



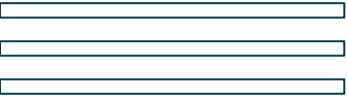
Less money, less children, and less prestige: Differences between women and men academic librarians

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CAPAL 2021

Land Acknowledgement

The University of Lethbridge is located in traditional Blackfoot Confederacy territory. We honour the Blackfoot people and their traditional ways of knowing in caring for this land, as well as all Aboriginal peoples who have helped shape and continue to strengthen our University community.

Winnipeg is located on original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation, and our water comes from Shoal Lake 40 First Nation



Outline

1

Background

2

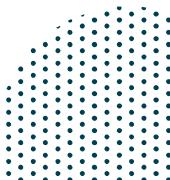
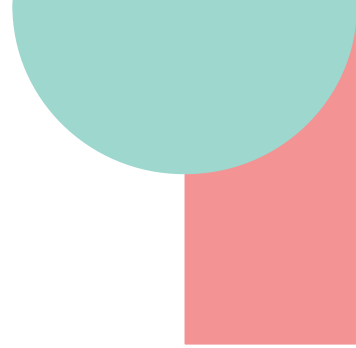
Methodology

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Results

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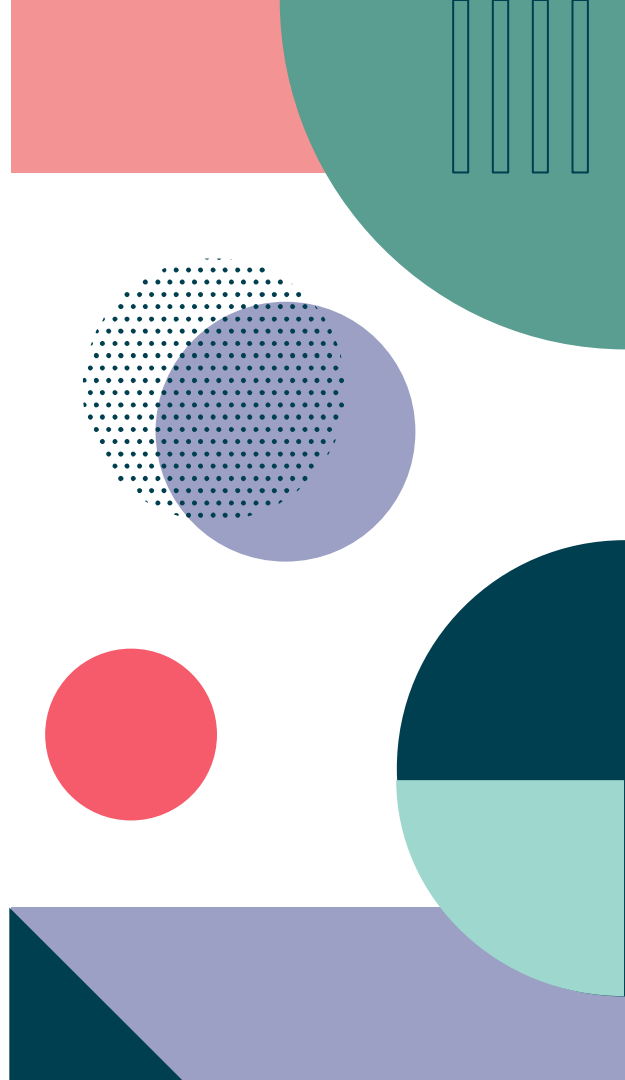
Discussion





1

Background



Previous Research

"...I turned to our discipline's literature for insight into what mixing motherhood and academic librarianship might look like... But I did not find answers in our literature. Mothers were curiously and conspicuously absent... How was it possible that in a field bursting with women of all ages, mothers were nowhere to be seen?"

Gallin-Parisi, A. (2018, May 30). An academic librarian-mother in six stories. *In the Library with the Lead Pipe*. <http://www.inthelibrarywiththeleadpipe.org/2018/academic-librarian-mother>



2

Methodology

CAPAL 2018 Census

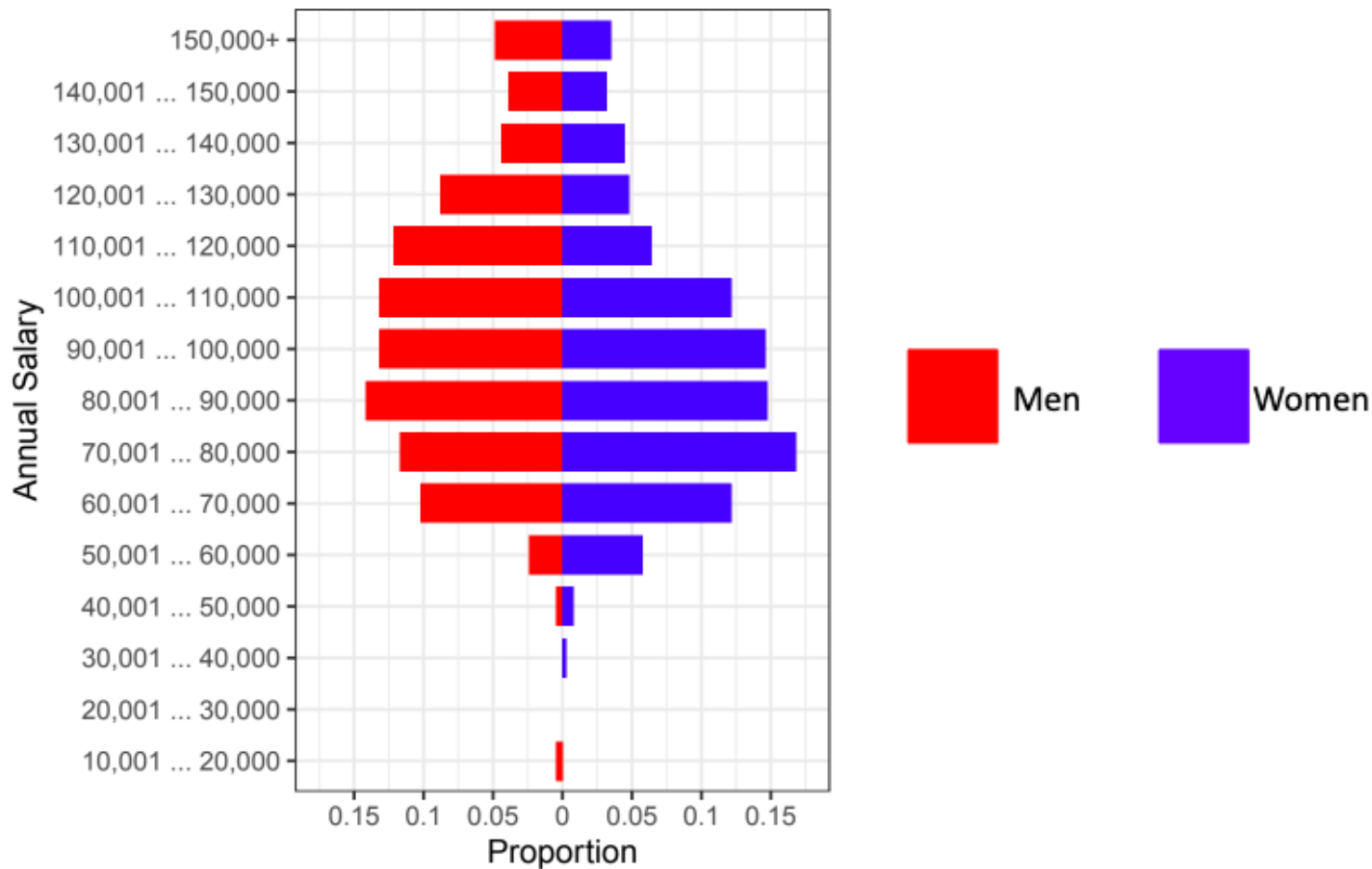
- 50% response rate (920)
- Anonymized linked data provided: Salary & Gender; Dependents & Gender; Rank & Gender; Salary & Dependents / Gender; Rank & Dependents, Salary & Rank / Gender
- Response rate for anything other than man/woman identified too small to include in analysis
- Manually modified rank



3

Results

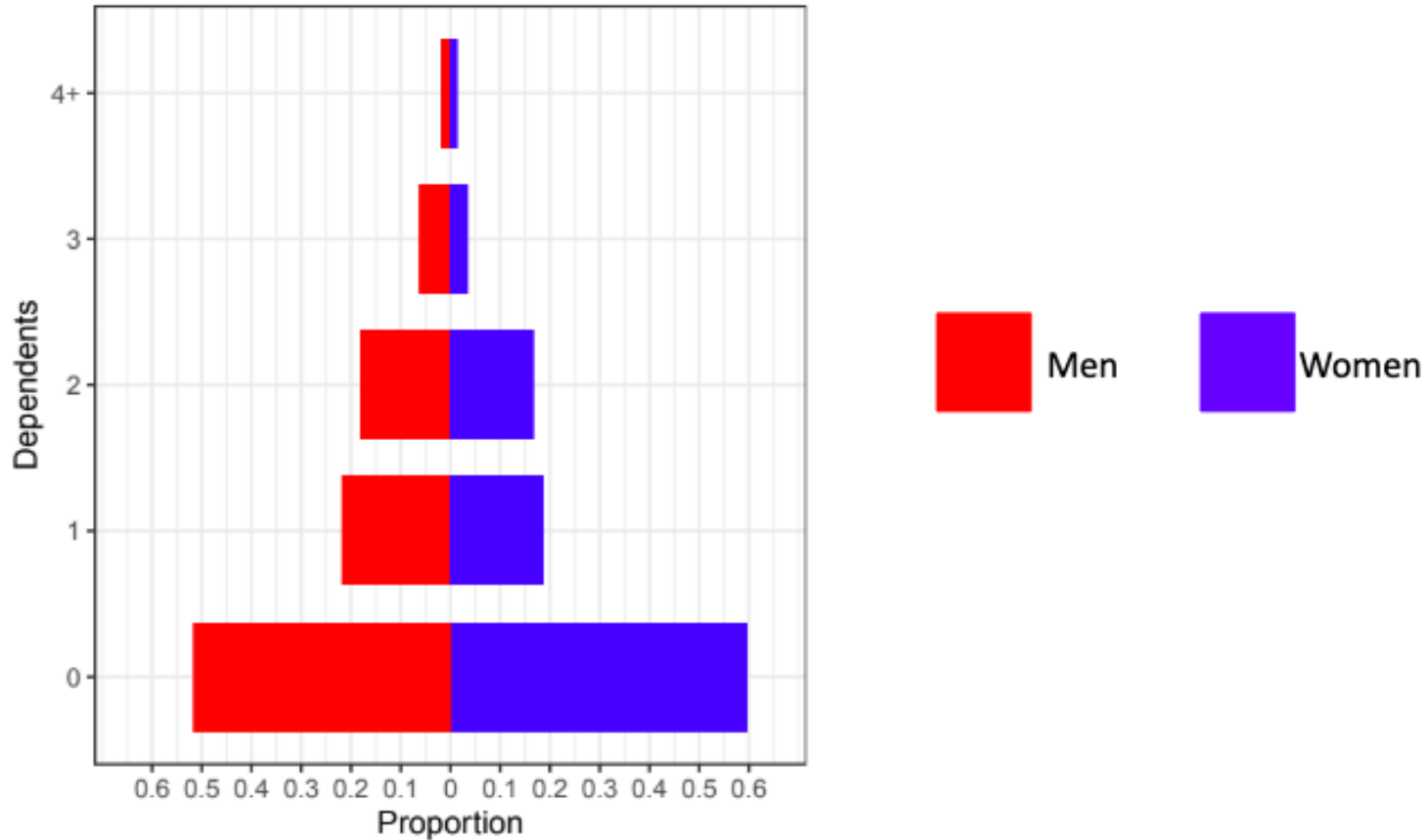
1. Salary by Gender



1. Salary by Gender

- Women are more likely than men to make \$110,000 or less
- Over \$110,000/year, men have a greater concentration than women
- Women's median salaries ~\$10,000 less than men

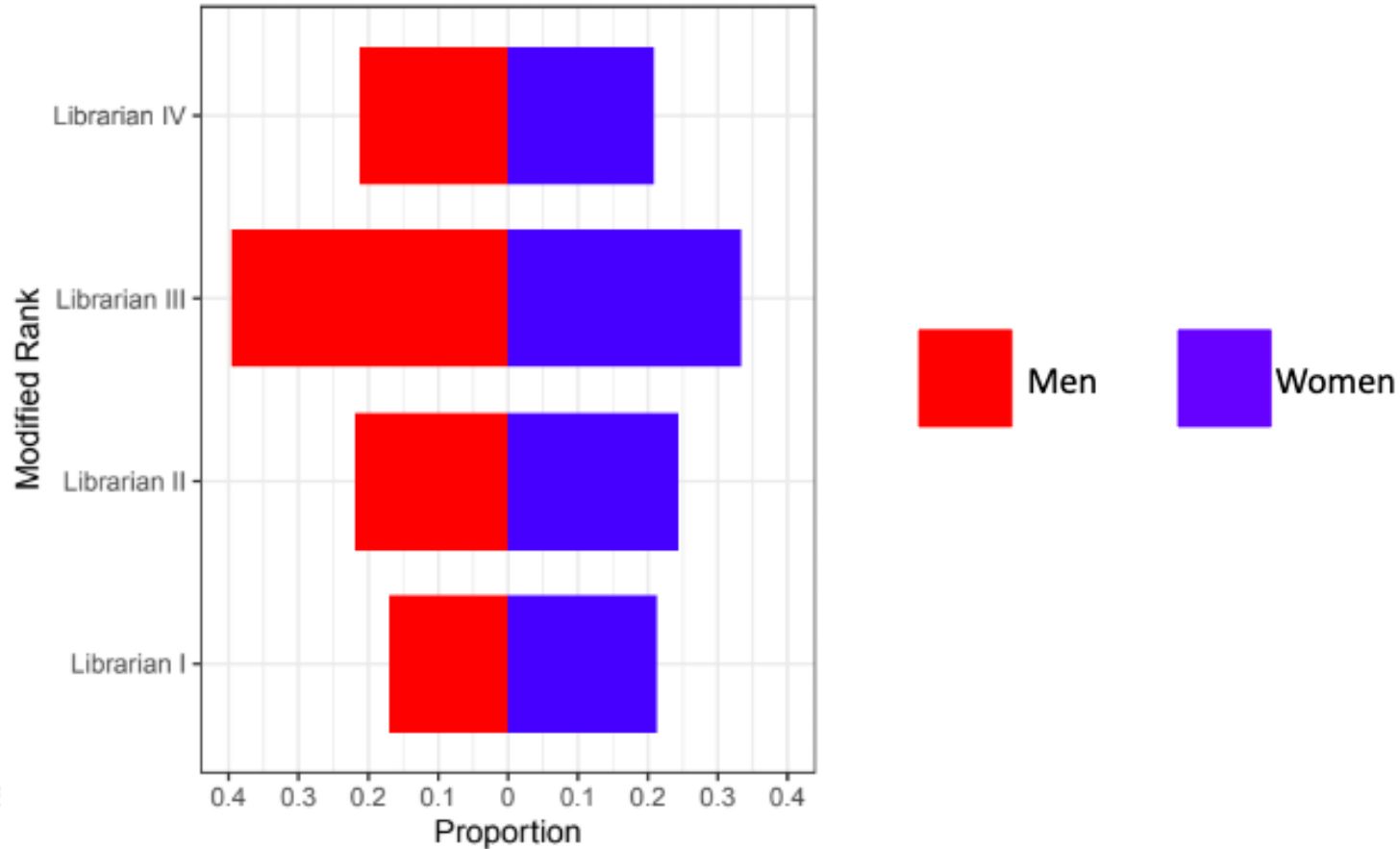
2. Dependents by Gender



2. Dependents by Gender

- ~50% of men have children
- ~40% of women have children
- Men are somewhat more likely to have a greater number of children
- Women are somewhat more likely to have fewer children

3. Modified Rank by Gender



3. Modified Rank by Gender

- More men at the higher ranks (III and IV)
- More women at the lower ranks (I and II)



4. Salary & Dependents

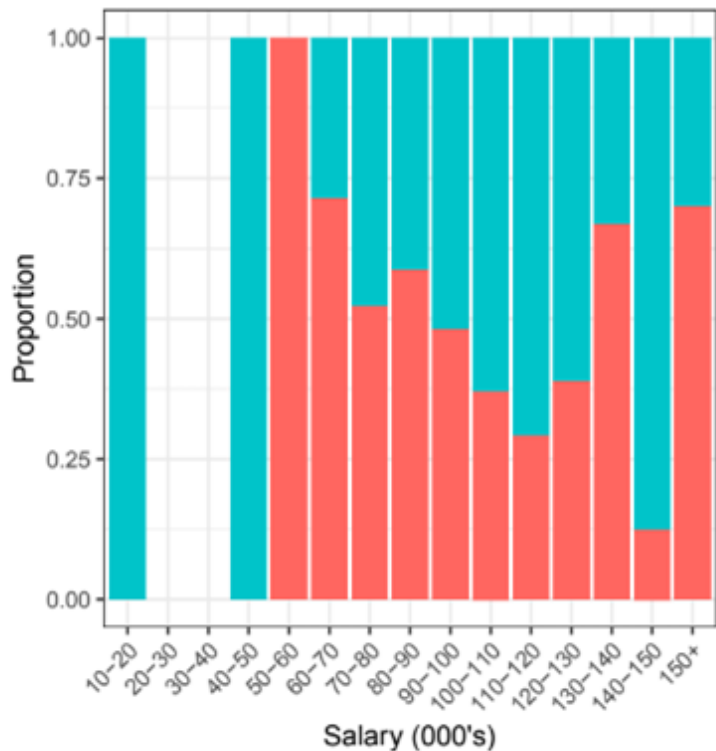


4. Salary & Dependents

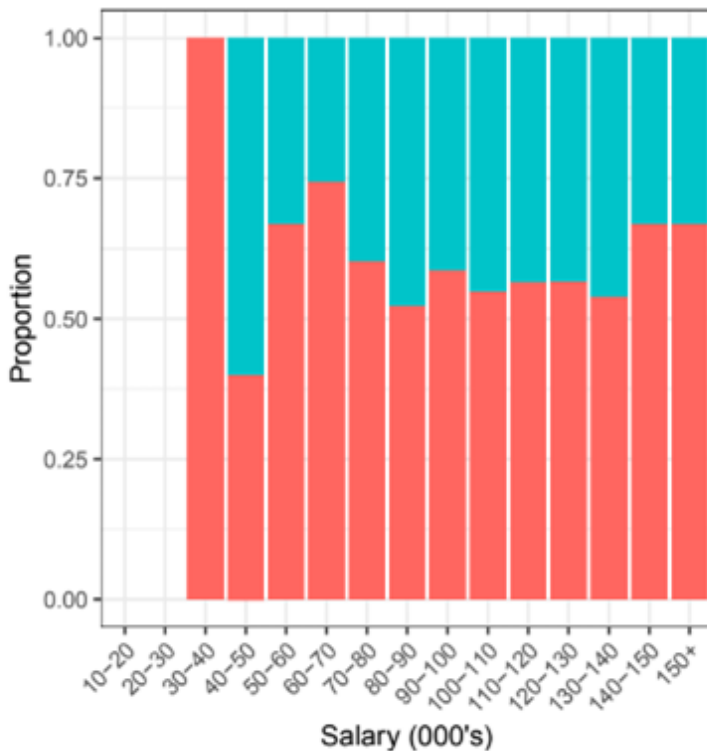
- As salary increases, the proportion with dependents increases
- At the upper end of the salary scale, the proportion with dependents decreases sharply
- Age complicates this; improved definition of dependents is needed

5. Dependents by Salary: Men/Women

Men



Women



Dependents ■ No ■ Yes

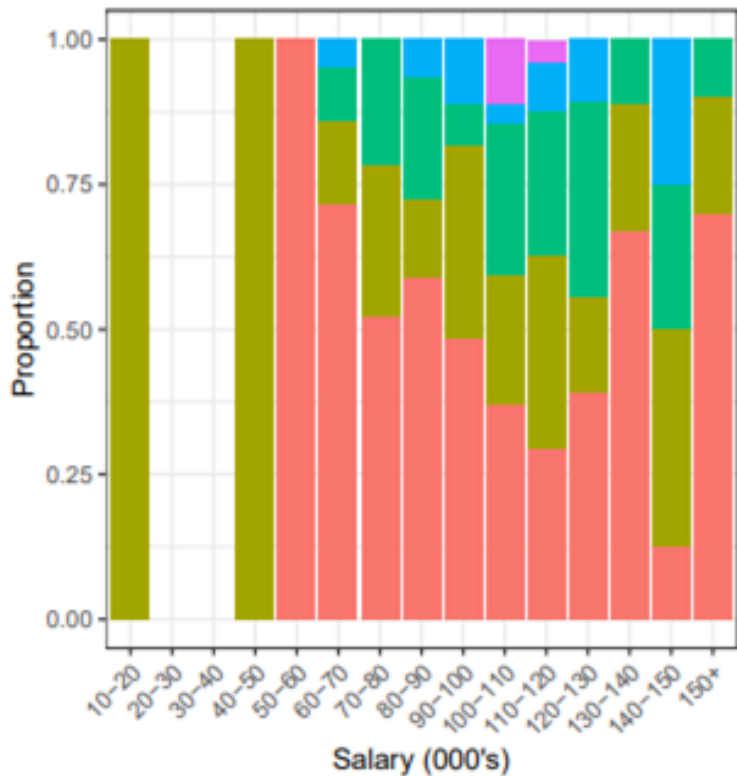
5. Dependents by Salary: Men/Women

- Men are more likely to have children as their salaries increase.
- At nearly all salary levels the proportion of women without children stays relatively stable

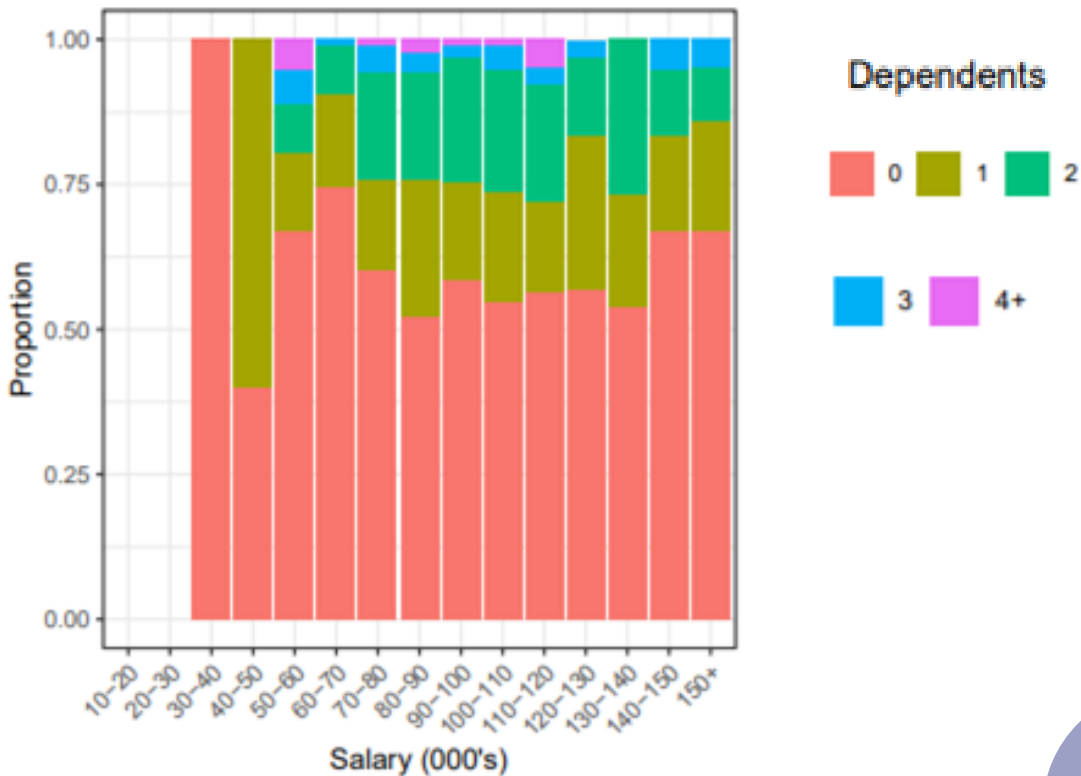


6. # of Dependents by Salary: Men/Women

Men



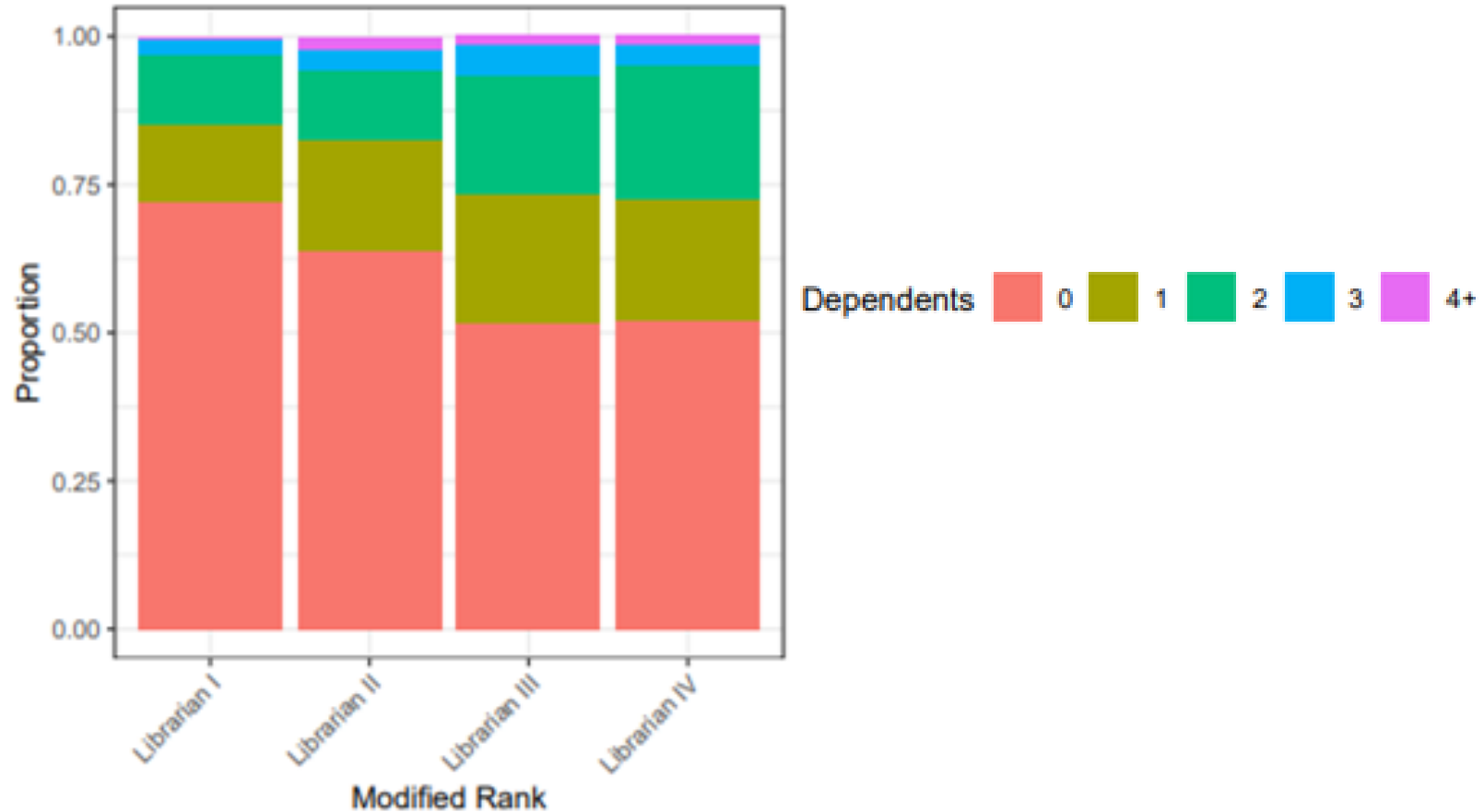
Women



6. # of Dependents by Salary: Men/Women

- Men have more children as their salaries increase
- Women have the same number of children as their salaries increase

7. Dependents by Modified Rank

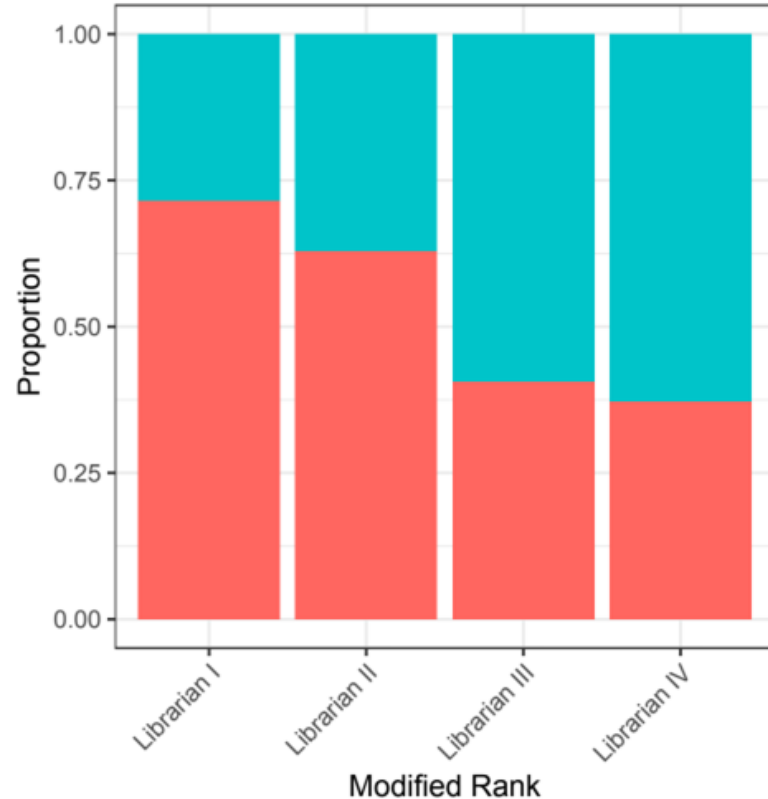


7. Dependents by Modified Rank

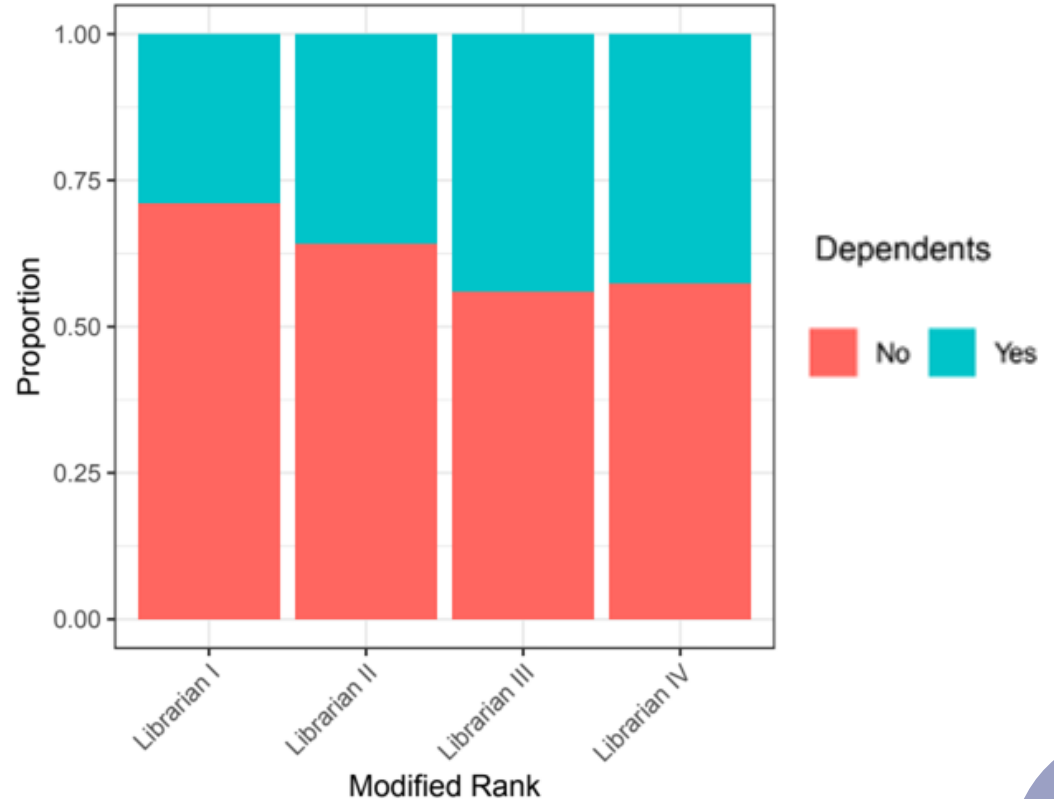
- Increase in rank (and likely age) leads to increase in number of dependants

8. Dependents by Rank: Men/Women

Men



Women



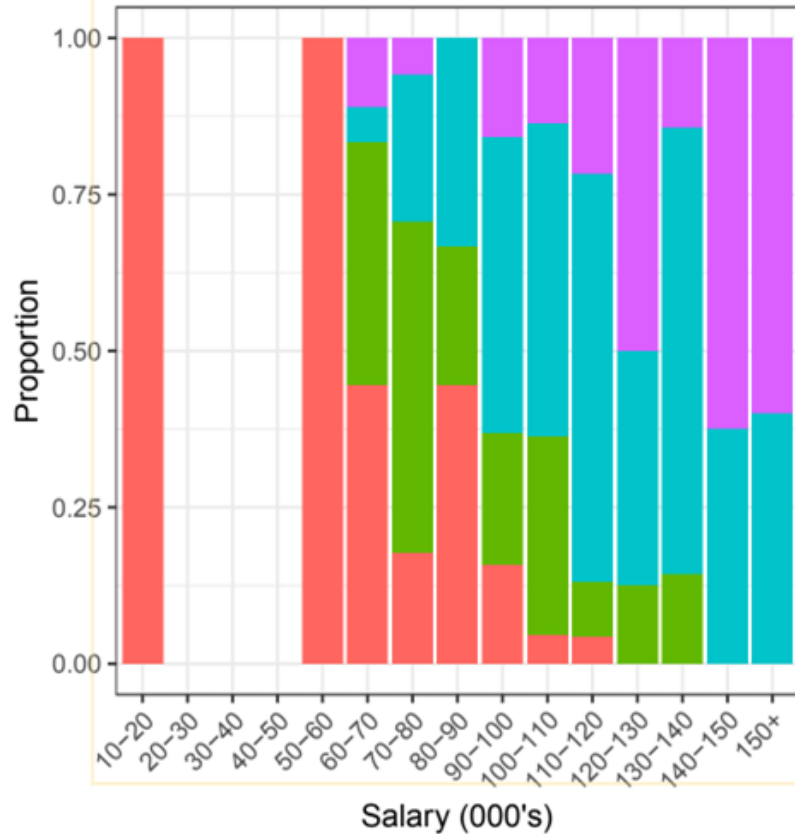
8. Dependents by Rank: Men/Women

- At Lib 1, 75% of men and women without dependents
- At Lib 4, 40% of men and 55% of women without dependents

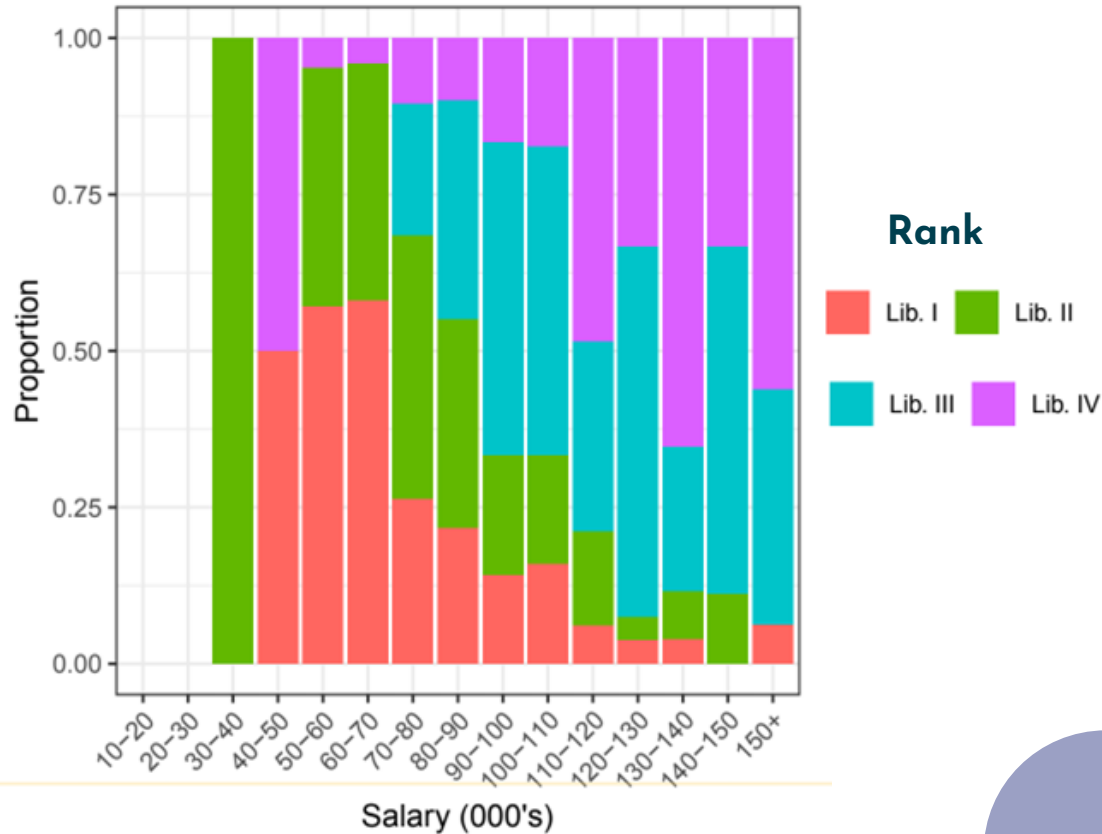


9. Rank by Salary

Men



Women



9. Rank by Salary

- Women have higher salaries at Lib I and II than men



4

Discussion

Discussion/recommendations

- Not particularly surprising
 - Less money (~\$10,000/year)
 - Lower ranks
 - Fewer children
- What can we do
 - visibility/research
 - mentorship
 - flexibility
 - intentional strategies/leadership programs

Future Research

- Other genders
- Race
- Confounding variables
- Qualitative interviews

Final Publication:

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Thank you!

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