



Close the Pay Gap: UC Librarian Salaries Lag Behind Peer Institutions

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UC Librarian pay scales continue to lag behind their academic librarian peer groups at the California State University (CSU) and “[Comparison 8](#)” institutions - a group of four private and four public universities identified by the University of California Office of the President (UCOP) for faculty pay scale comparison. At the entry-level point across ranks in the salary schedule, **UC librarians experience an average pay gap of 25% behind CSU librarians.** When Comparison 8 entry-level salaries are adjusted for the cost of living in California, UC librarians experience an **average pay gap of approximately 40%** when compared to those campuses.

UC administration’s choice to keep pay scales low has left its libraries with a massive system-wide retention problem along with a recurring pattern of failed employment searches, thus damaging UC Libraries’ reputation among academic librarians nationwide.

The cost of living has risen and housing costs have skyrocketed in every community that a UC campus calls home. This is especially true for urban campus communities such as Los Angeles, San Diego, San Francisco and Berkeley, communities in which the majority of UC-AFT librarians live. Librarians considering a career at UC are understandably wary to accept jobs with paychecks that cannot meet monthly bills, particularly new librarians fresh out of graduate school. As one librarian has tweeted, “UC offered me a salary less than what I was making at the time to move to a place with a 20% increase in cost of living. The math just didn’t add up.” (@kaitlinspring)

In order to achieve salary parity with peer institutions, the UC-AFT librarians’ negotiating team proposed salary increases during the August 28 [bargaining session at UC San Diego](#). The proposal would increase UC librarian salaries between 22-25% over a proposed three-year contract. A ‘me too’ clause was added, which would give union librarians the same range adjustments given to non-represented academic employees, **closing the gap** for librarians in a manner similar to UC President Janet Napolitano’s proposal to close the gap for UC faculty over the next three years.

UC Administration likes to say at the bargaining table that they respect and value UC-AFT librarians - now we shall see if they mean what they say. Bargaining continues at UC Davis on September 14, 2018. We anticipate a response to the salary proposal above, and we intend to continue to fight for academic freedom, better conditions for temporary librarians, and all the other changes we’ve proposed to the contract.

Formally organized in June 1971, UC-AFT is the union of more than 3,000 Non-Senate Faculty and 300 Librarians who are employed at the ten campuses of the University of California.

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