



Women Archivists Section



The 2017 WArS/SAA Salary Survey: Initial Results and Analysis

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Introduction

The Women Archivists Section Salary Survey, created by the Women Archivists Section (WArS) of the Society of American Archivists (SAA) and funded by the SAA, inventories salary, employment, and leadership in the archives profession. The survey was developed in response to member interest in salary data about the archives profession and, in particular, in data about women archivists across intersectional identities. While the survey gathered data that gives context to employment in the archives profession by gender, it also sought to gather data on how identities such as age, race/ethnicity, sexual identity, and socioeconomic status interact to affect outcomes on salary, employment, leadership, and professional advancement in the field.

Survey responses were collected from April 17, 2017 to May 17, 2017. After the survey was closed Jodi Reeves Eyre and Robin Israel of Eyre & Israel, LLC, were hired to assist with initial data analysis of the employment survey in collaboration with WArS co-chairs Stacie Williams and Bethany Anderson and the WArS steering committee.

This report summarizes demographic information revealed through the survey and the initial analysis of the survey data. This initial analysis explores how identities affect several aspects of employment within the archives field. Questions addressed include:

1. How have gender proportions changed in the archives profession over the last 60 years?

2. How does “identity” affect job offers?
3. Who gets raises and promotions?
4. Is there a correlation between identity and how long an archivist has been at a job with the raises they receive?
5. Who are in supervisory positions?
6. Are archivists working more than they are compensated for?

The report is accompanied by three appendixes. Appendix 1 contains the survey questions, Appendix 2 describes how the responses to several open response questions were quantified, and Appendix 3 contains information on how the data was grouped and coded prior to analysis and additional tables related to statistical analyses summarized in the Discussion section.

The anonymized data from the survey will be preserved and made accessible in a digital preservation repository by the end of 2017 in order to facilitate future study of the survey results and data reuse. Determinations on the chosen repository and access or restrictions will be made by SAA in accordance with 2017 recommendations from a newly formed task force on research and evaluation. The preliminary results and findings will be presented by Stacie Williams and Bethany Anderson at the 2017 WArS business meeting at the SAA annual meeting.

Methodology

Design and Collection

Questions drew from the previous SAA A*CENSUS report,¹ Stephanie Bennett's self-developed and distributed salary survey from 2015,² and were influenced by intersectionality-informed quantitative research (Stacie Williams, pers comm. June 8, 2017). The survey consisted of 124 questions (see Appendix 1).

The survey was conducted through SurveyMonkey, and it was distributed by SAA to members via listservs and made available on websites (including the SAA site and the WArS blog) from April 17, 2017 to May 17, 2017. Members of the WArS Steering Committee and its co-chairs distributed the survey to various regional archival organizations, as well. Redistribution of the survey was done once a week during the survey period. To reach non-members, the survey was also shared on social media, including the WArS Twitter account and in private Facebook groups of archivists. Finally, it was distributed to members of government or municipal archives and also to information technologists engaged in archives adjacent work (Bethany Anderson, pers

¹ A*Census Results, Society of American Archivists, accessed July 16, 2017, <https://www2.archivists.org/sites/all/files/ACENSUS-Final.pdf>.

² Stephanie Bennett, “How Much Did You Earn in 2013?” Salary Survey report, accessed July 16, 2017, <https://stephestelle.files.wordpress.com/2014/11/salariesurvey-final.pdf>.

comm. June 8, 2017). The survey had 2430 respondents, with 2170 completing the survey.³ The 2170 completed responses were used in the analysis.

Data Transformation

Based on the questions listed in the introduction, specific survey questions and their accompanying data were selected and prepared for analysis. For basic demographic analysis featured in the following section, summary data were downloaded directly from SurveyMonkey. Only data from controlled response questions were analysed.

Statistical analysis required that the data be exported from SurveyMonkey and coded. Some data from open response questions required significant transformation into numerical data (Q35, Q36, Q40, Q45, and Q55). This process is further described in Appendix 2.

Statistical Analysis

Statistical analysis methodology is discussed in Appendix 3. This includes the explanation of the dependent variables used to in the analysis. Because of the size and number of independent variables, as well as the numerous dependent variables discussed, analyses produced were cursory and do not include further tests that may be more granular or may further explore the complexities of these results to determine precisely where the differences lie. This analysis, however, can provide a starting point to direct further analysis.

What is “identity”?

The survey allowed respondents to self-identify in any combination of 46 options. Analysis was focused on identity in the following terms: gender, race and ethnicity, immigration, first language, sexuality, ableness, age, and socioeconomic status at birth. See Appendix 3 for details on coding.

For the purposes of analysis, “gender” was broken into three groups: male, female, and nonbinary. Respondents that identified as both nonbinary AND female were coded as nonbinary. Data on intersex and transgender people was not collected separate from the “sexual minority” grouping. Those who chose not to identify a gender and those who skipped the question were not considered in statistical analyses for gender.

“Race and ethnicity” was collected within 12 categories. Because many of these categories represented less than 1-2% of the total respondents--and often fewer than 10 responses--their sample size was too small to show statistical significance. Ultimately, the groups that were included in statistical analyses were: white, African American, Latinx American, Asian American, and multiracial/multi-ethnic. Many respondents indicated identifying with several races and ethnicities. For statistical tests only, these people were grouped under multiracial/multi-ethnic. They remained in all

³ Respondents answered all required questions they saw and clicked 'Done' on the last page of the survey.

categories they indicated for representations and discussions of proportion. For statistical tests, those who identified as BOTH white and Latinx American only were grouped as Latinx American, but they remained in both groups the identified for representations and discussions of proportion. Those who chose not to identify a race or ethnicity and those who skipped the question were not considered in statistical analyses for race/ethnicity.

The category of “immigrant” included those who identified as immigrant, refugee or asylee, having a permanent green card, having an H-1B visa, or identifying that their parents or guardians are immigrants. Because of low sample sizes in all of the listed options except the latter, all of these were grouped under the “immigrant” category to get a sense of both immigrant and immigrant families, remain in all categories they indicated for representations and discussions of proportion. Those who chose not to specify immigrant status were not included in statistical analyses for the immigrant category. Those who did not make any indication were grouped as “not immigrant.”

The “first language” category simply identifies whether a respondent's first language is English or not. There were no specifications of which languages were first languages. If a respondent indicated that English was not their first language, they were grouped on their own. If a respondent indicated that English was their first language, they were grouped on their own. If the question had no indication either way, the respondent was not considered in statistical analyses for first language.

The “sexuality” category stated whether a respondent identified as a “sexual minority (LGBTQIA).” The survey did not inquire about the breakdown of sub-groupings and included the gender specifications of transgender and intersex. If a respondent chose not to identify or did not indicate, they were not considered for statistical analyses on sexuality.

“Ableness” focused on those who identified as differently abled and whether they needed or used ADA accommodations. This category comprised three groups, those who needed ADA, those who did not need ADA, and those who did not identify as differently abled. Separate tests were conducted for the categories of “neurodiverse” and “experienced a need for mental health care services or treatment.” Both of these were grouped against those who did not identify in the respective category.

“Age” was identified in 6 groups with a range of 10 years. Those who did not identify age were not considered in statistical analyses for age.

“Socioeconomic status” included three groups and focused only on socioeconomic status at birth. If no indication was made, that respondent was not considered for statistical analyses regarding socioeconomic status. Data was collected, it should be noted, on socioeconomic status in the present as well, though it was not used in the statistical tests.

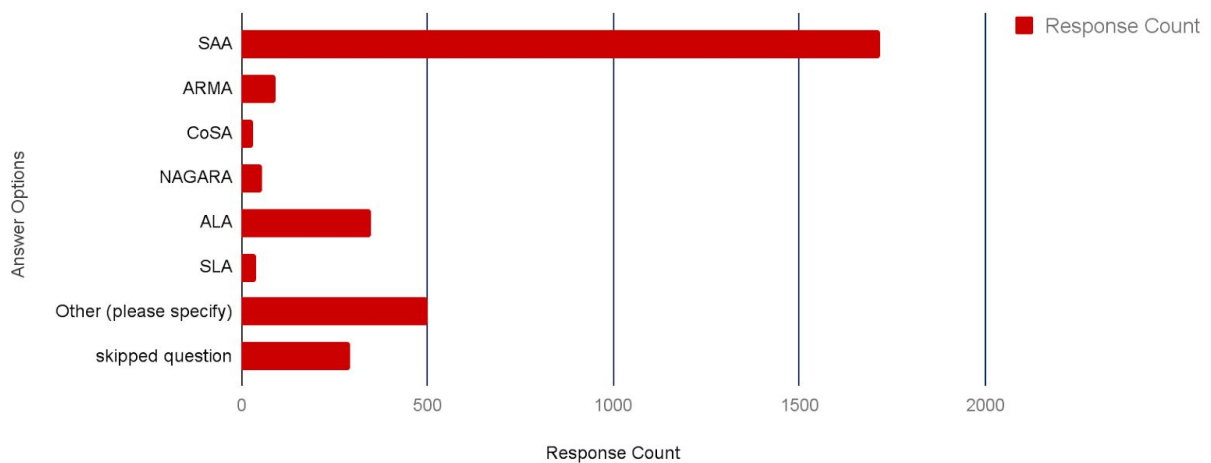
Selected Demographics

Representation and Membership

1717 of respondents identified as members of SAA (figure 1). As of April 30, 2017, there were 6,049 SAA members, and on May 31, 2017, there were 6,080 members.

Therefore, the survey respondents represent approximately 28% of SAA membership.

Fig. 1. Response Count for Q78 "Of which national organizations are you a member? (check all that apply)"



Geographic Location

Data was gathered on regional location of respondents (table 1) and on whether they lived and worked in suburban, urban, or rural locations (table 2 and figure 2).

Table 1. Response Percentage and Count for Q108. "In which region do you currently reside?"

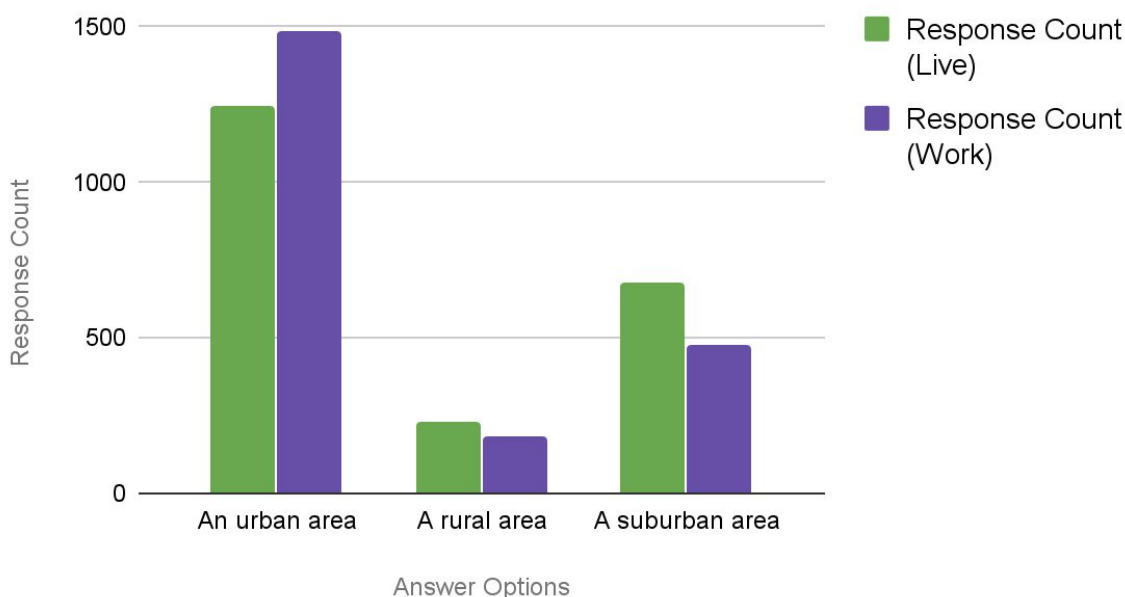
| Answer Options | Response Percent | Response Count |
|--|------------------|----------------|
| Midwest (Kansas, Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin) | 20.9 % | 450 |
| South (Arkansas, Alabama, Delaware, District of Columbia, Florida, Georgia, Louisiana, Kentucky, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia) | 31.2 % | 670 |
| West (Alaska, Arizona, California, Colorado, Hawai'i, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming) | 19.5 % | 419 |

| | | |
|---|-------------------|------|
| Northeast (Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont) | 28.3 % | 608 |
| U.S.-held territory (Guam, Puerto Rico, U.S. Virgin Islands) | 0.1 % | 3 |
| | answered question | 2150 |
| | skipped question | 20 |

Table 2. Response Percent and Count for Q109. "Within your region, do you live in" v. Q110. Within your region, do you work in"

| Answer Options | Response Percent (Live) | Response Count (Live) | Response Percent (Work) | Response Count (Work) |
|-----------------|-------------------------|-----------------------|-------------------------|-----------------------|
| An urban area | 57.9 % | 1247 | 69.4 % | 1489 |
| A rural area | 10.6 % | 228 | 8.5 % | 182 |
| A suburban area | 31.6 % | 680 | 22.2 % | 476 |
| | answered question | 2155 | answered question | 2147 |
| | skipped question | 15 | skipped question | 23 |

Fig. 2. Response Percent and Count for Q109. "Within your region, do you live in" v. Q110. Within your region, do you work in"



Identity

One of the primary goals of the survey was to gather data about archivists, especially women archivists, across intersectional identities. To address this, respondents were presented with a range of identifiers in Q114 covering gender, pronoun preference, ethnicity/race, sexual orientation, immigrant status, identifying faith, relationship status, ability, military service, etc. Respondents were able to select any choice that applied to them. Table 3 illustrates the original, uncoded, responses to Q114. For more information on how Q114 was treated prior to analysis, see the Methodology section, above, and Appendix 2.

| Answer Options | Response Percent | Response Count |
|----------------------------------|------------------|----------------|
| Male | 14.0 % | 302 |
| Female | 84.3 % | 1820 |
| Nonbinary | 0.8 % | 18 |
| I choose not to specify a gender | 1.1 % | 24 |
| He/him | 8.6 % | 186 |
| She/her | 56.7 % | 1223 |
| They/Them | 1.8 % | 38 |

| | | |
|--|--------|------|
| Ze/Hir/Zir | 0.0 % | 1 |
| Xe/Xim/Xyrs | 0.0 % | 0 |
| I choose not to specify a pronoun or assigned at birth category | 0.6 % | 14 |
| White | 87.7 % | 1893 |
| African American | 3.1 % | 67 |
| Latinx American | 3.6 % | 77 |
| Asian American | 1.9 % | 40 |
| East Asian American (Chinese, including Hong Kong and Macau, Tibetan, Taiwanese, Mongolian, North or South Korean, or Japanese) | 1.4 % | 30 |
| Southeast Asian American (Vietnamese, Laotian, Cambodian, Thai, Myanmar, Malaysian, Indonesian, Singaporean, Filipino, East Timorese, Brunei, or Cocos or Christmas islanders) | 0.5 % | 10 |
| South Asian American (Afghani, Bangladeshi, Bhutanese, Maldives/Dhivehin, Nepalese, Indian, Pakistani, and Sri Lankan) | 0.4 % | 8 |
| Middle Eastern or North African-American | 0.4 % | 8 |
| First Nation Pacific Islander | 0.1 % | 2 |
| First Nation Alaskan Native | 0.0 % | 0 |
| First Nation Tribal designation within continental United States | 0.6 % | 13 |
| Bi/Multiracial American | 3.2 % | 68 |
| I choose not to specify my ethnicity | 1.8 % | 39 |
| Immigrant | 1.5 % | 33 |
| Immigrant with refugee or asylum status | 0.0 % | 1 |
| Immigrant with permanent green card | 0.7 % | 15 |
| Immigrant with H-1B visa | 0.0 % | 0 |
| I choose not to specify which immigrant category | 0.7 % | 16 |
| My parent(s) or guardian(s) is/are (an) immigrant(s)? | 6.5 % | 141 |

| | | |
|---|-------------------|------|
| English is my first language | 86.3 % | 1863 |
| English is not my first language | 2.6 % | 56 |
| Heterosexual | 63.1 % | 1361 |
| Sexual minority (LGBTQIA) | 12.4 % | 268 |
| Observe a faith by wearing specific articles of clothing or religious symbols | 3.6 % | 78 |
| Differently abled needing ADA accommodation | 0.6 % | 14 |
| Differently abled but do not need/utilize ADA accommodation | 4.6 % | 99 |
| Neurodiverse | 2.8 % | 60 |
| Experienced a need for mental health care services or treatment | 18.9 % | 408 |
| Married or have domestic partner | 53.4 % | 1152 |
| Primary caregiver, child care | 12.7 % | 273 |
| Primary caregiver, adult care (distinguished as taking care of an adult who is younger than 65 years old) | 0.8 % | 18 |
| Primary caregiver, elder care | 2.2 % | 47 |
| Military or armed forces veteran | 0.7 % | 16 |
| Currently enlisted member of military or armed forces | 0.0 % | 1 |
| Comments | | 25 |
| | answered question | 2158 |
| | skipped question | 12 |

Socioeconomic Status

For Q109 and Q110, respondents were presented the following descriptions for class:⁴

- “Able to get ahead or comfortably situated” class: Your family could save for large purchases, have savings available in times of emergency, and may have been able to pass down some kind of intergenerational wealth to you in the form of inheritances, real estate, pay for higher education, rent etc.

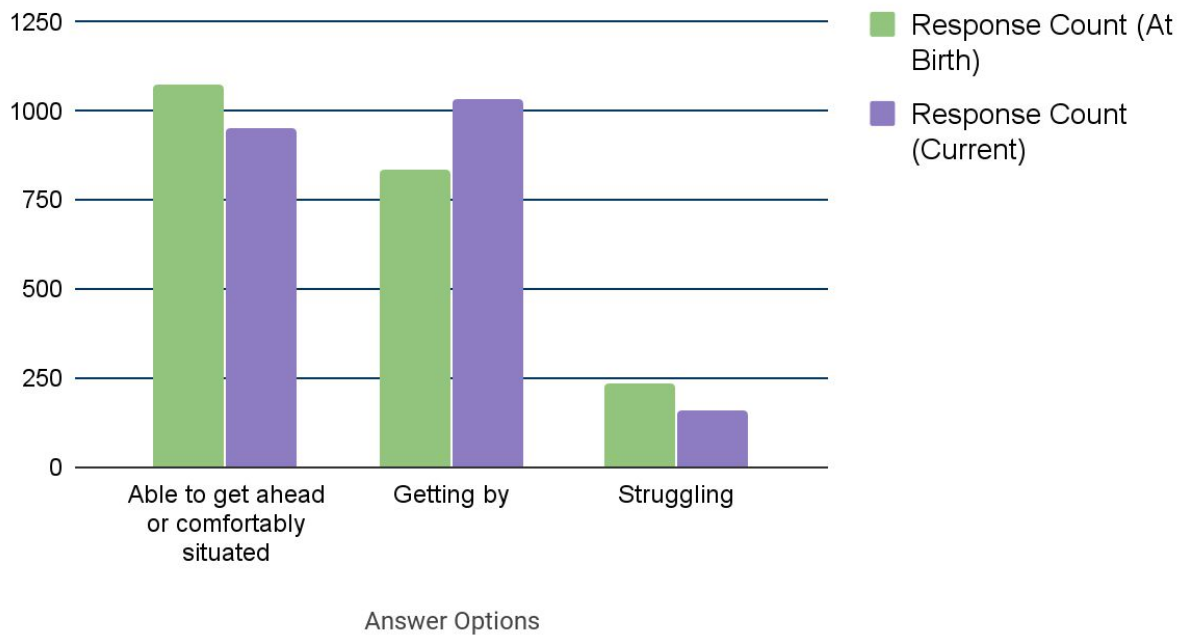
⁴ From Pitirim Sorokin. *Social and Cultural Dynamics*. (Boston: Porter Sargeant Publishing, 1957).

- “Getting by” class: Your family was able to pay all bills with some left for small purchases like going out to eat, new clothes, some savings but potentially cash or asset poor, unexpected major expense would have caused a little stress.
- “Struggling” class: Consistently paying routine bills or securing basic needs such as food, clothing, shelter, or health care was a challenge, unsure how you would handle unexpected major expenses or unexpected major expenses could cause bankruptcy or extreme financial stress.

Table 4. Response Percent and Count for Q109 v. Q110.

| Answer Options | Response Percent (At Birth) | Response Count (At Birth) | Response Percent (Current) | Response Count (Current) |
|--|-----------------------------|---------------------------|----------------------------|--------------------------|
| Able to get ahead or comfortably situated | 50.00% | 1073 | 44.43% | 954 |
| Getting by | 38.96% | 836 | 48.11% | 1033 |
| Struggling | 11.04% | 237 | 7.45% | 160 |
| | answered question | 2146 | | 2147 |
| | skipped question | 24 | | 23 |

Fig. 3. Response Count for Q109 v Response Count for Q110

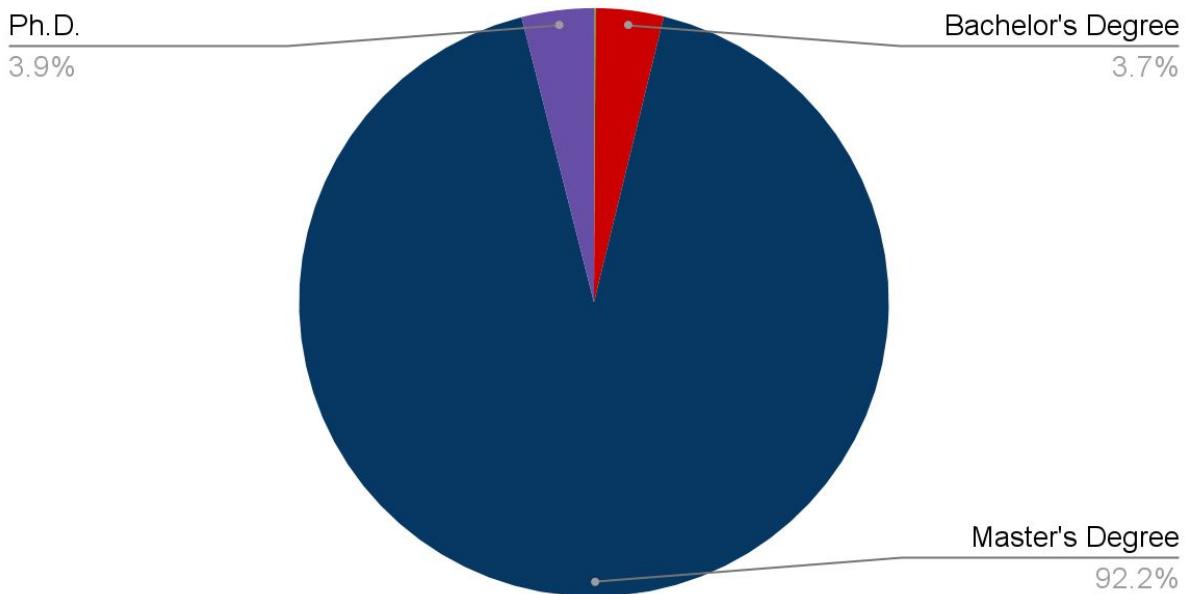


Education

The survey gathered data on the highest level of degree obtained by respondents. The vast majority of respondents, not surprisingly, have Master's degrees.

| Table 5. Response Percent and Count for Q1. What is the highest degree you have obtained? | | |
|---|-------------------|----------------|
| Answer Options | Response Percent | Response Count |
| Associate's Degree | 0.100% | 2 |
| Bachelor's Degree | 3.700% | 80 |
| Master's Degree | 92.200% | 1985 |
| Ph.D. | 3.900% | 85 |
| | answered question | 2152 |
| | skipped question | 18 |

Fig. 4. Response Percent from Q1. What is the highest degree? you have obtained

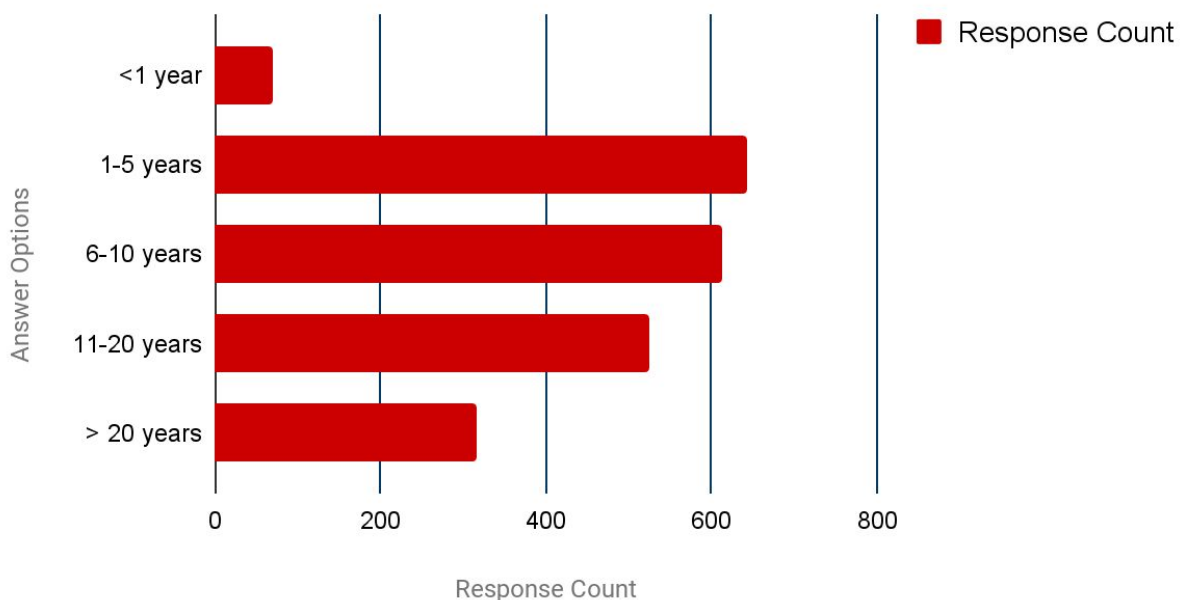


Experience

A majority of the respondents are still in what could be considered the early ages of their archival career (10 years or less of work experience).

| Table 6. Response Percent and Count for Q18. Years of work experience in archives (including before, during, and after any library science/archives management or degree-adjacent graduate studies) | | |
|---|-------------------|----------------|
| Answer Options | Response Percent | Response Count |
| <1 year | 3.23% | 70 |
| 1-5 years | 29.64% | 642 |
| 6-10 years | 28.3% | 613 |
| 11-20 years | 24.24% | 525 |
| > 20 years | 14.24% | 316 |
| | answered question | 2166 |
| | skipped question | 4 |

Fig. 5. Response Count for Q18. Years of work experience in archives (including before, during, and after any library science/archives management or



Employers

In the section on employment, respondents were asked to identify the type of institution (table 7). There was no guidance in the question description regarding whether the institution should be the current institution at which the respondent is employed, although it does follow Q21 “Length of Time at Current Job,” so current position may have been inferred by respondents. Respondents were allowed to select multiple institution types. Those that did may have been referring to an institution within an

institution (college and university archive within an academic institution, for example) or they may have been referring to their employment experience.

| Table 7. Response Percent and Count to Q22 (Institution) | | |
|--|-------------------|----------------|
| Answer Options | Response Percent | Response Count |
| Academic | 38.9 % | 827 |
| College and University Archives | 26.0 % | 553 |
| Corporate/for-profit | 6.5 % | 139 |
| Government (federal, state, local/county/municipal) | 17.7 % | 376 |
| Manuscripts/Special Collections repository | 15.1 % | 321 |
| Museum | 9.7 % | 206 |
| Public library system | 5.0 % | 106 |
| Technology-based organization | 0.3 % | 7 |
| Nonprofit | 11.2 % | 239 |
| Historical society | 4.5 % | 95 |
| Religious organization | 5.5 % | 116 |
| Consultant | 1.1 % | 23 |
| Tribal government agency | 0.0 % | 1 |
| Tribal cultural heritage agency | 0.0 % | 1 |
| Professional archivist organization | 0.0 % | 1 |
| Accrediting body organization | 0.0 % | 1 |
| Non-archives job with archives-related responsibilities | 1.7 % | 37 |
| Self-employed | 0.7 % | 15 |
| Comments | | 88 |
| | answered question | 2127 |
| | skipped question | 43 |

Discussion

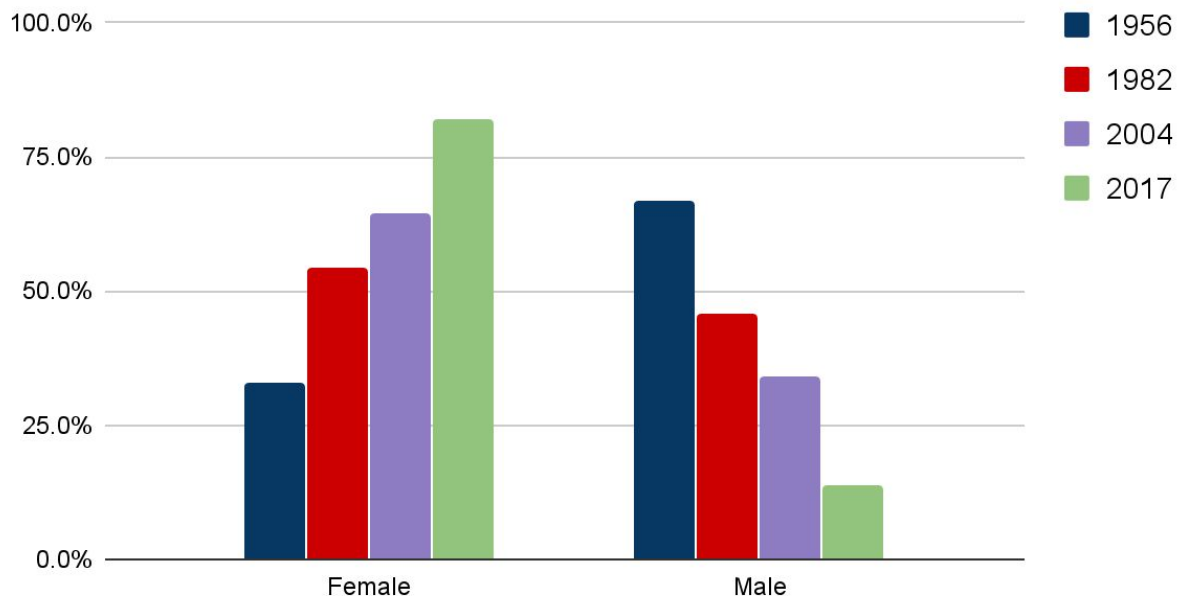
A Historic Look at Gender

In *Part 3. A*CENSUS: A Closer Look*, Victoria Irons Walch compiled data on gender in the field from three different resources: Posner (1956), Bearman (1982), and the A*Census itself (2004). We provide an updated version of Walch's "Figure 3.3.2. Gender proportions of respondents to surveys of archivists: Posner (1956), Bearman

(1982), and A*CENSUS (2004),” below in table 8.⁵ The percentage of women and nonbinary respondents differ from the numbers in table 1. For this comparison, respondents that identified as nonbinary and female are coded as nonbinary and those that did not select male, female, or nonbinary were grouped with those that selected “I choose not to specify a gender.” The increasing ratio of women to men identified by Walch continues today (figure 6).

| Answer Choices | 1956 | 1982 | 2004 | 2017 |
|---|-------|-------|-------|-------|
| Female | 33.0% | 54.2% | 64.6% | 82.1% |
| Male | 67.0% | 45.8% | 34.0% | 13.7% |
| Nonbinary (2017 only) | | | | 0.8% |
| I choose not to specify a gender Or Skipped Question (2017); Rather not say, no answer (2004) | | | 1.4% | 3.4% |

Fig. 6. Proportions of respondents to surveys of archivists (Female, Male): Posner (1956), Bearman (1982), A*CENSUS (2004) , and WArS/SAA Salary



⁵ Victoria Irons Walch. “Part 3. A*Census: A Closer Look,” 2007.

<https://www2.archivists.org/sites/all/files/ACensus-Part3-Expanded.pdf>.

⁶ Percentages from 1956, 1982, and 2004 are from Walch. “Part 3,” figure 3.3.2.

Identity's Effect on Job Offers

Salaried positions saw significant difference in job offers between races/ethnicities. While the significance between which race/ethnicity groups is not specified by statistics, it is easy to see from table 9 below that multiracial/multi-ethnic people are underrepresented at the highest salary level (indicated in the rows “% within RACE”). We can also see where most salary ranges for each race/ethnicity tend to fall.

While those who identified as white had the majority (~34%) of their salaries fall in the middle range of \$46-\$59,999, they had substantial representations on both sides of that range, though weight skewed to the high range. Asian Americans also tended (~39%) to the middle range, but did not have a similar balance in lower and higher ranges--approximately 52% of Asian Americans were earning in the upper two salary ranges.

The proportions of African Americans and Latinx Americans in the middle range of salaries was much lower than other groups, though larger proportions of both groups earned \$60-\$79,999 annually.

| SALARY RANGE | | RACE | | | | | Total |
|----------------------------|-----------------------|--------|------------------|-----------------|----------------|-------------|---------|
| | | White | African American | Latinx American | Asian American | Multiracial | |
| \$0 - \$29,999 | Count | 33 | 2 | 2 | 1 | 3 | 41 |
| | % within SALARY RANGE | 80.50% | 4.90% | 4.90% | 2.40% | 7.30% | 100.00% |
| | % within RACE | 2.20% | 4.70% | 3.80% | 4.30% | 4.30% | 2.40% |
| \$30,000 - \$45,999 | Count | 268 | 9 | 12 | 1 | 16 | 306 |
| | % within SALARY RANGE | 87.60% | 2.90% | 3.90% | 0.30% | 5.20% | 100.00% |
| | % within RACE | 17.70% | 20.90% | 23.10% | 4.30% | 23.20% | 18.00% |
| \$46,000 - \$59,999 | Count | 519 | 8 | 11 | 9 | 26 | 573 |

| | | | | | | | |
|----------------------------|-----------------------|---------|---------|---------|---------|---------|---------|
| | % within SALARY RANGE | 90.60% | 1.40% | 1.90% | 1.60% | 4.50% | 100.00% |
| | % within RACE | 34.40% | 18.60% | 21.20% | 39.10% | 37.70% | 33.80% |
| \$60,000 - \$79,999 | Count | 413 | 16 | 20 | 8 | 18 | 475 |
| | % within SALARY RANGE | 86.90% | 3.40% | 4.20% | 1.70% | 3.80% | 100.00% |
| | % within RACE | 27.40% | 37.20% | 38.50% | 34.80% | 26.10% | 28.00% |
| >\$80,000 | Count | 277 | 8 | 7 | 4 | 6 | 302 |
| | % within SALARY RANGE | 91.70% | 2.60% | 2.30% | 1.30% | 2.00% | 100.00% |
| | % within RACE | 18.30% | 18.60% | 13.50% | 17.40% | 8.70% | 17.80% |
| Total | Count | 1510 | 43 | 52 | 23 | 69 | 1697 |
| | % within SALARY RANGE | 89.00% | 2.50% | 3.10% | 1.40% | 4.10% | 100.00% |
| | % within RACE | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |
| | | | | | | | |

Significance was also apparent in job offers and age. In fact, approximately 2% of difference in original salary offers can be explained by age. This, however, may also correspond with experience, which was not tested with this variable.

Job offers for hourly positions, however, saw no significant correspondence in any identity category.

Negotiating salary

It was clear that those who identified as neurodiverse were less likely to negotiate a salary at their original job offer than those who did not identify--%13 less likely. However, over 81% of those who identify as neurodiverse are also 40 or under, so this may have some effect on readiness to negotiate. Specifically, 35.6% were between 20 and 30 years of age.

This is brought up because the other variable that showed a significant difference in

likelihood to negotiate was age. As is apparent from table 10, the youngest age group is least likely to negotiate their original job offer. While it also looks like there is less likelihood that those over 70 will negotiate, the sample size is too small for this percentage to show significance.

| Table 10. Job Offer Negotiation by Age | | | | |
|--|--------------------------------|-----------------------|-------------------|---------|
| Age in years * JOB OFFER NEGOTIATION Crosstabulation | | | | |
| | | JOB OFFER NEGOTIATION | | Total |
| Age in years | | negotiate | did not negotiate | |
| 20-30 | Count | 111 | 329 | 440 |
| | % within Age in years | 25.20% | 74.80% | 100.00% |
| | % within JOB OFFER NEGOTIATION | 15.30% | 23.60% | 20.70% |
| 31-40 | Count | 296 | 538 | 834 |
| | % within Age in years | 35.50% | 64.50% | 100.00% |
| | % within JOB OFFER NEGOTIATION | 40.80% | 38.50% | 39.30% |
| 41-50 | Count | 161 | 248 | 409 |
| | % within Age in years | 39.40% | 60.60% | 100.00% |
| | % within JOB OFFER NEGOTIATION | 22.20% | 17.80% | 19.30% |
| 51-60 | Count | 106 | 185 | 291 |
| | % within Age in years | 36.40% | 63.60% | 100.00% |
| | % within JOB OFFER NEGOTIATION | 14.60% | 13.20% | 13.70% |
| 61-70 | Count | 49 | 90 | 139 |
| | % within Age in years | 35.30% | 64.70% | 100.00% |
| | % within JOB OFFER NEGOTIATION | 6.80% | 6.40% | 6.60% |
| >70 | Count | 2 | 7 | 9 |
| | % within Age in years | 22.20% | 77.80% | 100.00% |
| | % within JOB OFFER NEGOTIATION | 0.30% | 0.50% | 0.40% |

| | | | | |
|--------------|--------------------------------|---------|---------|---------|
| Total | Count | 725 | 1397 | 2122 |
| | % within Age in years | 34.20% | 65.80% | 100.00% |
| | % within JOB OFFER NEGOTIATION | 100.00% | 100.00% | 100.00% |

This should not represent either an insecurity or a lack of willingness of either the neurodiverse group or the youngest age group to negotiate since, as expected, negotiation increased with both higher degrees and more experience in years as an archivist. (See tables 11 and 12 below.)

| Table 11. Highest degree obtained cross-tabulated with job offer negotiation | | | | |
|--|----------------------------------|-----------------------|-------------------|---------|
| HIGHEST DEGREE OBTAINED | | JOB OFFER NEGOTIATION | | Total |
| | | negotiate | did not negotiate | |
| Bachelor's Degree | Count | 17 | 57 | 74 |
| | % within HIGHEST DEGREE OBTAINED | 23.00% | 77.00% | 100.00% |
| | % within JOB OFFER NEGOTIATION | 2.30% | 4.10% | 3.50% |
| Master's Degree | Count | 663 | 1287 | 1950 |
| | % within HIGHEST DEGREE OBTAINED | 34.00% | 66.00% | 100.00% |
| | % within JOB OFFER NEGOTIATION | 91.60% | 92.60% | 92.20% |
| PhD | Count | 44 | 46 | 90 |
| | % within HIGHEST DEGREE OBTAINED | 48.90% | 51.10% | 100.00% |

| | | | | |
|--------------|----------------------------------|---------|---------|---------|
| | % within JOB OFFER NEGOTIATION | 6.10% | 3.30% | 4.30% |
| Total | Count | 724 | 1390 | 2114 |
| | % within HIGHEST DEGREE OBTAINED | 34.20% | 65.80% | 100.00% |
| | % within JOB OFFER NEGOTIATION | 100.00% | 100.00% | 100.00% |

| Table 12. Years experience in archives cross-tabulated with job offer negotiation | | | | |
|---|---------------------------------------|-----------------------|-------------------|---------|
| Years experience in archives * JOB OFFER NEGOTIATION Crosstabulation | | | | |
| Years experience in archives | | JOB OFFER NEGOTIATION | | Total |
| | | negotiate | did not negotiate | |
| <1 year | Count | 9 | 58 | 67 |
| | % within Years experience in archives | 13.40% | 86.60% | 100.00% |
| 1-5 years | Count | 168 | 460 | 628 |
| | % within Years experience in archives | 26.80% | 73.20% | 100.00% |
| 6-10 years | Count | 220 | 384 | 604 |
| | % within Years experience in archives | 36.40% | 63.60% | 100.00% |
| 11-20 years | Count | 211 | 307 | 518 |
| | % within Years experience in archives | 40.70% | 59.30% | 100.00% |
| >20 years | Count | 121 | 190 | 311 |
| | % within Years experience in archives | 38.90% | 61.10% | 100.00% |
| Total | Count | 729 | 1399 | 2128 |
| | % within Years experience in archives | 34.30% | 65.70% | 100.00% |

Questions to be asked in further analysis: Is there a relationship between identity and employment level? (or non-employment?) How does identity affect pay (not job offer)?

Raises and Promotions

Is there a relationship between identity and getting a raise? In many identity categories, the answer appears to be yes.

In considering this question, we first looked at whether a respondent had simply received a raise at her current job (yes/no). Table 13 shows that nearly 10% more men had received raises than had women (indicated in comparison of rows labeled “% within GENDER”), but the percentage of people who identified as nonbinary and received raises was drastically lower than than both men (~50% lower) or women (~40% lower).

| Table 13. Raises by Gender | | | | |
|---|-------------------------------|----------------------|---------|---------|
| GENDER * RAISE AT CURRENT JOB Crosstabulation | | | | |
| GENDER | | RAISE AT CURRENT JOB | | Total |
| | | YES | NO | |
| male | Count | 256 | 44 | 300 |
| | % within GENDER | 85.30% | 14.70% | 100.00% |
| | % within RAISE AT CURRENT JOB | 15.70% | 9.20% | 14.20% |
| female | Count | 1369 | 424 | 1793 |
| | % within GENDER | 76.40% | 23.60% | 100.00% |
| | % within RAISE AT CURRENT JOB | 83.90% | 88.50% | 85.00% |
| nonbinary | Count | 6 | 11 | 17 |
| | % within GENDER | 35.30% | 64.70% | 100.00% |
| | % within RAISE AT CURRENT JOB | 0.40% | 2.30% | 0.80% |
| Total | Count | 1631 | 479 | 2110 |
| | % within GENDER | 77.30% | 22.70% | 100.00% |
| | % within RAISE AT CURRENT JOB | 100.00% | 100.00% | 100.00% |

Asian Americans and multiracial/multi-ethnic Americans are least likely to get raises. White Americans have received raises at a much higher proportion (over 10% in all cases) than any other racial or ethnic group (table 14).

Table 14. Raises by Race/Ethnicity

| RACE * RAISE AT CURRENT JOB Crosstabulation | | | | |
|---|-------------------------------|----------------------|---------|---------|
| RACE | | RAISE AT CURRENT JOB | | Total |
| | | YES | NO | |
| White | Count | 1429 | 380 | 1809 |
| | % within RACE | 79.00% | 21.00% | 100.00% |
| | % within RAISE AT CURRENT JOB | 91.10% | 81.90% | 89.00% |
| African American | Count | 33 | 17 | 50 |
| | % within RACE | 66.00% | 34.00% | 100.00% |
| | % within RAISE AT CURRENT JOB | 2.10% | 3.70% | 2.50% |
| Latinx American | Count | 36 | 20 | 56 |
| | % within RACE | 64.30% | 35.70% | 100.00% |
| | % within RAISE AT CURRENT JOB | 2.30% | 4.30% | 2.80% |
| Asian American | Count | 18 | 13 | 31 |
| | % within RACE | 58.10% | 41.90% | 100.00% |
| | % within RAISE AT CURRENT JOB | 1.10% | 2.80% | 1.50% |
| Multiracial | Count | 52 | 34 | 86 |
| | % within RACE | 60.50% | 39.50% | 100.00% |
| | % within RAISE AT CURRENT JOB | 3.30% | 7.30% | 4.20% |
| Total | Count | 1568 | 464 | 2032 |
| | % within RACE | 77.20% | 22.80% | 100.00% |
| | % within RAISE AT CURRENT JOB | 100.00% | 100.00% | 100.00% |

Because there were only 31 respondents identifying as Asian, the numbers of the regional breakdowns do not show statistical significance. They can be only be used descriptively to show that South Asian Americans have received raises at their current jobs in a far lower proportion than other Asian Americans (table 15) and may be an area for further inquiry.

| Table 15. Raises by Asian Ethnicities | | | | |
|--|-------------------------------|----------------------|---------|---------|
| ASIAN ALL * RAISE AT CURRENT JOB Crosstabulation | | | | |
| ASIAN ALL | | RAISE AT CURRENT JOB | | Total |
| | | YES | NO | |
| Asian American | Count | 7 | 6 | 13 |
| | % within ASIAN ALL | 53.80% | 46.20% | 100.00% |
| | % within RAISE AT CURRENT JOB | 21.20% | 24.00% | 22.40% |
| East Asian | Count | 17 | 10 | 27 |
| | % within ASIAN ALL | 63.00% | 37.00% | 100.00% |
| | % within RAISE AT CURRENT JOB | 51.50% | 40.00% | 46.60% |
| Southeast Asian | Count | 6 | 4 | 10 |
| | % within ASIAN ALL | 60.00% | 40.00% | 100.00% |
| | % within RAISE AT CURRENT JOB | 18.20% | 16.00% | 17.20% |
| South Asian | Count | 3 | 5 | 8 |
| | % within ASIAN ALL | 37.50% | 62.50% | 100.00% |
| | % within RAISE AT CURRENT JOB | 9.10% | 20.00% | 13.80% |
| Total | Count | 33 | 25 | 58 |
| | % within ASIAN ALL | 56.90% | 43.10% | 100.00% |
| | % within RAISE AT CURRENT JOB | 100.00% | 100.00% | 100.00% |

Sexual minorities are a little over 7% less likely to receive a raise than those who identify as heterosexual (table 16).

| Table 16. Raises and Sexuality | | |
|--|----------------------|-------|
| SEXUALITY * RAISE AT CURRENT JOB Crosstabulation | | |
| SEXUALITY | RAISE AT CURRENT JOB | Total |

| | | YES | NO | |
|------------------------|-------------------------------|---------|---------|---------|
| Heterosexual | Count | 1052 | 294 | 1346 |
| | % within SEXUALITY | 78.20% | 21.80% | 100.00% |
| | % within RAISE AT CURRENT JOB | 85.10% | 79.20% | 83.80% |
| Sexual Minority | Count | 184 | 77 | 261 |
| | % within SEXUALITY | 70.50% | 29.50% | 100.00% |
| | % within RAISE AT CURRENT JOB | 14.90% | 20.80% | 16.20% |
| Total | Count | 1236 | 371 | 1607 |
| | % within SEXUALITY | 76.90% | 23.10% | 100.00% |
| | % within RAISE AT CURRENT JOB | 100.00% | 100.00% | 100.00% |

While the sample size for those needing ADA accommodations is too small to show statistical significance, the results of a cross-tabulation produce some interesting results that may need to be looked at further, including the lower proportion of raises for anyone identifying as being differently abled (whether needing ADA accommodation or not) in comparison to those who do not identify as differently abled (table 17).

| Table 17. Raises by ADA Need | | | | |
|---|-------------------------------|----------------------|--------|---------|
| ADA Need * RAISE AT CURRENT JOB Crosstabulation | | | | |
| ADA Need | | RAISE AT CURRENT JOB | | Total |
| | | YES | NO | |
| ADA Accommodation | Count | 8 | 4 | 12 |
| | % within ADA Need | 66.70% | 33.30% | 100.00% |
| | % within RAISE AT CURRENT JOB | 0.50% | 0.80% | 0.60% |
| No ADA Accommodation | Count | 68 | 29 | 97 |
| | % within ADA Need | 70.10% | 29.90% | 100.00% |

| | | | | |
|---|-------------------------------|---------|---------|---------|
| | % within RAISE AT CURRENT JOB | 4.10% | 6.00% | 4.50% |
| Does Not Identify as Differently Abled | Count | 1578 | 447 | 2025 |
| | % within ADA Need | 77.90% | 22.10% | 100.00% |
| | % within RAISE AT CURRENT JOB | 95.40% | 93.10% | 94.90% |
| Total | Count | 1654 | 480 | 2134 |
| | % within ADA Need | 77.50% | 22.50% | 100.00% |
| | % within RAISE AT CURRENT JOB | 100.00% | 100.00% | 100.00% |

Neurodiverse respondents are nearly %15 less likely to receive a raise at work than those who do not identify as neurodiverse (table 18).

| Table 18. Neurodiversity and Raises | | | | |
|---|-------------------------------|----------------------|--------|---------|
| Neurodiverse * RAISE AT CURRENT JOB Crosstabulation | | | | |
| Neurodiverse | | RAISE AT CURRENT JOB | | Total |
| | | YES | NO | |
| Neurodiverse | Count | 35 | 21 | 56 |
| | % within Neurodiverse | 62.50% | 37.50% | 100.00% |
| | % within RAISE AT CURRENT JOB | 2.10% | 4.40% | 2.60% |
| Does Not Identify as Neurodiverse | Count | 1618 | 459 | 2077 |
| | % within Neurodiverse | 77.90% | 22.10% | 100.00% |
| | % within RAISE AT CURRENT JOB | 97.90% | 95.60% | 97.40% |
| Total | Count | 1653 | 480 | 2133 |
| | % within Neurodiverse | 77.50% | 22.50% | 100.00% |

| | | | | |
|--|-------------------------------|---------|---------|---------|
| | % within RAISE AT CURRENT JOB | 100.00% | 100.00% | 100.00% |
|--|-------------------------------|---------|---------|---------|

While a significance was apparent in age ranges, the low count of >70 participants led this to being a less dependable sample. This data, however, likely needs to be compared to how long an archivist has been in their present job (table 19).

| Table 19. Raises by Age | | | | |
|---|-------------------------------|----------------------|--------|---------|
| Age in years * RAISE AT CURRENT JOB Crosstabulation | | | | |
| Age in years | | RAISE AT CURRENT JOB | | Total |
| | | YES | NO | |
| 20-30 | Count | 245 | 197 | 442 |
| | % within Age in years | 55.40% | 44.60% | 100.00% |
| | % within RAISE AT CURRENT JOB | 14.80% | 40.90% | 20.70% |
| 31-40 | Count | 661 | 183 | 844 |
| | % within Age in years | 78.30% | 21.70% | 100.00% |
| | % within RAISE AT CURRENT JOB | 40.00% | 38.00% | 39.50% |
| 41-50 | Count | 349 | 60 | 409 |
| | % within Age in years | 85.30% | 14.70% | 100.00% |
| | % within RAISE AT CURRENT JOB | 21.10% | 12.40% | 19.20% |
| 51-60 | Count | 265 | 27 | 292 |
| | % within Age in years | 90.80% | 9.20% | 100.00% |
| | % within RAISE AT CURRENT JOB | 16.00% | 5.60% | 13.70% |
| 61-70 | Count | 125 | 14 | 139 |
| | % within Age in years | 89.90% | 10.10% | 100.00% |
| | % within RAISE AT CURRENT JOB | 7.60% | 2.90% | 6.50% |
| >70 | Count | 8 | 1 | 9 |
| | % within Age in years | 88.90% | 11.10% | 100.00% |

| | | | | |
|--------------|-------------------------------|---------|---------|---------|
| | % within RAISE AT CURRENT JOB | 0.50% | 0.20% | 0.40% |
| Total | Count | 1653 | 482 | 2135 |
| | % within Age in years | 77.40% | 22.60% | 100.00% |
| | % within RAISE AT CURRENT JOB | 100.00% | 100.00% | 100.00% |

Correlations Between Identity, Time at Current Position, and Raises

Not surprisingly, there is a link to length of time at a job and raises, with the percentage of those receiving a raise increasing through the first three time periods and then leveling off across the rest (table 20). Yet this does not tell the whole story.

| Table 20. Time at Current Job and Raises | | | | |
|--|--|----------------------|--------|---------|
| Length of time at current job * RAISE AT CURRENT JOB Crosstabulation | | | | |
| Length of time at current job | | RAISE AT CURRENT JOB | | Total |
| | | YES | NO | |
| <1 year | Count | 68 | 300 | 368 |
| | % within Length of time at current job | 18.50% | 81.50% | 100.00% |
| | % within RAISE AT CURRENT JOB | 4.10% | 62.50% | 17.20% |
| 1-5 years | Count | 839 | 163 | 1002 |
| | % within Length of time at current job | 83.70% | 16.30% | 100.00% |
| | % within RAISE AT CURRENT JOB | 50.60% | 34.00% | 46.90% |
| 6-10 years | Count | 357 | 8 | 365 |
| | % within Length of time at current job | 97.80% | 2.20% | 100.00% |
| | % within RAISE AT CURRENT JOB | 21.50% | 1.70% | 17.10% |
| 11-20 years | Count | 279 | 6 | 285 |

| | | | | |
|---------------------|--|---------|---------|---------|
| | % within Length of time at current job | 97.90% | 2.10% | 100.00% |
| | % within RAISE AT CURRENT JOB | 16.80% | 1.30% | 13.30% |
| >20 years | Count | 114 | 3 | 117 |
| | % within Length of time at current job | 97.40% | 2.60% | 100.00% |
| | % within RAISE AT CURRENT JOB | 6.90% | 0.60% | 5.50% |
| Total | Count | 1657 | 480 | 2137 |
| | % within Length of time at current job | 77.50% | 22.50% | 100.00% |
| | % within RAISE AT CURRENT JOB | 100.00% | 100.00% | 100.00% |

The proportion of people of color in the earliest stage of their careers at a their current job (<1 year) is significantly higher than the proportion of white people in the same stage (table 21).

| Table 21. Race/Ethnicity and Length of Time at Current Job | | | | | | | |
|--|--|-------------------------------|-----------|------------|-------------|-----------|---------|
| RACE * Length of time at current job Crosstabulation | | | | | | | |
| RACE | | Length of time at current job | | | | | Total |
| | | <1 year | 1-5 years | 6-10 years | 11-20 years | >20 years | |
| White | Count | 287 | 851 | 325 | 251 | 102 | 1816 |
| | % within RACE | 15.80% | 46.90% | 17.90% | 13.80% | 5.60% | 100.00% |
| | % within Length of time at current job | 80.60% | 88.70% | 92.60% | 94.40% | 93.60% | 89.00% |
| African American | Count | 14 | 20 | 6 | 8 | 3 | 51 |
| | % within RACE | 27.50% | 39.20% | 11.80% | 15.70% | 5.90% | 100.00% |
| | % within Length of time at current job | 3.90% | 2.10% | 1.70% | 3.00% | 2.80% | 2.50% |
| Latinx American | Count | 21 | 29 | 5 | 0 | 2 | 57 |

| | | | | | | | |
|-----------------------|--|----------|---------|---------|---------|---------|---------|
| | % within RACE | 36.80% | 50.90% | 8.80% | 0.00% | 3.50% | 100.00% |
| | % within Length of time at current job | 5.90% | 3.00% | 1.40% | 0.00% | 1.80% | 2.80% |
| Asian American | Count | 10 | 16 | 4 | 1 | 0 | 31 |
| | % within RACE | 32.30% | 51.60% | 12.90% | 3.20% | 0.00% | 100.00% |
| | % within Length of time at current job | 2.80% | 1.70% | 1.10% | 0.40% | 0.00% | 1.50% |
| Multiracial | Count | 24 | 43 | 11 | 6 | 2 | 86 |
| | % within RACE | 27.90% | 50.00% | 12.80% | 7.00% | 2.30% | 100.00% |
| | % within Length of time at current job | 6.70% | 4.50% | 3.10% | 2.30% | 1.80% | 4.20% |
| Total | Count | 356 | 959 | 351 | 266 | 109 | 2041 |
| | % within RACE | 17.40% | 47.00% | 17.20% | 13.00% | 5.30% | 100.00% |
| | % within Length of time at current job | 100.00 % | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |

This corresponds with the significantly low rate of archivists receiving raises at <1 year and may explain why white people who have received raises at their current job have received them in such a higher proportion.

Because women have grown to the majority in the field, which was previously largely male, the distribution of women leans toward the earlier side and middle of the career path, while men represent a larger portion of those in the field for more than 20 years. Those who identify as nonbinary are unrepresented in the ranges 11 years and above. Note that this is for illustrative purposes only. Test shows some problems in low sample size that affect dependability (table 22).

| Table 22. Gender and Length of Time at Current Job | | | | | | | |
|--|-------|-------------------------------|-----------|------------|-------------|-----------|-------|
| GENDER * Length of time at current job Crosstabulation | | | | | | | |
| GENDER | | Length of time at current job | | | | | Total |
| | | <1 year | 1-5 years | 6-10 years | 11-20 years | >20 years | |
| male | Count | 31 | 131 | 58 | 49 | 32 | 301 |

| | | | | | | | |
|------------------|--|----------|---------|---------|---------|---------|---------|
| | % within GENDER | 10.30% | 43.50% | 19.30% | 16.30% | 10.60% | 100.00% |
| | % within Length of time at current job | 8.50% | 13.20% | 16.00% | 17.80% | 26.90% | 14.20% |
| female | Count | 327 | 855 | 304 | 226 | 87 | 1799 |
| | % within GENDER | 18.20% | 47.50% | 16.90% | 12.60% | 4.80% | 100.00% |
| | % within Length of time at current job | 89.30% | 86.00% | 83.70% | 82.20% | 73.10% | 85.00% |
| nonbinary | Count | 8 | 8 | 1 | 0 | 0 | 17 |
| | % within GENDER | 47.10% | 47.10% | 5.90% | 0.00% | 0.00% | 100.00% |
| | % within Length of time at current job | 2.20% | 0.80% | 0.30% | 0.00% | 0.00% | 0.80% |
| Total | Count | 366 | 994 | 363 | 275 | 119 | 2117 |
| | % within GENDER | 17.30% | 47.00% | 17.10% | 13.00% | 5.60% | 100.00% |
| | % within Length of time at current job | 100.00 % | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |

Additionally, there is significance in the number of raises at the current job, based on gender. It is important to note that, when looking at the number of raises received at a current job, there were some complications in the collection and reliability of this data. Because this was an open-response question, respondents wrote in their answers. There was some confusion over whether the number of raises reported by respondents included cost of living raises, raises included with promotions, merit raises, or any combination of the three. (See notes on Q55 in Appendix 2 to explain how this was handled.)

The variation in the number of raises by gender is evident in comparing means. While there is a large range (0-35 raises) in the number, this is clearly dependent on how many years one works at a job. The mean raise for all respondents, however, is 2.47. (See Appendix 3.)

While the number of raises women have received is reasonably close to that mean, at 2.56 raises, men exceed the “all respondents” mean by more than 1, and nonbinary people fall short by far more than 1. Again, this may be explained by the fact that people who identify as nonbinary are not represented in jobs over 11 years and above, and may be at earlier stages in their careers.

In terms of race and ethnicity, white Americans are above the mean number of raises, and African Americans are slightly lower than the “all respondents” mean, but for all other races and ethnicities, the mean much smaller.

Supervisory Positions

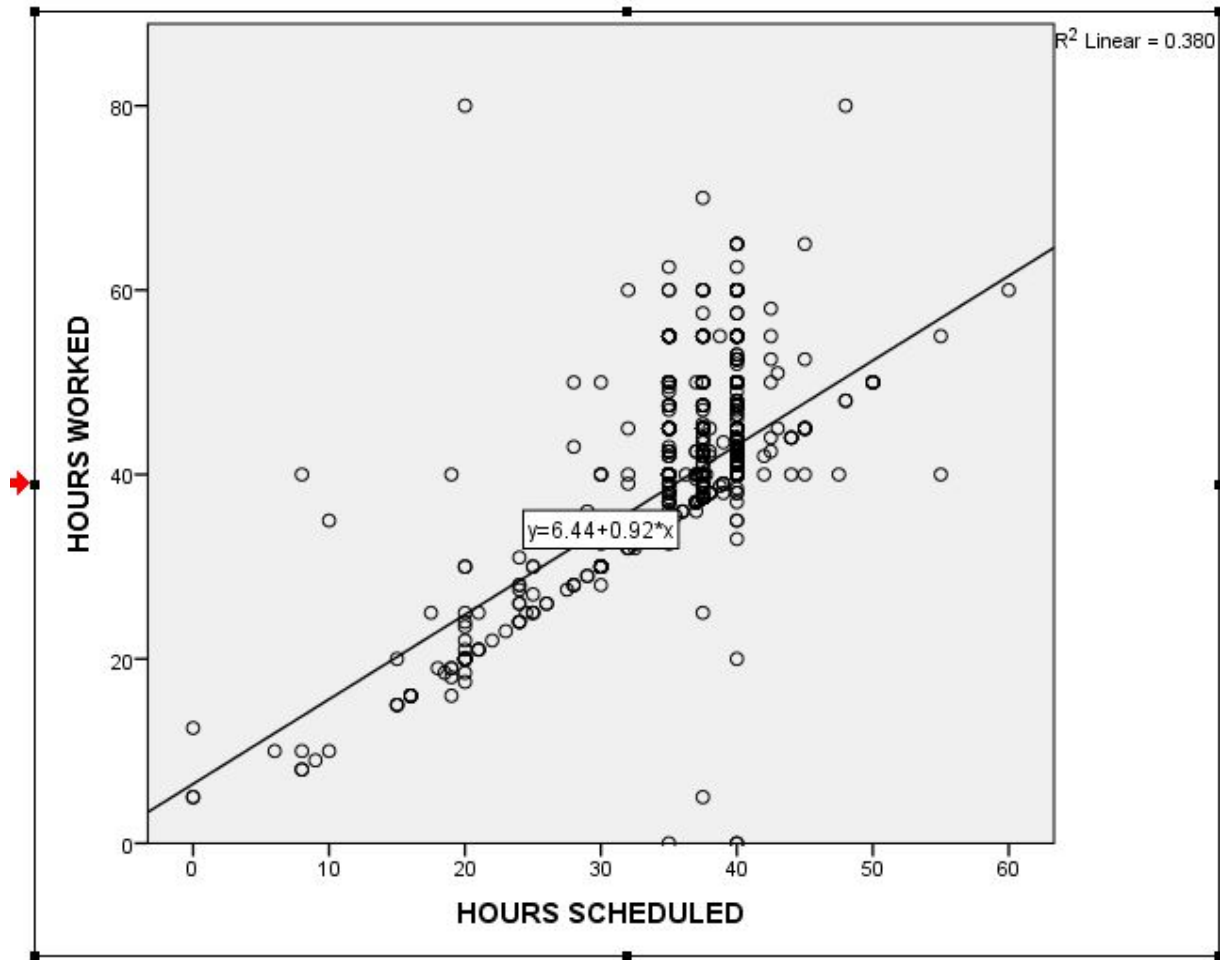
There was no significance apparent in who is currently in supervisory positions for most identities. Nearly 38% of those in supervisory positions are between the ages of 31 and 40 years old, and no race, gender, ability, language, or sexuality seems to take on these positions at any significantly different rate. However, the older archivists are, the more likely they are to supervise. In fact, the proportions of those in a given age increase steadily with each decade and rise to almost 73% of those of the age of 70 in supervisory positions. This is likely due to work experience, as the rates of supervisory duties for experience levels roughly follow the age ranges. (See Appendix 3.)

Compensation

When archivists are paid, they are largely paid in salary (%80), with expected and established work hours. Working those hours is assumed to be being compensated appropriately for the work. Opinions regarding whether the hours scheduled are appropriate are also available in this survey, but for our purposes, we are comparing the hours worked to the scheduled hours for a correlation, with the assumption that the work that is expected is adequately fulfilled.

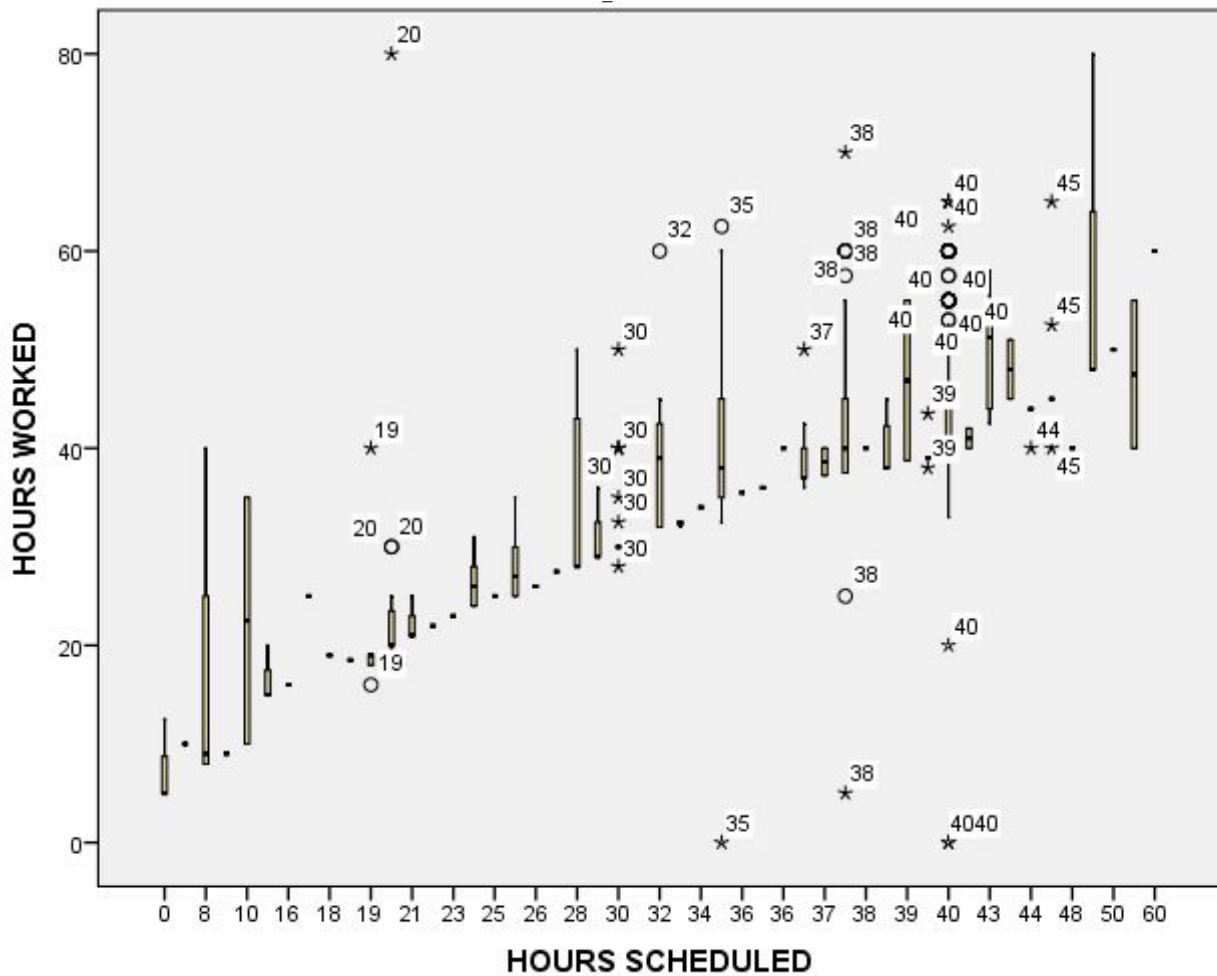
Based on the Spearman Correlation of hours scheduled and hours worked there is a significant and positive correlation between these two (Appendix 3). That correlation can be seen in the following scatterplot (figure 7).

Fig. 7. The positive correlation between hours worked and hours scheduled



It is those people who work over their scheduled hours that appear to more numerous than those who work under, and the hours that they work over seem to be much further from the scheduled hours. Those working over their scheduled hours are heavily concentrated in the area between being scheduled to work part-time and full-time (from 35 hours to 43 hours), suggesting that some archivists are actually working full-time hours while being compensated for part-time hours only. The boxplot in figure 8 may be most illustrative of the gap in scheduled versus work hours in the 35 hour to 43 hour range.

Fig. 8. Boxplot of spread between hours scheduled and hours worked. Numbers within the boxplot indicate scheduled hours.



Future Research

The WARS Steering Committee and Co-chairs had additional questions that were not based on identity, but that could be explored through statistical analysis of the survey results:

- Geographic location affects career progression
- Archivists with technology-related job titles are reporting higher wages/salary

Other questions, such as whether archivists over a certain age experience issues continuing career progression would require additional longitudinal survey data and qualitative data.

Several of the data collected from this survey lend themselves to comparison with past survey results, however. The historic look at gender identity in the discussion is an example. Other topics that could be explored include whether there has been a shift in

the ethnic/racial makeup of archivists and whether there are historic trends showing a relationship between identity (at least gender and ethnicity/race) and pay.



Women Archivists Section



Appendix 1: Survey Questions

WArS Co-chairs Note: *The following are the survey questions created by Women Archivists Section Co-chairs Bethany Anderson and Stacie Williams, and circulated to the Society of American Archivists Council for final approval before it was distributed. We want to acknowledge that while we worked very hard on the survey questions, we recognize that the survey isn't perfect; there were things we missed or could have asked differently, and even things that we got wrong or were incomplete as far as gathering a full spectrum of feedback. We hope that archivists and archivist-adjacent professionals will be able to use the data we do have to create both new scholarship and action items for advocacy. If there is an area where we fell short, please, use the data when it becomes available to follow up and create even more scholarship around topics of fair labor and career progression. If there is data in the report that confirms a suspected problem, use that data as a starting point to advocate for more equitable working conditions for everyone.*

We want to thank fellow archivists Holly Smith, T-Kay Sangwand, Sofia Becerra-Licha, Helen Kim for contributing their labor as readers and raising great questions about the survey. We also want to thank our WArS Steering Committee Elizabeth Clemens, Carrie Hintz, Amanda Leinberger, Katie Nash, Elizabeth Skene, Anna Trammell, Leslie Van Veen McRoberts, and Gayle Schechter for offering feedback throughout the process. Thank you to the Society of American Archivists for funding the labor of analysis, and considerable thanks to Robin Israel and Jodi Reeves Eyre (Eyre & Israel) for their extremely thorough data analysis. This final work would be nothing without your expertise and professionalism.

And thank you everyone who participated by taking the survey. We really appreciate the thoughtful feedback left by so many of you. The survey could only capture this specific moment in time of your professional experiences, but we know that there is so much more you wanted to share.

Bethany Anderson, University of Illinois at Urbana-Champaign
Stacie Williams, Case Western Reserve University

WArS/SAA Salary Survey Questions

This is a research survey about salary, employment and leadership in the archives profession, created by the Women Archivists Section (WArS) of the Society of American Archivists (SAA) and funded by the SAA, in response to interest by members for salary data about the archives profession, and in particular for data about women archivists across intersectional identities. While this survey will gather data that gives context to employment in the archives profession by gender, it also seeks to explore the ways in which such identities as age, race, gender identity and socioeconomic status interact to affect outcomes on salary, employment, leadership and professional advancement in the field. WArS will preserve and make this data set accessible in the aggregate, not individual levels. Digital data will be stored in secure computer files. We are not collecting or storing IP information, nor are we asking for personally identifying contact information or the name of your place of employment.

Your participation will require approximately 20-25 minutes and can be completed online at your computer. We hope this survey will provide useful and meaningful data about the profession that can be used to study and advocate for a more equitable application of labor and compensation throughout the field.

Taking part in this study is completely voluntary. You may withdraw at any time if you do not wish to complete the survey. If you discontinue your participation, any information gathered up to that point will be discarded.

For the purposes of this study, we are taking responses only from respondents based in the U.S. or American-held territories such as the U.S. Virgin Islands, Guam, or Puerto Rico. If you are a U.S. citizen currently enrolled in an online archives or archives-adjacent professional degree program in another country, you may take the survey *only* if your employment experience is also in the United States.

Clicking the “Next” button below indicates that you are 18 years of age or older, and indicates your consent to participate in this survey. Please feel free to print a copy of this consent page to keep for your records. If you have any questions about this

process, please contact WArS co-chairs Stacie Williams or Bethany Anderson at women.archivists.roundtable@gmail.com.

Note: The survey questions were designed based on an assessment of intersectional quantitative data metrics, specifically scholarly work by: researcher Setareh Rouhani, “Intersectionality-informed quantitative research: a primer,” published by the Institute for Intersectionality Research and Policy at Simon Fraser University in Vancouver, British Columbia, Canada; critical race theory scholar Kimberlé Crenshaw, who developed the term “intersectional theory” to describe interacting systems of oppression across minority identities; and sociologist Marla Kohlman's paper “Intersection Theory: A More Elucidating Paradigm of Quantitative Analysis,” (*Race, Gender, and Class Journal*. Jean Ait Belkhir. 13 (3/4). 42-59. 2006.)

EDUCATION

- 1. What is the highest degree you have obtained?**
- 2. In what subject or major is your bachelor's degree?**
- 3. In what subject or major is your graduate degree?**
- 4. Are you the first in your family to obtain a bachelor's degree?**
- 5. Are you the first in your family to obtain a master's degree?**
- 6. Do you have additional graduate degrees?**
- 7. Do you have additional certification (Digital Archiving Specialist certificate, Certified Archivist, municipal records certification, etc.)?**
- 8. Did you have to take on debt to pursue a bachelor's degree?**

9. Do you or did you have student loan debt as a result of pursuing a professional library or archives-related degree?

10. Did you previously or do you currently have debt from pursuing a degree in any other higher education program? (for profit, not-for-profit, graduate certificate, etc.)

11. Did your family (such as a working partner/spouse or parent) take on debt for you to pursue higher education?

12. Did you receive scholarships, grants, assistantships, and/or fellowships to pursue a professional library or archives-related degree(s)?

13. What percentage of your tuition did this funding cover?

14. Did you attend your professional degree graduate program part-time or full-time?

15. Was your instruction:

16. Did you work full time while attending your library science and/or professional graduate degree program?

17. How long did it take you to complete the professional degree program?

EMPLOYMENT

18. Years of work experience in archives (including before, during, and after any library science/archives management or degree-adjacent graduate studies)

19. Employed?

20. If your position is temporary, are you:

Grant-funded (including federal, state, or other funding sources)

In a contracted position (such as a lecturer or freelance consultant)

Adjunct

If your position is grant-funded, please name the grant that supports your position.

21. Length of time at current job?

22. Institution type

Academic

College and University Archives

Corporate/for-profit

Government (federal, state, local/county/municipal)

Manuscripts/Special Collections repository

Museum

Public library system

Technology-based organization

Nonprofit

Historical society

Religious organization

Consultant

Tribal government agency

Tribal cultural heritage agency

Professional archivist organization

Accrediting body organization

Non-archives job with archives-related responsibilities

Self-employed

Other (please specify)

23. If you answered "academic," are you:

Tenure track, faculty status

Non-tenure track faculty

Staff status (this is a professional librarian/archivist status for employees who are not part of the tenure track system)

Paraprofessional/technician/assistant status

Other (please specify)

24. What is your job title?

25. Do you supervise any employees?

26. If yes to question 25, are they:

Students

Non-students

If both or other (please specify)

27. What types of responsibilities are part of your job description? (check all that apply)

Administration/management

Donor management/relations

Acquisitions and appraisal

Arrangement and description

Reference or research services

Metadata or technical services

Liaison to an academic unit or department

Teaching

Outreach/exhibits/events

Physical preservation or conservation

Cataloging or metadata

Web development

Digital preservation or curation

Digitization

Research data management

Digital repository management

Scholarly communications/digital humanities

Records management

Internal committees or working groups

External committees or working groups (local, state, or national archives or library associations)

Grant writing/external funding development

28. If you are a *non-tenure track* employee, are there opportunities to advance at your job (either in job title or rate of pay)?

29. If yes, have you been promoted at your current job?

30. If you answered yes, in what way have you been promoted? (check all that apply)

Increase in pay

Hierarchical change in job title/responsibility

31. If no, have you thought about leaving your current job to look for opportunities to advance?

32. Do you work more than one job in order to meet your basic needs for sustaining life (food, clothing, shelter)?

33. If yes, is your second job archives-related or does it have archival responsibilities?

34. If no, what is your second job? (manufacturing, consulting, teaching, bartending, etc.?)

35. How many hours per week do you actually work?

36. How many hours are you scheduled to work?

37. Do you feel like the number of hours you are scheduled to work is appropriate to your job description?

38. Do you feel like the number of hours you are scheduled to work is enough to complete your tasks?

COMPENSATION

39. How are you paid?

Hourly

Stipend

Salary

Other (please specify)

40. If you are paid hourly, how much?

41. If you receive a stipend, for how much?

42. If you receive a salary, how much?

43. What does your compensation include? (check all that apply)

Pension

401(k) match

Health/dental/vision

Days off (sick/vacation/general PTO)

Housing subsidy

Transit subsidy

Education allowance

Relocation expenses

Paid parental/family leave (not FMLA)

Professional development

Other perks? (please specify)

44. If this includes professional development, what is offered? (check all that apply)

Stipend

Workshops paid for by your employer

Paid time off for professional engagement, committee work, conferences, etc.

Reimbursements

45. If hourly, how much were you *offered* to start your current job?

46. If you receive a stipend, how much were you *offered* to start your current job?

47. If you receive a salary, how much were you *offered* to start your current job?

48. Did your original offer include (check all that apply):

Pension

401(k) match

Health/dental/vision

Days off (sick/vacation/general PTO)

Housing subsidy

Transit subsidy

Education allowance

Relocation expenses

Paid parental/family leave (besides FMLA)

Telecommuting

Corporate credit card access

Professional development

Other perks? (please specify)

49. If this includes professional development, what is offered? (check all that apply)

Stipend

Workshops paid for by your employer

Paid time off for professional engagement, committee work, conferences, etc.

Reimbursements

50. Did you negotiate your salary for your current job?

51. If yes, were you satisfied with the results of your negotiation?

52. If no, why?

Was comfortable with wages offered

Didn't feel comfortable negotiating

Didn't want to

Was discouraged from doing so

Other (please specify)

53. Have you received a raise at your current job?

54. If yes, was it:

Annual cost-of-living raise

Merit raise

Other (please specify)

55. How many times have you received a raise at your current job?

56. If you have ever worked in a temporary or grant-funded position, have you had the opportunity to move into a full-time, permanent, professional position at the same institution?

57. If yes, did your salary:

Increase

Decrease

Remain the same

58. If no, have you wanted to move into such a position?

59. Are you in a union?

60. If no, are you able to join or to help to organize a union?

61. If no, are you prohibited from joining or organizing a union?

62. If no, would you want to be in or help organize a union?

63. Is there any other information that would put your salary or position in context?

CHILD CARE/ELDER CARE AND FAMILY LEAVE

64. Does your employer offer paid parental/family leave? (*Paid* for the purposes of this survey means an established paid parental leave program and *not* the typical practice of cobbling together one's vacation or sick days.)

65. If yes, which of the following are offered? (check all that apply)

Maternity Leave

Paternity Leave

66. How much time allotted for each?

67. Does your employer provide the option of flexible working hours?

If yes, how much time can be used as flex time (percentage/number of hours)?

68. Does your employer allow you to bring your infant or dependent to work in an emergency?*

****An emergency situation is one in which childcare is unexpectedly unavailable. For instance, daycare or school system closures due to extreme weather conditions. Or a regular caregiver is sick or otherwise temporarily unable to care for your child.***

69. Does/has your employer offered temporary reduction of hours to accommodate child care/elder care needs or new parents? (e.g., temporary part time and then go back to full time)

70. Does your employer provide paid time off for dependent and/or elder care?

71. If yes, how much time?

72. Does your employer subsidize child care or elder care?

73. If yes, how much?

74. Does your employer provide on-site childcare?

75. Does your employer provide an *accessible lactation room? (*physically close to your office or building)

76. If your employer does not provide a lactation room, does your provider supply a clean, private, secure room for the purposes of pumping milk or nursing?

LEADERSHIP/PROFESSIONAL DEVELOPMENT

77. Are you a member* of any archives or records management-based associations? (check all that apply)

**Your membership dues are current as of April 1, 2017*

78. Of which national organizations are you a member? (check all that apply)

SAA

ARMA

CoSA

NAGARA

ALA

SLA

Other (please specify)

79. Of which regional professional organizations are you a member of?

80. What is the longest period of time that you been a member of any professional archives or records management-based associations, including any student memberships?

81. Do you serve in an elected or appointed leadership or administrative capacity for any archives or records management-based association?

82. If yes, how long have you served in a leadership role?

83. If no, do you want to serve in an elected or appointed leadership or administrative capacity for a professional association?

84. How frequently do you attend professional association meetings per year?

85. Can you estimate how many professional association meetings have you attended within the past five years?

86. Is your attendance at these meetings paid for by your employer?

87. If yes, how? (check all that apply)

Employer pays costs upfront

Employee is reimbursed after paying upfront costs

88. Have you created or presented any scholarly work for these professional association meetings (presentations, posters, publications) within the past five years?

89. If yes, what kinds of scholarly work have you produced? (check all that apply)

90. If no, have you wanted to create or present scholarly work but were unable to? Explain your answer.

91. Have you had to turn down invitations to participate at professional association meetings within the past five years?

92. If yes, explain why:

93. Do you want to attend more professional association meetings?

94. If no, are you satisfied with your current level of professional engagement?

95. If no, what do you think would make you more satisfied with your current level of professional engagement? Explain.

96. Are you encouraged by your employer to join professional organizations?

97. Is your employer willing to pay your membership dues or other means of engagement?

98. Are you required by your employer to engage in professional development (for example, if you are tenure track or required to keep up on specific certifications)?

99. If no, does your employer give you paid time to engage in professional development, such as writing articles, conference presentations, or attending skill-building workshops or webinars?

100. If yes, how much time do you allot per week to engage in professional development work? (Write in)

101. Do you have a mentor?

102. If no, do you want a mentor? Explain your why or why not.

103. Have you been or are you a mentor to others?

104. If yes, what made you want to be a mentor? (Explain)

105. If no, do you want to mentor others?

106. If yes, what is the reason you think you may not have had the opportunity to be a mentor.

107. Do you feel that having a mentor has made a significant impact on your career advancement? Explain.

GEOGRAPHIC AREA

108. In which region do you currently reside?

Midwest (Kansas, Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin)

South (Arkansas, Alabama, Delaware, District of Columbia, Florida, Georgia, Louisiana, Kentucky, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia)

West (Alaska, Arizona, California, Colorado, Hawai'i, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming)

Northeast (Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont)

U.S.-held territory (Guam, Puerto Rico, U.S. Virgin Islands)

109. Within your region, do you live in:

An urban area

A rural area

A suburban area

110. Within your region, do you work in:

An urban area?

A rural area?

A suburban area?

111. Are you living in the same city or state in which you received your professional degree?

112. If you have moved, have you moved more than once for an archives job?

113. How many times have you moved to a different city or state for an archives job? (Write in)

IDENTITIES

114. Check all that apply

Male

Female

Nonbinary

I choose not to specify a gender

He/him

She/her

They/Them

Ze/Hir/Zir

Xe/Xim/Xyrs

I choose not to specify a pronoun or assigned at birth category

White

African American

Latinx American

Asian American

East Asian American (Chinese, including Hong Kong and Macau, Tibetan, Taiwanese, Mongolian, North or South Korean, or Japanese)

Southeast Asian American (Vietnamese, Laotian, Cambodian, Thai, Myanmar, Malaysian, Indonesian, Singaporean, Filipino, East Timorese, Brunei, or Cocos or Christmas islanders)

South Asian American (Afghani, Bangladeshi, Bhutanese, Maldives/Dhivehin, Nepalese, Indian, Pakistani, and Sri Lankan)

Middle Eastern or North African-American

First Nation Pacific Islander

First Nation Alaskan Native

First Nation Tribal designation within continental United States

Bi/Multiracial American

I choose not to specify my ethnicity

Immigrant

Immigrant with refugee or asylum status

Immigrant with permanent green card

Immigrant with H-1B visa

I choose not to specify which immigrant category

My parent(s) or guardian(s) is/are (an) immigrant(s)?

English is my first language

English is not my first language

Heterosexual

Sexual minority (LGBTQIA)

Observe a faith by wearing specific articles of clothing or religious symbols

Differently abled needing ADA accommodation

Differently abled but do not need/utilize ADA accommodation

Neurodiverse

Experienced a need for mental health care services or treatment

Married or have domestic partner

Primary caregiver, child care

Primary caregiver, adult care (distinguished as taking care of an adult who is younger than 65 years old)

Primary caregiver, elder care

Military or armed forces veteran

Currently enlisted member of military or armed forces

Other pronoun or assigned at birth?

115. Age?

20-30

31-40

41-50

51-60

61-70

> 70

SOCIOECONOMIC STATUS

For the purposes of this survey, we are defining (socioeconomic status) SES per sociologist Pitirim Sorokin's theory on social and cultural mobility. Sorokin theorized that we slip in and out of class mobilities over time through our different interactions and experiences within a system. This usage also recognizes that current federal benchmarks don't accurately assess poverty or affluence, nor do they recognize the subjective nature of those categories as lived and experienced by individuals. These categories assess a general SES based on specific experiences that are known to influence upward or downward mobility throughout society.

Sorokin, Pitirim. *Social and Cultural Dynamics*. Porter Sargeant Publishing, Boston. 1957.

116. You were born into:

“Able to get ahead or comfortably situated” class: Your family could save for large purchases, have savings available in times of emergency, and may have been able to pass down some kind of intergenerational wealth to you in the form of inheritances, real estate, pay for higher education, rent etc.

“Getting by” class: Your family was able to pay all bills with some left for small purchases like going out to eat, new clothes, some savings but potentially cash or asset poor, unexpected major expense would have caused a little stress.

“Struggling” class: Consistently paying routine bills or securing basic needs such as food, clothing, shelter, or health care was a challenge, unsure how you would handle unexpected major expenses or unexpected major expenses could cause bankruptcy or extreme financial stress.

117. Currently, you are:

“Able to get ahead or comfortably situated” class: You can save for large purchases, have savings available in times of emergency, and have some kind of intergenerational wealth in the form of inheritances, real estate, pay for higher education, rent etc.

“Getting by” class: You can pay all bills with some left for small purchases like going out to eat, new entertainment or extracurriculars, some savings but potentially cash or asset poor, unexpected major expense would have caused a little stress.

“Struggling” class: Consistently paying routine bills or securing basic needs such as food, clothing, shelter, or health care was a challenge, unsure how you would handle unexpected major expenses or unexpected major expenses could cause bankruptcy or extreme financial stress.

118. Are you the primary wage earner in your household?

119. If you have a partner or spouse, is that person employed?

120. Have you delayed or decided against a major life decision in the past five years (such as starting or adding to your family, purchasing real estate, relocation, retirement, or medical treatment/procedure) due to your current socioeconomic status or salary and employment opportunities?

CONCLUDING QUESTIONS

121. Are you satisfied with your career as an archivist?

122. If you are not satisfied and are considering leaving the profession, please explain why below:

123. If you are not satisfied but are not considering leaving the profession, please explain why below:

124. Is there anything you wish we had asked or that you think is important to mention about salaries, advancement, and/or leadership in the archives profession?

Q124 Comments

Comments pertaining to Q124 (Is there anything you wish we had asked or that you think is important to mention about salaries, advancement, and/or leadership in the archives profession?) have been edited and anonymized.

- I think it would be helpful to capture data about the size of organizations, and units within those organizations, in which archivists are working. It's been my observation that the nature of the work, stability of the position (permanent vs. temporary/grant-funded) and opportunities for career advancement and engagement are significantly different between large LAM-type organizations and smaller LAMs or non-LAM organizations, including non-LAM units within larger organizations.
- I wish you had asked about how one's salary compares to a colleague with a similar job description (or different/higher job title but virtually identical responsibilities); Virtually all of my male colleagues who perform the same work as I make ~20% higher salary than I do, and have the EXACT same amount of experience in the field.
- I am over 65 and sometimes feel guilty that I have not stepped aside for a younger archivist because jobs are scarce. Economically, I could not support myself as I would like if I did so; plus, I love working and love what I do, so I am in no hurry to retire. Is this an issue that needs to be discussed? Should the profession encourage older archivists to make way for those coming into the field?
- Your survey was a bit too present-ist, and so did not take into account retired archivists, nor the way the workplace has evolved over the decades.
- Not everyone wants to be a leader. I'm getting burned out, and I think it's largely because of the competitiveness in this field: everyone always has to be doing more programs, presenting, publishing, etc.
- I would expand your definition of full time vs. part time. I am more than 20 hours but less than 37.5 but there was nowhere to state that.
- SAA should refuse to post any job descriptions that omit a salary range for the position.
- I enjoy being an archivist and I'm very fortunate to be paid a living wage to do what I do, but I've reluctantly come to the conclusion that I couldn't in good conscience encourage a young person to go into the profession, because jobs like mine are the exception rather than the rule.
- I wish you had asked more questions about experiencing unemployment as an archivist. Specifically, how long people have been unemployed between archival positions.
- The continued specter of massive student loans to earn a master's degree in archives continues to guide all my financial and professional decisions.
- There seems to be a widening chasm between archivists employed with larger organizations (like R1 universities), and Lone Arranger types. This can make professional development difficult, because many presentations and trainings are

aimed at those doing larger projects where they get more support. I think this is fracturing the profession.

- Self-supporting single people are at quite a disadvantage in the archives profession. I cannot afford the time or financial hit to volunteer, intern, or otherwise gain (unpaid) experience that would help me get a professional position, while people with financial support from families or partners get amazing benefit from being able to undertake unpaid work experience or accepting part time, contract, or temporary positions that do not offer the financial security I need in order to simply live.
- We need a union.
- In general, I do not desire a leadership position. The only reason I would want to advance into leadership is for the increased compensation.
- Metro area may have been helpful to compare COL vs. Salary.
- I have found during my career that libraries seem to be built on a labor model of single women overworking or being expected to overwork to cover for poor staffing and unrealistic work demands. Working women with families have had a positive impact on librarian/archivist work-life balance. But yet we still have some managers out there who expect more work from women on many different levels as if they have no families or a life outside their work.
- I think the profession as a whole needs to make a stand against temporary/contract/project work, as well as the expectation that people will work for free—as volunteers or as interns—to get experience.
- Advancement is impossible in small repositories, with lone or small staffs.
- While my state is making adjustments to the state employee pay plan, the miserable salaries of state workers makes it hard to attract and keep bright, enthusiastic, and talented staff for the long-term.
- You did not ask about required technical skills. I am expected to have a solid understanding of SQL, HTML and Java for my job... and am paid significantly less than someone with a CS degree who is not an “Archivist.”
- I wish you had found a way to get at the salary and professional development support changes that have occurred since the great recession.
- More archives need to offer an actual living wage. I have seen job ads offering as little as \$25,000 and wanting someone with a master’s degree. That is unacceptable.
- Leadership in the profession is largely very clique-based. Regional archival networks dominate and foster election and appointment outcomes. Academic (special collections) archivists dominate conversation, which is highly telescoped onto their insular experiences (notably apparent in this survey for instance). This stunts the experience of budding archivists to see the opportunities in business, nonprofit environments of all sorts, and government.
- I would have asked if respondents have ever felt that they were harassed or discriminated against at work, and if so, on what basis (gender, race, sexual orientation, class)?
- I would love for someone to dive more into systemic sexism issues in the archival work spaces. You see women sharing stories on Twitter constantly, but I think

there's more that could be gained by us sharing our experiences. Perhaps that could foster broader insights into how women can navigate our profession, advance, and help lead one another.

- I'm curious about the “graying” of the profession—how many people in high-level leadership and administrative positions are poised to retire? And how do they feel about mentorship?
- Although I grew up in a comfortable environment, your question left no room for a response to reflect the experience of poverty and want that I experienced for about 10 years as a young adult. I suspect you seek to understand the forces that shape archivists and what type of people seek the profession.
- As a person of color, this field needs to be badly diversified.
- I'm leaving my job after eight years (despite loving the actual job) because I feel the sexism in the library is actually getting worse. I'm going to an institution that has women in key administrative positions.
- Long-term unemployment during the economic recession (2009-2012) was brutal emotionally. SAA is still dominated by people from big, well-funded institutions so is an unwelcoming clique and does not seem vibrant compared to regional association.
- I would have liked to have been asked about the anxiety related to working in a temporary position. I'd also like to see metrics on when project archivists start actively seeking new employment.
- There didn't seem to be a category or question specifying that I have one child and my husband is the primary caregiver. This affects my ability and desire to do anything after work as I enjoy being able to see my son. Five p.m. meet-ups and events are never required but I feel that I am missing out.
- I wish you had asked why I did not feel comfortable negotiating my salary—I had done it twice before and both times had the offer retracted.
- Networking feels fake, it's a whole lot of “what can I get from this person” *short conversation with judgement* then move on. It's quite unsatisfying to go to conference after conference that feels this way. How can we build true friendships and mentorships with each other across time and distance?
- Provision of parenting (not specifically maternity or paternity) leave, including for adoptions and same sex parenting. Single parenting. Did personal factors such as family responsibilities, healthcare coverage (e.g., for transgender individuals), personal safety, and economics limit in any way where someone looked for a position?
- With 7+ years of paraprofessional experience and two master's degrees, it took me 2.5 years after library school to get a job. It's an employer's market right now—salaries and advancement reflect that.
- Racism/sexism and how these impede wage and career growth for white women and WOC. Though.... that could be a whole other survey.



Women Archivists Section



The 2017 WArS/SAA Salary Survey: Appendix 2 Technical Note on Quantifying Open Response Questions

Prior to statistical analysis, answers to open-response questions Q35, Q36, Q40, Q45, and Q55 were quantified.

Q35 - How many hours per week do you actually work?

Q36 - How many hours are you scheduled to work?

Respondents entered integers, ranges, approximations, and textual responses. For some textual responses, the report authors were unable to easily identify whether the response given was for just one, primary job, or for multiple jobs worked. Responses given in integers and fractions were not changed. For ranges, the median was calculated and used for analysis. Where an approximate was given (~40, "about 35", +-25, etc.) the integer given was used for analysis (40, 35, 25, etc.).

Responses indicating less than or greater than a number (>20, <40, etc) and ambiguous textual hours, and those where it was hard to tell whether they were referring to their archival job or a second job were not included in analysis and not included in the dataset used for analysis.

Q40 - If you are paid hourly, how much?

Q45 - If hourly, how much were you offered to start your current job?

Respondents entered integers, ranges, approximations, and textual responses. For some textual responses the report authors were unable to easily identify whether the response given was for just one, primary job, or for multiple jobs worked. Responses given in integers and fractions were not changed. For ranges, the median was calculated and used for analysis. Where an approximate was given (~40, "about 35", +-25, etc.) the integer given was used for analysis (40, 35, 25, etc.).

Responses indicating less than or greater than a number (>20, <40, etc) and ambiguous textual hours, and those where it was hard to tell whether they were referring to their archival job or a second job were not included in analysis and not included in the dataset used for analysis. Some text answers were included in analysis if it was easy to identify one initial pay for current position ("15.00 USD for first 90 days, then 20.00 with an annual increase of 1.00 USD each year for the first five years" became 15.00; "22.00 in 1989 - over time reorganization and reclassification this is now \$22.42 an hour," became 22.00).

Responses not used in analysis were ones that indicated < or > a number (>20, <40, etc). Ambiguous text hours, and those where it was hard to tell whether they were referring to their archival job or a second job were not included in analysis. It was assumed that amount was in US Dollars.

Q55 - How many times have you received a raise at your current job?

Respondents entered integers, ranges, approximations, and textual responses. For some textual responses the authors were unable to easily identify whether the response given was for just one, primary job, or for multiple jobs worked. Responses given in integers and fractions were not changed. For ranges, the median was calculated and used for analysis. Where there was a longer answer but indicated a specific number, that number was used for quantitative analysis (13 (all years except one) = 13).

Text answers that said "Once a year," "every year here," "Annual," were not used for analysis. Nor were many longer responses indicated that there was a mixture of cost of living increase, merit, "annual except for when budget did not allow increase," etc., because it was difficult to tell the total number. If the respondent stated, "I don't know or not app, etc." then the response was not used in analysis.



Women Archivists Section



The 2017 WArS/SAA Salary Survey: Appendix 3 Methodology Explained

While the survey asked many questions about archivists' careers and backgrounds, the analysis is focused primarily on how identity relates to various factors within a career in the archives field (see "What is 'identity'?" in the body of the report). These questions included the following:

- Q45 If paid hourly, how much were you offered to start your current job?
- Q40 If you are paid hourly, how much?
- Q47 If you receive a salary, how much were you offered to start your current job?
- Q42 If you receive a salary, how much?
- Q50 Did you negotiate your salary for your current job?
- Q1 What is the highest degree you have obtained?
- Q18 Years of work experience in archives (including before, during, and after any library science/archives management or degree-adjacent graduate studies)
- Q53 Have you received a raise at your current job?
- Q21 Length of time at current job?
- Q55 How many times have you received a raise at your current job?
- Q25 Do you supervise any employees?
- Q36 How many hours are you scheduled to work?
- Q35 How many hours per week do you actually work?

Coding the Questions

Q45, Q40, Q55, Q36, and Q35 were open-ended questions which needed to be transformed (see Appendix 2). Additionally, for purposes of comparison, Q45, Q36, and Q35 were grouped into ranges as additional variables in new columns (HRSSCHED, HRSWORKED) and coded as follows:

Q45: (1) \$5-\$9.99, (2) \$10-\$14.99, (3) \$15-\$24.99, (4) \$25-\$34.99, (5) \$35-\$44.99, (6) \$45-\$54.99, (7) \$55-\$64.99, and (8) \$65 and over.

Q36 and Q35: (1) 0-15 hours, (2) 16-30 hours, (3) 31-36 hours (4) 37-40 hours, (5) 41-50 hours, (6) over 50 hours.

Q42, Q47, Q1, Q18, and Q21 all provided selections within a range. They were represented this way:

Q42 and Q47: (1) \$0-\$29,999, (2) \$30,000-\$45,999, (3) \$46,000-\$59,999, (4) \$60,000-\$79,999, (5) \$80,000 and over.

Q1: (1) Bachelor's Degree, (2) Master's Degree, (3) Ph.D. In the initial question, there was also the opportunity to select the option of "Associate's Degree" and to add another, non-listed degree. Because these were selected in very low numbers (less than 1%) and could not show statistical significance because of this, these were not included in any statistical tests.

Q18 and Q21: (1) less than 1 year, (2) 1-5 years, (3) 6-10 years (4) 11-20 years, (5) over 20 years.

Q50, Q53, and Q25 were yes/no questions, wherein yes=1 and no=2.

Each question was evaluated against each of the identity categories: gender, race/ethnicity, immigrant, first language, sexuality, ADA need, neurodiverse, mental health services, age, and socioeconomic status at birth. Only age and socioeconomic status had ranges to consider, and each one of the range groups was compared against the others for significance.

All other categories allowed the respondent to choose any number of 46 options. In categories for which most respondents can say they fit into one of the groups (gender, race/ethnicity, and heterosexual or sexual minority), all groups were compared against each other. However, if a respondent chose not to identify as a gender, race, or

ethnicity, or if they chose not to indicate that they are either heterosexual or a sexual minority, then they were not considered in statistical tests for that identity category.

In all other categories for which the respondent chose an independent option, these identities were compared to a grouping of historical (assumed) dominance in the archives field to act as the control. For instance, “immigrant” was compared to “non-immigrant” (assumed historical dominance), “English is not my first language” was compared to “English is my first language” (assumed historical dominance), “neurodiverse” was compared to those who did not identify as neurodiverse (assumed historical dominance), and those identifying as “experienced a need for mental health services” were compared against those who did not identify this (assumed historical dominance). The identity of ableness, could accurately measure the impact of those who identify as differently abled but needing ADA accommodations in comparison to differently abled but *not* needing ADA accommodations without a group of assumed historical dominance, and in this case it was those who did not identify as differently abled.

Q114 “Gender” was broken into three groups: (1) male, (2) female, and (3) nonbinary. Respondents that identified as both nonbinary AND female were coded as nonbinary. Data on intersex and transgender people was not collected separate from the “sexual minority” grouping. Those who chose not to identify a gender and those who skipped the question were not considered in statistical analyses for gender.

Q114 “Race/Ethnicity” was collected within 12 categories. Because many of these categories represented less than 1-2% of the total respondents--and often fewer than 10 responses--their sample size was too small to show statistical significance. Ultimately, the groups that were included in statistical analyses were: (1) white, (2) African American, (3) Latinx American, (4) Asian American, and (5) multiracial/multi-ethnic. Many respondents indicated identifying with several races and ethnicities. For statistical tests only, these people were grouped under multiracial/multi-ethnic. They remained in all categories they indicated for representations and discussions of proportion. For statistical tests, those who identified as BOTH white and Latinx American only were grouped as Latinx American, but they remained in both groups they identified for representations and discussions of proportion. Those who identified as Asian American and/or one of the three specified ethnicities were grouped as Asian American. Those who chose not to identify a race or ethnicity and those who skipped the question were not considered in statistical analyses for race/ethnicity.

A subgrouping on Asian ethnicities (Q114) was included to look at differences in reports of raises. This was not used for statistical significance since numbers in any given category were too small. This variable was labeled “Asian All” and included (1) Asian American, (2) East Asian, (3) Southeast Asian, and (4) South Asian.

Q114 “Immigrant” included those who identified as (1) immigrant, (2) refugee or asylee, (3) having a permanent green card, (4) having an H-1B visa, or (5) identifying that their parents or guardians are immigrants. Because of low sample sizes in all of the listed options except the latter, all of these were grouped under the “immigrant” (1=immigrant) category to get a sense of both immigrant and immigrant families, remain in all categories they indicated for representations and discussions of proportion. Those who chose not to specify immigrant status were not included in statistical analyses for the immigrant category. Those who did not make any indication were grouped as “not immigrant” (2=not immigrant). These were placed in a new column titled “immigrant reduced” and label “immigrant all forms and family.”

Q114 “First language” identifies whether a respondent's first language is (1) English or (2) not English. There were no specifications of which languages were first languages. If a respondent indicated that English was not their first language, they were grouped on their own. If a respondent indicated that English was their first language, they were grouped on their own. If the question had no indication either way, the respondent was not considered in statistical analyses for first language.

Q114 “Sexuality” allowed a respondent to identify as (1) heterosexual or (2) sexual minority (LGBTQIA). The survey did not inquire about the breakdown of sub-groupings and included the gender specifications of transgender and intersex. If a respondent chose not to identify or did not indicate, they were not considered for statistical analyses on sexuality.

Q114 “ADA Need” focused on ableness and those who identified as differently abled and whether they needed or used ADA accommodations. There were three groups, (1) those who needed ADA, (2) those who did not need ADA, and (3) those who did not identify as differently abled. Separate tests were conducted for the categories of “neurodiverse” and “experienced a need for mental health care services or treatment.” Both of these were grouped against those who did not identify in the respective category. Thus, (1) neurodiverse was compared against (2) not neurodiverse, and (1) experienced a need for mental health care was compared to (2) did not experience a need for mental health care.

Q115 “Age” was identified in 6 groups with a range of 10 years: (1) 20-30, (2) 31-40, (3) 41-50, (4) 51-60, (5) 61-70, (6) over 70. Those who did not identify age were not

considered in statistical analyses for age.

Q116 “Socioeconomic status” included 3 groups and focused only on socioeconomic status at birth: (1) struggling, (2) getting by, and (3) able to get ahead. If no indication was made, that respondent was not considered for statistical analyses regarding socioeconomic status. Data was collected, it should be noted, on socioeconomic status now as well, though it was not used in the statistical tests.

For the vast majority of these identity and question comparisons, Chi-square and Kruskal-Wallis H tests allowed us to examine whether significant differences existed between the identity groups and the corresponding question. While these tests are preliminary, and further tests that may be more granular or may further explore the complexities of these results to determine precisely where differences lie and the correlation of variables on the results, we can still see the variations within cross-tabulations. Additionally, when appropriate for the character of the data, correlation tests were conducted—though it should be noted that because the scaled data did not have normal distributions in most cases, non-parametric tests had to be used—in this analysis, Spearman's Correlation was used. These tests give us the entrance into examining how identity affects archivist careers and lets us see where further exploration can be directed.

Tables

Table A1 indicates that the mean number of raises for all respondents at their current job is 2.47.

| Table A1. Mean number of Raises at Current Job | | | | | |
|--|------|---------|---------|------|----------------|
| | N | Minimum | Maximum | Mean | Std. Deviation |
| NUMBER OF RAISES CURRENT JOB | 1839 | 0 | 35 | 2.47 | 3.613 |
| Valid N (listwise) | 1839 | | | | |

Table A2 shows the variation in the mean number of raises by gender. Males are much higher than the mean for all respondents and people who identify as nonbinary fall well below that mean.

| Table A2. Mean Number of Raises at Current Job by Gender | | | |
|--|------|------|----------------|
| Number of Raises at Current Job | | | |
| GENDER | Mean | N | Std. Deviation |
| male | 3.79 | 269 | 5.123 |
| female | 2.56 | 1537 | 3.742 |
| nonbinary | 1.17 | 12 | 1.749 |
| Total | 2.73 | 1818 | 3.991 |

Table A3 shows that the mean number of raises for white people is higher than that for “all respondents,” and that for African Americans the mean is slightly lower, but for all other races and ethnicities, the mean much smaller.

| Table A3. Mean Number of Raises at Current Job by Race/Ethnicity | | | |
|--|------|------|----------------|
| Number of Raises at Current Job | | | |
| RACE | Mean | N | Std. Deviation |
| White | 2.85 | 1574 | 4.164 |
| African American | 2.24 | 38 | 2.804 |
| Latinx American | 1.41 | 46 | 1.694 |
| Asian American | 1.95 | 22 | 2.149 |
| Multiracial | 1.77 | 69 | 1.8 |
| Total | 2.75 | 1749 | 4.017 |

Table A4 tells us that sexual minorities are somewhat closer to the mean, though they fall slightly below those who identify as heterosexual.

| Table A4. Mean Number of Raises at Current Job by Sexuality | | | |
|---|------|------|----------------|
| Number of Raises at Current Job | | | |
| SEXUALITY | Mean | N | Std. Deviation |
| Heterosexual | 2.71 | 1178 | 3.867 |

| | | | |
|------------------------|------|------|-------|
| Sexual Minority | 2.60 | 215 | 3.652 |
| Total | 2.70 | 1393 | 3.834 |

Table A5 tells us that the older an archivist is, the more likely she is to supervise others.

| Table A5. Supervisory Positions and Age | | | | | |
|--|--------------|------------------------------|---------------------|--------|---------|
| Age in years * SUPERVISE EMPLOYEES Crosstabulation | | | | | |
| | | | SUPERVISE EMPLOYEES | | Total |
| | | | YES | NO | |
| Age in years | 20-30 | Count | 226 | 215 | 441 |
| | | % within Age in years | 51.20% | 48.80% | 100.00% |
| | | % within SUPERVISE EMPLOYEES | 16.90% | 26.70% | 20.60% |
| | 31-40 | Count | 505 | 340 | 845 |
| | | % within Age in years | 59.80% | 40.20% | 100.00% |
| | | % within SUPERVISE EMPLOYEES | 37.80% | 42.20% | 39.50% |
| | 41-50 | Count | 291 | 120 | 411 |
| | | % within Age in years | 70.80% | 29.20% | 100.00% |
| | | % within SUPERVISE EMPLOYEES | 21.80% | 14.90% | 19.20% |
| | 51-60 | Count | 209 | 83 | 292 |
| | | % within Age in years | 71.60% | 28.40% | 100.00% |
| | | % within SUPERVISE EMPLOYEES | 15.70% | 10.30% | 13.60% |
| | 61-70 | Count | 96 | 44 | 140 |
| | | % within Age in years | 68.60% | 31.40% | 100.00% |

| | | | | | |
|--------------|---------------|------------------------------|---------|---------|---------|
| | | % within SUPERVISE EMPLOYEES | 7.20% | 5.50% | 6.50% |
| | >70 | Count | 8 | 3 | 11 |
| | | % within Age in years | 72.70% | 27.30% | 100.00% |
| | | % within SUPERVISE EMPLOYEES | 0.60% | 0.40% | 0.50% |
| Total | | Count | 1335 | 805 | 2140 |
| | | % within Age in years | 62.40% | 37.60% | 100.00% |
| | | % within SUPERVISE EMPLOYEES | 100.00% | 100.00% | 100.00% |

Table A6: Years of experience correspond with an increased rate of supervising others.

| Table A6. Supervisory Positions and Experience | | | | | |
|--|-------------------|---------------------------------------|---------------------|--------|---------|
| Years experience in archives * SUPERVISE EMPLOYEES Crosstabulation | | | | | |
| | | | SUPERVISE EMPLOYEES | | Total |
| | | | YES | NO | |
| Years experience in archives | <1 year | Count | 23 | 47 | 70 |
| | | % within Years experience in archives | 32.90% | 67.10% | 100.00% |
| | | % within SUPERVISE EMPLOYEES | 1.70% | 5.80% | 3.30% |
| | 1-5 years | Count | 320 | 314 | 634 |
| | | % within Years experience in archives | 50.50% | 49.50% | 100.00% |
| | | % within SUPERVISE EMPLOYEES | 23.80% | 39.00% | 29.50% |
| | 6-10 years | Count | 390 | 219 | 609 |

| | | | | | |
|--------------|---------------------|---------------------------------------|---------|---------|---------|
| | | % within Years experience in archives | 64.00% | 36.00% | 100.00% |
| | | % within SUPERVISE EMPLOYEES | 29.00% | 27.20% | 28.30% |
| | 11-20 years | Count | 383 | 139 | 522 |
| | | % within Years experience in archives | 73.40% | 26.60% | 100.00% |
| | | % within SUPERVISE EMPLOYEES | 28.50% | 17.20% | 24.30% |
| | >20 years | Count | 227 | 87 | 314 |
| | | % within Years experience in archives | 72.30% | 27.70% | 100.00% |
| | | % within SUPERVISE EMPLOYEES | 16.90% | 10.80% | 14.60% |
| Total | | Count | 1343 | 806 | 2149 |
| | | % within Years experience in archives | 62.50% | 37.50% | 100.00% |
| | | % within SUPERVISE EMPLOYEES | 100.00% | 100.00% | 100.00% |

Table A7 show a positive correlation between hours scheduled and hours worked.

| Table A7. Correlation of Hours Scheduled to Hours Worked | | | | |
|--|------------------------|-------------------------|--------------|-----------------|
| Correlations | | | | |
| | | | HOURS WORKED | HOURS SCHEDULED |
| Spearman's rho | HOURS WORKED | Correlation Coefficient | 1 | .474** |
| | | Sig. (2-tailed) | . | 0 |
| | | N | 1723 | 1659 |
| | HOURS SCHEDULED | Correlation Coefficient | .474** | 1 |
| | | Sig. (2-tailed) | 0 | . |
| | | N | 1659 | 1764 |

** Correlation is significant at the 0.01 level (2-tailed).