Analyzing Age and Race/Ethnicity Demographics

Webcast
Association of Research Libraries
November 5, 2013
Welcome

Martha Kyrillidou
Senior Director
ARL Statistics and Service Quality Programs
Association of Research Libraries
Thank You for Joining Us

• 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/arlvideos
Introductions

• **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

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

• Yes
• No
• Don’t know
Mark Puente

Director of Diversity and Leadership Programs,
Association of Research Libraries
Ethnicity/Race in the US 2010

- Caucasian: 67.5%
- Black/African-American: 11.8%
- Hispanic: 15.2%
- Asian/Pacific Islander: 4.6%
- American Indian or Native Alaskan: 0.9%
- Other or Not Specified: 0.9%
- Caucasian: 67.5%

www.arl.org
Ethnicity/Race in the US Projection 2050

- Caucasian: 52%
- Hispanic: 22%
- Black/African-American: 11.8%
- Asian/Pacific Islander: 10%
- American Indian or Native Alaskan: 1%
NCES Higher Education Enrollment Projections 2020

- Caucasian: 56%
- Black/African-American: 16%
- Hispanic: 18%
- Asian/Pacific Islander: 7%
- American Indian or Native Alaskan: 1%
Ethnicity/Race in US ARL University Libraries 2012 - 2013

- Caucasian: 86%
- American Indian or Native Alaskan: 0.4%
- Asian/Pacific Islander: 6.6%
- Hispanic: 3%
- Black/African-American: 4%
US Minority University Librarians by Years of Experience 2012 - 2013

U.S. Minority University Librarians by Years of Experience

- over 35 years
- 32-35 years
- 28-31 years
- 24-27 years
- 20-23 years
- 16-19 years
- 12-15 years
- 8-11 Years
- 4-7 Years
- 0-3 Years
Attraction-Selection-Attrition Model

- Schneider (1987)
- Schneider, Goldstein, & Smith (1995)
ARL Diversity and Leadership Programs

→ 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

→ ARL Career Resources Website
  • Job Announcements
  • Residency Database
  • Student résumé database

→ Leadership Symposium (formerly Institute)

→ National Diversity in Libraries Conference (NDLC)

→ Diversity Publications
Martha Kyrillidou

Senior Director
ARL Statistics and Service Quality Programs
Association of Research Libraries
ARL Annual Salary Survey
Quinquennial data

• Year of Birth
  • Additional job codes
  • Library degree
  • Other degree

• Years in the Library
Age Demographics

- *Demographic Change in Academic Librarianship*, 2003
- **The Age Demographics of Academic Librarianship: A Profession Apart**, 1995
Poll Question

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
Poll Question

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

• Yes
• No
Stanley Wilder
University Librarian
UNC Charlotte
Professionalization and High Retirements: Research Library Staffing in Transition

Stanley Wilder
University Librarian
UNC Charlotte
@sjwilder100
ARL Librarians, '86 to '10

Percent of Population

1986
A rough approximation of retirements among one age cohort
Age as it relates to selected jobs
Percent of job category aged 60+ in 2010

<table>
<thead>
<tr>
<th>Functional Specialists</th>
<th>Reference</th>
<th>Catalogers</th>
</tr>
</thead>
<tbody>
<tr>
<td>11%</td>
<td>16%</td>
<td>25%</td>
</tr>
</tbody>
</table>
Catalogers: a cry for help
Supervisors
Directors
Projections of the ARL age curve
ARL age profile as projected from 2000 data
ARL age profile as projected from 2000 data
ARL age profile as projected from 2000 data

Percent of Population

- 2010
- 2015
- 2020

<24 25-29 30-34 35-39 40-44 45-49 50-54 55-59 60-64 65+
Millennials *are* different

– They’re more mobile

– The jobs they fill: 45% are functional specialists

– 22% of millennial FS staff are archivists!
Poll Question

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
Shifts in demand for skills
ARL new hires as a percent of population, 2000 to 2010
ARL new professionals as a percent of population, 1980 to 2010

<table>
<thead>
<tr>
<th>Year</th>
<th>Percent of Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>5.6</td>
</tr>
<tr>
<td>1985</td>
<td>5.5</td>
</tr>
<tr>
<td>1990</td>
<td>5.1</td>
</tr>
<tr>
<td>1995</td>
<td>3.8</td>
</tr>
<tr>
<td>2000</td>
<td>5.1</td>
</tr>
<tr>
<td>2005</td>
<td>4.1</td>
</tr>
<tr>
<td>2010</td>
<td>3.1</td>
</tr>
</tbody>
</table>
New Hires by Job, 1990 to 2010

Percent of Population

Reference
Catalogers
FS

1990
2000
2010
Change in the Overall Population of Three Job Categories, 1986 to 2010

Percent of Population

- Catalogers
- Reference
- F.S.
Demographic transition when you need it most
Poll Question

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

<table>
<thead>
<tr>
<th>Type of staff</th>
<th>Change in Median FTE</th>
<th>Change in Median Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student assistants</td>
<td>-25%</td>
<td>-3%</td>
</tr>
<tr>
<td>Support staff</td>
<td>-20%</td>
<td>25%</td>
</tr>
<tr>
<td>Professionals</td>
<td>10.5%</td>
<td>57.5%</td>
</tr>
</tbody>
</table>
Conclusion

Martha Kyrillidou

Senior Director
ARL Statistics and Service Quality Programs
Association of Research Libraries
Job Categories
Challenges and Opportunities

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

- A stronger case for delivering value
- More skilled workforce
- Technical expertise – shifting specialties
- Higher salaries needed in a traditionally female profession

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!

Martha Kyrillidou
martha@arl.org

Stanley Wilder
swilder2@uncc.edu

Mark Puente
mpuente@arl.org