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

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School of Information and Library Science
University of North Carolina at Chapel Hill
Topics Covered

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

• General survey (n=3,127)
• Staff survey (n=3,892)
• Detailed operations survey (n=669)
• User services survey (n=639)
• Functions performed by in-library staff survey (n=632)
• Librarian competency survey (n=562)
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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, paraprofessionals, non-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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Number of Public Libraries

- NCES Public Libraries
  - 2005: 16,543
- American Library Directory (ALD)
  - 2002-03: 16,598
  - 2007-08: 17,005
- Public libraries (2007-08)
  - Main public libraries without branches: 8,354
  - Main public libraries with branches: 1,411
  - Public library branches: 7,240
- Sample from ALD population 9,765
  - 2007: 3,127 libraries
Number of MLS Public Librarians

- NCES FTE MLS Librarians
  - 2005: 30,873 MLS Librarians
  - Estimate of FTE (1.075)
    - 2007: 31,963
- Survey of estimated MLS Headcount (HC)
  - 2007: 35,547 MLS HC
Change per year is 1.0175, but decreases to 1.0034 by 2017
## Changes in Public Library 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>32,593</td>
<td>35,547</td>
<td>+9.1</td>
</tr>
<tr>
<td>Professional in librarian capacity</td>
<td>9,332</td>
<td>10,559</td>
<td>+13.1</td>
</tr>
<tr>
<td>Professional in other capacity</td>
<td>3,250</td>
<td>4,461</td>
<td>+37.3</td>
</tr>
<tr>
<td>Paraprofessional librarian</td>
<td>55,931</td>
<td>63,674</td>
<td>+13.8</td>
</tr>
<tr>
<td>Non-professional</td>
<td>72,193</td>
<td>74,449</td>
<td>+3.1</td>
</tr>
<tr>
<td><strong>TOTAL PAID STAFF</strong></td>
<td>173,304</td>
<td>188,690</td>
<td>+8.9</td>
</tr>
</tbody>
</table>
Topics Covered

- Description of six public library surveys
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- Description of public librarians
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<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2012</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Number</td>
<td>35,547</td>
<td>----</td>
<td>----</td>
</tr>
<tr>
<td>Current Remaining</td>
<td>----</td>
<td>23,556</td>
<td>17,111</td>
</tr>
<tr>
<td>Expected Number</td>
<td>----</td>
<td>37,985</td>
<td>39,228</td>
</tr>
<tr>
<td>Required Need</td>
<td>----</td>
<td>14,429</td>
<td>22,117</td>
</tr>
</tbody>
</table>
Steps to Calculate Need for New Public Librarians (MLS)

- Estimate disposition of current librarians
  - Convert FTE (NCES) to headcount
  - 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
Age and Gender of Public Librarians (MLS)

(Based on Staff Survey)

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male (%)</th>
<th>Female (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30 years old</td>
<td>6.5%</td>
<td>13.0%</td>
</tr>
<tr>
<td>31-35 years old</td>
<td>11.7%</td>
<td>16.9%</td>
</tr>
<tr>
<td>36-40 years old</td>
<td>11.0%</td>
<td>20.1%</td>
</tr>
<tr>
<td>41-45 years old</td>
<td>10.3%</td>
<td>14.3%</td>
</tr>
<tr>
<td>46-50 years old</td>
<td>7.8%</td>
<td>11.0%</td>
</tr>
<tr>
<td>51-55 years old</td>
<td>15.6%</td>
<td>19.2%</td>
</tr>
<tr>
<td>56-60 years old</td>
<td>12.3%</td>
<td>17.2%</td>
</tr>
<tr>
<td>61-65 years old</td>
<td>3.9%</td>
<td>5.3%</td>
</tr>
<tr>
<td>Over 65 years old</td>
<td>2.6%</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

MALE (%) (5,594 Librarians)
FEMALE (%) (29,953 Librarians)
Total MLS librarians: 35,547
Number who left: 3,407
Public Librarians:
Length of Time Gone From Library Workforce

- Less than 1 year: 5.0%
- 1 year: 11.4%
- 2 years: 16.4%
- 3-5 years: 19.3%
- 6-10 years: 18.6%
- 11-15 years: 17.1%
- 16-20 years: 7.1%
- Over 20 years: 5.0%
Public Library Staff Vacancies: Proportion of Libraries with Vacancies

- MLS academic librarian: 15.3%
- Other professional working in librarian capacity: 12.9%
- Other professional: 49.6%
- Paraprofessional librarian: 8.0%
Public Library Staff Vacancies:
Total Vacancies and Total Employees by Type of Staff

- MLS public librarian: 5,442 vacant, 35,547 total employees
- Other professional working in librarian capacity: 1,360 vacant, 10,559 total employees
- Other professional: 2,211 vacant, 4,461 total employees
- Paraprofessional librarian: 5,102 vacant, 63,674 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 Served by Public Libraries

- Under 1,000: 6.8%
- 1,000-9,999: 37.8%
- 10,000-49,999: 35.9%
- 50,000-99,999: 8.6%
- 100,000-249,999: 5.8%
- 250,000-499,999: 1.9%
- 500,000 or more: 2.9%
Trend in Public Libraries’ Target Population Compared to 5 Years Ago

- Down more than 5%: 3.0%
- Down 0 to 5%: 11.2%
- Essentially flat: 27.4%
- Up 0 to 5%: 33.5%
- Up more than 5%: 24.9%
Public Libraries: Trend in Number of In-Person Visits Compared with 5 Years Ago

- Down more than 5%: 4.4%
- Down 0 - 5%: 8.3%
- Essentially flat: 10.1%
- Up 0-5%: 30.5%
- Up more than 5%: 46.7%
TREND IN PUBLIC LIBRARY SERVICES:
Trend in Level of Service Compared to Five Years Ago (%). 2007
Access to Library Collections (n=398)

<table>
<thead>
<tr>
<th>Service</th>
<th>Less</th>
<th>Same</th>
<th>More</th>
</tr>
</thead>
<tbody>
<tr>
<td>Circulation</td>
<td>13.1%</td>
<td>15.6%</td>
<td>71.4%</td>
</tr>
<tr>
<td>Current periodicals - print</td>
<td>27.6%</td>
<td>38.1%</td>
<td>34.3%</td>
</tr>
<tr>
<td>Journal routing</td>
<td>16.1%</td>
<td>33.9%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Print backfiles</td>
<td>9.0%</td>
<td>37.2%</td>
<td>53.8%</td>
</tr>
<tr>
<td>Web portal to library resources</td>
<td>6.1%</td>
<td>38.4%</td>
<td>55.6%</td>
</tr>
<tr>
<td>Electronic book collection</td>
<td>14.3%</td>
<td>31.4%</td>
<td>54.3%</td>
</tr>
<tr>
<td>Electronic journal collection</td>
<td>6.6%</td>
<td>28.6%</td>
<td>64.8%</td>
</tr>
<tr>
<td>Electronic reports</td>
<td>4.1%</td>
<td>26.0%</td>
<td>69.8%</td>
</tr>
<tr>
<td>Access to institutional archives</td>
<td>9.8%</td>
<td>41.8%</td>
<td>48.4%</td>
</tr>
<tr>
<td>Audio-visual collection</td>
<td>3.2%</td>
<td>12.6%</td>
<td>84.2%</td>
</tr>
</tbody>
</table>
TREND IN PUBLIC LIBRARY SERVICES:
Trend in Level of Service Compared to Five Years Ago (%). 2007
Access to External Collections (n=398)

- Interlibrary borrowing: print
  - Less: 12.1%
  - Same: 22.7%
  - More: 65.2%

- Interlibrary lending: print
  - Less: 12.5%
  - Same: 19.8%
  - More: 67.7%

- Document delivery: print
  - Less: 21.5%
  - Same: 44.8%
  - More: 33.7%

- Document delivery: electronic
  - Less: 11.8%
  - Same: 25.0%
  - More: 63.2%

- Electronic journals
  - Less: 5.8%
  - Same: 23.3%
  - More: 70.9%

- Interlibrary borrowing: Electronic
  - Less: 13.5%
  - Same: 25.6%
  - More: 60.9%

- Interlibrary lending: electronic
  - Less: 7.2%
  - Same: 21.7%
  - More: 71.1%

- Licensed content
  - Less: 6.4%
  - Same: 25.5%
  - More: 68.1%

- Electronic books
  - Less: 10.5%
  - Same: 32.6%
  - More: 57.0%

- Other electronic sources
  - Less: 6.3%
  - Same: 30.0%
  - More: 63.8%
TREND IN PUBLIC LIBRARY SERVICES:
Trend in Level of Service Compared to Five Years Ago (%). 2007
Reference and Research Services (n=398)

- General reference and research:
  - Less: 25.9%
  - Same: 38.8%
  - More: 34.2%

- Access to reference tools:
  - Less: 29.4%
  - Same: 44.5%
  - More: 26.1%

- Catalog includes: print journals:
  - Less: 23.5%
  - Same: 44.1%
  - More: 32.4%

- Access to online catalog: remote:
  - Less: 1.7%
  - Same: 10.7%
  - More: 87.6%

- Access to online catalog: in library:
  - Less: 5.0%
  - Same: 27.0%
  - More: 68.0%

- Catalog includes digital images:
  - Less: 4.3%
  - Same: 26.1%
  - More: 69.6%

- Catalog includes: electronic journals:
  - Less: 8.6%
  - Same: 37.1%
  - More: 54.3%

- Catalog includes: electronic books:
  - Less: 7.1%
  - Same: 35.7%
  - More: 57.1%

- Database search by staff:
  - Less: 12.2%
  - Same: 29.7%
  - More: 58.1%

- Foreign language assistance:
  - Less: 7.7%
  - Same: 41.5%
  - More: 50.8%
TREND IN PUBLIC LIBRARY SERVICES:
Trend in Level of Service Compared to Five Years Ago (%). 2007
Formal User Training (n=398)

<table>
<thead>
<tr>
<th>Service</th>
<th>Less</th>
<th>Same</th>
<th>More</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology instruction</td>
<td>15.7%</td>
<td>26.8%</td>
<td>57.6%</td>
</tr>
<tr>
<td>Bibliographic instruction</td>
<td>10.5%</td>
<td>33.1%</td>
<td>56.4%</td>
</tr>
<tr>
<td>Electronic publications instruction</td>
<td>18.8%</td>
<td>33.8%</td>
<td>47.5%</td>
</tr>
</tbody>
</table>
TREND IN PUBLIC LIBRARY SERVICES:
Trend in Level of Service Compared to Five Years Ago (%). 2007
Access to Resources (n=398)

- **User workstations**: 1.4% Less, 13.6% Same, 85.0% More
- **Wireless computer network**: 1.1% Less, 8.9% Same, 90.0% More
- **Foreign language material**: 5.4% Less, 47.5% Same, 47.1% More
- **Technology to support visual and hearing impaired**: 10.1% Less, 20.9% Same, 69.0% More
- **Materials for visually impaired**: 6.5% Less, 39.0% Same, 54.5% More
- **Materials for hearing impaired**: 5.3% Less, 25.3% Same, 69.3% More
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 Public Library Expenditures as Compared to Five Years Ago by Type of Expenditure (n=294)

- **All salaries and wages**
  - Much Less Now: 2.4%
  - Somewhat Less Now: 3.7%
  - About the Same: 6.1%
  - Somewhat More Now: 26.5%
  - Much More Now: 61.2%

- **Collection - print**
  - Much Less Now: 6.6%
  - Somewhat Less Now: 12.8%
  - About the Same: 23.2%
  - Somewhat More Now: 45.7%

- **Collection - electronic**
  - Much Less Now: 3.5%
  - Somewhat Less Now: 4.4%
  - About the Same: 33.8%
  - Somewhat More Now: 31.1%

- **Collection - other**
  - Much Less Now: 3.4%
  - Somewhat Less Now: 6.4%
  - About the Same: 37.7%
  - Somewhat More Now: 38.2%

- **Technology and systems**
  - Much Less Now: 3.5%
  - Somewhat Less Now: 4.4%
  - About the Same: 26.2%
  - Somewhat More Now: 41.5%

- **Outsourcing**
  - Much Less Now: 3.0%
  - Somewhat Less Now: 4.0%
  - About the Same: 11.9%

- **Other operating expenditures**
  - Much Less Now: 1.7%
  - Somewhat Less Now: 7.3%
  - About the Same: 15.4%
  - Somewhat More Now: 22.6%
  - Much More Now: 53.0%
<table>
<thead>
<tr>
<th>Trend in Number of Periodicals Purchased by Public Libraries Compared to Five Years Ago</th>
</tr>
</thead>
<tbody>
<tr>
<td>Much Less Now</td>
</tr>
<tr>
<td>All periodical subscriptions: 12.0%</td>
</tr>
<tr>
<td>Electronic subscriptions: 1.0%</td>
</tr>
<tr>
<td>Licensed database products: 0.3%</td>
</tr>
<tr>
<td>Somewhat Less Now</td>
</tr>
<tr>
<td>All periodical subscriptions: 25.4%</td>
</tr>
<tr>
<td>Electronic subscriptions: 3.9%</td>
</tr>
<tr>
<td>Licensed database products: 3.6%</td>
</tr>
<tr>
<td>About the Same</td>
</tr>
<tr>
<td>All periodical subscriptions: 35.8%</td>
</tr>
<tr>
<td>Electronic subscriptions: 20.7%</td>
</tr>
<tr>
<td>Licensed database products: 57.1%</td>
</tr>
<tr>
<td>Somewhat More Now</td>
</tr>
<tr>
<td>All periodical subscriptions: 20.6%</td>
</tr>
<tr>
<td>Electronic subscriptions: 23.9%</td>
</tr>
<tr>
<td>Licensed database products: 36.7%</td>
</tr>
<tr>
<td>Much More Now</td>
</tr>
<tr>
<td>All periodical subscriptions: 5.6%</td>
</tr>
<tr>
<td>Electronic subscriptions: 14.1%</td>
</tr>
<tr>
<td>Licensed database products: 38.8%</td>
</tr>
</tbody>
</table>

0%  20%  40%  60%  80%  100%
Public Libraries: Trend in Number of Visits to Library Website and Databases as Compared with 5 Years Ago

- Down more than 50%
  - Library Website: 2.1%
  - Library Databases: 1.5%
- Down less than 50%
  - Library Website: 1.3%
  - Library Databases: 1.8%
- Essentially flat
  - Library Website: 4.4%
  - Library Databases: 11.4%
- Up less than 50%
  - Library Website: 35.2%
  - Library Databases: 38.4%
- Up 50 to 100%
  - Library Website: 37.4%
  - Library Databases: 31.7%
- Up more than 100%
  - Library Website: 19.5%
  - Library Databases: 15.2%
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<table>
<thead>
<tr>
<th>Activity</th>
<th>Proportion (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll processing</td>
<td>57.6%</td>
</tr>
<tr>
<td>Central IT systems maintenance</td>
<td>36.5%</td>
</tr>
<tr>
<td>Human resources/personnel processing</td>
<td>32.2%</td>
</tr>
<tr>
<td>Legal issues</td>
<td>53.0%</td>
</tr>
<tr>
<td>Financing</td>
<td>30.3%</td>
</tr>
<tr>
<td>License/contract negotiations</td>
<td>19.7%</td>
</tr>
<tr>
<td>Marketing/public relations</td>
<td>6.9%</td>
</tr>
<tr>
<td>Fundraising</td>
<td>11.8%</td>
</tr>
<tr>
<td>Participate in cooperative arrangements (e.g., consortia)</td>
<td>76.0%</td>
</tr>
<tr>
<td>Perform activities outside library normally performed in library</td>
<td>16.2%</td>
</tr>
</tbody>
</table>
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 Public Libraries:
**Trend Over the Past 5 Years.  2007  User Services (n=268)**

<table>
<thead>
<tr>
<th>Service</th>
<th>Less</th>
<th>Same</th>
<th>More</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to library collection - Circulation</td>
<td>5.4%</td>
<td></td>
<td>93.3%</td>
</tr>
<tr>
<td>Circulation</td>
<td>1.3%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Access to collections by staff</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electronic books</td>
<td>2.6%</td>
<td>18.4%</td>
<td>78.9%</td>
</tr>
<tr>
<td>Electronic journals</td>
<td>2.6%</td>
<td>3.9%</td>
<td>93.5%</td>
</tr>
<tr>
<td>Statewide licensed databases</td>
<td>9.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Print backfile</td>
<td>1.9%</td>
<td></td>
<td>98.1%</td>
</tr>
<tr>
<td>Current electronic report collections</td>
<td>1.5%</td>
<td>7.6%</td>
<td>90.9%</td>
</tr>
<tr>
<td>Images</td>
<td>7.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ILL and document delivery</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interlibrary lending</td>
<td>3.7%</td>
<td>3.4%</td>
<td>92.9%</td>
</tr>
<tr>
<td>Interlibrary borrowing</td>
<td>4.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Reference and research</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Document delivery</td>
<td>4.4%</td>
<td>8.4%</td>
<td>86.0%</td>
</tr>
<tr>
<td>Database searching by staff</td>
<td>5.6%</td>
<td>12.0%</td>
<td>79.5%</td>
</tr>
<tr>
<td><strong>Bibliographic and research staff support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff support to access electronic collections</td>
<td>8.5%</td>
<td>7.5%</td>
<td>84.4%</td>
</tr>
<tr>
<td>User orientation and training, bibliographic instruction</td>
<td>3.6%</td>
<td>11.9%</td>
<td>84.5%</td>
</tr>
</tbody>
</table>
Functions Performed by In-Library Staff in Public Libraries: Trend Over the Past 5 Years. 2007 Support Functions

<table>
<thead>
<tr>
<th>Function</th>
<th>Less (%)</th>
<th>Same (%)</th>
<th>More (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>1.7%</td>
<td>4.1%</td>
<td>94.2%</td>
</tr>
<tr>
<td>Negotiations/licensing</td>
<td>6.6%</td>
<td>5.3%</td>
<td>88.2%</td>
</tr>
<tr>
<td>Accounting</td>
<td>5.0%</td>
<td>8.3%</td>
<td>86.7%</td>
</tr>
<tr>
<td>Finance</td>
<td>5.1%</td>
<td>4.6%</td>
<td>90.3%</td>
</tr>
<tr>
<td>Personnel</td>
<td>4.8%</td>
<td>5.2%</td>
<td>90.0%</td>
</tr>
<tr>
<td>Systems, IT Support</td>
<td>20.4%</td>
<td>22.4%</td>
<td>57.2%</td>
</tr>
<tr>
<td>Knowledge management</td>
<td>2.7%</td>
<td>8.0%</td>
<td>89.3%</td>
</tr>
<tr>
<td>Web content management</td>
<td>8.4%</td>
<td>21.6%</td>
<td>70.1%</td>
</tr>
</tbody>
</table>
Topics Covered

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

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

- Position in library - librarian, other professional, etc.
- Department assigned - administration, 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
Public Librarian (MLS) Demographics - GENDER

(Staff Survey n=953)

Female - 84.5%
Male - 15.5%
Public Librarian (MLS) Demographics - RACE
(Staff Survey n=1,057)

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>88.2%</td>
</tr>
<tr>
<td>Black or African-American</td>
<td>2.5%</td>
</tr>
<tr>
<td>Asian</td>
<td>1.2%</td>
</tr>
<tr>
<td>Other or declined</td>
<td>8.1%</td>
</tr>
</tbody>
</table>

Hispanic or Latino: 3.9%
Public Library Department Primarily Assigned

- Library not organized by department: 6.7%
- Reference and research (including instruction): 31.9%
- Other: 16.0%
- Technical services (including cataloging): 6.2%
- Administration (not specific department): 12.5%
- Special collections (including archives): 0.7%
- Systems: 1.6%
- Acquisitions (including collection development): 1.5%
- User services (including circulation): 22.8%
Public Librarians: Ratings of Importance Of and Satisfaction With Work Factors (Ratings 1-lowest to 5-highest)

- Salary: Importance 4.05, Satisfaction 3.30
- Fringe benefits: Importance 4.02, Satisfaction 3.58
- Type of work done: Importance 4.48, Satisfaction 4.23
- Opportunities for advancement: Importance 3.54, Satisfaction 3.20
- Geographic location: Importance 4.06, Satisfaction 4.02
Public Librarian (MLS) Demographics - ANNUAL SALARY
(Staff Survey - n=806)

- <$40,000: 39.0%
- $40,000 - $49,999: 23.2%
- $50,000 - $79,999: 32.5%
- $75,000 - $99,999: 3.8%
- >$100,000: 1.5%
The Proportion of Public Libraries That Pay For Time Off and Maximum Days Allowed by Type of Time Off (n=384)

- Holidays: 0.7% provide, 28.0% pay under 10 days, 71.3% pay 10 to 19 days, 91.8% pay 20 to 39 days, 83.1% pay 40 to 59 days, 67.5% pay 60 or over days.
- Sick leave: 13.1% provide, 26.9% pay under 10 days, 53.1% pay 10 to 19 days, 83.1% pay 20 to 39 days, 67.5% pay 60 or over days.
- Accumulated sick leave: 5.9% provide, 15.7% pay under 10 days, 54.1% pay 10 to 19 days, 87.3% pay 20 to 39 days, 67.5% pay 60 or over days.
- Vacation: 2.6% provide, 13.5% pay under 10 days, 48.5% pay 10 to 19 days, 60.3% pay 20 to 39 days, 83.1% pay 60 or over days.
- Accumulated vacation: 8.7% provide, 13.3% pay under 10 days, 29.5% pay 10 to 19 days, 81.1% pay 20 to 39 days, 83.1% pay 60 or over days.
- Time for education, etc.: 4.8% provide, 10.5% pay under 10 days, 83.1% pay 10 to 19 days, 90.4% pay 20 to 39 days, 83.1% pay 60 or over days.
- Jury leave: 4.5% provide, 11.8% pay under 10 days, 80.9% pay 10 to 19 days, 90.4% pay 20 to 39 days, 83.1% pay 60 or over days.
- Military leave: 4.3% provide, 15.1% pay under 10 days, 74.2% pay 10 to 19 days, 78.1% pay 20 to 39 days, 77.1% pay 60 or over days.
- Maternal/family leave: 5.0% provide, 11.8% pay under 10 days, 38.7% pay 10 to 19 days, 77.1% pay 20 to 39 days, 77.1% pay 60 or over days.
### Other Non-Monetary Fringe Benefits Provided by Public Libraries by Type of Fringe Benefit (n=371)

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flexible hours</td>
<td>58.6%</td>
</tr>
<tr>
<td>Compensatory time</td>
<td>56.6%</td>
</tr>
<tr>
<td>Formal recognition/awards</td>
<td>38.9%</td>
</tr>
<tr>
<td>Internet access from home</td>
<td>15.5%</td>
</tr>
<tr>
<td>Job sharing</td>
<td>15.0%</td>
</tr>
<tr>
<td>Library-provided home computer</td>
<td>5.9%</td>
</tr>
<tr>
<td>Cell phones</td>
<td>16.7%</td>
</tr>
<tr>
<td>Adoption assistance</td>
<td>1.4%</td>
</tr>
<tr>
<td>Child care</td>
<td>0.8%</td>
</tr>
</tbody>
</table>
Proportion of MLS Public Librarians Who Say They Receive Fringe Benefits (n=812)

- Retirement or pension: 5.9% available, 11.6% available but don't take, 82.4% not available
- Employee medical: 7.2% available, 72.8% available but don't take, 20.0% not available
- Family medical: 9.7% available, 34.2% available but don't take, 56.1% not available
- Life insurance: 16.9% available, 19.1% available but don't take, 64.0% not available
- Long-term care: 20.0% available, 34.8% available but don't take, 45.2% not available
- Membership dues: 6.2% available, 39.5% available but don't take, 54.3% not available
- Parking or transportation to work: 5.8% available, 24.6% available but don't take, 69.5% not available
- Bonuses: 8.3% available, 7.8% available but don't take, 88.9% not available
Proportion of MLS Public Librarians with Fringe Benefits - Who Pays for Them (n=825)

- **Retirement or pension**
  - Parent Organization - All: 15.7%
  - Parent Organization - Some: 0.3%
  - Librarian - All: 75.0%

- **Employee medical**
  - Parent Organization - All: 37.5%
  - Parent Organization - Some: 58.8%
  - Librarian - All: 3.4%

- **Family medical**
  - Parent Organization - All: 26.6%
  - Parent Organization - Some: 62.9%
  - Librarian - All: 10.5%

- **Life insurance**
  - Parent Organization - All: 50.0%
  - Parent Organization - Some: 32.3%
  - Librarian - All: 17.7%

- **Long-term care**
  - Parent Organization - All: 44.7%
  - Parent Organization - Some: 21.0%
  - Librarian - All: 18.5%

- **Membership dues**
  - Parent Organization - All: 45.8%
  - Parent Organization - Some: 32.9%
  - Librarian - All: 22.4%

- **Parking or transportation to work**
  - Parent Organization - All: 45.8%
  - Parent Organization - Some: 14.0%
  - Librarian - All: 4.0%
Topics Covered

• Description of six public library surveys
• Number of public libraries and size of library staff
• Future need for public librarians
• Trends in services
• Public libraries workforce includes workers outside of the library
• Description of public librarians

• Librarian career paths
• Implications for library education
Degrees Held by Public MLS Librarians and Professional Staff (n=1,060)

- PhD or equivalent: 1.5%
- MLS: 95.8%
- MS, MA or equivalent: 15.0%
- BS, BA or equivalent: 72.1%
- LMS certification: 6.9%
Public Librarians:
Years Employed After Receiving MLS

- First year: 74.6%
- One year: 18.7%
- Two years: 3.2%
- 3 to 5 years: 2.0%
- Over 5 years: 1.4%
Public Librarians:
Age at Which Earned MLS

- Under 25 years old: 27.3%
- 25 - 29 years old: 27.7%
- 30 - 34 years old: 16.4%
- 35 and over: 28.6%
Public Librarians: If You Had the Opportunity to Choose Your Career Over Again, Would You Still Choose Librarianship? (n=961)

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Definitely</td>
<td>40.8%</td>
</tr>
<tr>
<td>Probably</td>
<td>35.7%</td>
</tr>
<tr>
<td>Unsure</td>
<td>15.1%</td>
</tr>
<tr>
<td>Probably not</td>
<td>7.1%</td>
</tr>
<tr>
<td>Definitely not</td>
<td>1.4%</td>
</tr>
</tbody>
</table>
Topics Covered

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

**Implications for librarian education**
Proportion of Public 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 (%): 94.7%
  - Trend: Less: 9.4%
  - Trend: Same: 35.5%
  - Trend: More: 55.2%

- **Evening classes**
  - Proportion of Libraries (%): 99.1%
  - Trend: Less: 2.2%
  - Trend: Same: 21.8%
  - Trend: More: 76.1%

- **External workshops**
  - Proportion of Libraries (%): 99.1%
  - Trend: Less: 7.7%
  - Trend: Same: 28.1%
  - Trend: More: 64.3%

- **Internal formal training**
  - Proportion of Libraries (%): 79.0%
  - Trend: Less: 9.0%
  - Trend: Same: 49.5%
  - Trend: More: 61.5%

- **Virtual university courses**
  - Proportion of Libraries (%): 74.0%
  - Trend: Less: 1.0%
  - Trend: Same: 25.0%
  - Trend: More: 74.0%

- **Sabbatical for course work**
  - Proportion of Libraries (%): 93.3%
  - Trend: Less: 3.3%
  - Trend: Same: 35.6%

- **Certificate for advancement**
  - Proportion of Libraries (%): 84.2%
  - Trend: Less: 5.2%
  - Trend: Same: 35.3%
Public Libraries: Continuing Education Average by Type of Education/Training

- Attendance at professional meetings: $2,410
- Evening classes: $1,010
- External workshops: $1,530
- Internal formal training: $1,380
- Virtual university courses: $450
- Sabbatical for course work: $10
- Certificate for advancement: $290
How Well Did Your Library or Information Science Education Prepare You For Public 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>1.5%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Rating: 2</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5.3%</td>
<td>8.4%</td>
</tr>
<tr>
<td>Rating: 3</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>8.5%</td>
<td>12.3%</td>
</tr>
<tr>
<td>Rating: 4</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rating: 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rating: 6</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rating: 7 (Extremely Well)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>11.7%</td>
<td>8.1%</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
PUBLIC LIBRARIES:
Operations/Technical Services - Trend in Librarian Competencies

- Proportion indicating that competency is somewhat to much more important now than 5 years ago

- Knowledge of sources of electronic materials: 80.7%
- Ability to select and evaluate materials: 26.6%
- Collection management skills: 31.7%
- Knowledge of sources of print materials: 17.1%
- Knowledge of sources of other materials: 36.4%
- Knowledge of cataloging principles: 19.5%
- Knowledge of archiving of records management principles: 24.0%
- Knowledge of physical processing principles: 13.3%
- Knowledge of preservation principles: 17.8%
PUBLIC LIBRARIES:
User Services - Trend in Librarian Competencies

- Proportion indicating that competency is somewhat to much more important now than 5 years ago
  - Knowledge/skills to perform online database searches: 80%
  - Knowledge of user needs and requirements: 33%
  - Ability to conduct appropriate reference interviews: 24%
  - Technical knowledge/skills: 70%
  - Knowledge/skills-training, bibliographic instructions for electronic services: 70%
  - Knowledge of ILL/document delivery principles: 33%
  - Skills in training and bibliographic instruction in general: 30%
  - Knowledge/skills with users having non-technical backgrounds: 60%
  - Knowledge of circulation principles: 20%
  - Web content management skills: 78%
  - Knowledge of circulation principles: 20%
PUBLIC LIBRARIES:
Management/Administration - Librarian Competencies Most Important Competencies

- Proportion Indicating that competency is somewhat to much more important now than 5 years ago

- Management knowledge and skills: 36%
- Knowledge of planning and budgeting principles: 38%
- Leadership skills: 39%
- Public relations/marketing skills: 58%
- Skills to develop library policies: 31%
- License negotiation skills: 38%
- Skills to recruit, interview, and hire personnel: 33%
- Knowledge of funders’ expectations of the library: 45%
- Knowledge of legal, financial and funding issues: 46%
- Knowledge of statistical and evaluation principles: 37%
PUBLIC LIBRARIES:
Technology/Systems - Trend in Librarian Competencies

- Proportion indicating that competency is somewhat to much more important now than 5 years ago

- Knowledge of computer operating systems: 67%
- Knowledge of workstations and systems: 64%
- Knowledge of network options: 61%
- Knowledge/skills to develop websites: 71%
- Knowledge/skills to develop taxonomies and thesauri: 20%
PUBLIC LIBRARIES: Digital Library Management Services - Trend in Librarian Competencies

Proportion Indicating that competency is somewhat to much more important now than 5 years ago

- Systems of cataloging/classification (e.g., EAD, Dublin, Core, MAC, OAI) 36%
- Database management skills (e.g., SQL, MySQL, Access) 55%
- Knowledge of markup languages (e.g., HTML, XML SGML, TEL) 48%
- Design skills (e.g., interface, graphic) 58%
- Programming languages (e.g., ASP, PHP, Java, C++) 39%
- Data transformation skills (e.g., XSLT) 39%
**PUBLIC LIBRARIES: General Professional - Trend in Librarian Competencies**

- Proportion indicating that competency is somewhat to much more important now than 5 years ago

<table>
<thead>
<tr>
<th>Competency</th>
<th>Proportion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Positive attitudes toward users and colleagues</td>
<td>29.3%</td>
</tr>
<tr>
<td>Communicate effectively orally</td>
<td>27.7%</td>
</tr>
<tr>
<td>Communicate effectively in writing</td>
<td>26.1%</td>
</tr>
<tr>
<td>Critical thinking skills for library problems</td>
<td>38.1%</td>
</tr>
<tr>
<td>Knowledge of subject specialties (e.g., Science, Law, Engineering, etc.)</td>
<td>12.3%</td>
</tr>
<tr>
<td>Make presentations to groups</td>
<td>35.7%</td>
</tr>
<tr>
<td>Knowledge of behavior mgmt. skills (i.e., dealing with difficult patrons)</td>
<td>40.3%</td>
</tr>
<tr>
<td>Knowledge of foreign languages</td>
<td>43.5%</td>
</tr>
</tbody>
</table>
Acknowledgements

• Web-based surveys were conducted by the University of Pittsburgh, University Center for Social and Urban Research, under the direction of Scott Beach

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