations

# Poll Question



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Has your library had any staff members involved with ARL's leadership and diversity programs?

- Yes
  - No
  - Don't know
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## Mark Puente

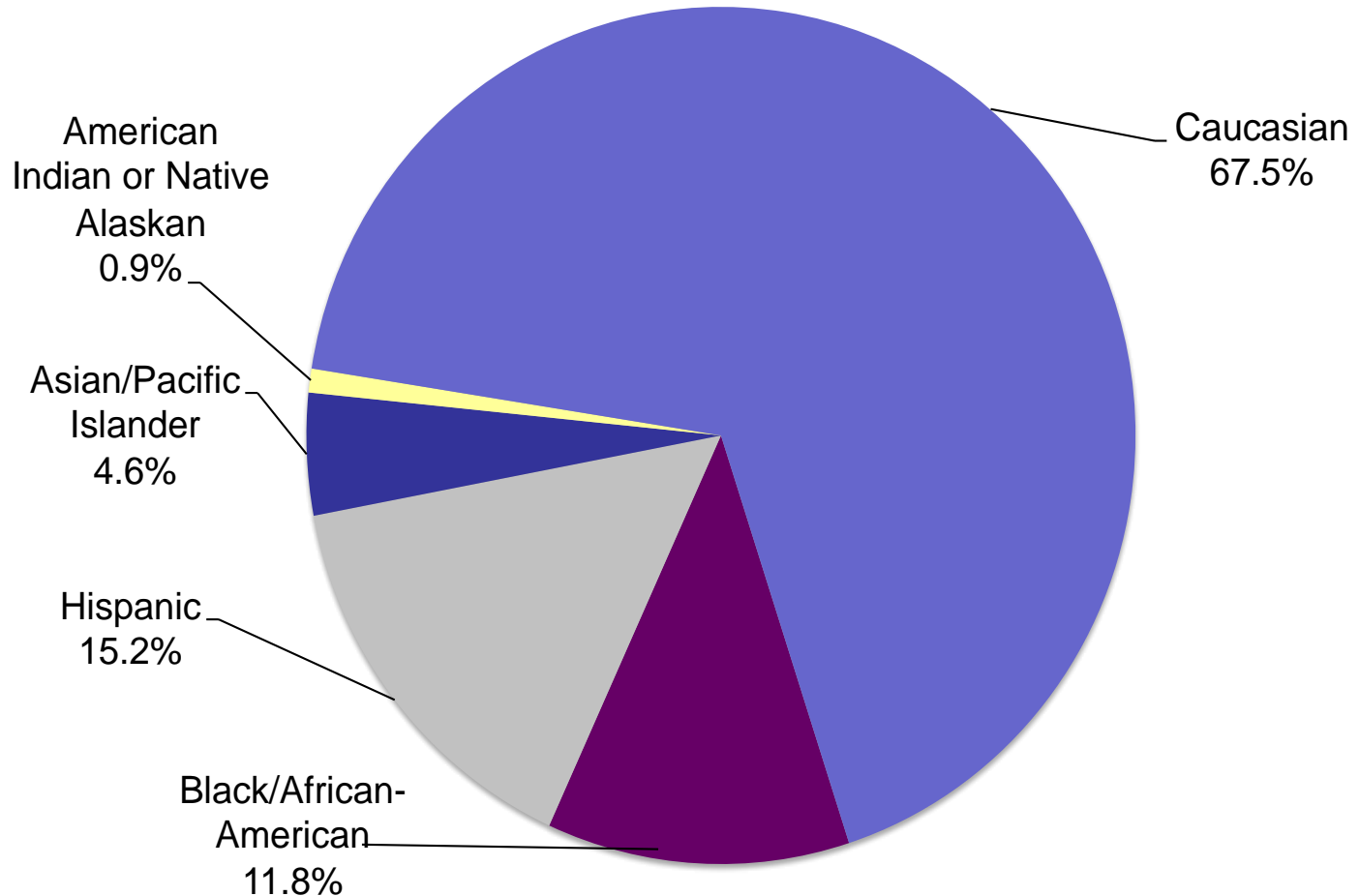


Director of Diversity and  
Leadership Programs,  
Association of Research  
Libraries

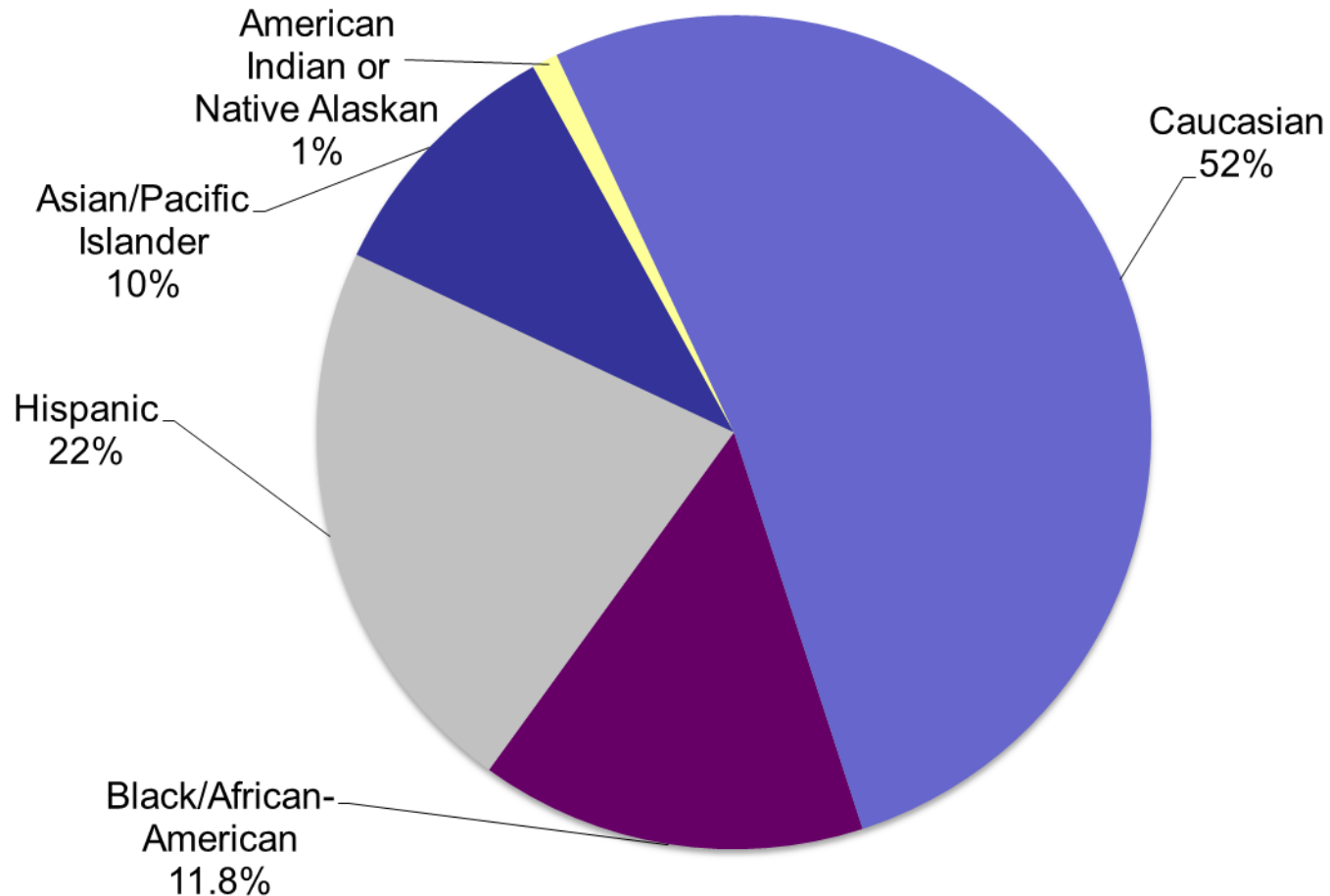
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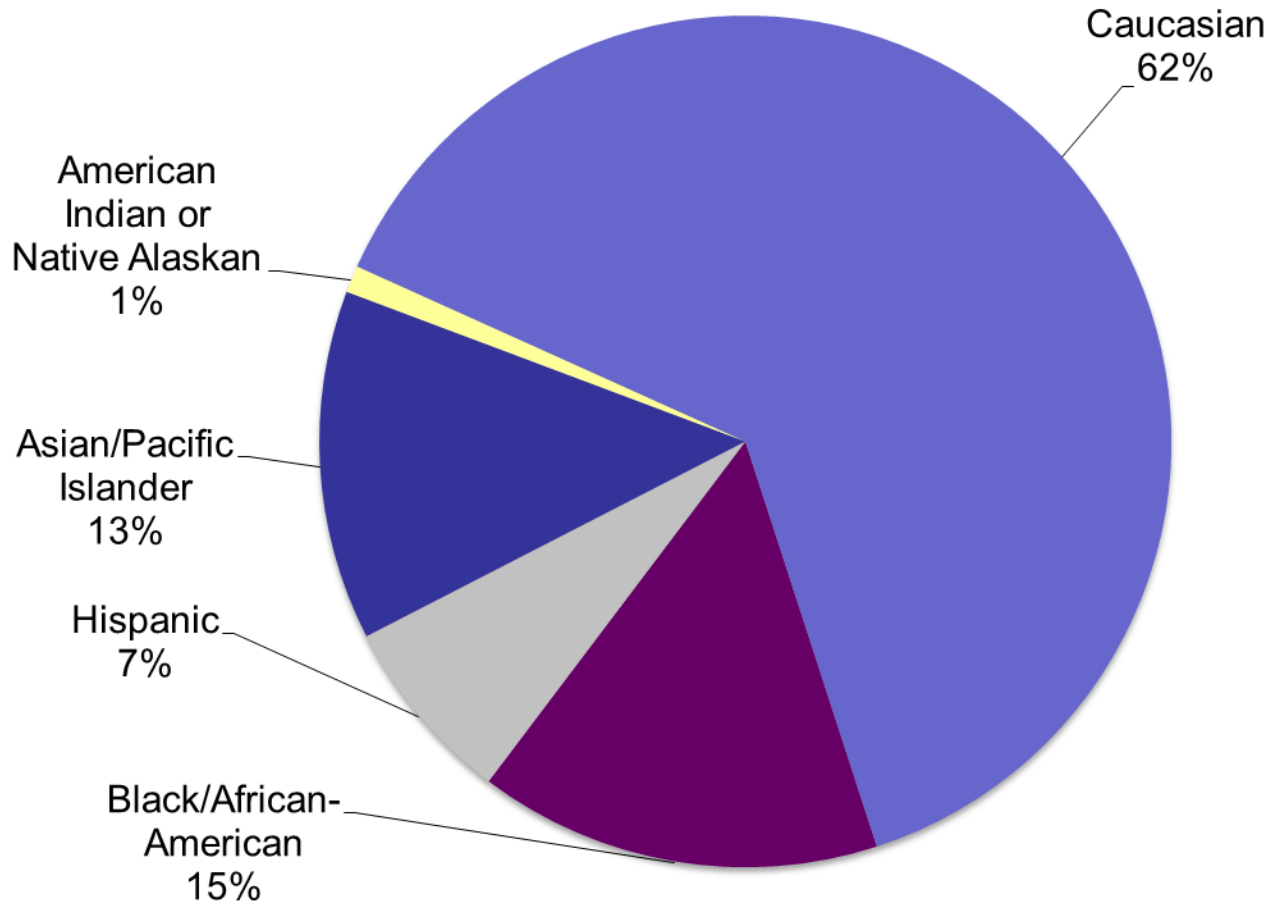
# Ethnicity/Race in the US 2010



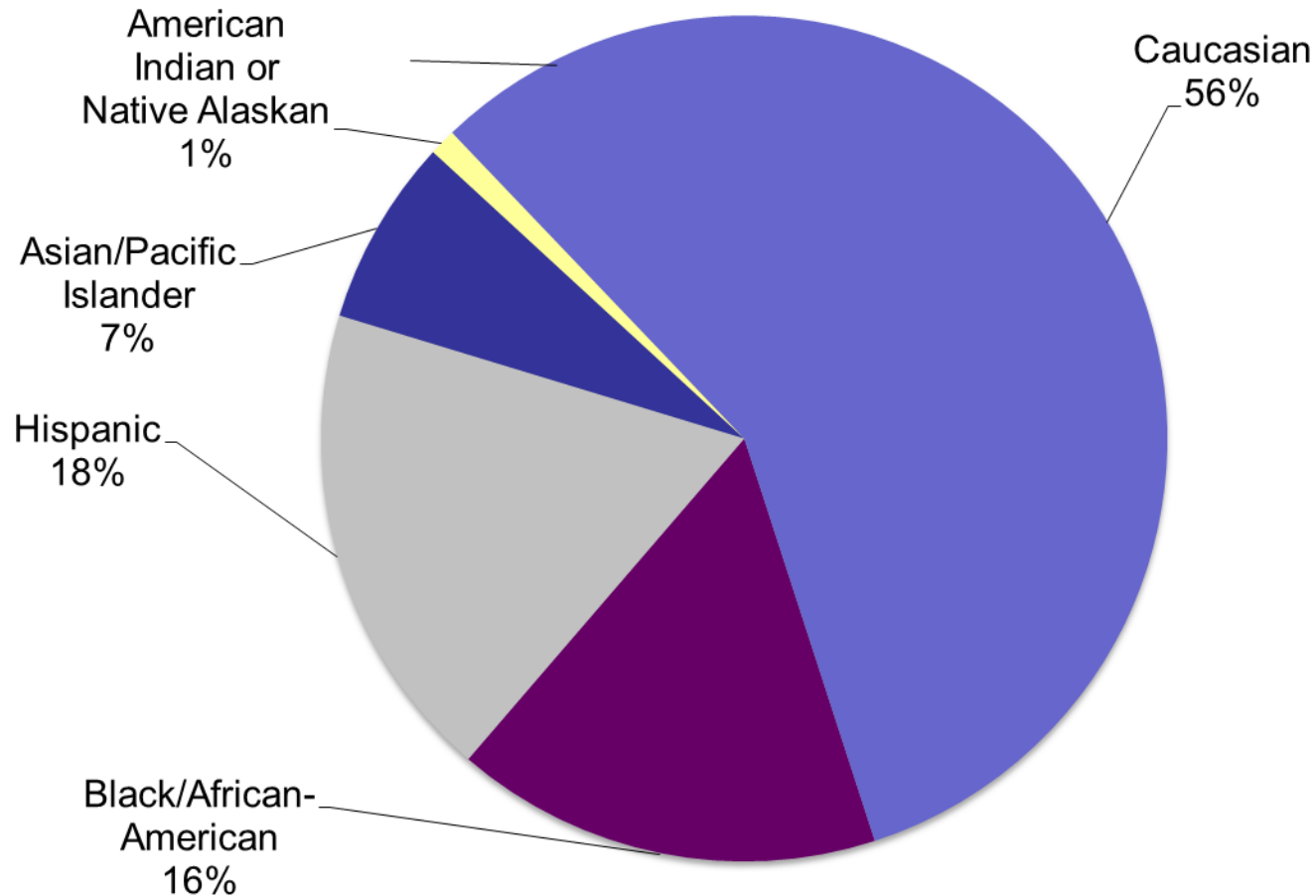
# Ethnicity/Race in the US Projection 2050



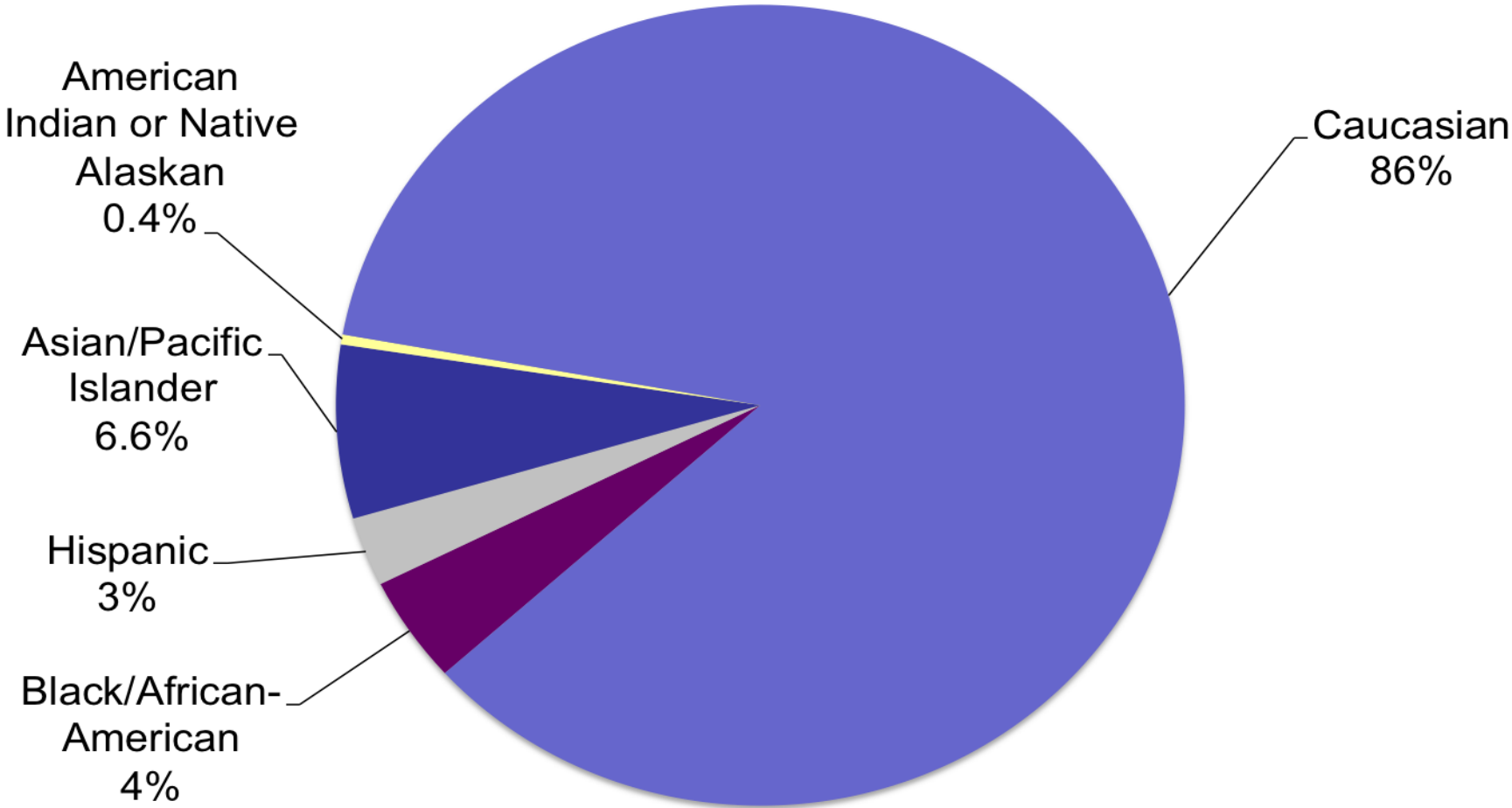
# NCES Higher Education Enrollment 2009



# NCES Higher Education Enrollment Projections 2020



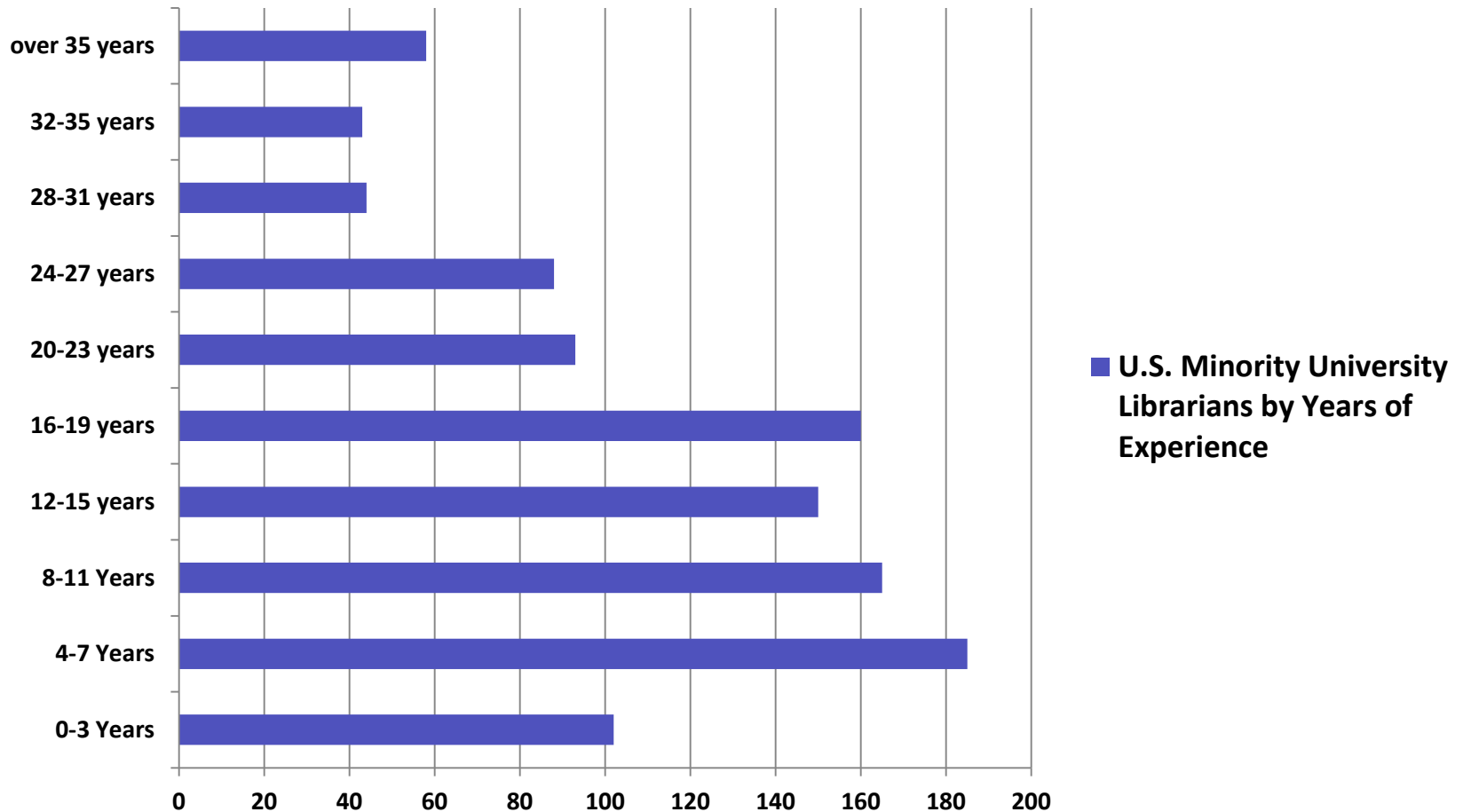
# Ethnicity/Race in US ARL University Libraries 2012 - 2013



# US Minority University Librarians by Years of Experience 2012 - 2013



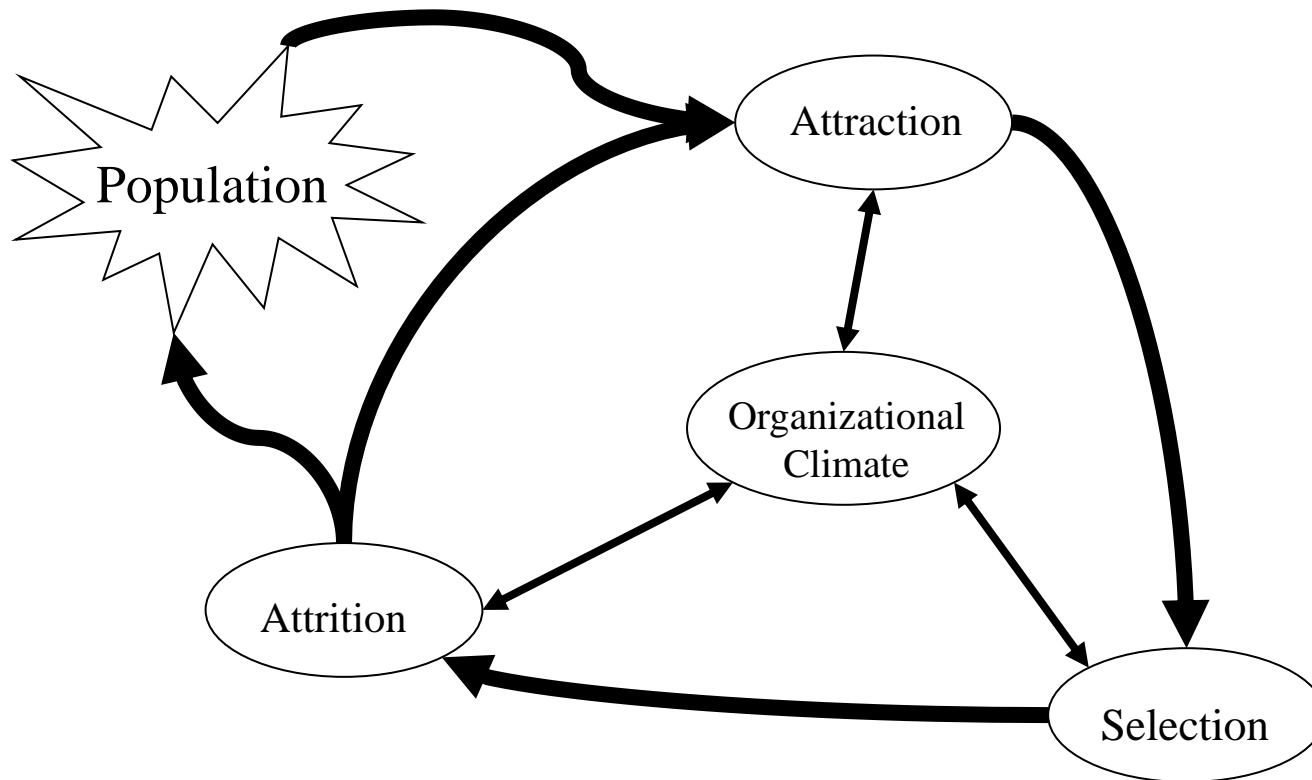
U.S. Minority University Librarians by Years of Experience



# Attraction-Selection-Attrition Model



- Schneider (1987)
- Schneider, Goldstein, & Smith (1995)



# ARL Diversity and Leadership Programs



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- Leadership and Career Development Program (LCDP) *1997*
  - Initiative to Recruit a Diverse Workforce (IRDW) *2000*
  - ARL Leadership Fellows Program (formerly RLLF) *2004*
  - Career Enhancement Program (CEP) *2009*
  - ARL/Music Library Association (MLA) Diversity and Inclusion Initiative (DII) *2011*
  - ARL/SAA Mosaic Program *2013*



# ARL Diversity and Leadership Programs

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- ARL Career Resources Website
  - Job Announcements
  - Residency Database
  - Student résumé database
- Leadership Symposium (formerly Institute)
- National Diversity in Libraries Conference (NDLC)
- Diversity Publications



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## Martha Kyrillidou



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Libraries

# ARL Annual Salary Survey

## Quinquennial data

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- **Year of Birth**

- Additional job codes
  - Library degree
  - Other degree
  - **Years in the Library**
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# Age Demographics



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- **The Changing Profile of Research Library Professional Staff**, Research Library Issues: A Bimonthly Report from ARL, CNI, and SPARC 208/209 (2000)
  - *Demographic Change in Academic Librarianship, 2003*
  - *The Age Demographics of Academic Librarianship: A Profession Apart, 1995*
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# Poll Question



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Describe your 'attraction-selection-attrition' pipeline in the last three years

1. More people hired than left/retired
  2. More left/retired than hired
  3. Hired and left/retired balanced each other
  4. Not much hiring or leaving/retiring happened
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# Poll Question



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Do you have the sense that staff are delaying retirement due to the economy?

- Yes
  - No
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**Stanley Wilder**

University Librarian  
UNC Charlotte

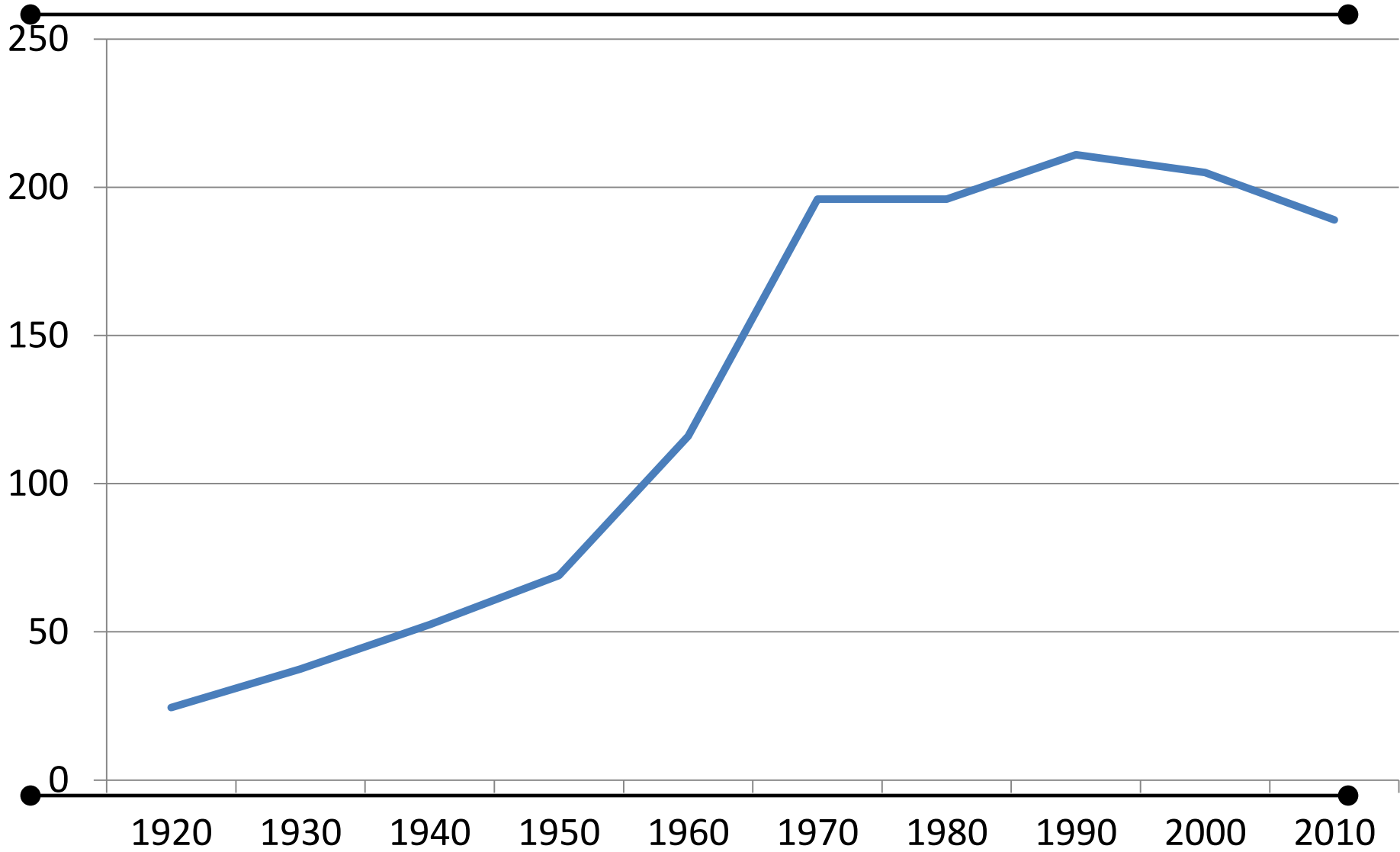
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# Professionalization and High Retirements: Research Library Staffing in Transition

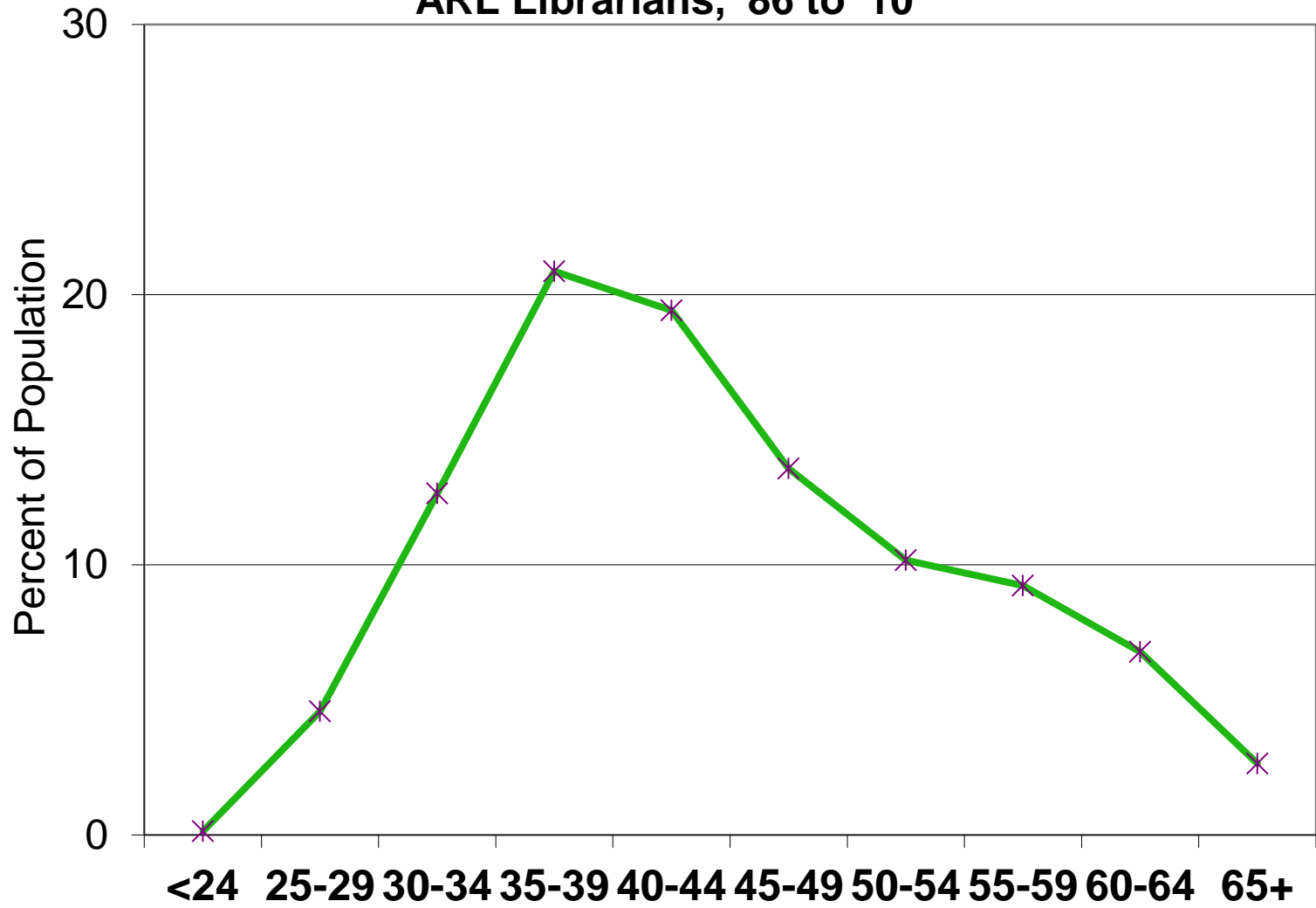
Stanley Wilder  
University Librarian  
UNC Charlotte  
@sjwilder100



# ARL Median Staffing 1920 to 2010

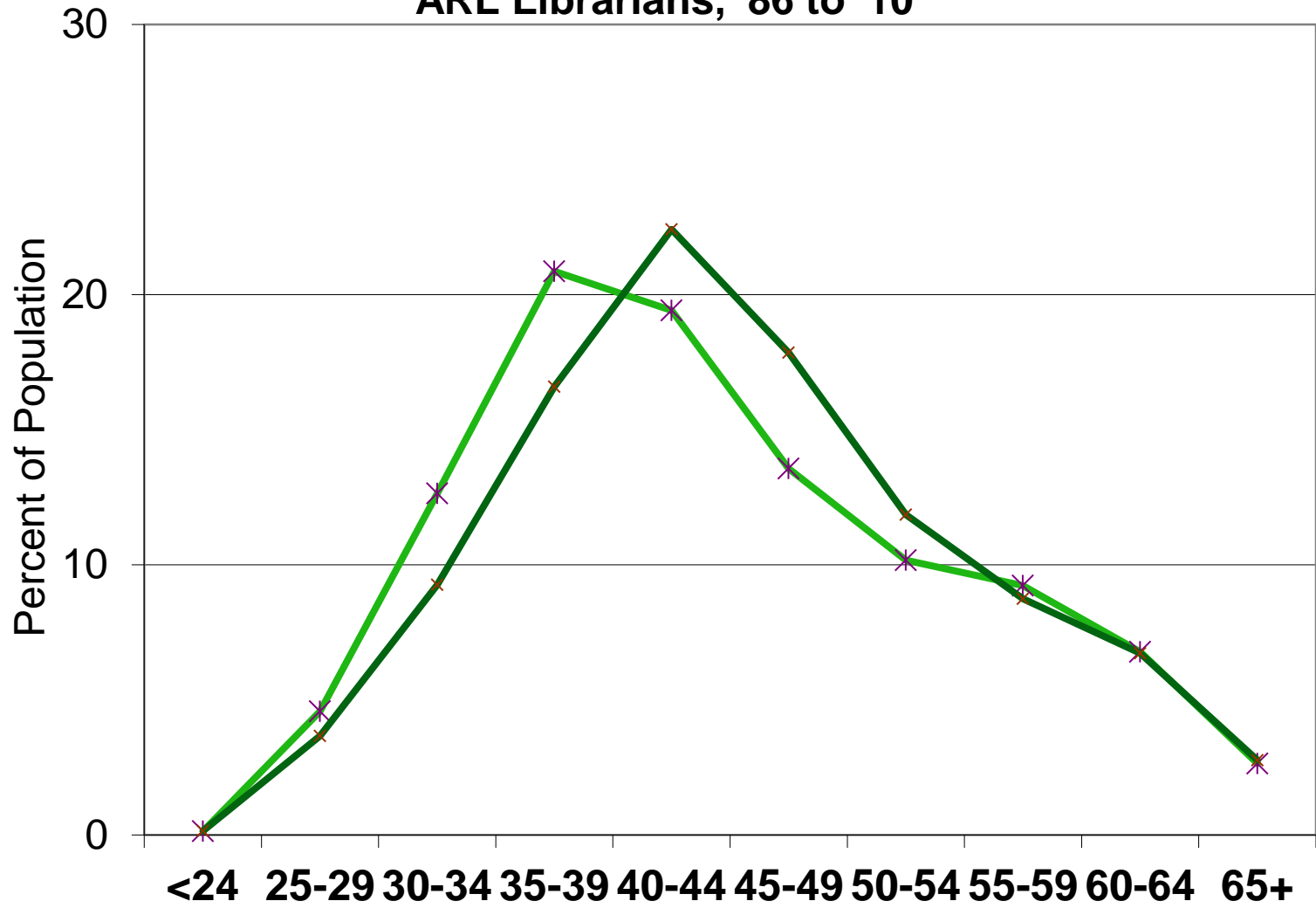


**ARL Librarians, '86 to '10**



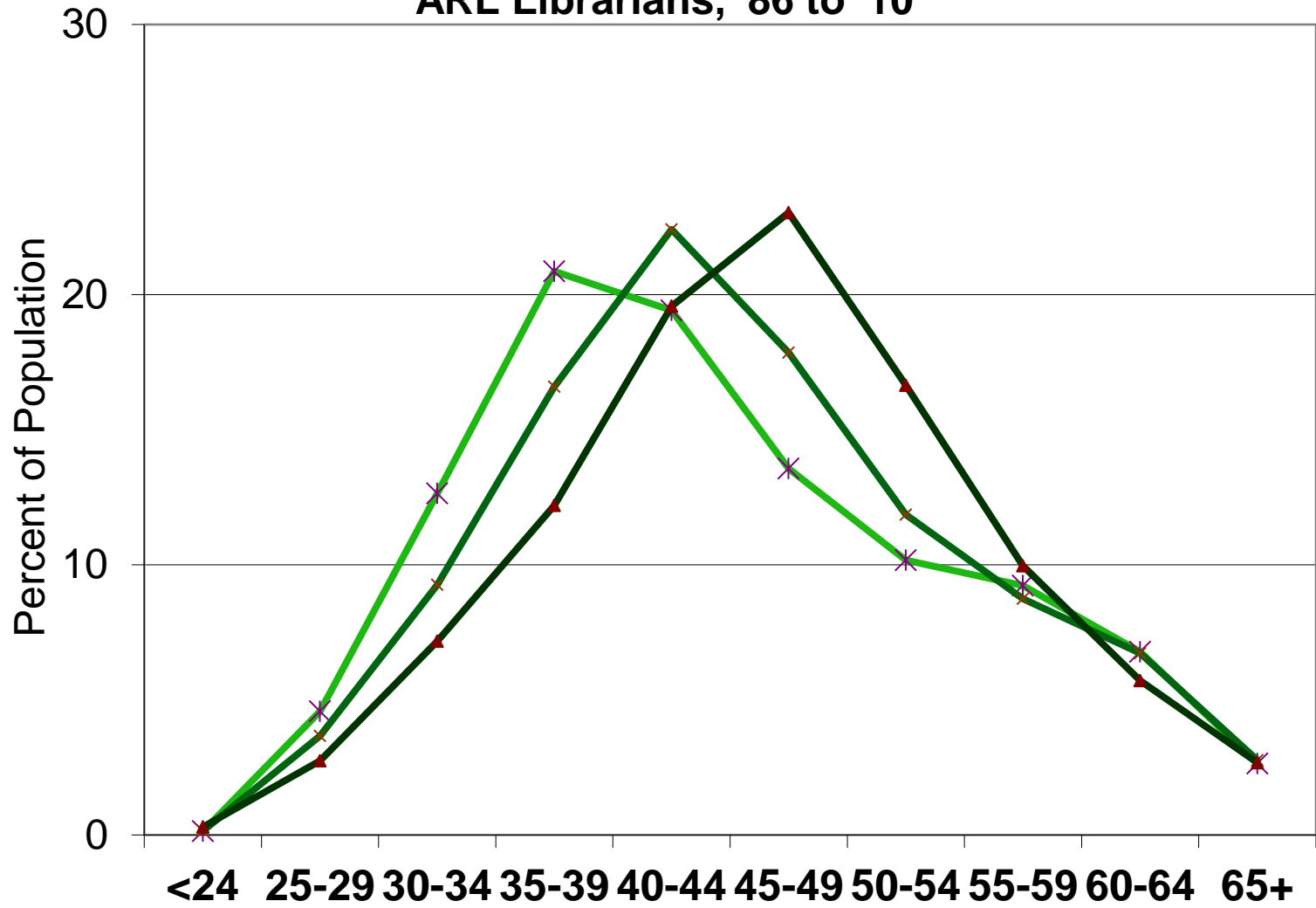
\* 1986

**ARL Librarians, '86 to '10**



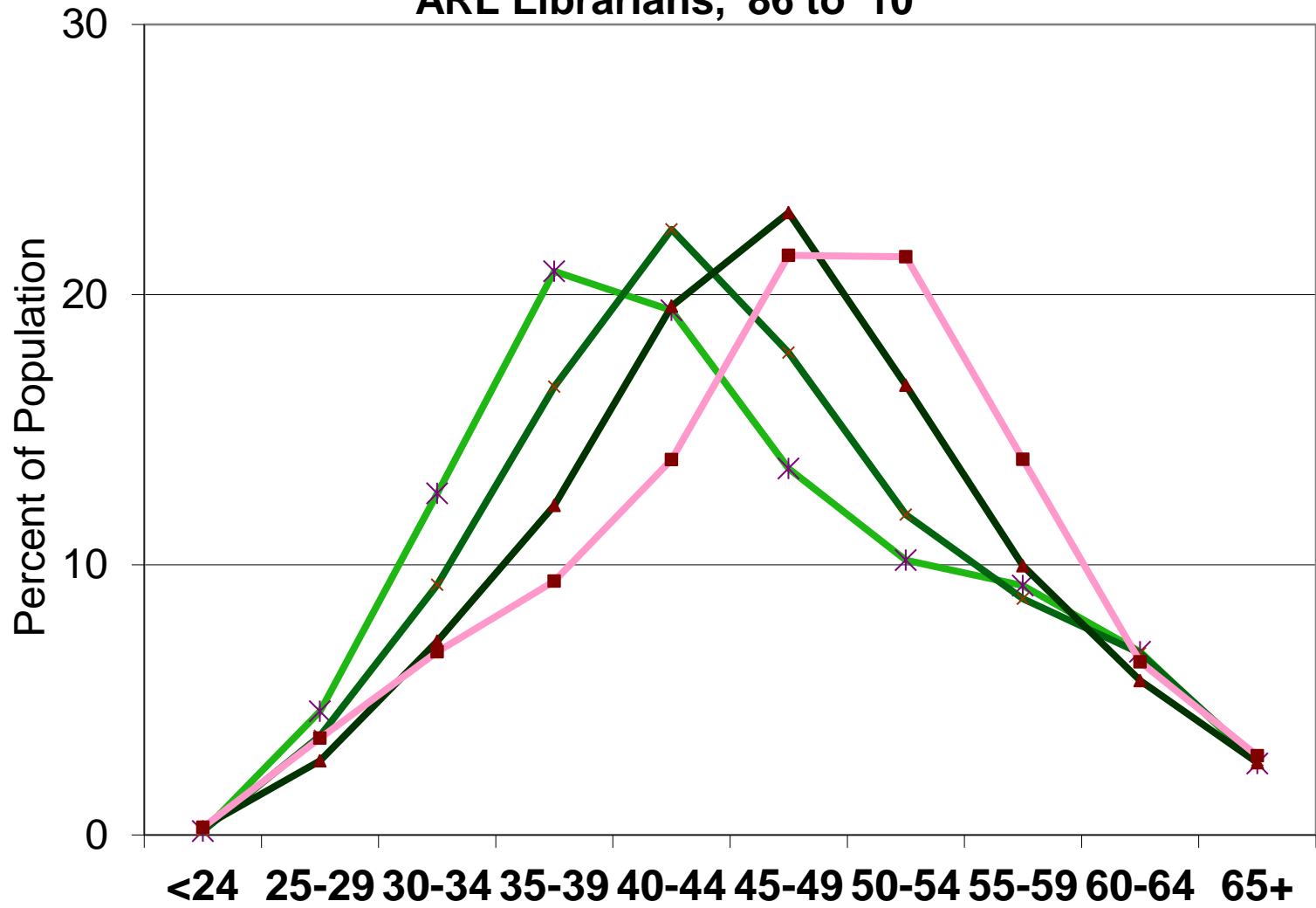
\* 1986      x 1990

### ARL Librarians, '86 to '10



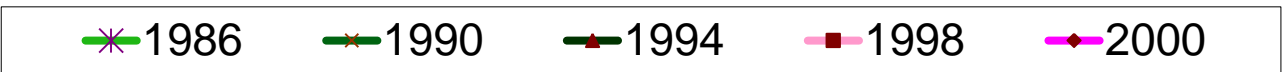
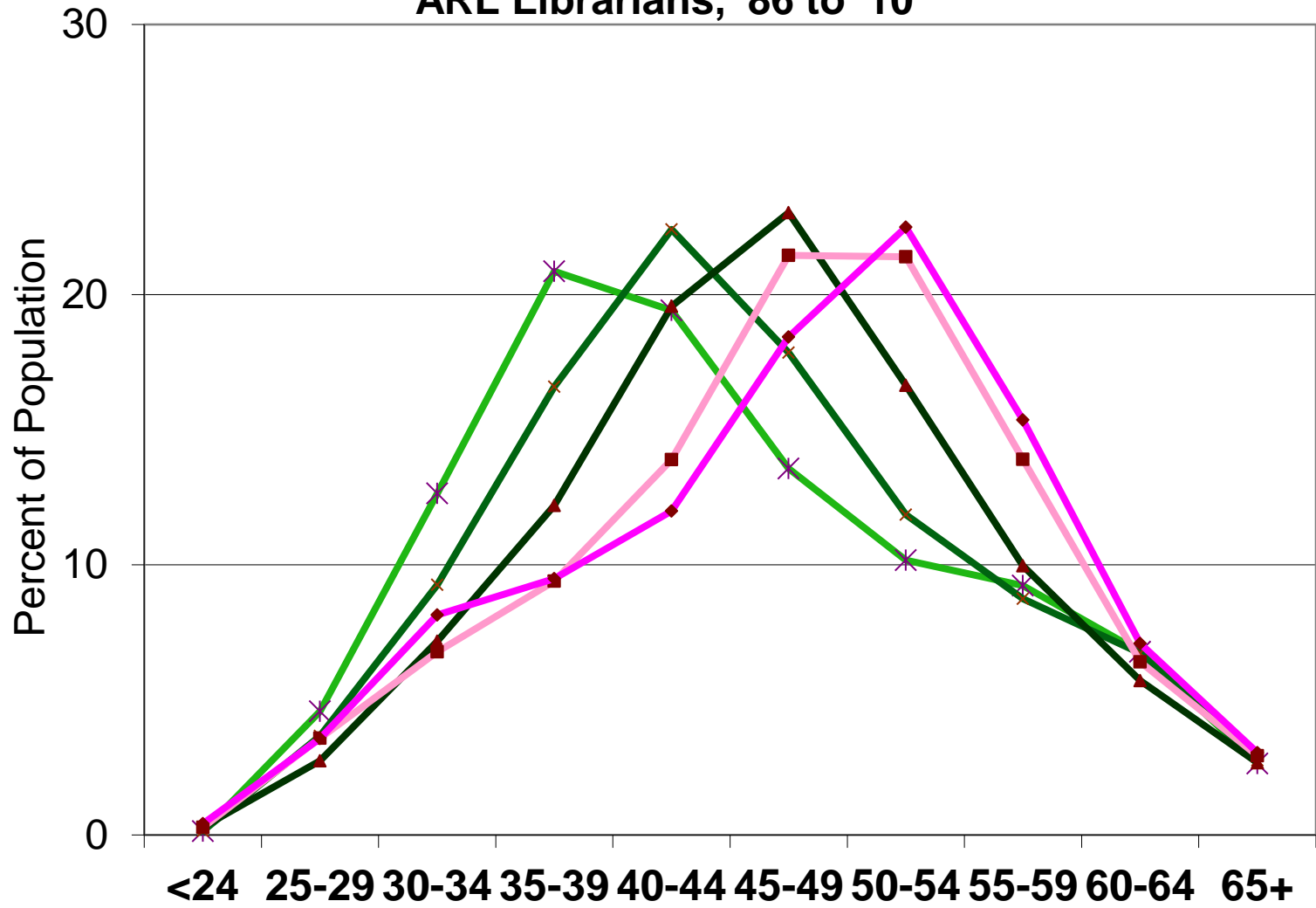
\* 1986      \* 1990      \* 1994

**ARL Librarians, '86 to '10**

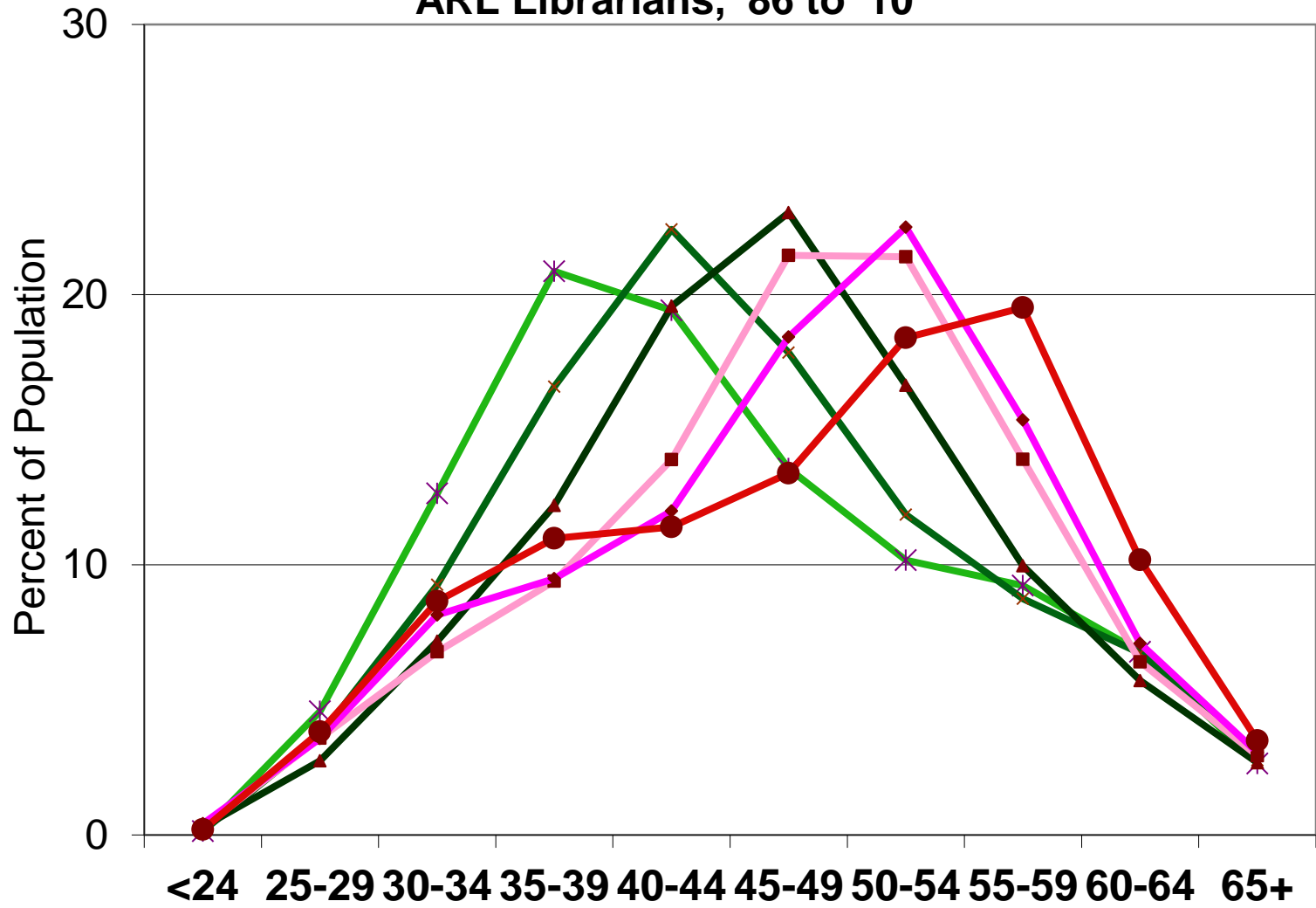


\* 1986      x 1990      ▲ 1994      ■ 1998

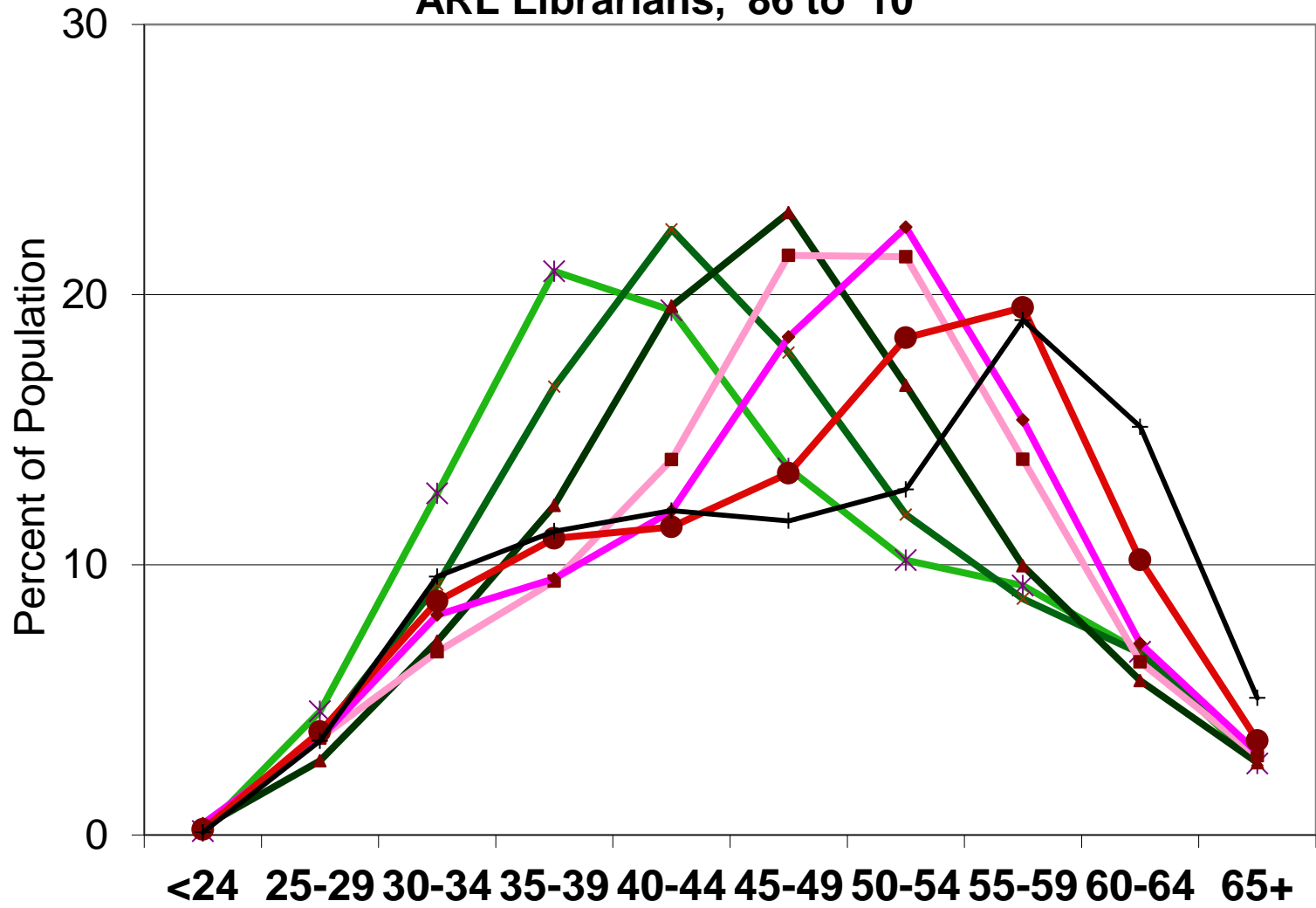
### ARL Librarians, '86 to '10



### ARL Librarians, '86 to '10



### ARL Librarians, '86 to '10



◆ 1986   ◆ 1990   ◆ 1994   ◆ 1998   ◆ 2000   ◆ 2005   ◆ 2010





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A rough approximation of  
retirements among one age  
cohort

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# Age as it relates to selected jobs

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# Percent of job category aged 60+ in 2010

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Functional Specialists	Reference	Catalogers
11%	16%	25%

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# Catalogers: a cry for help

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# Supervisors

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# Directors

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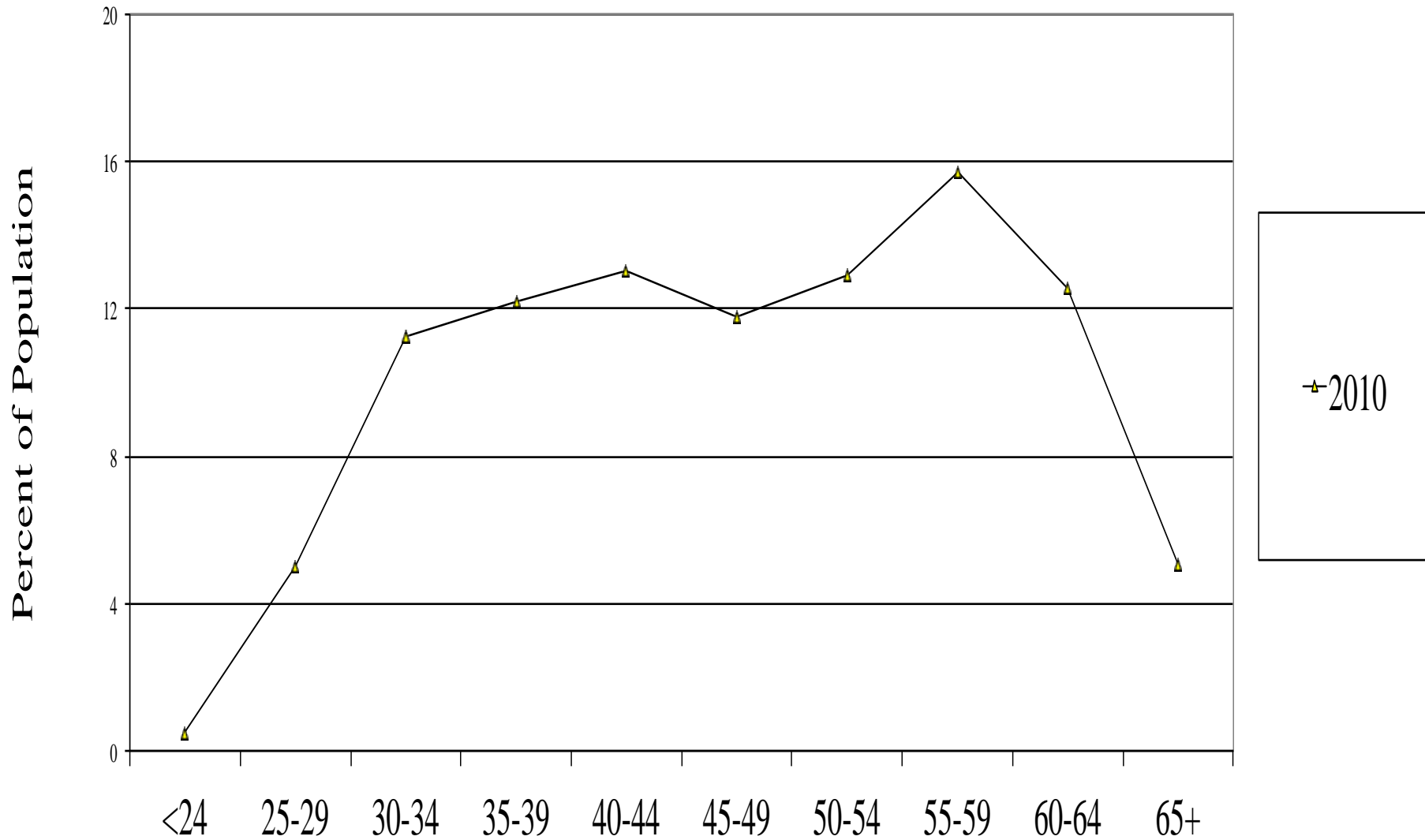


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# Projections of the ARL age curve

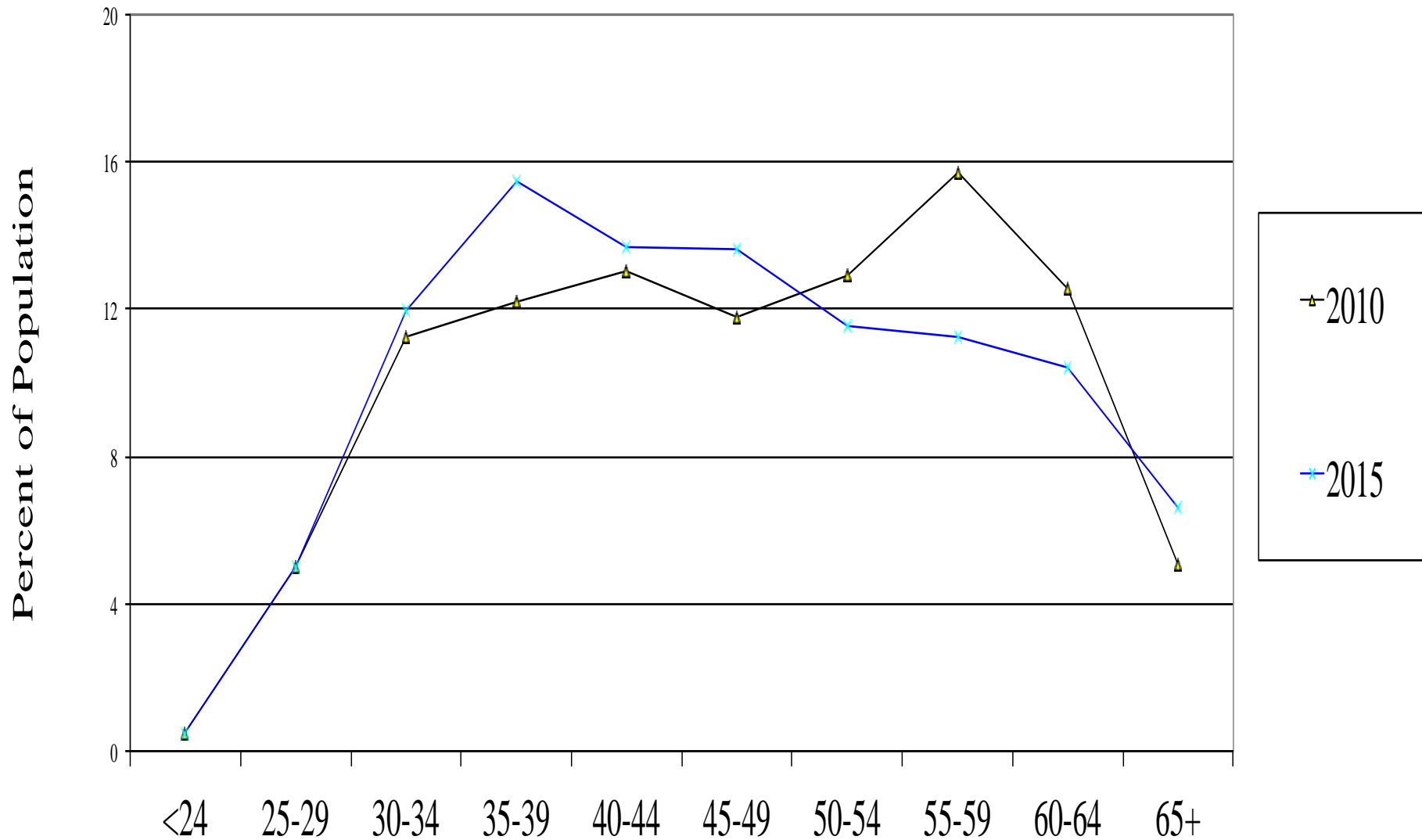
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# ARL age profile as projected from 2000 data

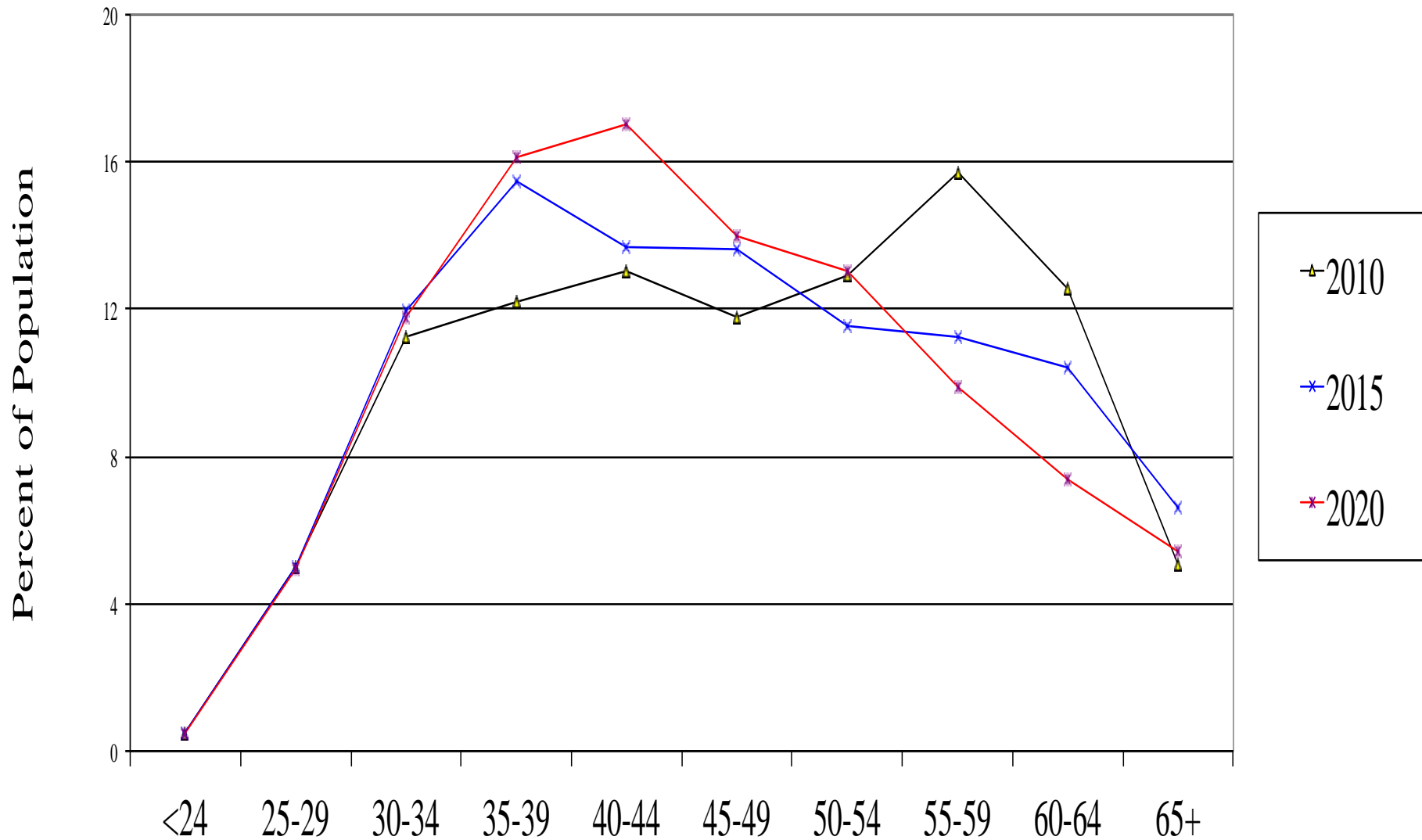




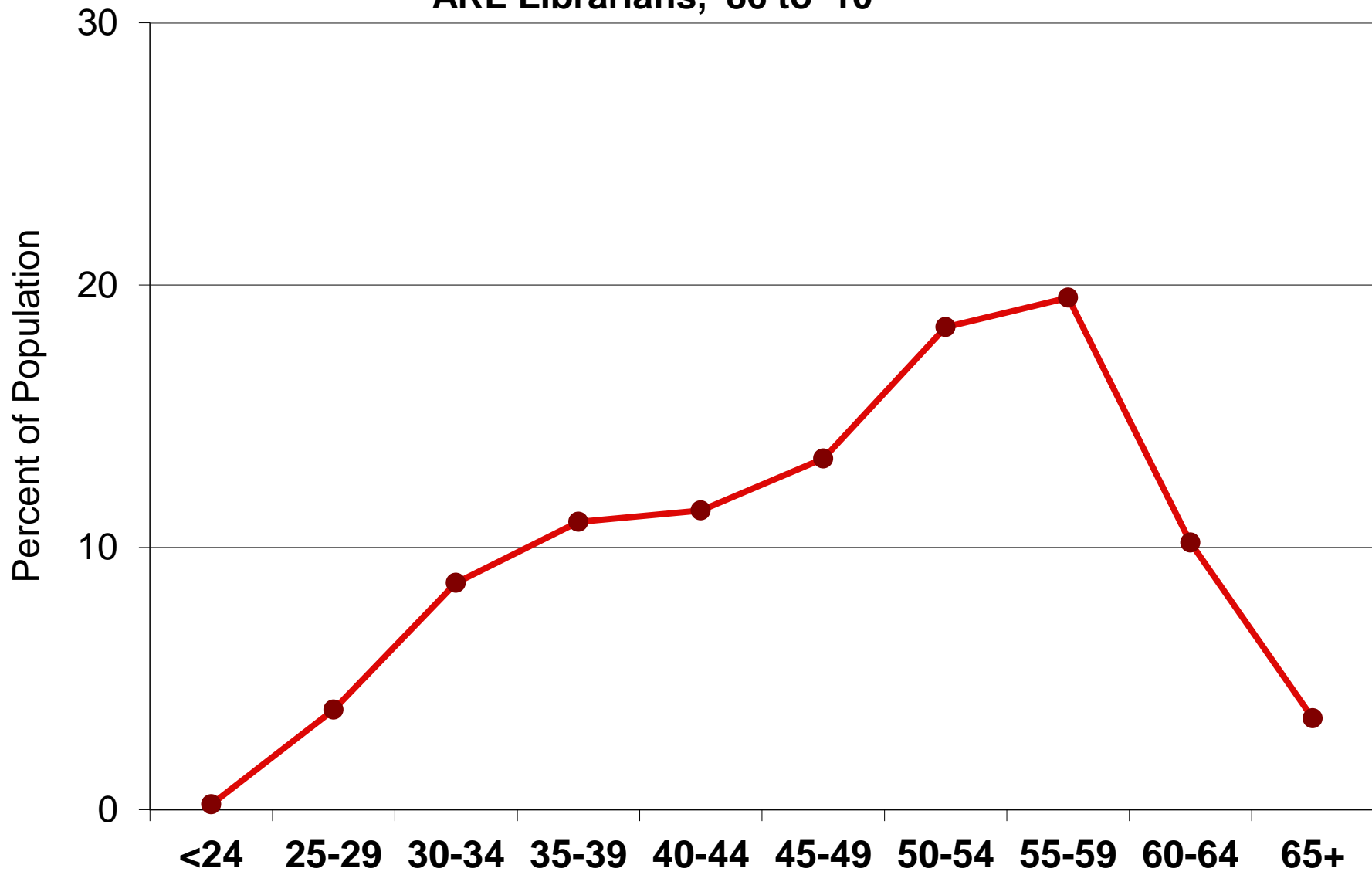
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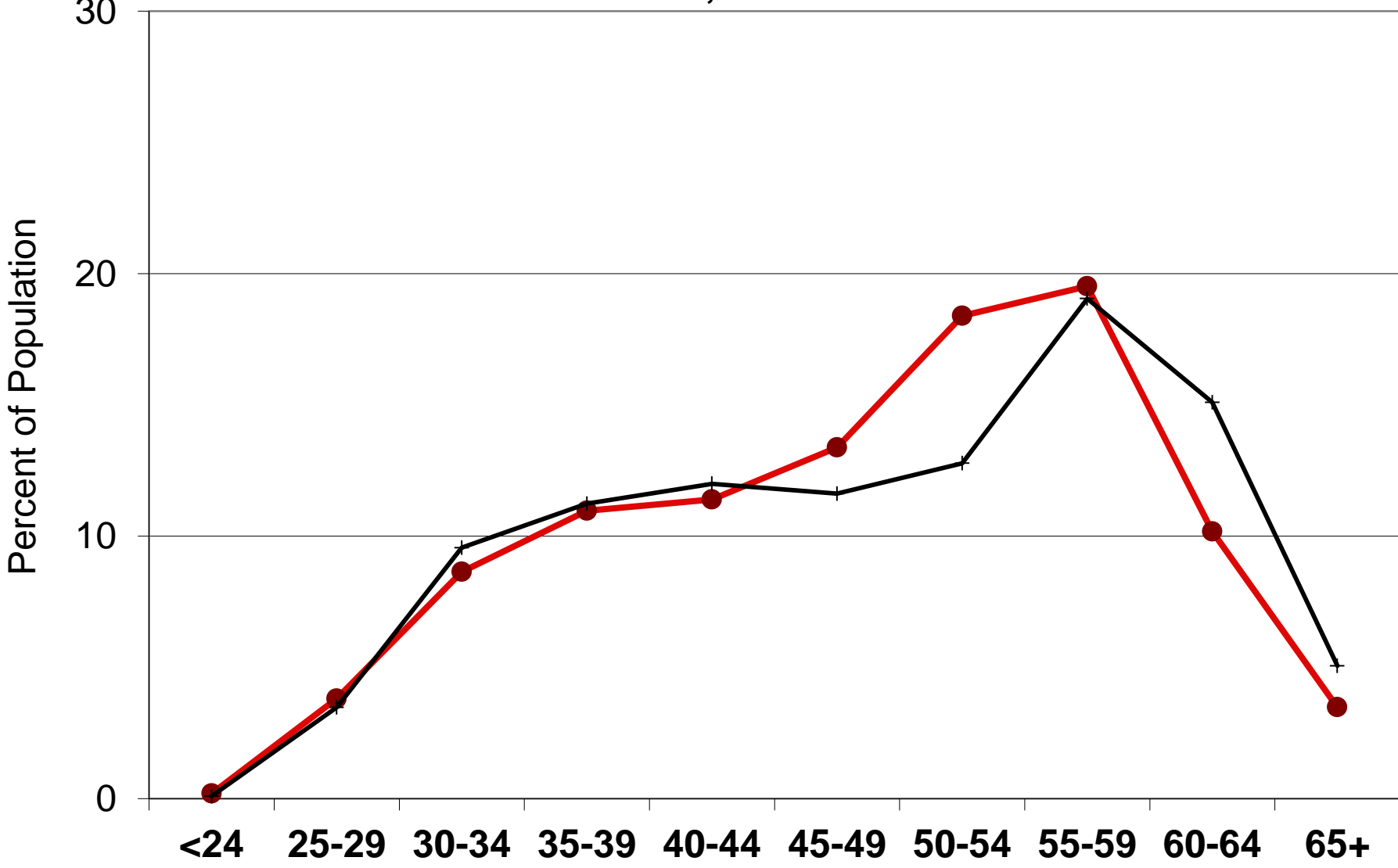


# ARL Librarians, '86 to '10



● 2005

# ARL Librarians, '86 to '10



● 2005      + 2010

# Millennials *are* different



- 
- They're more mobile
  - The jobs they fill: 45% are functional specialists
  - 22% of millennial FS staff are archivists!
-

# Poll Question



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What is behind the sharp increase in the number of young people hired for archivist positions?

- Growing importance of unique collections over print
  - Archivists are replacing catalogers
  - Archivist skill sets match the multi-format needs of modern collections
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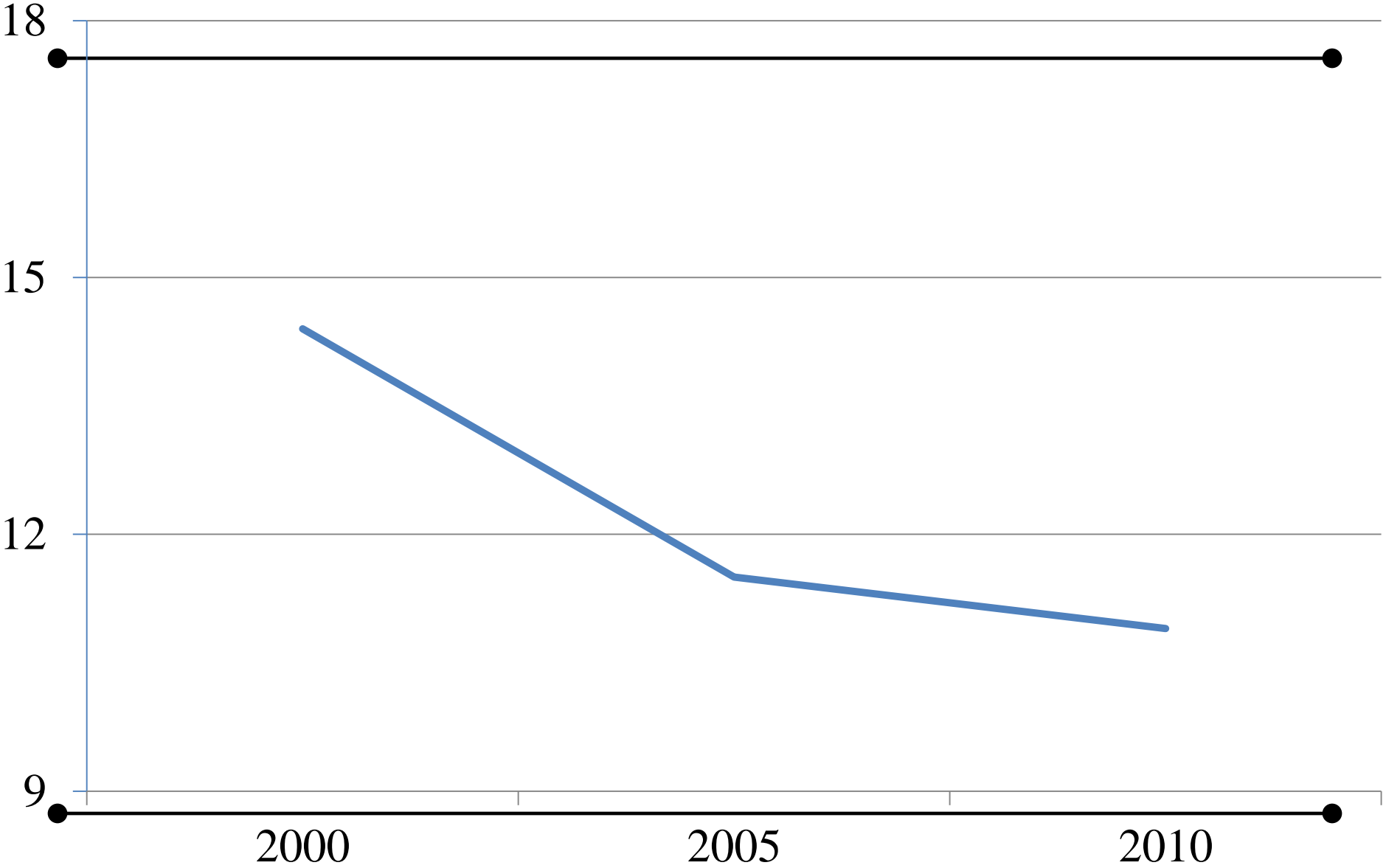


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# Shifts in demand for skills

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# ARL new hires as a percent of population, 2000 to 2010





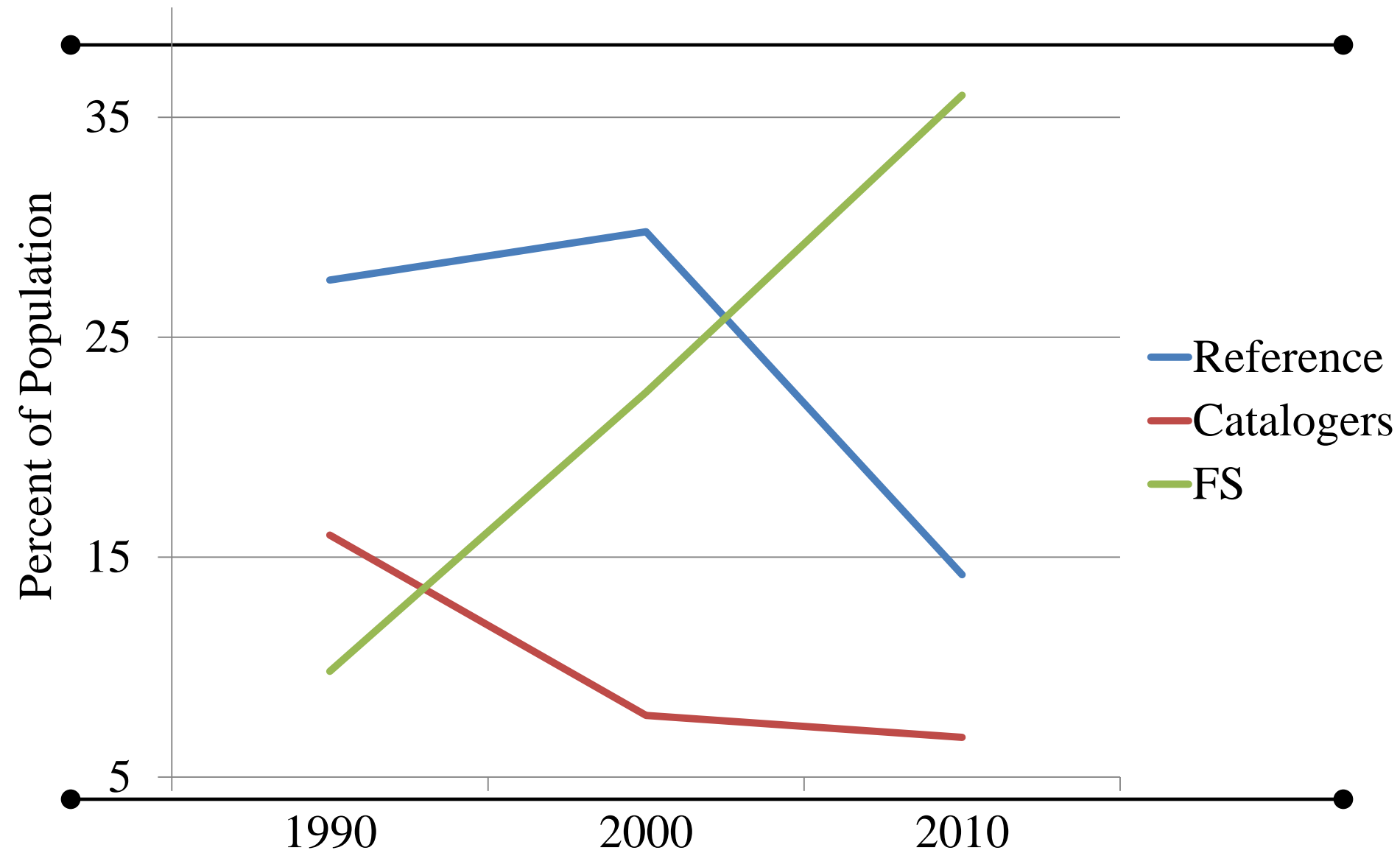
# ARL new professionals as a percent of population, 1980 to 2010



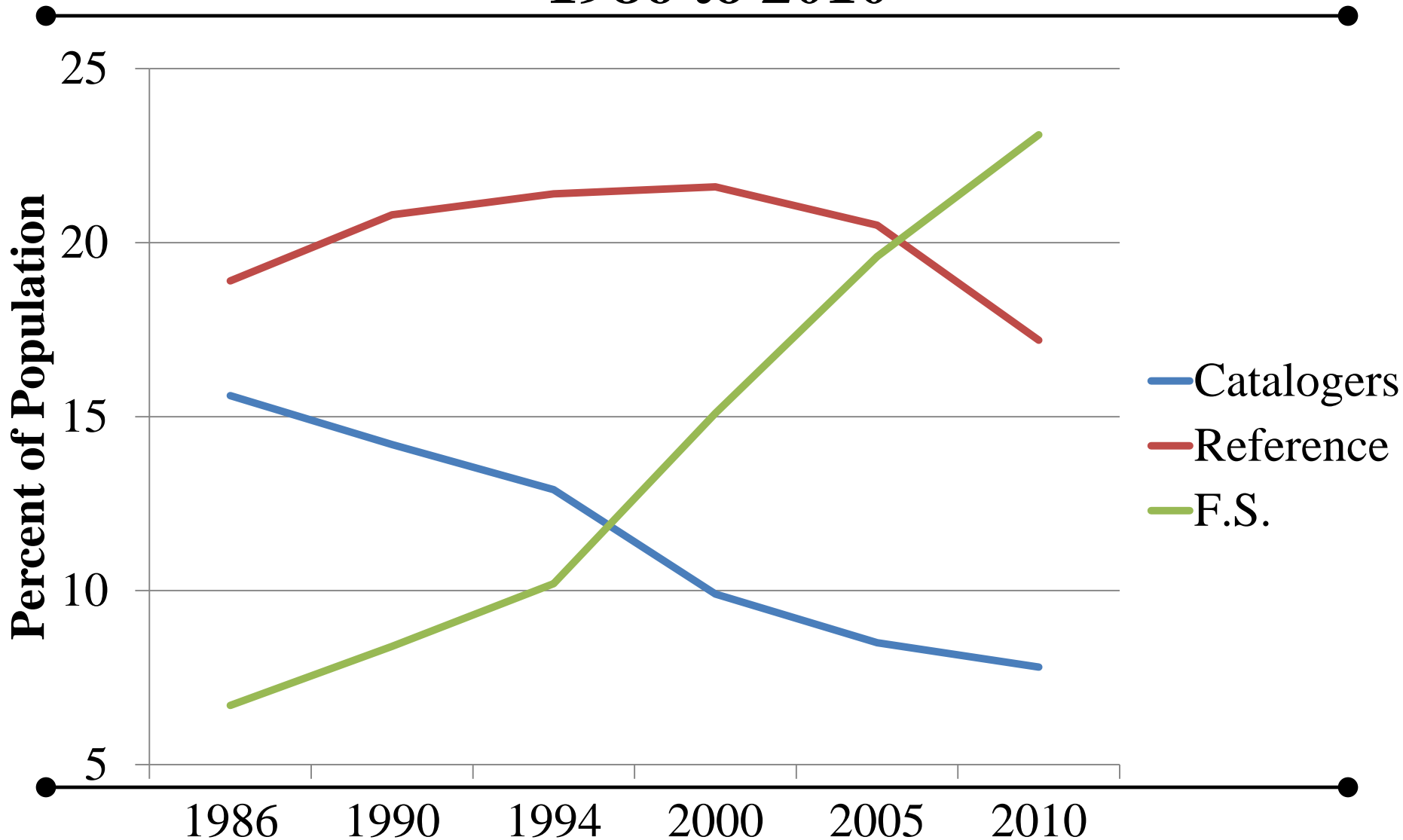
## Percent of Population

<b>1980</b>	5.6
<b>1985</b>	5.5
<b>1990</b>	5.1
<b>1995</b>	3.8
<b>2000</b>	5.1
<b>2005</b>	4.1
<b>2010</b>	3.1

# New Hires by Job, 1990 to 2010



# Change in the Overall Population of Three Job Categories, 1986 to 2010





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Demographic transition when  
you need it most

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# Poll Question



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True or false: Libraries expend more salary for fewer support staff than they did 10 years ago.

- True
  - False
-

# Professionalization of ARL Staffing, 2000 to 2012



Type of staff	Change in Median FTE	Change in Median Expenditure
Student assistants	<b>-25%</b>	<b>-3%</b>
Support staff	<b>-20%</b>	<b>25%</b>
Professionals	<b>10.5%</b>	<b>57.5%</b>

# Conclusion



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## Martha Kyrillidou



Senior Director  
ARL Statistics and  
Service Quality  
Programs

Association of  
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# Job Categories

## Challenges and Opportunities

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- Functional specialists
  - Subject Specialists
  - Administrative specialists
  
  - Less hierarchical organizations
  - Staff with technical expertise
  - Competitive salaries
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# Implications



- 
- A stronger case for delivering value
  - More skilled workforce
  - Technical expertise – shifting specialties
  - Higher salaries needed in a traditionally female profession
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- Corroborating evidence *LJ Placement and Salaries 2013*: <http://lj.libraryjournal.com/category/placements-and-salaries/2013-survey/>
-

# Effectively Using ARL Salary and Demographic Data



- **March 5:** Better Salaries with Better Data: Introduction to the ARL Salary Survey
- **May 21:** Using ARL Salary Data to Make the Case for Higher Salaries
- **September 10:** Case Study: Using ARL Salary Data to Establish and Maintain an Equitable Salary Structure for Faculty Librarians
- **November 5:** Analyzing Age and Race/Ethnicity Demographics

# Thank you!



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