The Future of Librarians in the Workforce: Status of Academic Libraries

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Topics Covered

- Description of six academic library surveys
- Number of academic libraries and size of library staff
- Future need for academic librarians
- Trends in services
- Academic libraries workforce includes workers outside of the library
- Description of academic librarians
- Librarian career paths
- Implications for library education
Six Academic Library Surveys

- General survey (n=904)
- Staff survey (n=1,754)
- Detailed operations survey (n=173)
- User services survey (n=182)
- Functions performed by in-library staff survey (n=190)
- Librarian competency survey (n=195)
Topics Covered

• Description of six academic library surveys
  • Number of academic libraries and size of library staff
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• Implications for library education
General Survey Topics

- Population served - size and trend
- Physical visits - number and trend
- Remote visits to website - number and trend
- Visits to library databases - number and trend
- Current number of employees by type (MLS, professionals, para-professionals, unpaid)
General Survey Topics
continued

• Current and 5-years-ago number of professionals in departments
• Number of MLS librarians who left in the past year, and for each the reason they left, age, gender and position filled
• Total annual wages and expenditures and trend
• Cooperative arrangements
• Parent staff support
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- Implications for library education
Number of Academic Libraries

- NCES
  - 2000  3,683
  - 2002  3,964
  - 2004  3,889

- American Library’s Directory (ALD)
  - 2002-03  3,480
  - 2007-08  3,749

- Used ALD numbers because sample drawn from 3,749 academic libraries (ALD)
  - 2007  n=904 libraries
Number of Academic MLS Librarians

- NCES full-time equivalent (FTE) librarians
  - 2000  25,170
  - 2002  25,881
  - 2005  25,935
  - 2007 (projected): 26,015 FTE librarians
  - 2007 (adjusted):  24,338 FTE MLS

- Survey headcount (HC)
  - 9-month (10.18%):
    - 2,002 FTE MLS
    - 5,179 HC MLS
  - 12-month (89.82%):
    - 21,626 FTE MLS
    - 23,840 HC MLS

- TOTAL: 29,019 HC MLS
Average Number of Academic Librarians (MLS) per Library

Year: 2002
- Average number per library: 7.33

Year: 2007
- Average number per library: 7.74
Changes in Staffing Patterns 2002-2007

<table>
<thead>
<tr>
<th>Staff (Headcount)</th>
<th>2002</th>
<th>2007</th>
<th>Change (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Librarian MLS (accredited school)</td>
<td>25,494</td>
<td>29,019</td>
<td>+13.8</td>
</tr>
<tr>
<td>Professional in librarian capacity</td>
<td>1,750</td>
<td>2,033</td>
<td>+16.2</td>
</tr>
<tr>
<td>Professional in other capacity</td>
<td>3,105</td>
<td>4,080</td>
<td>+31.4</td>
</tr>
<tr>
<td>Paraprofessional librarian</td>
<td>27,484</td>
<td>29,572</td>
<td>+7.6</td>
</tr>
<tr>
<td>Non-professional</td>
<td>21,637</td>
<td>23,040</td>
<td>+6.5</td>
</tr>
<tr>
<td><strong>TOTAL PAID STAFF</strong></td>
<td><strong>79,471</strong></td>
<td><strong>87,744</strong></td>
<td><strong>+10.4</strong></td>
</tr>
</tbody>
</table>
Topics Covered

- Description of six academic library surveys
- Number of academic libraries and size of library staff
- **Future need for academic librarians**
- Trends in services
- Academic libraries workforce includes workers outside of the library
- Description of academic librarians
- Librarian career paths
- Implications for library education
### Future Need for New Academic Librarians (MLS)

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2012</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Number</td>
<td>29,019</td>
<td>----</td>
<td>----</td>
</tr>
<tr>
<td>Current Remaining</td>
<td>----</td>
<td>20,480</td>
<td>14,954</td>
</tr>
<tr>
<td>Expected Number</td>
<td>----</td>
<td>33,039</td>
<td>37,593</td>
</tr>
<tr>
<td>Required Need</td>
<td>----</td>
<td>12,559</td>
<td>22,639</td>
</tr>
</tbody>
</table>
Steps to Calculate Need for New Academic Librarians (MLS)

- Estimate disposition of current librarians
  - Establish current age and gender
  - Subtract expected number who die or become ill
  - Subtract expected number who will retire
  - Do not include those who go to another library
  - Subtract expected number who leave for other reasons
  - Add expected number who had left but come back
  - Advance the librarian’s age each year
  - Recalculate the disposition for each year
Steps to Calculate Need for New Academic Librarians (MLS) continued

- Estimate expected number of academic librarians (MLS)
  - Establish trend in number of libraries
  - Establish trend in average number of librarians per library
  - Estimate expected number of MLS academic librarians

- Subtract disposition of current librarians from expected number
Total MLS librarians: 29,019
Number who left: 2,325
Academic Librarians:
Length of Time Gone From Library Workforce

- Less than 1 year: 9.3%
- 1 year: 25.2%
- 2 years: 18.7%
- 3-5 years: 21.5%
- 6-10 years: 13.1%
- 11-15 years: 11.2%
- Over 15 years: 1.0%
Academic Library Staff Vacancies:
Proportion of Libraries with Vacancies

- MLS academic librarian: 30.9%
- Other professional working in librarian capacity: 3.7%
- Other professional: 7.1%
- Paraprofessional librarian: 17.9%
Academic Library Staff Vacancies:
Total Vacancies and Total Employees by Type of Staff

- MLS academic librarian: 2,549 total vacancies, 29,019 total employees
- Other professional working in librarian capacity: 150 total vacancies, 2,033 total employees
- Other professional: 487 total vacancies, 4,080 total employees
- Paraprofessional librarian: 1,312 total vacancies, 29,572 total employees
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User Services Survey

- Whether provided now and 5 years ago
- Level of service
- Trend in level of service
- 11 types of access to library collection
- 4 types of access to external collections
- Interlibrary lending, borrowing and document delivery
- 11 types of reference and research
- 4 types of formal user training
- Access to 6 types of library resources
Size of Intended Population of Faculty and Academic Staff Served by Academic Library (n=673)

- Under 200: 56.8%
- 200 - 999: 36.1%
- 1,000 - 9,999: 6.7%
- 10,000 - 49,999: 0.4%

Current average: 49,404 faculty per library
Academic Libraries: Trend in Number of In-Person Visits Compared with 5 Years Ago

- Down more than 5%: 10.4%
- Down 0 - 5%: 12.3%
- Essentially flat: 13.6%
- Up 0-5%: 22.1%
- Up more than 5%: 41.6%
TREND IN ACADEMIC LIBRARY SERVICES:
Trend in Level of Service Compared to Five Years Ago (%). 2007
Access to Library Collections (n=133)

<table>
<thead>
<tr>
<th>Service</th>
<th>Less</th>
<th>Same</th>
<th>More</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Circulation</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24.6%</td>
<td></td>
<td></td>
<td>38.1%</td>
</tr>
<tr>
<td>Current periodicals - print</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15.5%</td>
<td></td>
<td></td>
<td>37.3%</td>
</tr>
<tr>
<td>Journal routing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.7%</td>
<td></td>
<td></td>
<td>50.0%</td>
</tr>
<tr>
<td>Open shelving - print</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20.0%</td>
<td></td>
<td></td>
<td>60.0%</td>
</tr>
<tr>
<td>Print backfiles</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19.6%</td>
<td></td>
<td></td>
<td>56.9%</td>
</tr>
<tr>
<td>Web portal to library resources</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.9%</td>
<td></td>
<td></td>
<td>84.3%</td>
</tr>
<tr>
<td>Electronic book collection</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.7%</td>
<td></td>
<td></td>
<td>70.0%</td>
</tr>
<tr>
<td>Electronic journal collection</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.6%</td>
<td></td>
<td></td>
<td>76.1%</td>
</tr>
<tr>
<td>Electronic reports</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5.0%</td>
<td></td>
<td></td>
<td>95.0%</td>
</tr>
<tr>
<td>Access to institutional archives</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.5%</td>
<td></td>
<td></td>
<td>53.9%</td>
</tr>
<tr>
<td>Audio-visual collection</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7.7%</td>
<td></td>
<td></td>
<td>64.4%</td>
</tr>
</tbody>
</table>
TREND IN ACADEMIC LIBRARY SERVICES:
Trend in Level of Service Compared to Five Years Ago (%). 2007
Access to External Collections (n=133)

- Interlibrary borrowing: print
  - Less: 29.4%, Same: 29.4%, More: 41.2%
- Interlibrary lending: print
  - Less: 30.3%, Same: 23.8%, More: 45.9%
- Document delivery: print
  - Less: 34.2%, Same: 32.9%, More: 32.9%
- Document delivery: electronic
  - Less: 12.0%, Same: 28.0%, More: 60.0%
- Electronic journals
  - Less: 7.4%, Same: 60%, More: 92.6%
- Interlibrary borrowing: Electronic
  - Less: 11.1%, Same: 25.0%, More: 63.9%
- Interlibrary lending: electronic
  - Less: 7.5%, Same: 16.4%, More: 76.1%
- Licensed content
  - Less: 1.8%, Same: 9.1%, More: 89.1%
- Electronic books
  - Less: 1.7%, Same: 28.3%, More: 70.0%
- Other electronic
  - Less: 2.0%, Same: 13.7%, More: 84.3%
TREND IN ACADEMIC LIBRARY SERVICES:
Trend in Level of Service Compared to Five Years Ago (%). 2007 Reference and Research Services (n=133)

- General reference and research
  - Less: 27.8%
  - Same: 36.5%
  - More: 35.7%

- Access to reference tools
  - Less: 23.3%
  - Same: 30.8%
  - More: 45.8%

- Catalog includes: print journals
  - Less: 28.3%
  - Same: 53.3%
  - More: 18.5%

- Access to online catalog: remote
  - Less: 2.8%
  - Same: 35.2%
  - More: 62.0%

- Access to online catalog: in library
  - Less: 8.3%
  - Same: 47.9%
  - More: 43.8%

- Current awareness services
  - Less: 20.0%
  - Same: 40.0%
  - More: 40.0%

- Catalog includes: electronic journals
  - Less: 8.0%
  - Same: 14.0%
  - More: 78.0%

- Catalog includes: electronic books
  - Less: 4.3%
  - Same: 23.4%
  - More: 72.3%

- Database search by staff
  - Less: 28.3%
  - Same: 38.7%
  - More: 33.0%

- Foreign language assistance
  - Less: 0%
  - Same: 100.0%
  - More: 0%
TREND IN ACADEMIC LIBRARY SERVICES:
Trend in Level of Service Compared to Five Years Ago (%). 2007
Formal User Training (n=133)

<table>
<thead>
<tr>
<th>Service</th>
<th>Less</th>
<th>Same</th>
<th>More</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology instruction</td>
<td>10.1%</td>
<td>25.3%</td>
<td>64.6%</td>
</tr>
<tr>
<td>Bibliographic instruction</td>
<td>7.8%</td>
<td>31.9%</td>
<td>60.3%</td>
</tr>
<tr>
<td>Electronic publications</td>
<td>1.3%</td>
<td>28.8%</td>
<td>70.0%</td>
</tr>
</tbody>
</table>
TREND IN ACADEMIC LIBRARY SERVICES:
Trend in Level of Service Compared to Five Years Ago (%). 2007
Access to Resources (n=133)

- User workstations:
  - Less: 2.6%
  - Same: 23.3%
  - More: 74.1%

- Wireless computer network:
  - Less: 3.7%
  - Same: 22.2%
  - More: 74.1%

- Foreign language material:
  - Less: 6.0%
  - Same: 16.7%
  - More: 77.4%

- Technology to support visual impaired:
  - Less: 10.3%
  - Same: 10.3%
  - More: 79.3%

- Technology to support hearing impaired:
  - Less: 10.0%
  - Same: 10.0%
  - More: 80.0%
Detailed Operations Survey

- Detailed expenditures and trends
- Detailed services and trends
- Detailed collection data and trends
- Education and training data and trends
- Detailed fringe benefits
  - Paid time off: holidays, sick leave, vacation, etc.
  - Value-added compensation: retirement, insurance programs, parking, dues, etc.
  - Other benefits: child care, flexible hours, recognition, compensatory time, etc.
Trend in Academic Library Expenditures as Compared to Five Years Ago
by Type of Expenditure (n=173)

- All salaries and wages:
  - Much Less Now: 3.1%
  - Somewhat Less Now: 4.1%
  - About the Same: 24.7%
  - Somewhat More Now: 52.6%
  - Much More Now: 15.5%

- Collection - print:
  - Much Less Now: 5.3%
  - Somewhat Less Now: 17.9%
  - About the Same: 21.1%
  - Somewhat More Now: 27.4%
  - Much More Now: 28.4%

- Collection - electronic:
  - Much Less Now: 6.5%
  - Somewhat Less Now: 1.1%
  - About the Same: 31.2%
  - Somewhat More Now: 45.0%
  - Much More Now: 60.2%

- Collection - other:
  - Much Less Now: 6.7%
  - Somewhat Less Now: 21.7%
  - About the Same: 45.0%
  - Somewhat More Now: 19.4%
  - Much More Now: 5.0%

- Technology and systems:
  - Much Less Now: 3.0%
  - Somewhat Less Now: 6.0%
  - About the Same: 23.9%
  - Somewhat More Now: 47.8%
  - Much More Now: 11.1%

- Outsourcing:
  - Much Less Now: 8.3%
  - Somewhat Less Now: 5.6%
  - About the Same: 22.2%
  - Somewhat More Now: 52.8%
  - Much More Now: 7.8%

- Other operating expenditures:
  - Much Less Now: 3.1%
  - Somewhat Less Now: 10.9%
  - About the Same: 32.8%
  - Somewhat More Now: 45.3%
  - Much More Now: 11.1%
Trend in Number of Periodicals Purchased by Academic Libraries Compared to Five Years Ago (n=173)

- **Much Less Now**: 0.9% (All periodical subscriptions), 15.9% (Electronic subscriptions), 0.8% (Licensed database products)
- **Somewhat Less Now**: 0.8% (All periodical subscriptions), 27.4% (Electronic subscriptions), 13.3% (Licensed database products)
- **About the Same**: 0.8% (All periodical subscriptions), 13.3% (Electronic subscriptions), 5.9% (Licensed database products)
- **Somewhat More Now**: 17.7% (All periodical subscriptions), 17.0% (Electronic subscriptions), 33.6% (Licensed database products)
- **Much More Now**: 17.7% (All periodical subscriptions), 25.7% (Electronic subscriptions), 59.7% (Licensed database products)
Academic Libraries: Trend in Number of Visits to Library Website and Databases as Compared with 5 Years Ago

- Down more than 50%: Library Website 1.6%, Library Databases 0.7%
- Down less than 50%: Library Website 1.2%, Library Databases 1.7%
- Essentially flat: Library Website 6.3%, Library Databases 3.3%
- Up less than 50%: Library Website 37.0%, Library Databases 31.6%
- Up 50 to 100%: Library Website 36.5%, Library Databases 42.7%
- Up more than 100%: Library Website 16.6%, Library Databases 21.3%
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Proportion of Academic Libraries That Rely On Non-Library Staff of Parent Organization to Perform Certain Activities

- Payroll processing: 92.2%
- Central IT systems maintenance: 87.1%
- Human resources/personnel processing: 90.6%
- Legal issues: 82.4%
- Financing: 64.6%
- License/contract negotiations: 37.2%
- Marketing/public relations: 47.6%
- Fundraising: 62.6%
Survey of Functions Performed by In-Library Staff and Others

- Whether performed now and 5 years ago
- Proportion performed by in-library staff now and 5 years ago
- 15 types of operations/technical services
- 15 types of user services
- 8 types of support functions
Functions Performed by In-Library Staff in Academic Libraries: Trend Over the Past 5 Years. 2007 Operations/Technical Services (n=190)

<table>
<thead>
<tr>
<th>Service Description</th>
<th>Less</th>
<th>Same</th>
<th>More</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collection Development and Acquisitions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Print materials</td>
<td>5.9%</td>
<td>85.3%</td>
<td>8.8%</td>
</tr>
<tr>
<td>Electronic materials</td>
<td>12.5%</td>
<td>75.0%</td>
<td></td>
</tr>
<tr>
<td>Cataloging (original and copy)</td>
<td>9.7%</td>
<td>87.1%</td>
<td></td>
</tr>
<tr>
<td>Books - print</td>
<td>3.2%</td>
<td>93.8%</td>
<td>6.3%</td>
</tr>
<tr>
<td>Books electronic</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journals - print</td>
<td>9.7%</td>
<td>90.3%</td>
<td></td>
</tr>
<tr>
<td>Journals - electronic</td>
<td>10.5%</td>
<td>78.9%</td>
<td></td>
</tr>
<tr>
<td>Reports/documents -print, electronic, microform</td>
<td>13.3%</td>
<td>86.7%</td>
<td></td>
</tr>
<tr>
<td>Audio visual materials</td>
<td>3.8%</td>
<td>92.3%</td>
<td></td>
</tr>
<tr>
<td>Physical Processing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Books</td>
<td>3.1%</td>
<td>96.9%</td>
<td></td>
</tr>
<tr>
<td>Journals and other periodicals</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reports/documents</td>
<td>6.7%</td>
<td>93.3%</td>
<td></td>
</tr>
<tr>
<td>Special collections</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Preservation</td>
<td>5.6%</td>
<td>94.4%</td>
<td></td>
</tr>
</tbody>
</table>

0% 25% 50% 75% 100%
Functions Performed by In-Library Staff in Academic Libraries:
Trend Over the Past 5 Years. 2007 User Services (n=190)

Access to library collection - circulation
  Circulation
  Access to collections by staff
    Electronic books
    Electronic journals
    Statewide licensed databases
  Print backfile
  Current electronic report collections
  Images
  ILL and document delivery
    Interlibrary lending
    Interlibrary borrowing
  Reference and research
    Document delivery
  Database searching by staff
  Bibliographic and research staff support
  Staff support to access electronic collections
  User orientation and training, bibliographic instruction
Functions Performed by In-Library Staff in Academic Libraries: Trend Over the Past 5 Years. 2007

Support Functions (n=190)

- Management
  - Less: 7.1%
  - Same: 85.7%
  - More: 7.1%

- Negotiations/licensing
  - Less: 4.5%
  - Same: 31.8%
  - More: 63.6%

- Accounting
  - Less: 10.0%
  - Same: 90.0%
  - More: 0%

- Finance
  - Less: 5.9%
  - Same: 94.1%
  - More: 0%

- Personnel
  - Less: 5.3%
  - Same: 89.5%
  - More: 0%

- Systems, IT Support
  - Less: 5.3%
  - Same: 68.4%
  - More: 26.3%

- Knowledge management
  - Less: 12.5%
  - Same: 87.5%
  - More: 0%

- Web content management
  - Less: 5.3%
  - Same: 89.5%
  - More: 0%
Topics Covered

- Description of six academic library surveys
- Number of academic libraries and size of library staff
- Future need for academic librarians
- Trends in services
- Academic libraries workforce includes workers outside of the library

- Description of academic librarians – accredited MLS
  - Librarian career paths
  - Implications for library education
Staff Survey Topics

- Position in library - librarian, other professional, etc.
- Department assigned - administrative, user services, etc.
- Degree and year
- Level at employment - director, department head, etc.
- Salary or wage
- Ratings of satisfaction with salary, fringe benefits, type of work
Staff Survey Topics continued

• Fringe benefits available, received and who pays
• Professional affiliations
• Recent formal education or training
• Career paths - previous experience, degree, after degree
• How well education prepared for initial assignment, current position
Academic Librarian (MLS) Demographics - AGE
(Staff Survey - n=771)

- <30 years old: 7.9%
- 31-35 years old: 9.1%
- 36-40 years old: 12.6%
- 41-45 years old: 8.9%
- 46-50 years old: 14.8%
- 51-55 years old: 17.8%
- 56-60 years old: 18.8%
- 61-65 years old: 7.8%
- >65 years old: 2.3%
Academic Librarian (MLS) Demographics - GENDER
(Staff Survey - n=821)

- Female: 74.3%
- Male: 25.7%
Hispanic or Latino: 2.0%
Academic Library Department Primarily Assigned

- Library not organized by department: 12.5%
- Reference and research (including instruction): 37.4%
- Other: 10.4%
- Technical services (including cataloging): 13.6%
- Administration (not specific department): 8.6%
- Special collections (including archives): 3.3%
- Systems: 3.1%
- Acquisitions (including collection development): 4.6%
- User services (including circulation): 6.5%
Academic Libraries: Primary Level of Appointment

- Library director: 7.1%
- Assistant/associate director: 6.0%
- Department or branch head: 27.5%
- Other supervisory capacity: 9.6%
- Non-supervisory capacity: 45.8%
- Other: 4.0%
Academic Librarians: Ratings of Importance Of and Satisfaction With Work Factors (Ratings 1-lowest to 5-highest)

- **Salary**: Importance 4.00, Satisfaction 3.31
- **Fringe benefits**: Importance 3.98, Satisfaction 3.68
- **Type of work done**: Importance 4.34, Satisfaction 4.21
- **Opportunities for advancement**: Importance 3.44, Satisfaction 3.00
- **Geographic location**: Importance 4.01, Satisfaction 4.03
Academic Librarian (MLS) Demographics -
ANNUAL SALARY
(Staff Survey - n=691)

- <$40,000: 21.4%
- $40,000 - $49,999: 26.9%
- $50,000 - $79,999: 41.9%
- $75,000 - $99,999: 7.6%
- >$100,000: 2.2%
### Who Pays for Value-Added Compensation for Academic Library Staff by Type of Paid Fringe Benefit (n=173)

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Employer - all</th>
<th>Employer - some</th>
<th>Employer - All</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retirement/pension (defined)</td>
<td>23.0%</td>
<td>77.0%</td>
<td></td>
</tr>
<tr>
<td>Retirement/pension (flexible)</td>
<td>8.4%</td>
<td>62.7%</td>
<td></td>
</tr>
<tr>
<td>Employee medical</td>
<td>11.9%</td>
<td>75.0%</td>
<td></td>
</tr>
<tr>
<td>Family medical</td>
<td>5.8%</td>
<td>70.9%</td>
<td></td>
</tr>
<tr>
<td>Life insurance</td>
<td>16.3%</td>
<td>48.1%</td>
<td></td>
</tr>
<tr>
<td>Disability insurance</td>
<td>16.3%</td>
<td>48.1%</td>
<td></td>
</tr>
<tr>
<td>Long-term care</td>
<td>13.5%</td>
<td>71.2%</td>
<td></td>
</tr>
<tr>
<td>Subsidized parking/transportation to work</td>
<td>15.4%</td>
<td>41.7%</td>
<td></td>
</tr>
<tr>
<td>Membership dues</td>
<td>18.4%</td>
<td>49.0%</td>
<td></td>
</tr>
<tr>
<td>Paid training/education</td>
<td>2.2%</td>
<td>60.7%</td>
<td></td>
</tr>
<tr>
<td>Bonuses (variable pay)</td>
<td>100.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Broadbanding</td>
<td>10.0%</td>
<td></td>
<td>90.0%</td>
</tr>
<tr>
<td>Cash incentives</td>
<td>20.0%</td>
<td></td>
<td>80.0%</td>
</tr>
<tr>
<td>Job-or-skill-based pay</td>
<td>12.5%</td>
<td></td>
<td>87.5%</td>
</tr>
<tr>
<td>Merit pay</td>
<td>2.0%</td>
<td></td>
<td>98.0%</td>
</tr>
</tbody>
</table>
Other Non-Monetary Fringe Benefits Provided by Academic Libraries by Type of Fringe Benefit (n=173)

- Flexible hours: 81.7%
- Compensatory time: 68.8%
- Formal recognition/awards: 56.6%
- Internet access from home: 28.9%
- Job sharing: 10.4%
- Library-provided home computer: 10.6%
- Cell phones: 7.9%
- Adoption assistance: 1.8%
- Child care: 3.6%
Proportion of MLS Academic Librarians Who Say They Receive Fringe Benefits

(n=467)

- **Retirement or pension**
  - Not Available: 6.9%
  - Available But Don't Take: 7.7%
  - Receive Benefit: 85.4%

- **Employee medical**
  - Not Available: 6.0%
  - Available But Don't Take: 9.2%
  - Receive Benefit: 84.8%

- **Family medical**
  - Not Available: 7.3%
  - Available But Don't Take: 42.7%
  - Receive Benefit: 50.0%

- **Life insurance**
  - Not Available: 9.8%
  - Available But Don't Take: 19.3%
  - Receive Benefit: 70.9%

- **Long-term care**
  - Not Available: 31.4%
  - Available But Don't Take: 38.6%
  - Receive Benefit: 30.1%

- **Membership dues**
  - Not Available: 68.2%
  - Available But Don't Take: 5.8%
  - Receive Benefit: 26.0%

- **Parking or transportation to work**
  - Not Available: 35.6%
  - Available But Don't Take: 6.3%
  - Receive Benefit: 58.1%

- **Bonuses**
  - Not Available: 4.8%
  - Available But Don't Take: 9.0%
  - Receive Benefit: 86.2%
Proportion of MLS Academic Librarians with Fringe Benefits - Who Pays for Them (n=446)

- Retirement or pension
  - Parent Organization - All: 13.5%
  - Parent Organization - Some: 13.2%
  - Librarian - All: 83.3%

- Employee medical
  - Parent Organization - All: 20.3%
  - Parent Organization - Some: 2.8%
  - Librarian - All: 76.9%

- Family medical
  - Parent Organization - All: 4.0%
  - Parent Organization - Some: 19.4%
  - Librarian - All: 76.7%

- Life insurance
  - Parent Organization - All: 39.6%
  - Parent Organization - Some: 40.2%
  - Librarian - All: 20.1%

- Long-term care
  - Parent Organization - All: 31.7%
  - Parent Organization - Some: 54.1%
  - Librarian - All: 14.2%

- Membership dues
  - Parent Organization - All: 26.1%
  - Parent Organization - Some: 15.8%
  - Librarian - All: 58.2%

- Parking or transportation to work
  - Parent Organization - All: 20.5%
  - Parent Organization - Some: 8.1%
  - Librarian - All: 71.4%

- Bonuses
  - Parent Organization - All: 7.1%
  - Parent Organization - Some: 20.5%
  - Librarian - All: 92.9%
Topics Covered

- Description of six academic library surveys
- Number of academic libraries and size of library staff
- Future need for academic librarians
- Trends in services
- Academic libraries workforce includes workers outside of the library
- Description of academic librarians

- Librarian career paths
- Implications for library education
Degrees Held by Academic Librarians and Professional Staff (n=1,377)

- PhD or equivalent: 4.2%
- MLS: 46.8%
- MS, MA or equivalent: 17.0%
- BS, BA or equivalent: 44.5%
- LMS certification: 6.4%
Academic Librarians:
Years Employed After Receiving MLS

- First year: 72.5%
- One year: 20.9%
- Two years: 3.5%
- 3 to 5 years: 2.0%
- Over 5 years: 1.0%
Academic Librarians: Age at Which Earned MLS

- Under 25 years old: 20.2%
- 25 -29 years old: 32.6%
- 30 - 34 years old: 19.0%
- 35 and over: 28.2%
Academic Librarians: If You Had the Opportunity to Choose Your Career Over Again, Would You Still Choose Librarianship? (n=802)

- Definitely: 36.4%
- Probably: 36.7%
- Unsure: 16.3%
- Probably not: 8.6%
- Definitely not: 2.0%
Topics Covered

• Description of six academic library surveys
• Number of academic libraries and size of library staff
• Future need for academic librarians
• Trends in services
• Academic libraries workforce includes workers outside of the library
• Description of academic librarians
• Librarian career paths

• Implications for librarian education
**Academic Libraries: Continuing Education Average by Type of Education/Training**

- Attendance at professional meetings: $9,340
- Evening classes: $200
- External workshops: $1,940
- Internal formal training: $770
- Virtual university courses: $230
- Sabbatical for course work: $240
- Certificate for advancement: $120

$0  $2,500  $5,000  $7,500  $10,000
Proportion of Academic Libraries That Support Continuing Education and Trend in Expenditures Compared to 5 Years Ago by Type of Education/Training

- **Attendance at professional meetings**
  - Proportion of Libraries (%): 96.3%
  - Trend: Less: 8.9%
  - Trend: More: 43.0%
  - Trend: Similar: 48.1%

- **Evening classes**
  - Proportion of Libraries (%): 77.3%
  - Trend: Less: 9.1%
  - Trend: More: 51.0%

- **External workshops**
  - Proportion of Libraries (%): 94.5%
  - Trend: Less: 12.9%
  - Trend: More: 55.7%

- **Internal formal training**
  - Proportion of Libraries (%): 83.3%
  - Trend: Less: 10.4%
  - Trend: More: 72.9%

- **Virtual university courses**
  - Proportion of Libraries (%): 85.0%
  - Trend: Less: 9.8%
  - Trend: More: 58.5%

- **Sabbatical for course work**
  - Proportion of Libraries (%): 90.9%
  - Trend: Less: 9.1%
  - Trend: More: 29.3%

- **Certificate for advancement**
  - Proportion of Libraries (%): 62.5%
  - Trend: Less: 26.4%
  - Trend: More: 25.0%
How Well Did Your Library or Information Science Education Prepare You For Academic Librarianship
(Rating 1=not at all well to Rating 7=extremely well)

<table>
<thead>
<tr>
<th>Rating: 1 (Not At All Well)</th>
<th>Initial assignment</th>
<th>Current position</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3.2%</td>
<td>6.6%</td>
</tr>
<tr>
<td>Rating: 2</td>
<td>5.5%</td>
<td>9.2%</td>
</tr>
<tr>
<td>Rating: 3</td>
<td>7.9%</td>
<td>11.1%</td>
</tr>
<tr>
<td>Rating: 4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rating: 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rating: 6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rating: 7 (Extremely Well)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Survey of Librarian Competencies

- Whether competencies are applicable to library now and 5 years ago
- Rating of importance of competencies and trends
- 9 operations/technical services competencies
- 11 user services competencies and trends
- 10 management/administration competencies
- 5 technology/systems and 5 digital library management competencies
- 9 general professional librarian competencies
ACADEMIC LIBRARIES:
Operations/Technical Services - Librarian Competencies
Most Important Competencies

Proportion indicating that the competency is presently very important or absolutely essential

- Knowledge of sources of electronic materials: 92%
- Ability to select and evaluate materials: 89%
- Collection management skills: 87%
- Knowledge of sources of print materials: 75%
- Knowledge of sources of other materials: 58%
- Knowledge of cataloging principles: 73%
- Knowledge of archiving of records management principles: 39%
- Knowledge of physical processing principles: 51%
- Knowledge of preservation principles: 30%
ACADEMIC LIBRARIES:
User Services - Librarian Competencies Most Important Competencies

- Proportion indicating that the competency is presently very important or absolutely essential

- Knowledge/skills to perform online database searches
- Knowledge of user needs and requirements
- Ability to conduct appropriate reference interviews
- Technical knowledge/skills
- Knowledge/skills-training, bibliographic instructions for electronic services
- Knowledge of ILL/document delivery principles
- Skills in training and bibliographic instruction in general
- Knowledge/skills with users having non-technical backgrounds
- Knowledge of circulation principles
- Web content skills

0% 20% 40% 60% 80% 100%
ACADEMIC LIBRARIES:
Management/Administration - Librarian Competencies Most Important Competencies

- Proportion indicating the competency is presently very important or absolutely essential

- Management knowledge and skills: 93%
- Knowledge of planning and budgeting principles: 89%
- Leadership skills: 94%
- Public relations/marketing skills: 69%
- Skills to develop library policies: 82%
- License negotiation skills: 60%
- Skills to recruit, interview, and hire personnel: 82%
- Knowledge of funders' expectations of the library: 78%
- Knowledge of legal, financial and funding issues: 69%
- Knowledge of statistical and evaluation principles: 75%
ACADEMIC LIBRARIES:
Technology/Systems - Librarian Competencies Most Important Competencies

- Proportion indicating the competency is presently very important or absolutely essential

- Knowledge of computer operating systems: 66%
- Knowledge of workstations and systems: 73%
- Knowledge of network options: 57%
- Knowledge/skills to develop websites: 79%
- Knowledge/skills to develop taxonomies and thesauri: 25%
ACADEMIC LIBRARIES:
Digital Library Management Services - Librarian Competencies
Most Important Competencies

- Proportion indicating the competency is presently very important or absolutely essential

<table>
<thead>
<tr>
<th>Competency</th>
<th>Proportion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Systems of cataloging/classification (e.g., EAD, Dublin, Core, MARC, OAI)</td>
<td>67%</td>
</tr>
<tr>
<td>Database management skills (e.g., SQL, MySQL, Access)</td>
<td>45%</td>
</tr>
<tr>
<td>Knowledge of markup languages (e.g., HTML, XML SGML, TEL)</td>
<td>47%</td>
</tr>
<tr>
<td>Design skills (e.g., interface, graphic)</td>
<td>51%</td>
</tr>
<tr>
<td>Programming languages (e.g., ASP, PHP, Java, C++)</td>
<td>32%</td>
</tr>
<tr>
<td>Data transformation skills (e.g., XSLT)</td>
<td>32%</td>
</tr>
</tbody>
</table>
ACADEMIC LIBRARIES:
General Professional - Librarian Competencies Most Important Competencies

- Positive attitudes toward users and colleagues: 98%
- Communicate effectively orally: 98%
- Communicate effectively in writing: 98%
- Knowledge of subject specialties (e.g., Science, Law, Engineering, etc.): 51%
- Make presentations to groups: 94%
- Knowledge of behavior mgmt. skills (i.e., dealing with difficult patrons): 76%
- Knowledge of foreign languages: 9%
- Ability to evaluate, select and filter information resources: 100%
Acknowledgements

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