



What's in a Number: How are Starting Salaries Set?

Ashley Rosener, Jason Durham, Emily Frigo
Grand Valley State University



Land Acknowledgement

We would like to recognize the People of the Three Fires: the Ojibwe, Odawa, and Potawatomi peoples on whose land GVSU sits. The Three Fires People are indigenous to this land which means that this is their ancestral territory. Every university is built on stolen, native land. We are guests on their land and one way to practice right relations is to develop genuine ways to acknowledge the histories and traditions of the people who originated here first, who are still here, and who tend to the land always. As we make this land acknowledgment, we know it is but an important first step, and that there are many more that we need to take when we decide to engage in the important work of social justice.

Today's Agenda

- Slido Polls
- Conversation Norms
- Overview of Process at GVSU
- Small Group Discussion
- Large Group Discussion
- Negotiating Tips
- Next Steps

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**Join at slido.com
#3261059**

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Some demographics: what is your employee classification (i.e. professional staff, dean, etc.)

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**Do you know how the
starting salaries are set at
your library?**

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Conversation Norms: What do we need to participate effectively?

- Step up, step back
- Honor everyone's boundaries
- Outside of behaviors and attitudes that deny humanity or rights to any group or individual, allow room for differing perspectives
- Use “I” statements to speak from your own experience



Does anyone have any others to add?

Overview of Process at GVSU

- Overall challenges and why we do this internally
- Frequency
- Data Points
 - ARL
 - CUPA
 - Position postings (ongoing)
 - Internal equivalents
 - External salary books
- Advocate

Small Group Discussion Questions



1. How does your library set starting salaries? Especially with unique roles with little market data?
2. What challenges do you or your library face when it comes to setting salaries?
3. What could we ask of MiALA to help gather salary data to help libraries make more informed decisions?

Choose a notetaker and spokesperson for your group



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From your small group discussion, share one takeaway.


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Large Group Discussion

A decorative network diagram in the top right corner, consisting of various sized circles (nodes) connected by thin lines (edges). Some nodes are solid grey, while others are hollow white with a grey border. The connections form a complex, interconnected web.

Can one person from each group share one takeaway or observation from their group's discussion?

Are there questions or ideas you want to explore as a group?

A decorative network diagram in the bottom left corner, similar to the one in the top right, featuring a cluster of nodes and connecting lines.

Negotiating Tips

- Know current market data
- Let the data speak for you
- Remember to take overall compensation into account, not just salary

Next Steps

- ◎ Contribute to spreadsheet and share with colleagues
 - <https://tinyurl.com/MiALAsalary>
- ◎ MiALA Taskforce?
- ◎ How can we continue this conversation?



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How can we continue this conversation?

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Thank you!

Please reach out with any questions.

Ashley Rosener rosenera@gvsu.edu

Jason Durham durhamja@gvsu.edu

Emily Frigo frigoe@gvsu.edu



Sources

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