AALL Committee Activities and Action Plan

Name: Femi Cadmus
Title: Chair
Email: femi.cadmus@yale.edu

Committee Charge:
The Committee shall:

- Monitor the work of other associations that share an interest in compensation and pay equity for law librarians and related professions, and where appropriate, convey ideas and suggestions on improving compensation and pay equity to the AALL Executive Board and to AALL members;
- Maintain a compilation of “best practices” relating to improving compensation of law librarians including marketing, public relations, negotiating skills and advocacy;
- Monitor scholarly developments in the fields of labor economics, human resource management and related fields for ideas, findings and developments relevant to advancing the economic well-being of law librarians;
- Assist the Executive Board as appropriate in facilitating salary-equity studies to document law librarians’ compensation as compared to other professionals in their work environments.
- Serve in an advisory role to the Director of Publications for the compilation of the Biennial Salary Survey.

Major Activities for 2008-2009:
The program proposal on “Getting to Yes: Developing Effective Salary and Compensation Negotiation Skills” was accepted for the 2009 Annual Meeting.

The quest for a comparable jobs/worth report was suspended due to lack of consensus with the consultant on job categories and methodology. The committee will revisit this project in 2009-2010.

A discussion group was also initiated for purposes of gathering information relating to the AALL Salary Survey and the usefulness of a comparable jobs/worth report.

The committee conducted a quick survey disseminated to PLL members seeking input on the utility of the AALL salary survey.

A review of major salary and compensation surveys used by private law libraries is currently underway. A report will be submitted to the Board in March 2009.

The committee’s webmaster completed a content inventory of the website and is also working towards refreshing the website.

Proposed Activities for 2009-2010:
Revisit plan to publish a comparable jobs/worth report.

Refresh the committee website.

Propose a program relating to job interviewing and negotiation techniques for the CONELL program.

Update the committee’s toolkit.