
AMIA Board Position Statement on Salary Transparency

As of January 2020, AMIA will no longer post professional opportunities (part-time/temporary jobs, full-time/permanent jobs, or internships) that do not include salary information through any of its organizational communication channels. We will also not accept postings for uncompensated internships.

AMIA is taking this step for several reasons: Multiple surveys of the broader GLAM (Galleries, Libraries, Archives, and Museums) field and of audiovisual archivists specifically have affirmed that lack of transparency regarding salaries and earnings expectations is a significant concern for professionals at all stages of their careers. Recent reports from work within AMIA around inclusion and equity have included recommendations for active steps to promote salary transparency and advocate for fair wages and hiring practices in our field. In this respect, we are also acting alongside other professional organizations including the Society of American Archivists, American Library Association, and regional archives associations (see links below).

This will mean some open positions available in our field will not be posted on the AMIA site, but by keeping compensation secret, it obscures structural inequalities and enables them to persist. Without knowing what salaries look like, it becomes harder to make the case that one is experiencing pay discrimination.

In restricting internship postings to paid positions only, our goal is to increase the visibility and accessibility of compensated professional experiences for students and emerging professionals. As with salary transparency, a wealth of recent research and reports from the field emphasize the ways in which reliance on unpaid labor in the form of internships perpetuates systemic inequities and economic injustice, and devalues the skilled labor performed in archival institutions and collections.

- SAA Update: Advocating for archivist pay
<https://offtherecord.archivists.org/2019/06/28/saa-update-advocating-for->

[archivist-pay/](#)

- Business Archives Section (BAS) Salary Requirement Survey
<https://www2.archivists.org/groups/business-archives-section/bas-salary-requirement-survey>
- Endorsement of a living wage for all library employees and a minimum salary for professional librarians
http://ala-apa.org/files/2010/02/2007-2008APACD8_2LivingWage.pdf
- Things that must be talked about
<http://ala-apa.org/newsletter/2019/11/12/things-that-must-be-talked-about/>
- Salary information now required in job postings
<https://www.southwestarchivists.org/salary-information-now-required-in-job-postings/>
- Wages for intern work: De-Normalizing unpaid positions in libraries and archives
<https://journals.litwinbooks.com/index.php/jclis/article/view/88>

