


# Know Your Worth: Mastering the Art of Salary Negotiation

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# Agenda

- What is salary negotiation?
  - Why is salary negotiation important?
  - Personal skills and achievements
  - Salary benchmarks
  - Negotiation strategy
  - Evaluating a competitive compensation package
  - Negotiation tips for students
  - Q&A
- 

# What is (salary) negotiation?

Oxford dictionary

Discussion aimed at reaching an agreement

Wikipedia

Dialogue between two or more parties to resolve points of difference, gain an advantage for an individual or collective, or craft outcomes to satisfy various interests





# Importance of salary negotiation

- Effects compounded over time
- Pay gaps and diversity



# If it's important, why don't we do it?

- Don't know that negotiation is an option
- Feels uncomfortable
- Societal forces
- Anxiety



# Personal skills and achievements

How will you add value to the library?

- Review your CV/resume, **position descriptions**
- Connect to **internships**
- Identify **coursework/training** that ties to the position
- Outline **specific tools** you have experience with
  - Look at assignments where you had to create a product (e.g., LibGuide)

Tie it back to job description when possible!




# Benchmarks

Do your research - what are others getting paid?

- Similar work duties
- Similar markets

## Data Examples

- Annual Statistics of Medical School Libraries in the United States and Canada (AAHSL)
  - ALA-APA Library Salary Database
  - ARL Annual Salary Survey
  - State Libraries
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# Association of Academics Health Sci Libraries (AAHSL)

|               | <u>Number</u> | <u>Minimum</u> | <u>Maximum</u> | <u>Mean</u> | <u>StdDev</u> | <u>1st Quartile</u> | <u>Median</u> | <u>3rd Quartile</u> |
|---------------|---------------|----------------|----------------|-------------|---------------|---------------------|---------------|---------------------|
| 0 - 5 Years   | 249           | \$33,727       | \$122,376      | \$66,180    | \$12,186      | \$59,828            | \$65,000      | \$71,915            |
| 5+ - 10 Years | 255           | \$43,079       | \$187,200      | \$76,983    | \$16,913      | \$65,990            | \$74,211      | \$84,865            |

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|---------------|---------------|----------------|----------------|-------------|---------------|---------------------|---------------|---------------------|
| 0 - 5 Years   | 132           | \$34,625       | \$109,000      | \$62,623    | \$10,316      | \$55,805            | \$62,694      | \$68,845            |
| 5+ - 10 Years | 134           | \$43,079       | \$120,141      | \$71,522    | \$13,216      | \$64,396            | \$69,422      | \$79,119            |

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|---------------|---------------|----------------|----------------|-------------|---------------|---------------------|---------------|---------------------|
| 0 - 5 Years   | 117           | \$33,727       | \$122,376      | \$70,192    | \$12,860      | \$63,000            | \$69,000      | \$76,000            |
| 5+ - 10 Years | 121           | \$53,750       | \$187,200      | \$83,031    | \$18,410      | \$71,508            | \$79,934      | \$90,000            |



# ALA-Allied Professional Association (ALA-APA)

## State Data 2019

| State             | Position                         | Class      | Type     | Min      | Q1       | Mean     | Median   | Q3       | Max      | N   |
|-------------------|----------------------------------|------------|----------|----------|----------|----------|----------|----------|----------|-----|
| <b>ALL STATES</b> |                                  |            |          |          |          |          |          |          |          |     |
|                   | <b>BEGINNING LIBRARIAN (MLS)</b> | University | Academic | \$23,400 | \$48,687 | \$53,956 | \$50,000 | \$57,888 | \$85,000 | 105 |

\*No Results displays if there is no data or only one result to protect privacy

## Region Data 2019

| Region                      | Position                         | Class      | Type     | Min      | Q1       | Mean     | Median   | Q3       | Max      | N  |
|-----------------------------|----------------------------------|------------|----------|----------|----------|----------|----------|----------|----------|----|
| <b>West &amp; Southwest</b> |                                  |            |          |          |          |          |          |          |          |    |
|                             | <b>BEGINNING LIBRARIAN (MLS)</b> | University | Academic | \$40,712 | \$53,040 | \$63,563 | \$59,000 | \$85,000 | \$85,000 | 30 |

# Public Library example - Colorado

Collection: **Colorado Public Library Statistics** Period **2022**

| Name                                       | Median      | N   | Avg         | Max          |
|--|-------------|-----|-------------|--------------|
| Director Annual Salary                     | \$71,000.00 | 102 | \$81,497.28 | \$238,083.00 |
| Assistant Director Salary (low)            | \$37,000.00 | 46  | \$49,012.41 | \$151,840.00 |
| Assistant Director Salary (high)           | \$42,822.00 | 52  | \$58,160.18 | \$191,129.00 |
| Branch/Department Head (low)               | \$58,739.00 | 53  | \$48,493.64 | \$109,200.04 |
| Branch/Department Head (high)              | \$80,995.20 | 50  | \$68,848.95 | \$141,273.00 |
| Manager/Supervisor of Support Staff (low)  | \$45,115.00 | 57  | \$40,301.06 | \$79,000.00  |
| Manager/Supervisor of Support Staff (high) | \$65,041.00 | 57  | \$59,296.49 | \$144,241.00 |
| Librarian - Non-supervisor (low)           | \$33,488.00 | 75  | \$29,512.60 | \$68,250.00  |
| Librarian - Non-supervisor (high)          | \$44,520.00 | 75  | \$43,616.17 | \$92,499.00  |
| Assistant/Tech Hourly Wage (high)          | \$19.21     | 93  | \$19.11     | \$43.14      |
| Assistant/Tech Hourly Wage (low)           | \$16.45     | 93  | \$15.25     | \$24.69      |
| Clerk Hourly Wage (high)                   | \$16.20     | 87  | \$15.43     | \$37.63      |
| Clerk Hourly Wage (low)                    | \$13.85     | 83  | \$13.15     | \$24.00      |
| Population of the Legal Service Area       | 6,679       | 115 | 50,094      | 706,799      |

# Public Library example - Kansas

| Name of Library        | Name of Position              | Number of employees in this position | Current Hourly Salary |
|------------------------|-------------------------------|--------------------------------------|-----------------------|
| EMPORIA PUBLIC LIBRARY |                               | 21                                   |                       |
|                        | Executive Director            | 1                                    | \$42.31               |
|                        | Youth Services Coordinator    | 1                                    | \$22.02               |
|                        | Public Services Librarian     | 1                                    | \$21.70               |
|                        | Technical Services Specialist | 1                                    | \$21.98               |
|                        | Technical Services Assistant  | 1                                    | \$14.50               |
|                        | Technology Liaison Specialist | 1                                    | \$21.50               |
|                        | Outreach Specialist           | 1                                    | \$17.00               |
|                        | Youth Services Assistant      | 1                                    | \$14.33               |
|                        | Business Manager              | 1                                    | \$25.00               |
|                        | Adult Services/ILL            | 1                                    | \$18.00               |
|                        | Weekend Supervisor            | 1                                    | \$14.00               |
|                        | Library Assistant (pages)     | 8                                    | \$10.00               |
|                        | Full time Library Assistant   | 2                                    | \$13.00               |

# Negotiation Strategy – Employer

- Budget
- Equity
- Constraints of organization library belongs to



# Negotiation Strategy – Job Candidate

- Before you apply - Review job ad salary info
- Besides salary, what else is important to you?
- Research salary benchmarks
- Job duties - and where you excel



# Competitive Compensation Package



What is included in your salary + benefits?

Things you might be able to negotiate:

- Technology
- Travel (conferences, research), dues, professional development
- Time allotment (time for research, service, etc.)
- Moving expenses
- Additional compensation opportunities

Things you probably can't negotiate but should consider:


- Health insurance (plus extras)
- Time off
- Tuition remission
- Institutional discounts (transportation, etc.)

# Student-Specific Tips

- Think broadly about what qualifies as experience
  - Customer service, health-related positions, social service
- Highlight coursework that ties to the position
  - Health-related, trauma-informed, outreach, expert searching, technology
- Outline specific tools you have experience with
  - Social media, research databases, library software
- What do you bring that is unique to the library?



# Student-Specific Tips continued

- Do your research.
  - Identify your approach
    - Email, phone call?
    - One focus? List?
  - Practice!
    - Fellow student, advisor, instructor, friend, etc.
  - Be firm, but polite.
    - This is the first of many important conversations you will be having.
  - Know your limits.
    - Check in with trusted source with doubts/questions.
  - Celebrate!
- 



# Questions?

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