The Workforce Issues in Library and Information Science (WILIS) project was a three-year research project designed to study the career patterns of graduates of library and information science (LIS) programs in North Carolina (NC). WILIS was a collaborative research project of the University of North Carolina at Chapel Hill School of Information and Library Science and Institute on Aging. The purpose of the project was twofold: first, to build an in-depth understanding of educational, workplace, career, and retention issues faced by NC LIS graduates using the life course perspective from the social sciences and, second, to develop a transferable model for career tracking of LIS graduates. The five participating LIS Master’s programs in North Carolina were Appalachian State University Library Science Program, East Carolina University Department of Library Science and Instructional Technology, North Carolina Central University School of Library and Information Sciences, UNC-Chapel Hill School of Information and Library Science and UNC-Greensboro Department of Library and Information Studies. Central Carolina Community College Library and Information Technology Program, a NC paraprofessional program, also participated in the study. The study was funded by the Institute of Museum and Library Services.

1. Survey Development

The first phase of the WILIS project focused on the development of a web-based alumni survey. The survey collected data on the educational and career histories of respondents, as well as data related to demographics, specific jobs held, breaks in employment, continuing education, opinions about trends in LIS, satisfaction with LIS as a career and perspectives of recent graduates about their LIS programs and entry into the workforce. Respondents were asked to identify up to five specific jobs in terms of the following categories: job immediately before their LIS program, job immediately after their LIS program, current job or last job depending on employment status, longest job and highest-achieving job. Complex skip patterns were designed to move the respondent through the survey to specific sections, depending upon the number of different jobs indicated and the category or categories into which each job fell. Survey sections were organized by research topics as follows.

- Education (Section A)
- Career Outline (Section B)
- Job Detail (Sections C, D, E, F, G, H, I)
- Life and Work (Section J)
- Overall Career (Section K)
- Continuing Education (Section L)
- Future of LIS (Section N, M, P, Q, R)
The survey collected structured and open text responses on a variety of aspects of the job categories. All of the job sections contained questions about the nature of the work and job setting, salary, level of employment, benefits, control and autonomy and reasons for leaving. The sections for current job and last job were expanded to include more questions on specific job functions, work environment, benefits, career development, retirement plans and views on older and younger workers. A research firm (Survey Science Group) programmed and administered the web-based survey.

2. Census of Alumni

Alumni (bachelor’s or master’s degrees) who graduated during the years of 1964-2005 were obtained from the five LIS Master’s programs. These alumni records were combined, and 505 cases were removed from the initial list of 9,089 alumni due to not receiving an LIS degree, being deceased or not enough information on the graduate. At the time of the pilot test, the population was 8584 alumni. After the pilot, alumni were added to the population: 1) 184 alumni used in an experiment in the full launch and 2) 35 cases who responded to a listserv message but were not in the original alumni files. These additions increased the population to 8803 alumni from the five NC LIS Master’s level programs. See appendix A.

2.1 Updating Alumni Contact Information

Four of the participating programs did not have current contact information on their alumni1. Updated contact information was obtained for these alumni through a commercial alumni tracking company (AlumniFinder), manual internet searching and regional LIS association membership list searching. Contact information for all alumni were verified and updated with a postcard mailing using return service and soliciting current contact information through program newsletter. See appendix B for the number of updated cases by the methods.

3. Pilot Test

A pilot study was conducted to ascertain the effectiveness of updating contact information, survey content, structure and delivery method. A random sample (n=750) was selected from the population (N=8584).

3.1 Sample (n=750)

Contact information for the 473 alumni from the four LIS programs were submitted to AlumniFinder to search for current postal and email addresses. Contact information for 414 cases was verified and/or updated by AlumniFinder. Next, 59 cases were amended using online public databases, 37 cases were corrected with LIS association membership list, no cases were amended by responses to the program newsletter, and 119 were updated using the postcard method. The

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1 University of North Carolina at Chapel Hill contracts with a vendor to update alumni contact information.
sample size was reduced to 721 alumni because 29 had no valid contact information. The loss rate for the pilot study was 4%. In the sample, 100% had mailing addresses but only 55% (n=392) of the graduates had email addresses.

3.2 Study Design

Invitation letters with a two dollar bill as an incentive were mailed to 721 alumni. Four reminders with instructions for completing the web-based survey were sent to non-respondents. The first, third and fourth reminders were sent via email to the alumni with email addresses (i.e., non-respondents with only a mailing address did not receive these reminders). The second reminder was a methodological experiment to test the effect of the reminder format (letter and email) on response rates. In Group 1 (alumni that had a mailing address and no email address), a postal letter reminder was sent to 75% of that group (n=221) and no reminder was sent to the remaining 25% (n=74). This allowed us to test the hypothesis that the letter reminder would be more effective than no reminder, while hopefully improving our response rate by sending the letter format to the majority. Group 2 included alumni who had both postal and email addresses. Half of this group (n=146) received a letter reminder and the other half (n=145) was sent an email reminder. The effectiveness of a letter versus email reminder was tested for alumni with an email and mailing address.

The web survey had a 31% completion rate (n=224). The results of the reminder experiment indicated that a letter reminder improved the response rate for Group 1, while an email reminder was more effective for Group 2.

3.3 Non-Response Study

The objectives of the non-response study were to determine whether there was a non-response bias and to identify barriers to completing the pilot survey. The results of this study were used to modify the methodology and instrument for the full launch of the alumni survey. A random sample (n=400) was selected from the alumni who had not completed the pilot version of the alumni survey.

3.3.1 Non-response Survey

The non-response survey collected data on the reason for not completing the full survey, accuracy of postal and email addresses, employment status, satisfaction with LIS as a career and demographics. The survey also contained an invitation to complete the full survey. Respondents to the web-based survey who were interested in the full survey were sent to the pilot survey website upon completing the non-response survey. Paper and telephone survey respondents who indicated an interest in completing the full survey and provided an email address were sent an email invitation.
3.3.2 Non-response Study Design

A survey research company (Survey Science Group) was contracted to administer the non-response survey. The non-response study was conducted between June and August 2007. Invitation letters with a five dollar bill, paper version of survey and instructions for completing a web-based survey were mailed to 400 alumni. Telephone surveys were conducted with alumni who did not respond within two weeks. Alumni were called until a case was resolved or 8 call attempts had been made. After the third call, a voicemail message was left and an email reminder was sent to non-respondents with email addresses.

We conducted a methodological experiment with the letter invitation to test the effect of the envelope design on response rates. There were three groups. In Group 1, 133 alumni received an envelope with only the study name (Workforce Issues in Library and Information Science) appearing as the sender’s name. The envelopes for Group 2 (n=133) contained the study name and the name of their LIS program as the sender. The third group (n=134) were mailed envelopes with the study name and the UNC-Chapel Hill name. In group 3, within each program 50% of alumni had a UNC-Chapel Hill logo on the envelope and the other half did not. The results of the envelope experiment indicated no difference in response rate based on envelope design.

3.3.3 Non-response Results

The non-response survey had a 36% response rate (n=144). While half of the alumni (49%) completed the paper version of the survey, a quarter completed the survey via telephone (29%) and Internet (22%). Demographic data were gathered on the respondents (n=144). The age of respondents ranged from 28 years to 89 years with a mean of 54 (std. dev.=14) and a median of 53. Alumni are predominately female (91%). More than half (62%) are married or living with a partner. Majority of respondents are white (90%) with 8% African-American and 1% American Indian. Most alumni are not of Hispanic, Spanish or Latino origins (97%) and are a US citizen (99%). The non-response survey asked about barriers to completing the pilot survey. (See Appendix C) The most frequently reported barrier was not having time to complete the survey (33%).

The respondents to the pilot survey and non-response survey were compared on the following variables:

- Gender
- Race
- Marital status
- US citizenship
- Employment status
- Type of work
- Left the LIS field
- Salary
The only statistically significant difference between the two groups was gender composition \((X^2=4.34, p< .05)\). A higher percentage of males completed the pilot survey (16%) than in the non-response study (10%). All other variables indicated representativeness.

3.4 Pilot Results

The completion rate for the full survey increased to 39% (n=281) as a result of the non-response study. The response rate was calculated such that a response was counted as a completed survey if the respondent has answered at least through Section A (Education). Twelve respondents did not complete at least Section A (Education) and were not included in the response rate. The pilot survey has a response rate of 37% (n=269). The five LIS programs were represented with response rates ranging from 30% to 41% of their graduates in the sample.

Demographic data were gathered on the pilot respondents (n=269). The age of respondents ranged from 27 years to 83 years with a mean of 51 (std. dev.=12) and a median of 50. Alumni are predominately female (82%) and married or living with a partner (70%). Most respondents are white (89%) with 7% African-American and 2% American Indian. Majority (99%) are not of Hispanic, Spanish or Latino origins.

4. Full Launch

4.1 Alumni Population

For the full launch, the remaining 8053 alumni were selected from the population. From pilot findings, the most efficient methods were employed to update contact information: alumni tracking vendor, LIS program advertisements and a postcard mailing with return service. Alumni records (n=4885) from the four programs without current contact information were submitted to AlumniFinder. Contact information for 4314 cases was verified and/or updated by AlumniFinder. Three hundred and twenty-one cases were updated using the postcard method, 232 responded to a listserv message, 6 were updated by the program newsletter method, and 690 alumni emailed the study directly (unsure of impetus; probably listserv message, program newsletter or advertisement by program). 451 cases were removed due to 432 alumni with no valid contact information and 19 graduates were deceased. The loss rate was 5.6% resulting in 7602 alumni included in the full launch. Forty-nine percent had only a mailing address, 48% had both a mailing and email address, and 2% had only an email address.
4.2 Study Design

Minor modifications were made to the alumni survey and the survey methodology. Survey Science Group was contracted to program and administer the web-based survey for the full launch. Invitation letters with a two dollar bill were mailed to 7411 alumni. A postal letter reminder for all nonrespondents was added to the survey procedure. The first reminder was sent via email, and the second reminder was a postal letter. The third and fourth reminders were emailed to nonrespondents. Alumni with no mailing address received the study invitation and postal reminder via email, and graduates with only a mailing address did not receive the three email reminders. An experiment of the effect of incentives and mode on response rate was devised with UNC SILS alumni who graduated between 2006 and 2007. These 169 alumni did not receive a $2 incentive and received all study communication via email.

4.3 Full Launch Results

The web survey had a 36% completion rate (n=2689). The response rate was calculated such that a response was counted as a completed survey if the respondent has answered at least through Section A (Education). Twenty-nine respondents did not complete at least Section A (Education) and were not included in the response rate. The survey has a response rate of 35% (n=2660). The five LIS programs were represented with response rates ranging from 27% to 43% of their graduates in the sample.

Demographic data were collected on the respondents. The age of respondents ranged from 23 years to 88 years with a mean of 50 (std. dev.=12) and a median of 52. Alumni are predominately female (82%) and married or living with a partner (70%). Most respondents are white (89%) with 7% African-American, 2% Chinese and 2% American Indian. Majority of alumni are not of Hispanic, Spanish or Latino origins (99%) and are U.S. citizens (98%).
APPENDICES

A) Table: The number of alumni in the population and number included in the study

B) Table: Comparison of updated records by the methods for finding current alumni contact information

C) Table: Barriers to completing the pilot survey

D) Specifications Document

APPENDIX A: The number of alumni in the population and number included in the study

<table>
<thead>
<tr>
<th></th>
<th>Number in Population</th>
<th>Number in Study</th>
<th>Number Lost</th>
<th>Loss rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pilot</td>
<td>750</td>
<td>721</td>
<td>29</td>
<td>3.87</td>
</tr>
<tr>
<td>Full</td>
<td>7834</td>
<td>7398</td>
<td>436</td>
<td>5.57</td>
</tr>
<tr>
<td>New alumni</td>
<td>35</td>
<td>35</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>(not in original files)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alumni in Experiment</td>
<td>184</td>
<td>169</td>
<td>15</td>
<td>8.15</td>
</tr>
<tr>
<td>(UNC SILS 2006-2007)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>8803</td>
<td>8323</td>
<td>480</td>
<td>5.45</td>
</tr>
</tbody>
</table>
APPENDIX B: Comparison of updated records by the methods for finding current alumni contact information

<table>
<thead>
<tr>
<th>Method</th>
<th>Number of Cases</th>
<th>Number Updated</th>
<th>Percent Updated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outsourcing to alumni tracking vendors*</td>
<td>5358</td>
<td>4925</td>
<td>91.9</td>
</tr>
<tr>
<td>Online searching</td>
<td>400</td>
<td>59</td>
<td>14.8</td>
</tr>
<tr>
<td>Use a mailed postcard</td>
<td>5358</td>
<td>1197</td>
<td>22.3</td>
</tr>
<tr>
<td>Professional membership directories</td>
<td>400</td>
<td>37</td>
<td>9.3</td>
</tr>
<tr>
<td>LIS listservs</td>
<td>5358</td>
<td>172</td>
<td>3.2</td>
</tr>
<tr>
<td>Publicity/Press</td>
<td>5358</td>
<td>0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

*Verified and/or updated 4892 cases and identified 33 as deceased.

NOTE: Online searching and professional membership directories were used only in the pilot test; the other methods were used in both the pilot phase and full launch of the survey.
APPENDIX C: Barriers to completing the pilot survey

<table>
<thead>
<tr>
<th>I did not respond to the survey because…</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did not have time</td>
<td>30.8</td>
</tr>
<tr>
<td>Forgot</td>
<td>18.9</td>
</tr>
<tr>
<td>Did not receive a letter invitation</td>
<td>17.5</td>
</tr>
<tr>
<td>Did not receive an email reminder</td>
<td>13.3</td>
</tr>
<tr>
<td>Thought it would take too long</td>
<td>13.3</td>
</tr>
<tr>
<td>Am not interested</td>
<td>5.6</td>
</tr>
<tr>
<td>Do not have computer access</td>
<td>4.9</td>
</tr>
<tr>
<td>No particular reason</td>
<td>4.9</td>
</tr>
<tr>
<td>Do not have web access</td>
<td>4.2</td>
</tr>
<tr>
<td>Am asked to complete too many questionnaires and did not want to do another one</td>
<td>3.5</td>
</tr>
<tr>
<td>Thought it would it would be too difficult</td>
<td>2.8</td>
</tr>
<tr>
<td>Did not trust that my data would be kept confidential</td>
<td>1.4</td>
</tr>
<tr>
<td>Was not being paid to do the survey</td>
<td>1.4</td>
</tr>
<tr>
<td>I did complete the survey</td>
<td>1.4</td>
</tr>
<tr>
<td>Did not think the study was important</td>
<td>0.7</td>
</tr>
<tr>
<td>Already completed another LIS workforce questionnaire</td>
<td>0.7</td>
</tr>
<tr>
<td>Had technical difficulties with the website</td>
<td>0.0</td>
</tr>
</tbody>
</table>
Questionnaire Specifications for WILIS 2 / S09003

| Short URL to direct towards production survey | http://www.ssgresearch.com/wilis2 |
| Support email address to include in header | willis@ssgresearch.com, www.wilis.unc.eu |
| Support phone number to include in header (if needed) | |

__________

Logo to use if other than SSG logo

Please list network location of other logo to use:

P:\Surveys\

__________

Mandatoriness (check the appropriate setting)

<table>
<thead>
<tr>
<th></th>
<th>All questions are optional unless otherwise noted</th>
</tr>
</thead>
<tbody>
<tr>
<td>X</td>
<td>All questions are optional with a soft prompt included if no answer is provided</td>
</tr>
<tr>
<td></td>
<td>All questions are mandatory</td>
</tr>
</tbody>
</table>

Please provide text to use for Mandatoriness prompt if being used (Default text to use is provided below):

We noticed that you did not answer a question on the previous page. It is important to us that we get a complete set of responses from you. To return to the last question please click "Previous" and select an answer, otherwise click "Next" and you will advance to the next page.

__________

Header Sections (if being used)

<table>
<thead>
<tr>
<th>Section Label</th>
<th>Questions in Section</th>
<th>Section Label</th>
<th>Questions in Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>About Your Program</td>
<td>SP1-SP13</td>
<td>Employment</td>
<td>E1-E37A</td>
</tr>
<tr>
<td>About You</td>
<td>D1-D8A</td>
<td>Not Currently Working</td>
<td>NCW1-NCW11</td>
</tr>
<tr>
<td>Previous Education</td>
<td>PE1 – PE7D</td>
<td>Leadership/Achievements</td>
<td>LA1-LA4</td>
</tr>
<tr>
<td>Technology</td>
<td>T1-T3</td>
<td>Continuing Education</td>
<td>CE1-CE1_F_OTH</td>
</tr>
</tbody>
</table>
Welcome to WILIS Alumni Survey

The purpose of this survey is to gather information from recent graduates of LIS programs in order to improve LIS education and planning, including program content, delivery options and continuing education. This information will help programs to better meet the educational needs and maximize the career potential of students and graduates. Your thoughts and opinions count! Thank you for taking the time to complete this survey.

Please enter the User ID from the letter or email invitation you received, then click START SURVEY to begin.

__________________________________________________________________

Resume Page text (please modify the following as needed)

Thank you for returning to the survey. Please click "resume" to begin where you last left off...

__________________________________________________________________

End Page Text (please modify the following as needed)

Thank you on behalf of [preload program name] and your profession. By sharing your story you are making a positive contribution to the future of the field. If you are interested in results, please visit the study website at www.wilis.unc.edu

__________________________________________________________________
Survey Title appearing in browser window (A long survey title does not always work well as a browser title)

Where are you now?

GENERAL PROGRAMMING NOTES (please list any programming needs on this study that differ from our standards for web based surveys)

PRELOADS.

PRE_1. Program Name

- 9 Drexel University
- 11 San Jose State University
- 12 Trevecca Nazarene
- 13 University of British Columbia
- 15 University of Kentucky
- 16 University of North Texas
- 17 University of Pittsburgh
- 19 University of Tennessee
- 20 University of Texas- Austin
- 21 William Paterson University
- 22 Wayne State University
- 23 Dalhousie University
- 24 Dominican University
PRE_2. Year of Graduation

PRE_3. Degree

About You Section

SP1. What is the name of your degree? (e.g., MLS, MLIS, MSLS, MSIS, MFA, MEd, MSt, MS, D.A.)

[INSERT TEXT]

SP1A. Did you take a general program with a wide variety of courses or did you concentrate in specific areas?

1. General program

2. Concentrated in an area(s)

{PRG: IF SP1A=2, show SP1B; OTHERWISE SKIP TO SP2}
SP1B. If you concentrated in any areas, please select all that apply:

37    Academic libraries
1     Administration and management
2     Adult services
3     Aging
4     Archives and records management
5     Art history/Fine arts
6     Bibliography
7     Bioinformatics
39    Business/corporate libraries
8     Cataloging
9     Children’s services
10    Collection development
11    Community informatics
12    Cultural perspectives
13    Data curation
14    Digital libraries
15    Health sciences
34    Human-computer interaction
42    Information architecture
16    Information industry
17    Information retrieval
18    Information organization
19    Instruction
20    International studies
36  Knowledge management  
21  Law  
22  Museums  
23  Music  
24  Network information systems  
25  Oral history  
26  Preservation management  
38  Public libraries  
27  Reference  
28  School library/media certification  
41  Science/technical libraries  
29  Special collections  
40  Special libraries  
30  Technical services  
31  Web management and design  
35  Young adult/teen services  
32  Youth literature and services  
33  Other (PLEASE SPECIFY)  

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SP2. How many of your courses were predominately delivered online?

1  None  
2  Some (but less than half)  
3  About half  
4  Most (more than half but not all)  
5  All
{PRG: IF SP2=2,3,4, OR 5 SHOW SP3; OTHERWISE SKIP TO SP5}

SP3. Thinking about your courses delivered online, how effective did you find this delivery format?

1. Not at all effective
2. Somewhat effective
3. Effective
4. Very effective

{PRG: IF SP2=2,3,4, OR 5 SHOW SP4; OTHERWISE SKIP TO SP5}

SP4. Thinking about your courses delivered online, how convenient did you find this delivery format?

1. Not at all convenient
2. Somewhat convenient
3. Convenient
4. Very convenient

{PRG: IF SP2=1,2,3, OR 4 SHOW SP5; OTHERWISE SKIP TO SP6}

SP5. Thinking about your courses delivered face-to-face, how effective did you find this delivery format?

1. Not at all effective
2. Somewhat effective
3. Effective
4. Very effective

{PRG: IF SP2=1,2,3, OR 4 SHOW SP6; OTHERWISE SKIP TO SP7}
Thinking about your courses delivered face-to-face, how convenient did you find this delivery format?

1. Not at all convenient
2. Somewhat convenient
3. Convenient
4. Very convenient

Do you have any suggestions for how to improve online course delivery?

[TEXT RESPONSE]

Do you have any suggestions for how to improve face-to-face course delivery?

[INSERT COMMENTARY]

Did you complete a...

1. Yes
2. No

Comprehensive exam?

Master’s paper or thesis?

Work experience in a library or information setting?

Capstone portfolio or e-portfolio?

Independent study or research project?
SP8_5. Another capstone experience?

{IF SP8_5=1, SHOW SP8_5_OTH}

SP8_5_OTH. Please describe the other capstone experience you completed.

[TEXT RESPONSE]

{PRG: IF ANY OF SP8_1,2,3,4, 5,7 = 1 SHOW SP8A GRID}

{DESIGN: GRID SP8A}

SP8A. Was this required by your program?

1 Yes
2 No

{PRG: IF SP8_1 = 1, SHOW SP8A_1}

SP8A_1. Comprehensive exam

{PRG: IF SP8_2 = 1, SHOW SP8A_2}

SP8A_2. Master’s paper or thesis

{PRG: IF SP8_3 = 1, SHOW SP8A_3}

SP8A_3. Work experience in a library or information setting

{PRG: IF SP8_7 = 1, SHOW SP8A_7}

SP8A_7. Independent study or research project
SP8A_4. Capstone portfolio or e-portfolio

SP8A_5. Another capstone experience

SP8B. How beneficial was this experience?

1  Not at all beneficial
2  Somewhat beneficial
3  Very beneficial

SP8B_1. Comprehensive exam

SP8B_2. Master’s paper or thesis

SP8B_3. Work experience in a library or information setting
SP8B_7. Independent study or research project

SP8B_4. Capstone portfolio or e-portfolio

SP8B_5. Another capstone experience

Comment:

[INSERT COMMENTARY]

SP8C. Did you receive academic course credit for this work experience?

1  Yes
2  No

SP9_TEXT. Please indicate the extent to which you agree that your program provided you with knowledge and skills in the following areas:

1  Strongly disagree
2  Disagree
3 Agree
4 Strongly agree
5 Not an issue for me

SP9_A. Basic knowledge of the field
SP9_B. Information seeking (e.g., reference, retrieval)
SP9_C. Research and evaluation
SP9_D. Organization of information (e.g., metadata, classification, subject access, cataloging)
SP9_E. Public service or user support
SP9_U. Collections (e.g., acquisition, development, management, preservation)
SP9_F. Instructional methods
SP9_G. Collaboration and partnership

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SP9_TEXT2. Please indicate the extent to which you agree that your program provided you with knowledge and skills in the following areas:

1 Strongly disagree
2 Disagree
3 Agree
4 Strongly agree
5 Not an issue for me

SP9_H. Information technology
SP9_I. Management
SP9_J. Leadership
SP9_V. Planning
SP9_K. Budget and finance
SP9_L. Problem-solving

SP9_W. Communications (e.g., marketing, public relations)

SP9_M. Advocacy

SP9_N. A realistic understanding about what it is like to work in the information field

SP9_TEXT3. Please indicate the extent to which you agree that your program provided you with knowledge and skills in the following areas:

1. Strongly disagree
2. Disagree
3. Agree
4. Strongly agree
5. Not an issue for me

SP9_O. Skills I can apply on the job

SP9_P. Serving diverse and underserved populations

SP9_Q. Information trends, policies and standards

SP9_R. Ethics, values and foundational principles of the LIS profession

SP9_S. Intellectual freedom

SP9_T. Managing innovation and change

{PRG: SP10A IN LIKERT SCALE}

SP10A. Overall, how satisfied are you with the education you have received? (Select the appropriate number.)

1. 1 Very dissatisfied
2. 2
3. 3
4. 4
Very satisfied

{PRG: SHOW IF SP10A <> 10, SHOW SP10B; OTHERWISE SKIP TO SP11}

SP10B. Please describe what would have made you more satisfied.

[OPEN END RESPONSE]

{PRG: SP11 – SP11_COMMENT ON SAME SCREEN}

SP11. All things considered, how would you rate the overall experience that you had in your program?

1 Poor
2 Fair
3 Good
4 Excellent

SP11_COMMENT. Please add your comments below.

[INSERT COMMENTARY]

SP12. In what ways are you still connected to your program?

(Select all that apply)

2 Email listserv
3 Keep in touch with faculty
4 Keep in touch with other students
5 Making donations
7 Meet at professional association conferences
8 Newsletter (print)
9 Newsletter (email)
10 Reunions or alumni events
11 Visit campus
12 Visit program’s website
13 Your LIS program’s alumni association
14 Your university’s alumni association
15 Other, please specify [TEXT RESPONSE, ALLOW 0-50 CHARACTERS]
16 I am not connected to my program

SP12a. Please describe any other ways you would like to connect with your program.

[INSERT COMMENTARY]

{PRG: IF SP2=3, 4, OR 5, SHOW SP 13; OTHERWISE SKIP TO D1}

SP 13. How likely is it that you would have obtained your graduate degree at {PRG: INSERT PRE_1 RESPONSE} if the off-campus program (e.g., distance education / online) had not been available?

1 Not at all likely
2 Somewhat likely
3 Likely
ABOUT YOU SECTION

D1_TEXT. In order to help us describe our sample and understand our findings, please tell us a bit about yourself.

D1. What is your age category?
   1  25 years or younger
   2  26-30 years
   3  31-35 years
   4  36-40 years
   5  41-45 years
   6  46-50 years
   7  51-55 years
   8  56-60 years
   9  61-65 years
  11 66 years or older
  10 Prefer not to answer

D4. What is your sex?
   1  Male
   2  Female
   3  Prefer not to answer
D2. Are you Spanish/Hispanic/Latino?

1. No, not Spanish/Hispanic/Latino
2. Yes, Mexican, Mexican American, Chicano
3. Yes, Puerto Rican
4. Yes, Cuban
5. Yes, other Spanish/Hispanic/Latino
6. Prefer not to answer

D3. Mark one or more races to indicate what you consider yourself to be: (Select all that apply)

1. White
2. Black, African American
3. American Indian or Alaska Native
4. Asian Indian
5. Japanese
6. Native Hawaiian
7. Chinese
8. Korean
9. Guamanian or Chamorro
10. Filipino
11. Vietnamese
12. Samoan
13. Other Pacific Islander
14 Other race, please specify [TEXT RESPONSE, ALLOW 0-25 CHARACTERS]
15 Prefer not to answer

{PRG: SHOW D5 IF PRE_1 NE 32; OTHERWISE GO TO D7}

D5. What is your current relationship status?
   1 Single (never married)
   2 Married or living with a partner
   3 Divorced/Separated
   4 Widowed
   5 Prefer not to answer

D7. Are you a U.S. citizen?
   1 Yes
   2 No
   3 Prefer not to answer

D7A. Are you a Canadian citizen?
   1 Yes
   2 No
   3 Prefer not to answer

D7B.1 Do you have an immigration visa?
   1. Yes
   2. No
   3. Prefer not to answer

{PRG: IF D7B_1=1, SHOW D7B; OTHERWISE SKIP TO D8}
D7B. Please indicate your status:

1. Permanent resident
2. Student visa
3. H1B work visa
4. H2B work visa
5. NAFTA work visa
6. Canadian work visa
7. Other work visa
8. Prefer not to answer

__________________________________________________________________

{PRG: D8 SELECT ALL THAT APPLY}
{PRG: MAKE RESPONSE 3 MUTUALLY EXCLUSIVE}

D8. Please provide your preferred email address so we can update our study records. (Study records will be destroyed after analysis.) Also, if you wish, we can inform your program of your preferred email address so you can receive news and updates (Select all that apply)

Would you like to...

1. Update my study record
2. Update my program record
3. Not interested in providing my email

__________________________________________________________________

{PRG: IF D8 <> 3, SHOW D8A; OTHERWISE SKIP TO PE1}
{PRG: ALLOW ONLY EMAIL FORMAT}

D8A. Please provide your email address below.
In order to get a sense of your entire career, we are interested in your previous education. How many undergraduate and graduate degrees have you pursued or are you currently pursuing? Please include your [TEXT RESPONSE, ALLOW 40 CHARACTERS].

[NUMERIC RESPONSE 1-20]

{DESIGN: SAME SCREEN PE2_INTRO - PE2D}

{PRG: IF PE1<7, DISPLAY “WE WILL NOW ASK YOU ABOUT EACH DEGREE YOU HAVE PURSUED AND/OR ARE PURSUING”
 IF PE1>6, DISPLAY “WE WILL NOW ASK YOU ABOUT THE SIX MOST RECENT DEGREES YOU HAVE PURSUED AND/OR ARE PURSUING”}

Thinking about your most recent degree, please provide the following details.

What was your major area of study for this degree?

[TEXT RESPONSE, ALLOW 75 CHARACTERS]

What type of degree was/is it?

1. Associate Degree
2. Bachelor of LIS
3. Bachelor of Arts
4. Bachelor of Science
PE2C. In what year did you start this degree? (Please provide 4 digit year)

[NUMERIC RESPONSE 1960-2009]

PE2D. Please provide the current status of this degree.

1. Graduated (Please provide 4 digit year) [NUMERIC RESPONSE BETWEEN 1960-2009]
2. Still actively pursuing this degree
3. Did not finish

{PRG: IF PE1>1, SHOW PE3; OTHERWISE SKIP TO T1}

{DESIGN:SAME SCREEN PE3_ INTRO – PE3D}

PE3_INTRO. Thinking about your second most recent degree, please provide the following details.

PE3A. What was your major area of study for this degree?

[TEXT RESPONSE, ALLOW 75 CHARACTERS]
**PE3B.** What type of degree was/is it?

1. Associate Degree  
2. Bachelor of LIS  
3. Bachelor of Arts  
4. Bachelor of Science  
5. Master of Library Science and/or Information Science  
6. Master of Education  
7. Master of Arts  
8. Master of Science  
9. PhD in LIS  
10. PhD in other field, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]  
11. Professional degree, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]  
12. Other degree, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]

**PE3C.** In what year did you start this degree? (Please provide 4 digit year)

[NUMERIC RESPONSE 1960-2009]

**PE3D.** Please provide the current status of this degree.

1. Graduated (Please provide 4 digit year) [NUMERIC RESPONSE 1960-2009]  
2. Still actively pursuing this degree  
3. Did not finish

{PRG: IF PE1>2, SHOW PE4; OTHERWISE SKIP TO T1}
PE4_INTRO. Thinking about your third most recent degree, please provide the following details.

PE4A. What was your major area of study for this degree?

[TEXT RESPONSE, ALLOW 75 CHARACTERS]

PE4B. What type of degree was/is it?

1. Associate Degree
2. Bachelor of LIS
3. Bachelor of Arts
4. Bachelor of Science
5. Master of Library Science and/or Information Science
6. Master of Education
7. Master of Arts
8. Master of Science
9. PhD in LIS
10. PhD in other field, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]
11. Professional degree, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]
12. Other degree, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]

PE4C. In what year did you start this degree? (Please provide 4 digit year)

[NUMERIC RESPONSE 1960-2009]

PE4D. Please provide the current status of this degree.

1. Graduated (Please provide 4 digit year) [NUMERIC RESPONSE 1960-2009]
2. Still actively pursuing this degree
3 Did not finish

{PRG: IF PE1>3, SHOW PE5; OTHERWISE SKIP TO T1}

{DESIGN: SAME SCREEN PE5_INTRO – PE5D}

PE5_INTRO. Thinking about your fourth most recent degree, please provide the following details.

PE5A. What was your major area of study for this degree?

[TEXT RESPONSE, ALLOW 75 CHARACTERS]

PE5B. In what type of degree was/is it?

1 Associate Degree
2 Bachelor of LIS
3 Bachelor of Arts
4 Bachelor of Science
5 Master of Library Science and/or Information Science
6 Master of Education
7 Master of Arts
8 Master of Science
9 PhD in LIS
10 PhD in other field, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]
11 Professional degree, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]
12 Other degree, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]

PE5C. In what year did you start this degree (Please provide 4 digit year) ?

[NUMERIC RESPONSE 1960-2009]
PE5D. Please provide the current status of this degree.

1. Graduated (Please provide 4 digit year) [NUMERIC RESPONSE 1960-2009]
2. Still actively pursuing this degree
3. Did not finish

{PRG: IF PE1>4, SHOW PE6; OTHERWISE SKIP TO T1}

{DESIGN: SAME SCREEN PE6_INTRO – PE6D}

PE6_INTRO. Thinking about your fifth most recent degree, please provide the following details.

PE6A. What was your major area of study for this degree?

[TEXT RESPONSE, ALLOW 75 CHARACTERS]

PE6B. What type of degree was/is it?

1. Associate Degree
2. Bachelor of LIS
3. Bachelor of Arts
4. Bachelor of Science
5. Master of Library Science and/or Information Science
6. Master of Education
7. Master of Arts
8. Master of Science
9. PhD in LIS
10. PhD in other field, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]
11. Professional degree, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]
12. Other degree, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]
PE6C. In what year did you start this degree (Please provide 4 digit year)?

[NUMERIC RESPONSE BETWEEN 1960-2009]

PE6D. Please provide the current status of this degree.

1. Graduated (Please provide 4 digit year) [NUMERIC RESPONSE 1960-2009]
2. Still actively pursuing this degree
3. Did not finish

{PRG: IF PE1>5, SHOW PE7; OTHERWISE SKIP TO T1}

{DESIGN: SAME SCREEN PE7_INTRO – PE7D}

PE7_INTRO. Thinking about your SIXTH MOST RECENT degree, please provide the following details.

PE7A. What was your major area of study for this degree?

[TEXT RESPONSE, ALLOW 75 CHARACTERS]

PE7B. What type of degree was/is it?

1. Associate Degree
2. Bachelor of LIS
3. Bachelor of Arts
4. Bachelor of Science
5. Master of Library Science and/or Information Science
6. Master of Education
7. Master of Arts
8. Master of Science
9. PhD in LIS
10 PhD in other field, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]

11 Professional degree, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]

12 Other degree, please specify [TEXT RESPONSE, ALLOW 30 CHARACTERS]

PE7C. In what year did you start this degree (Please provide 4 digit year)?

[NUMERIC RESPONSE 1960-2009]

PE7D. Please provide the current status of this degree.

1 Graduated (Please provide 4 digit year) [NUMERIC RESPONSE 1960-2009]
2 Still actively pursuing this degree
3 Did not finish

Technology Section

In this section we are interested in how well your LIS program prepared you in the technology area as well as your use of technology in your work. This information will help programs design courses that better prepare students for their roles in using and supporting these technologies.

{PRG: Same Screen T8 – T8_COMMENT}

{PRG: No prompt }

T8. Please indicate the extent that you agree with the following statement.

Compared to when I entered my LIS program, I feel more comfortable with basic information tools (e.g., word processing, databases, servers, website design, etc.).

1 Strongly Agree
2 Agree
3 Disagree
4 Strongly Disagree
5 I was already very comfortable with basic information tools
T8_COMMENT. Please add your comments below.

[OPEN RESPONSE]

{PRG: Same Screen T9 – T9_COMMENT}

{PRG: No prompt }

T9. Please indicate the extent that you agree with the following statement.

Compared to when I entered my LIS program, I feel more comfortable with advanced information tools (e.g., programming, networking, data mining, etc.).

1 Strongly Agree
2 Agree
3 Disagree
4 Strongly Disagree
5 I was already very comfortable with advanced information tools

T9_COMMENT. Please add your comments below.

[OPEN RESPONSE]

T10. What can LIS programs do to help students keep up with changes in information technology in LIS work environments?

[Open response]

T4. Please indicate the extent to which you agree with the following statements:

1 Strongly Agree
2 Agree
3 Disagree
4 Strongly Disagree
T4_a. I like to experiment with new software.
T4_b. Others would call me a “techie.”
T4_c. I like showing others the latest technology.
T4_d. I dread new versions of software.

T2. When others at work have computer or software questions, how likely are they to come to you with those questions?

1 Not at all likely
2 Somewhat likely
3 Likely
4 Very likely

{T3: CHECK ALL THAT APPLY}
T3. In relation to software problems at work, please indicate which of the following describes your situation. (Check all that apply)

1 I am responsible for troubleshooting software problems for others as part of my job.
2 I am able to tackle any software problem encountered in my job by myself.
3 I am able to tackle most common software problems in my job by myself.
4 I often ask other coworkers to help me with software problems when they come up.

Employment Section

E1. Did you work for pay immediately before entering your {RESTORE: SP1} program?

1 Yes
2  No

{PRG: IF E1=1, SHOW E2-E4; OTHERWISE SKIP TO E5}

{DESIGN: SAME SCREEN E2-E4}

{PRG: E2 Mandatory}

E2. What was the title of the job you held before entering your {RESTORE: SP1} program? (If you had more than one job, list the job in which you made 50% or more of your individual income.)

[TEXT RESPONSE, ALLOW 30 CHARACTERS]

__________________________________________________________________

E3. In what year did you start that job?

[4-DIGIT NUMERIC RESPONSE 1960-2009]

__________________________________________________________________

{PRG: MAKE RESPONSE 2 MUTUALLY EXCLUSIVE}

E4. In what year did you end that job?

1  [4-DIGIT NUMERIC RESPONSE 1960-2009]

2  Still working in this position

__________________________________________________________________

{PRG: IF E4=2 SKIP TO E9}

E5. Did you work for pay after receiving your {RESTORE: SP1} degree?

1  Yes

2  No

__________________________________________________________________

{PRG: IF E5=1 or 2, SHOW E6-E8; OTHERWISE SKIP TO E9}

{PRG: E6 Mandatory}
E6. What was the title of your first job after receiving your {RESTORE: SP1} degree? (If you had more than one job, list the job in which you made 50% or more of your income.

1 {RESTORE RESPONSE TO E2 IF E1=1}

2 {IF E1 = 1 THEN SHOW} Different Job (Specify first job after degree) [TEXT RESPONSE 0-25 CHARACTERS]

3 {IF E1 = 2 THEN SHOW} Job Title [TEXT RESPONSE 0-25 CHARACTERS]

__________________________________________________________________

E7. In what year did you start that job?

[4-DIGIT NUMERIC RESPONSE 1960-2009]

__________________________________________________________________

E8. In what year did you end that job?

1 [4-DIGIT NUMERIC RESPONSE 1960-2009]

2 Still working in this position

__________________________________________________________________

{PRG: IF E6=2 or E6=3 SHOW E7 and E8, OTHERWISE SKIP TO E9}

{PRG: IF E4=2 ASK E9 AND THEN SKIP TO E18}

{PRG: IF E8=2 ASK E9 AND THEN SKIP TO E11a}

{PRG: MAKE E9 MANDATORY}

E9. Which of the following best describes your current employment status?

1 Employed

2 Not working for pay but seeking work

3 Not working for pay and NOT seeking work
{PRG: IF E9=1, SHOW E10A; OTHERWISE SKIP TO E11_TEXT}

E10A. What is the title of your current job? If you have more than one current job, list the job in which you make 50% or more of your individual income.

1. {RESTORE RESPONSE TO E2 IF E1=1}
2. {RESTORE RESPONSE TO E6 IF E6 WAS ANSWERED}
3. Other Job (Specify): [TEXT RESPONSE 0-25 CHARACTERS]

{PRG: SHOW E11 TO E17IF E5=1 AND (E6=2 OR E6=3); OTHERWISE SKIP TO E18}

{DESIGN: SAME SCREEN E11-E11B}

E11_TEXT. FIRST PROFESSIONAL JOB AFTER GRADUATION

Think about the job you held immediately after your {RESTORE: SP1} degree that you described earlier. You called this job {PRG: IF E6=2 RESTORE RESPONSE OR IF E6=3 RESTORE RESPONSE}.

E11A. How long was your job search from first application to getting the job?

1. 0-3 months
2. 4-6 months
3. 7-12 months
4. more than 12 months
E11B. How many months after graduation did it take you to get your first job?

1  had LIS job at date of graduation
2  up to 3 months
3  4-6 months
4  7-12 months
5  more than 12 months

{PRG: MAKE E13 SELECT ALL THAT APPLY}

E13. At the time of graduation, which of the following workplaces did you consider? (Select all that apply)

1  Academic library
2  Public library
3  School library media center
4  Health library
5  Law library
6  Corporate library
7  Other special library
8  Institution of higher learning
9  Primary or secondary education
10  Government library
11  Technology company
12  Other company
13  Non-profit organization
14  Self-employment
15  Archives
16. Computer industry
17. Government agency
18. Information industry
19. Library cooperative
20. Library or information vendor
21. Museum
22. Other, please specify [TEXT RESPONSE 0-25 CHARACTERS]

{PRG: show prompt only if E12 is skipped}

{PRG: ONLY ALLOW 3 RESPONSES TO BE SELECTED}

E12. At the time of graduation, what was your preferred type of work?
   (Select up to three types of work)
1. Academic librarian
2. Administrator/manager
3. Adult services librarian
4. Archivist
5. Children/youth services librarian
6. Cataloger/indexer/taxonomist
7. Collection development/bibliographer
8. Conservator/preservationist
9. Consultant
22. Database professional
23. Digital collections specialist
10. Electronic resources librarian/specialist
11. Instruction librarian/trainer
26. LIS vendor (sales, training)
<table>
<thead>
<tr>
<th></th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>Public librarian</td>
</tr>
<tr>
<td>13</td>
<td>Records management specialist</td>
</tr>
<tr>
<td>14</td>
<td>Reference librarian</td>
</tr>
<tr>
<td>15</td>
<td>School librarian/media specialist</td>
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<tr>
<td>16</td>
<td>Special collections/rare books librarian</td>
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<tr>
<td>17</td>
<td>Special librarian (medical, legal, corporate)</td>
</tr>
<tr>
<td>18</td>
<td>Systems manager or staff</td>
</tr>
<tr>
<td>19</td>
<td>Technical services librarian</td>
</tr>
<tr>
<td>20</td>
<td>Web professional</td>
</tr>
<tr>
<td>25</td>
<td>Young adult/teen services librarian</td>
</tr>
<tr>
<td>21</td>
<td>Other, please specify [TEXT RESPONSE 0-25 CHARACTERS]</td>
</tr>
</tbody>
</table>

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E14. After graduation, what type of work did you do?

*(Select the option that is most specific to your type of work)*

<table>
<thead>
<tr>
<th></th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Academic librarian</td>
</tr>
<tr>
<td>2</td>
<td>Administrator/manager</td>
</tr>
<tr>
<td>3</td>
<td>Adult services librarian</td>
</tr>
<tr>
<td>4</td>
<td>Archivist</td>
</tr>
<tr>
<td>5</td>
<td>Children/youth services librarian</td>
</tr>
<tr>
<td>6</td>
<td>Cataloger/indexer/taxonomist</td>
</tr>
<tr>
<td>7</td>
<td>Collection development/bibliographer</td>
</tr>
<tr>
<td>8</td>
<td>Conservator/preservationist</td>
</tr>
<tr>
<td>9</td>
<td>Consultant</td>
</tr>
<tr>
<td>22</td>
<td>Database professional</td>
</tr>
</tbody>
</table>
23 Digital collections specialist
10 Electronic resources librarian/specialist
11 Instruction librarian/trainer
26 LIS vendor (sales, training)
24 Paraprofessional, library assistant/aide/clerk
12 Public librarian
13 Records management specialist
14 Reference librarian
15 School librarian/media specialist
16 Special collections/rare books librarian
17 Special librarian (medical, legal, corporate)
18 Systems manager or staff
19 Technical services librarian
20 Web professional
25 Young adult/teen services librarian
21 Other, please specify [TEXT RESPONSE 0-25 CHARACTERS]

E15. After graduation, where did you work?

(Select the option that is most specific to your workplace)

1 Academic library
2 Public library
3 School library media center
4 Health library
5 Law library
6 Corporate library
7 Other special library
8 Institution of higher learning
9 Primary or secondary education
10 Government library
11 Technology company
12 Other company
13 Non-profit organization
14 Self-employed
15 Archives
16 Computer industry
17 Government agency
18 Information industry
19 Library cooperative
20 Library or information vendor
21 Museum
22 Other, please specify [TEXT RESPONSE 0-25 CHARACTERS]

E16. Please describe any special talents, skills, prior education, or experiences that helped you get the job offer(s).

[OPEN END RESPONSE]

E17. How well did your program prepare you for your first job?
1 Very well
2 Well
3 Adequately
4 Poorly
E17A. Please add any comments on how well your program prepared you for your first job.

[OPEN END RESPONSE]

{PRG: IF E9=1, SHOW E18-E37; OTHERWISE SKIP TO NCW1}

E18. CURRENT JOB

{PRG: SHOW E18aTEXT IF E10a=1}

E18aTEXT. We would like you to think about your current job that you described earlier. You called this job (RESPONSE: E10a.1)

{PRG: SHOW E18bTEXT IF E10a=2}

E18bTEXT. We would like you to think about your current job that you described earlier. You called this job (RESPONSE: E10a.2)

{PRG: SHOW E18cTEXT IF E10a=3}

E18cTEXT. We would like you to think about your current job that you described earlier. You called this job (RESPONSE: E10a.3)

Which of the following best describes your current job?

(Select one)

This job is a position...

1. In a library or information center using LIS skills/knowledge
2. In a library or information center NOT using LIS skills/knowledge
3. In a non-library or non-information center setting using LIS skills/knowledge
4. In a non-library or non-information center setting NOT using LIS skills/knowledge
5. Self-employed using LIS skills/knowledge
6 Self-employed not using LIS skills/knowledge
7 Other, please specify [TEXT RESPONSE 0-60 CHARACTERS]

E19. Which of the following best describes the type of setting you work in:

(Select one)

1 Academic library
2 Public library
3 School library media center
4 Health library
5 Law library
6 Corporate library
7 Other special library
8 Institution of higher learning
9 Primary or secondary education
10 Government library
11 Technology company
12 Other company
13 Non-profit organization
14 Self-employed
15 Archives
16 Computer industry
17 Government agency
18 Information industry
19 Library cooperative
20 Library vendor
E20. How many people work in your library/information center or other departmental organizational unit (if not a library)?

1. One
2. 2-9
3. 10-24
4. 25-99
5. 100-499
6. 500-999
7. 1,000 +

E21. What is your primary level of employment?

1. Non-management
2. Supervisor
3. Middle management (e.g., branch head, department head)
4. Senior administrator (e.g., head librarian, chief librarian, director, CEO or deputy/assistant head, chief, regional head)

E22. Do you supervise (manage) other people in this job?

1. Yes
2. No

E22_A. Students/temps
E22_B. Paraprofessionals

E22_C. Professionals

E22_D. Volunteers

{PRG: IF E22_A, B, C, OR D = 1, SHOW E22_1; OTHERWISE SKIP TO E23}

{DESIGN: GRID E22_1}

E22_1. How many do you supervise (manage)?

[NUMERIC RESPONSE 0 – 9999]

{PRG: IF E22_A = 1, SHOW E22_1A}

E22_1A. Students/temps

{PRG: IF E22_B = 1, SHOW E22_1B}

E22_1B. Paraprofessionals

{PRG: IF E22_C = 1, SHOW E22_1C}

E22_1C. Professionals

{PRG: IF E22_D = 1, SHOW E22_1D}

E22_1D. Volunteers

---------------------------------------------------------------------------

E23. Are you paid with an annual salary or hourly wage?

1 Annual salary

2 Hourly wage

3 Other
{SHOW IF E23=3}

E24. Please tell us your wage and the time period for the work.

[OPEN END RESPONSE]

{PRG: IF E23=1, SHOW E25; OTHERWISE SKIP TO E26}

E25. What is your salary (before any deductions)? *(Please include commissions and overtime in your salary.)* *(Please enter whole numbers in dollars only without commas or periods.)*

E25_A. PER YEAR: [NUMERIC RESPONSE 0-9999999]

E25_B Please indicate the currency:

1. US dollars
2. Canadian dollars
3. Euro
4. Other (specify)[text response]

{PRG: IF E23=2, SHOW E26; OTHERWISE SKIP TO E27}

E26. What is your approximate hourly wage (before any deductions)?

E26_A. PER HOUR: [NUMERIC RESPONSE ALLOW DECIMALS, RANGE 1-999]

E26_B Please indicate the currency:

1. US dollars
2. Canadian dollars
3. Euro
4. Other (specify)[text response]

{NOTE: FILTER WILL COME SOON FOR THIS QUESTION ONCE PRELOADS ARE ESTABLISHED}

{PRG: IF PRE_1=University of Toronto SKIP TO E28, OTHERWISE SHOW E27}
E27. Roughly, what is the total yearly income before taxes of your immediate family? This includes: your income, the wages of everyone else in the family who works, and income from any other sources.

1. 0 - 19,999
2. 20,000 - 29,999
3. 30,000 - 39,999
4. 40,000 - 49,999
5. 50,000 - 59,999
6. 60,000 - 69,999
7. 70,000 - 79,999
8. 80,000 - 89,999
9. 100,000 - 149,999
10. 150,000 or more
11. Prefer not to answer

E28. How many hours do you work in a typical week in this position?

[NUMERIC RESPONSE 0-99; allow for 1 decimal place (e.g., 37.5)]

E29. Are you considered a full-time employee?

1. Yes
2. No

{PRG: E30 SELECT ALL THAT APPLY}

E30. Which of the following leadership responsibilities do you have in your current job? (Select all that apply)

1. Strategic planning
2 Financial planning
3 Representing/advocating your organization to funders
4 Representing your organization at conferences
5 Mentoring other professionals
6 Mentoring LIS students
7 Ongoing professional development
8 No leadership responsibilities
9 Other (specify)[TEXT RESPONSE]

E31. Thinking about your current job, did your program provide you with the knowledge and skills needed? If not, describe.

[OPEN END RESPONSE]

{PRG: E32 AND E32A ON SAME SCREEN}

E32. Which courses in your program have proven to be particularly useful to you in your current job?

[OPEN RESPONSE]

E32A. Which additional courses do you wish you had taken?

[OPEN RESPONSE]

E33. Overall, I am satisfied with what I do in my job.

1 Strongly disagree
2 Disagree
3    Agree
4    Strongly agree

{PRG: E33 SAME SCREEN}

E33COMMENT

Please enter your comments below.

[INSERT COMMENT]

__________________________________________________________________

E34. Do you expect to leave your current employer in the coming year?

1    Will definitely leave within the year
2    Chances are quite good that I will leave within the year
3    Uncertain as to whether I will leave within the year
4    Chances are very slight that I will leave within the year
5    Definitely will not leave within the year

__________________________________________________________________

{DESIGN: E35 GRID}

E35_TEXT. Please indicate the extent to which you agree or disagree with the following:

1    Strongly disagree
2    Disagree
3    Agree
4    Strongly agree

E35_A. Overall, I am satisfied with LIS as a career.

E35_B. I like being a librarian/information professional.
E35_C. I plan on leaving LIS work within a year.
E35_D. If I had it to do all over again, I would choose LIS as a career.
E35_E. I encourage others to choose LIS as a career.

E36. Do you think you will still be working in LIS 3 years from now?

1  Yes
2  No

{ IF E36=2, SHOW E37; OTHERWISE SKIP TO NCW1 }

E37. Are you leaving LIS due to retirement?

1  Yes
2  No

{PRG: IF E37=2, SHOW E37a; OTHERWISE SKIP TO NCW1 }

E37a. Why do you plan to leave LIS?

[OPEN END RESPONSE]

{PRG: IF E9=2 OR E9=3, SHOW SECTION NCW1 – NCW11; OTHERWISE SKIP TO LA1 }

Not Currently Working Section

NCW1. Are you currently a student not working for pay?

1  Yes
No

{ IF NCW 1=2, SHOW NCW2; OTHERWISE SKIP TO NCW3 }

NCW2. Which of the following do you consider to be the primary way you spend your time?

1. Housework/managing your home
2. Leisure activities
3. Volunteer activities
4. Caring for children
5. Caring for other family members
6. Seeking work
7. Other [TEXT RESPONSE]

{PRG: IF E9=2, SHOW NCW3 - NCW10; OTHERWISE SKIP TO LA1}

NCW3. For how many months have you been looking for a professional position?

[NUMERIC RESPONSE 0-99]

{DESIGN: GRID NCW4- NCW6}

1. Yes
2. No

NCW 4. Are you currently looking for a professional position in a library or information center?

NCW 5. Are you currently looking for a professional position outside of a library or information center setting?

NCW 6. Are you looking for other types of jobs?
NCW 7. During this period of unemployment (the past [RESTORE NCW3 RESPONSE] months), how many job applications or resumes have you sent out?

[NUMERIC RESPONSE 0-999]

NCW 8. During this time, how many in-person job interviews have you had?

[NUMERIC RESPONSE 0-999]

NCW 10. How many job offers have you received, but not accepted during this period of unemployment?

[NUMERIC RESPONSE 0-999]

{PRG: SHOW IF E9=2 }

NCW 11. What, in your opinion, is the major reason why you have not yet found and/or taken a job?

[OPEN END RESPONSE]

Leadership/Achievements Section

{DESIGN: GRID LA1}

LA1. Please indicate your participation in the following types of professional activities since your graduation from the program.

1   Yes
2   No

LA1_A. Attended a professional conference.
LA1_B. Presented a paper or poster session or participated on a panel discussion at a professional conference.

LA1_C. Participated regularly in an online professional discussion list, interest group blog, or wiki.

LA1_D. Had one or more papers accepted for publication as sole author.

LA1_E. Had one or more papers accepted for publication as co-author.

LA1_F. Held membership in a professional association or union.

LA1_G. Helped to organize or volunteered at a professional meeting/conference.

LA1_H. Held office in a professional association or union.

LA1_J. Won any type of award related to your work.

LA1_K. Been a leader in LIS practice innovations.

LA1_L. Won a competitive grant.

LA1_M. Participated in a committee for a local, state/provincial or national organization.

LA1_N. Conducted a workshop, training session or class for other professionals or students in a LIS program.

LA1_P. Collaborated with community groups or leaders on programs or initiatives.

LA1_Q. Collaborated with other professionals in libraries or information agencies on programs or initiatives.

LA1_R. Promoted engagement or outreach activities in my community.

LA1_S. Defended intellectual freedom by responding to a challenge to library materials, displays, services or access to information in print or online.

LA1_T. Participated in the creation of new technologies or methods for managing or delivering information (e.g., open source software, metadata schemes, etc.).

LA1_i. Other

{SHOW LA1_OTHER IF LA1_i is answered}

LA1_Other
Please specify the other types of professional activities you’ve participated in since your graduation.

[INSERT COMMENTARY]

{DESIGN: GRID LA2}

LA2. This question relates to how you see yourself in the future, in terms of your professional career and achievements. In the future I believe I will:

1. Yes
2. No

LA2_A. Become a middle-level manager.

LA2_B. Become a senior-level manager or executive.

LA2_C. Start my own business.

LA2_D. Make over one million dollars per year.

LA2_E. Be a major donor to charity.

LA2_F. Become an educator.

LA2_G. Write a book.

LA2_H. Publish articles in professional journals.

LA2_I. Be a professor at an LIS program.

LA2_J. Be a dean or director of an LIS program.

LA2_K. Run for office in a professional organization.

LA2_L. Win a local, state/provincial, or national award.

LA2_M. Be a nationally recognized expert and/or scholar in the LIS field.

LA2_N. Become a LIS researcher.
LA2_O. Be a leader in LIS practice innovations.

LA2_P. Be an entrepreneur.

LA2_Q. What else do you aspire to do?

[INSERT COMMENTARY]

LA3. How many professional conferences (including workshops or seminars held at professional conferences) of at least one day's duration did you attend in the past 12 months?

[NUMERIC RESPONSE 0-999]

LA4. List up to three professional or scholarly organizations to which you belong (If you belong to more than three, please list the three in which you are the most active).

[OPEN END RESPONSE]
Continuing Education Section

CE1 How likely are you to participate in the following types of training?

1 Not at all likely
2 Somewhat likely
3 Likely
4 Very Likely

CE1_A. Technology training
CE1_B. Management training
CE1_C. Finance training
CE1_D. Communication and marketing training
CE1_E. Subject expertise training
CE1_F. Other type of training

{PRG: NOT MANDATORY CE1_F_OTH.}
{PRG: IF CE1_F = 1,2,3,4 SHOW CE1_F_OTH}

CE1_F_OTH. What other type of training are you likely to participate in?

[TEXT RESPONSE]

{PRG: CE2.7 MUTUALLY EXCLUSIVE}

CE2. Does your current (or previous) employer support continuing education or training by:

(Select all that apply)
1. Paying for tuition/fees/course materials
2. Providing paid time off for training or educational leave
3. Providing premises or supplies
4. Providing transportation or accommodation
5. Providing support to attend association meetings
6. How else does your employer support this training? (Please specify) [TEXT RESPONSE]
7. My current/previous employer does not support continuing education or training

{SHOW C3 A and B IF E9=1}

{PRG: CE3 IN GRID}

CE3. Please indicate the extent to which you agree with the following statements.

1. Strongly disagree
2. Disagree
3. Agree
4. Strongly agree

{SHOW C3 A IF E9=1}

CE3_A. I currently have sufficient education, training and experience to allow me to perform my job effectively

{SHOW C3 B IF E9=1}

CE3_B. My organization provides me with sufficient opportunities to participate in continuing education or training

CE3_c. There is no formal requirement for continuing education or training at my current/previous employer

CE3_D. I am willing to pay for my own continuing education

{PRG: CHECK ALL THAT APPLY}

CE4. In general, what types of continuing education delivery modes appeal to you? (check all that apply)

1. Online courses (regularly scheduled and part of a group)
2. Online courses (self-directed and self-paced)
3 Courses located at your LIS program
4 Training sessions at your workplace
5 Webinars on special interest topics
6 Face-to-face workshops located at your LIS program
7 Face-to-face workshops delivered in conjunction with conferences
8 Face-to-face workshops delivered locally
9 Other, please specify

END 1. Do you have any additional comments you would like to share?

[OPEN END RESPONSE]