



WORKFORCE ISSUES IN LIBRARY & INFORMATION SCIENCE

WILIS





Workforce Issues in Library and Information Science (WILIS):

Recent Graduates: 2001-2005

WILIS Short Report 2

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WILIS is a collaborative research partnership of the UNC Chapel Hill School of Information and Library Science and the UNC Institute on Aging, funded by the Institute of Museum and Library Services through its Librarians for the 21st Century Program.

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UNC
SCHOOL OF INFORMATION
AND LIBRARY SCIENCE



WILIS 1 Study Team Members

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Victor W. Marshall, Co-Principal Investigator
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Paul Solomon, Co-Investigator
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Danielle Borasky, Webmaster and Librarian
Susan Rathbun-Grubb, Graduate Research Assistant
Chad Morgan, Graduate Research Assistant

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The WILIS studies

- WILIS 1 is a comprehensive study of the career patterns of graduates of LIS programs in North Carolina since 1964.
- WILIS 2 is a project to develop a shared recent graduates survey that may be used by all LIS programs.

Participating LIS programs

- Appalachian State University Library Science Program
<http://www.ced.appstate.edu/departments/les/>
- Central Carolina Community College Library and Information Technology Program
http://www.cccc.edu/Programs/Library_Info_Technology.html
- East Carolina University Department of Library Science and Instructional Technology
<http://lsit.coe.ecu.edu/>
- North Carolina Central University School of Library and Information Sciences
<http://www.nccuslis.org/>
- UNC Chapel Hill School of Information and Library Science
<http://www.ils.unc.edu/index.html>
- UNC Greensboro Department of Library and Information Studies
<http://www.uncg.edu/lis/>

Methodology

WILIS 1 components

- **University-based LIS programs**

1964–2005 graduates of five LIS programs in North Carolina

- Pilot survey of 750 graduates (April-May 2007)
- Non-response survey of 400 non-respondents (June-August 2007)
- Full survey of remaining 7,566 graduates (Sept-Dec 2007)
 - Includes 169 UNC-Chapel Hill 2006-2007 graduates who received email-contact only (Oct-Dec 2007)

- **Community college-based LIS program**

All 58 graduates of the Central Carolina Community College program since its founding in 2000

- Full survey (Dec 2007-March 2008)



WILIS 1 pilot study method

- 505/9089 – 5.5% unable to contact
- Randomly selected 750 graduates from the five university programs
- Solicited updated alumni contact information
- Sent postcards to check accuracy of the lists (119 cases updated)
- Sent invitation letter
- Sent email reminder
- Sent second letter and/or email
- Conducted non-response study

WILIS 1 non-response study

- Conducted June-August 2007
 - Web, paper and telephone surveys
- Comparison of pilot participants and non-respondents indicated representativeness
- Conducting the non-response study increased the overall pilot study response rate by 8%
- As a result, we added an additional mailed letter to the full survey design

WILIS 1 method

- Obtained alumni contact information from LIS programs
- Used AlumniFinder to update contact information
- Used listservs to solicit updated contact information from alumni
- Used postcards to check address accuracy
- Sent invitation letter
- Sent second letter reminder
- Sent email reminders

Results

WILIS 1 response rates

- 7,566 graduates from the five LIS university programs in NC
- 35.1% response rate for all programs

- 1,417 graduates from 2001-2005
- 38.8% response rate for recent graduates

Respondents by type of degree

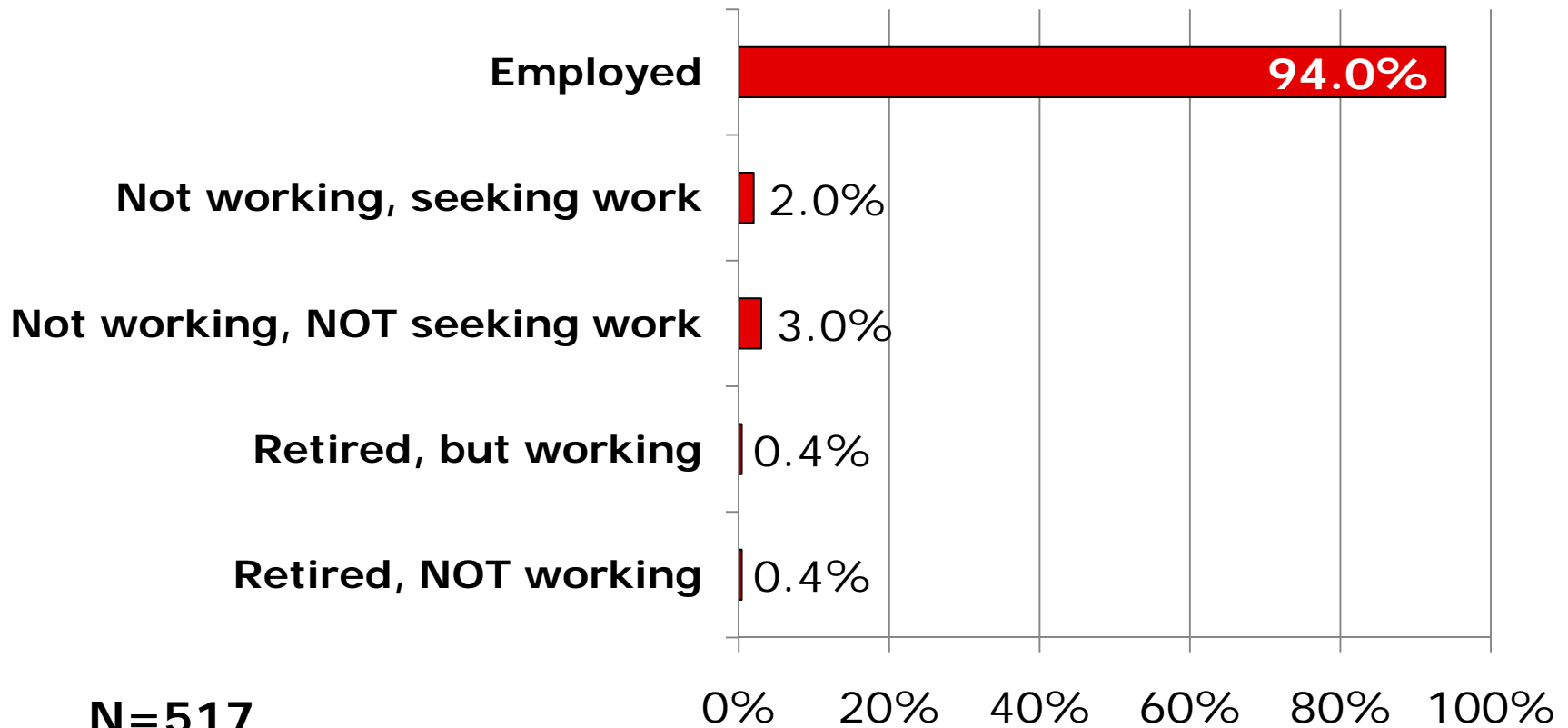
	All Programs N=550
Bachelor's degree – library science (BLS, BSLS)	0%
Bachelor's degree – information science (BSIS)	1% (N=7)
Master's degree – library science (MA, MLS, MSLS, MLIS)	82% (N=452)
Master's degree – information science (MSIS, MIS)	15% (N=82)
Dual Master's degrees (MLS/MIS)	1% (N=3)
PhD – information and library science	1% (N=6)
Total	100%

Demographic composition

	All Programs/Years N=2627	Recent Graduates N=540
Gender	82% female	81% female
Overall mean age	50.2, sd 12.2	38.9*, sd 9.6
Overall median age	56	36
Mean age for those currently working	47.9, sd 10.9 (N=2054)	39.0*, sd 9.6 (N=488)
Median age for those currently working	50	37
Ethnicity	11% non-white	14% non-white

* $p < .01$

Current employment status





Workplaces considered in job search

Libraries	Considered in Job Search
Academic library	45%
Public library	37%
School library/Media center	44%
Health library	12%
Law library	7%
Corporate library	13%
Other special library	19%
Government library	17%

N=327



Workplaces considered in job search (continued)

Other settings	Considered in Job Search
Institution of higher learning	13%
Primary or secondary education	3%
Non-profit organization	9%
Technology company	11%
Other company	6%
Self-employment	1%
Other	5%

N=327



Hired in workplace considered in job search

Workplaces Considered	Percent Hired
Academic library	45%
Public library	40%
School library/Media center	81%
Health library	29%
Law library	9%
Corporate library	14%
Other special library	8%
Government library	18%

N=327



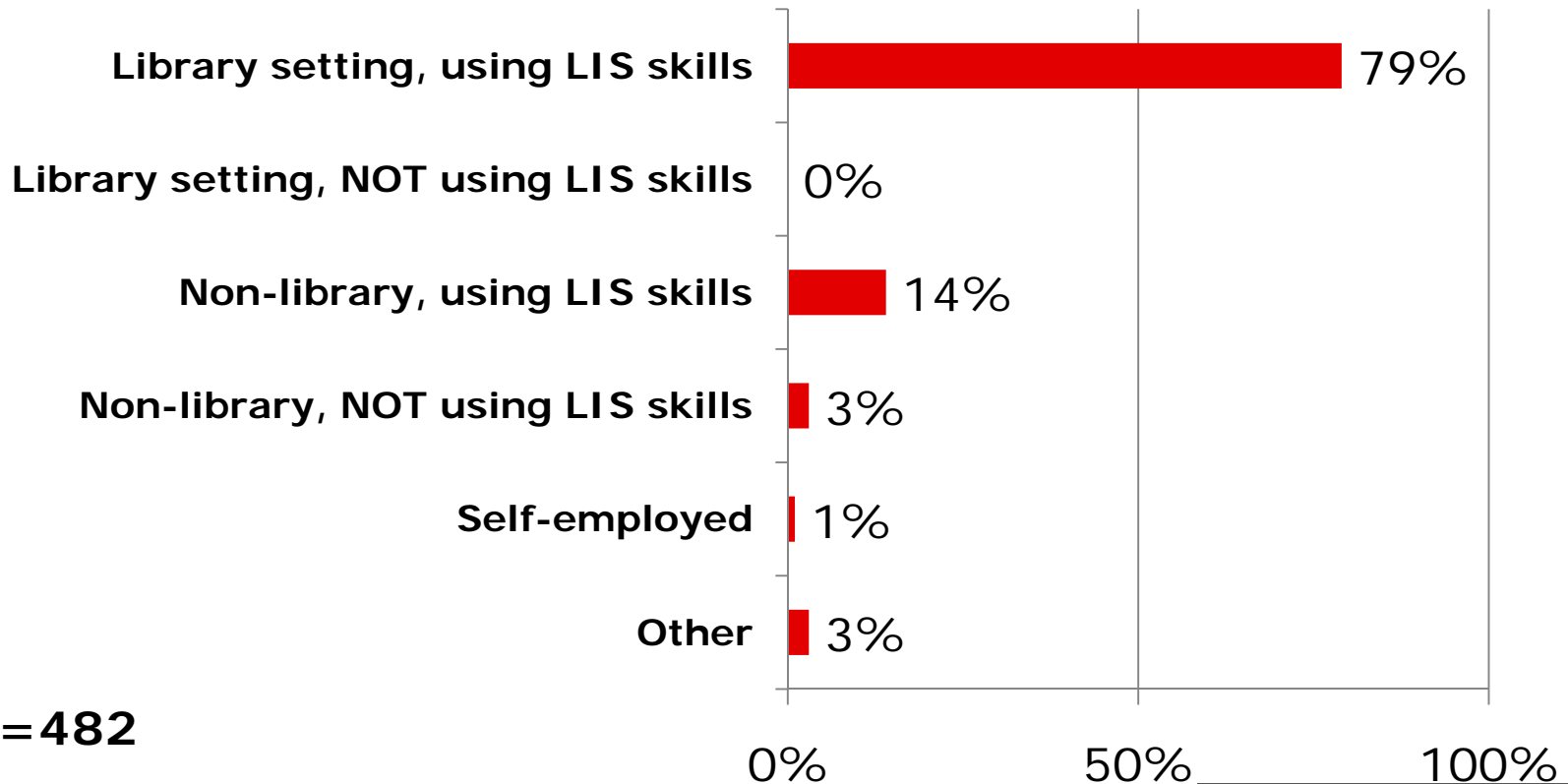
Hired in workplace considered in job search (continued)

Other settings	Percent Hired
Institution of higher learning	19%
Primary or secondary education	20%
Non-profit organization	13%
Technology company	34%
Other company	39%
Self-employment	100%
Other	44%

N=327

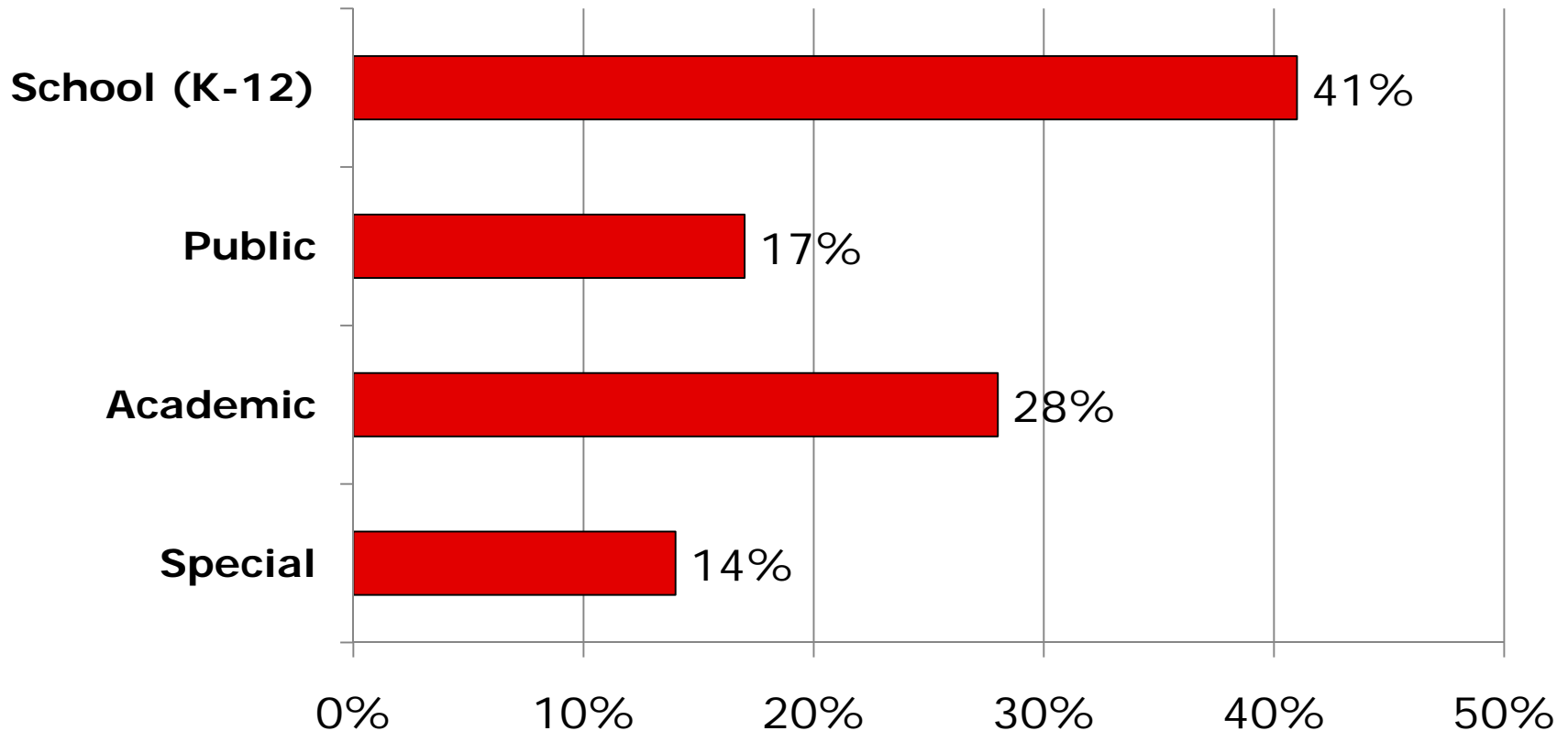
Setting of current job

Which of the following best describes your current job?



N=482

Where are recent graduates who work in libraries employed?

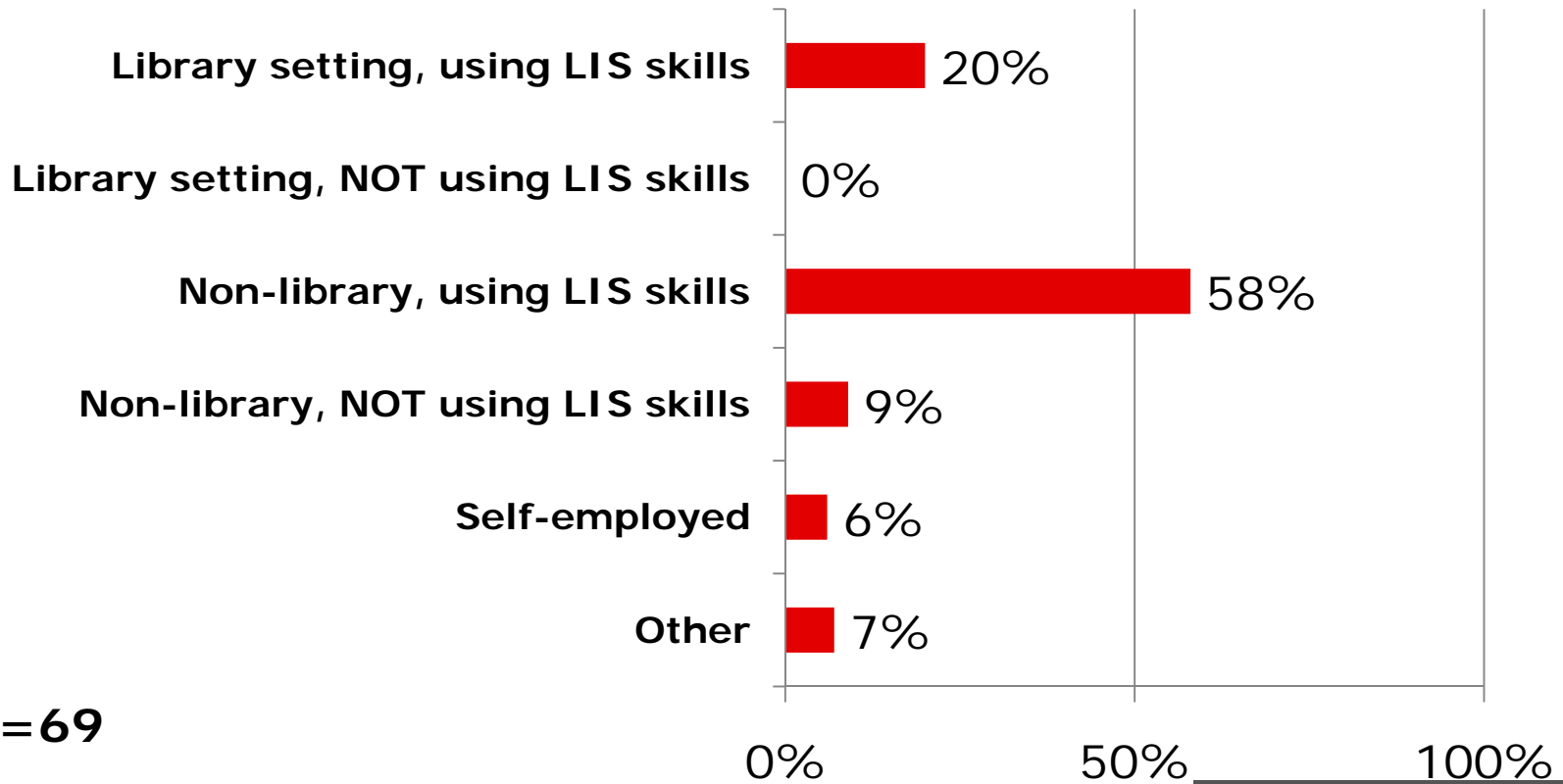


N=381



Setting of current job, recent MIS graduates

Which of the following best describes your current job?



N=69



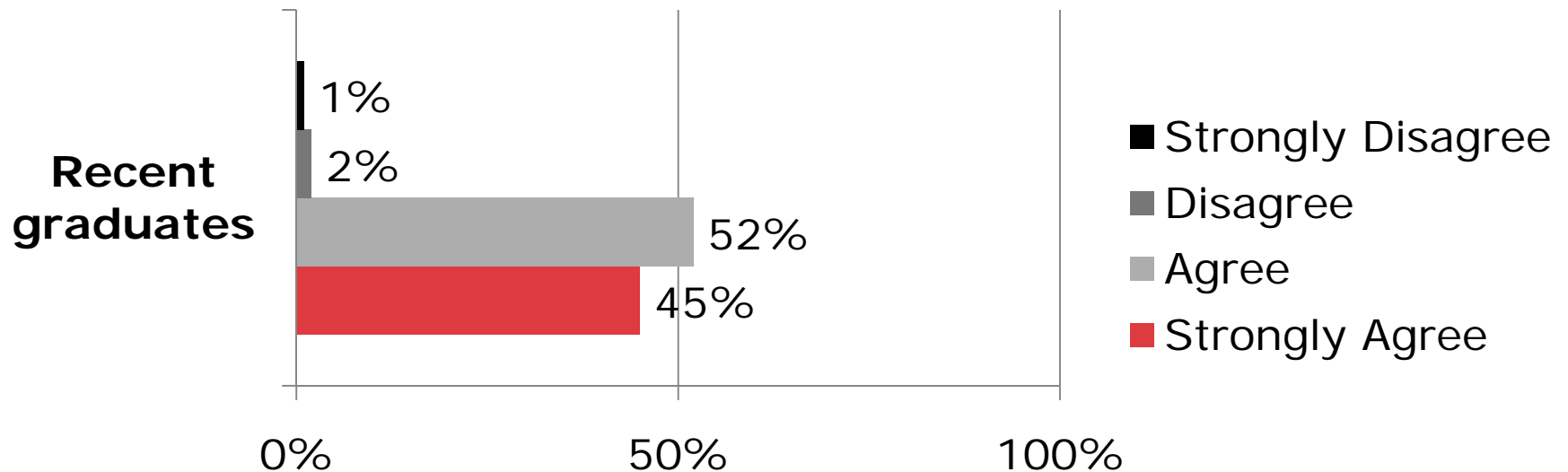
Current job

	All Graduates N=2001	Recent Graduates N=479
Average annual salary	\$57,578 (N=1663)	\$47,929* (N=457)
Average number of hours worked per week	39.68, sd. 9.87	40.56, sd 7.55
Considered full-time	89%	94%
Supervise others	60%	59%

* $p < .01$

Career satisfaction

Overall, I am satisfied with LIS as a career.

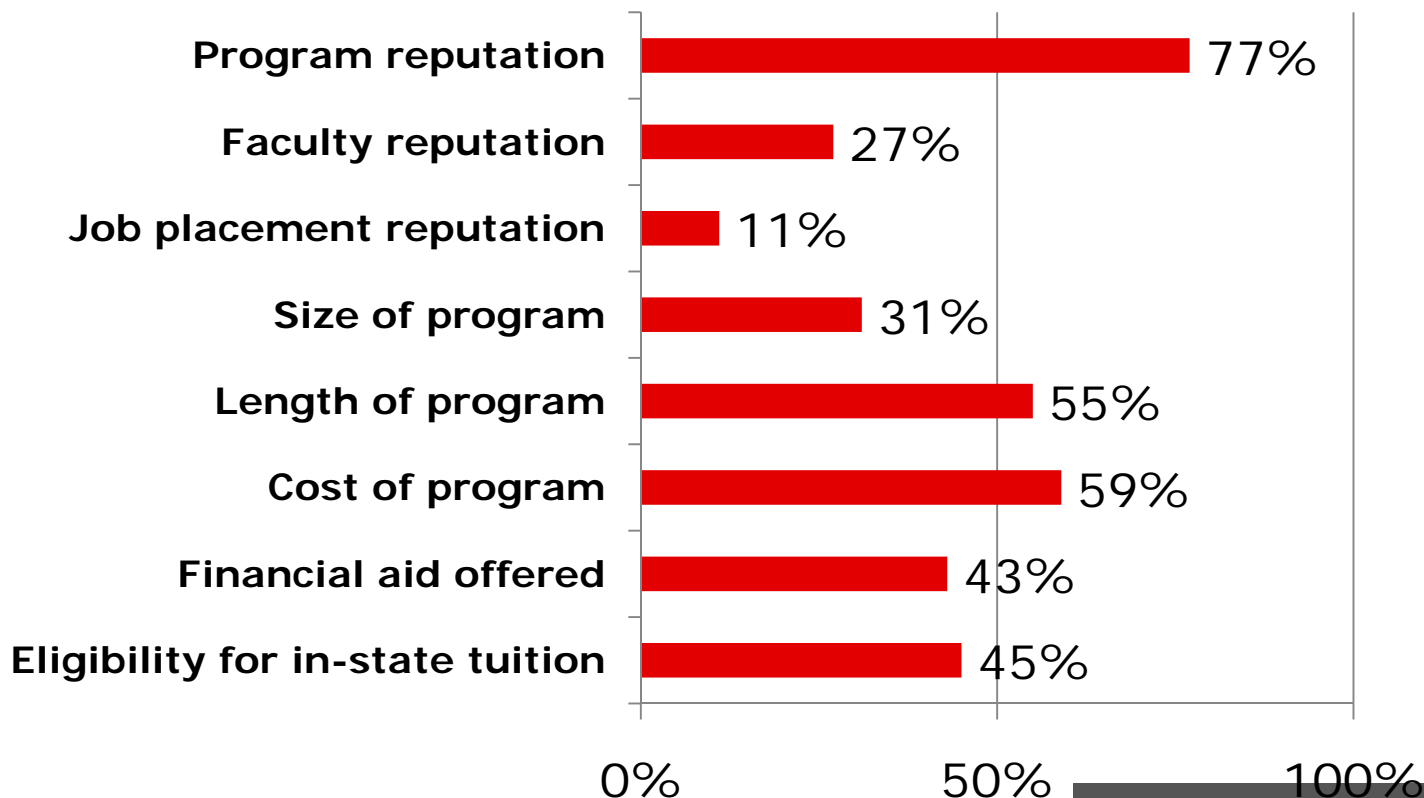


N=404

Application to LIS Program

Selecting a LIS program

Which of the following factors were important to you in selecting your program?

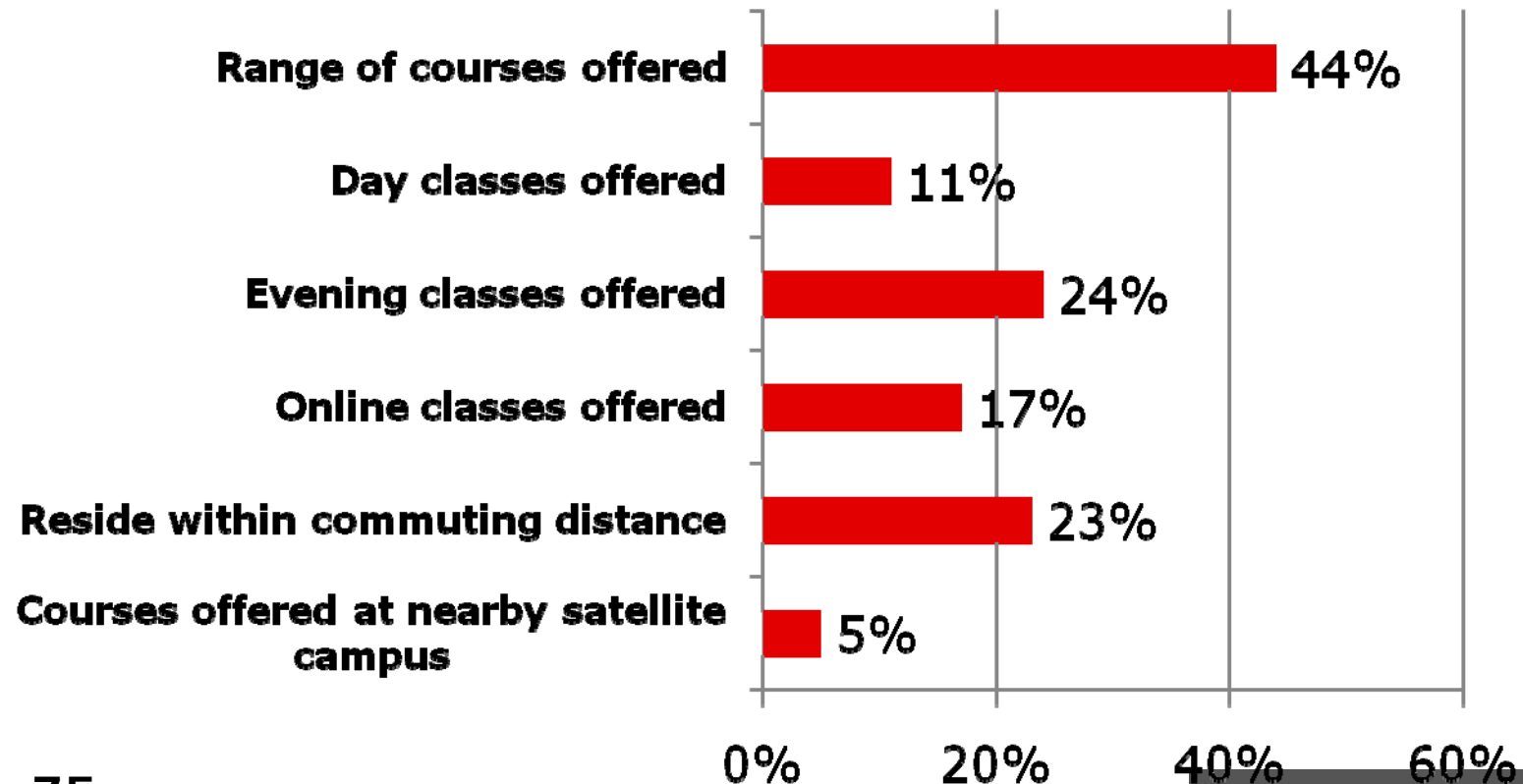


N=75

Respondents who applied to more than one program

Selecting a LIS program

Which of the following factors were important to you in selecting your program?

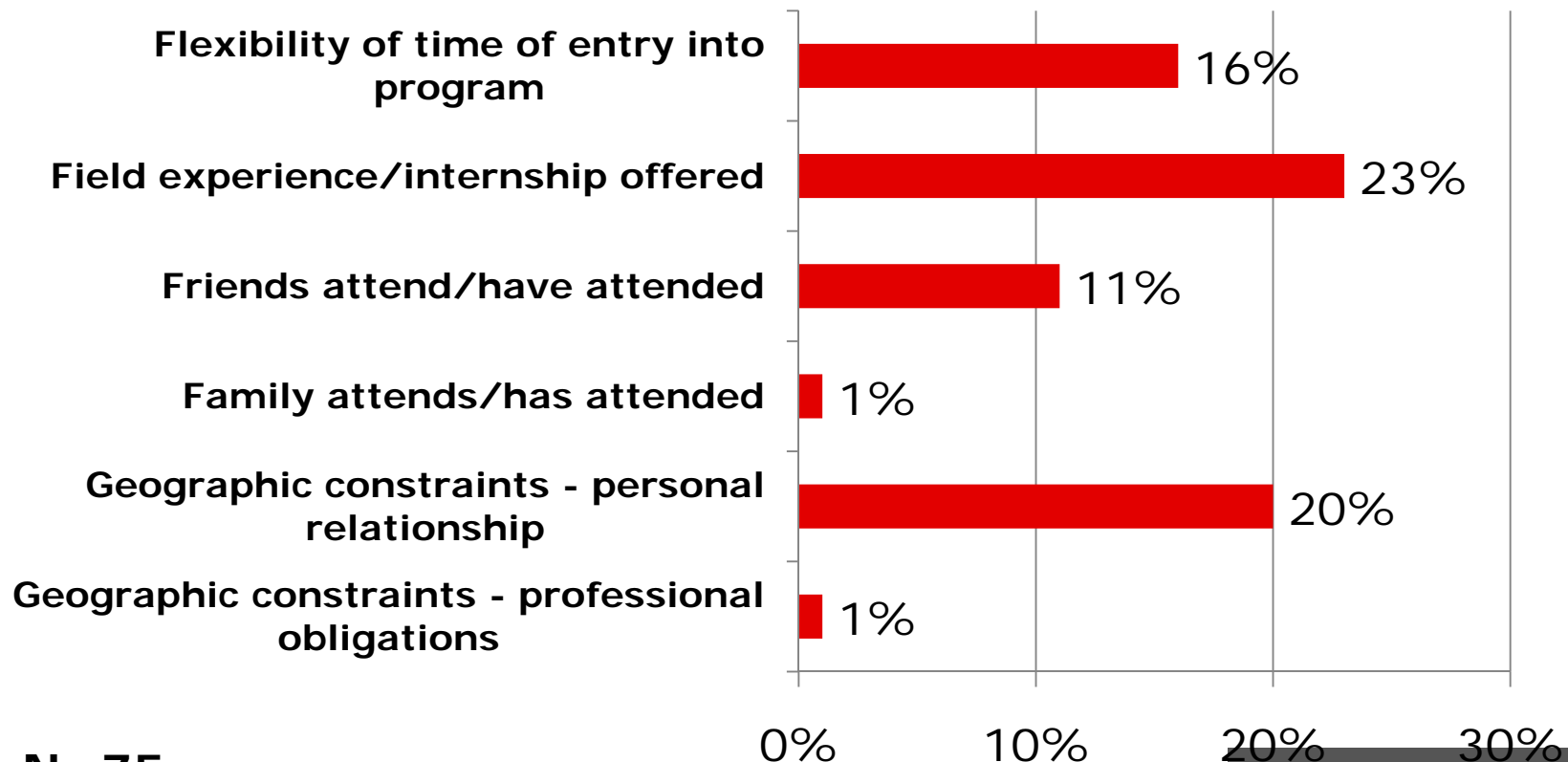


N=75

Respondents who applied to more than one program

Selecting a LIS program

Which of the following factors were important to you in selecting your program?

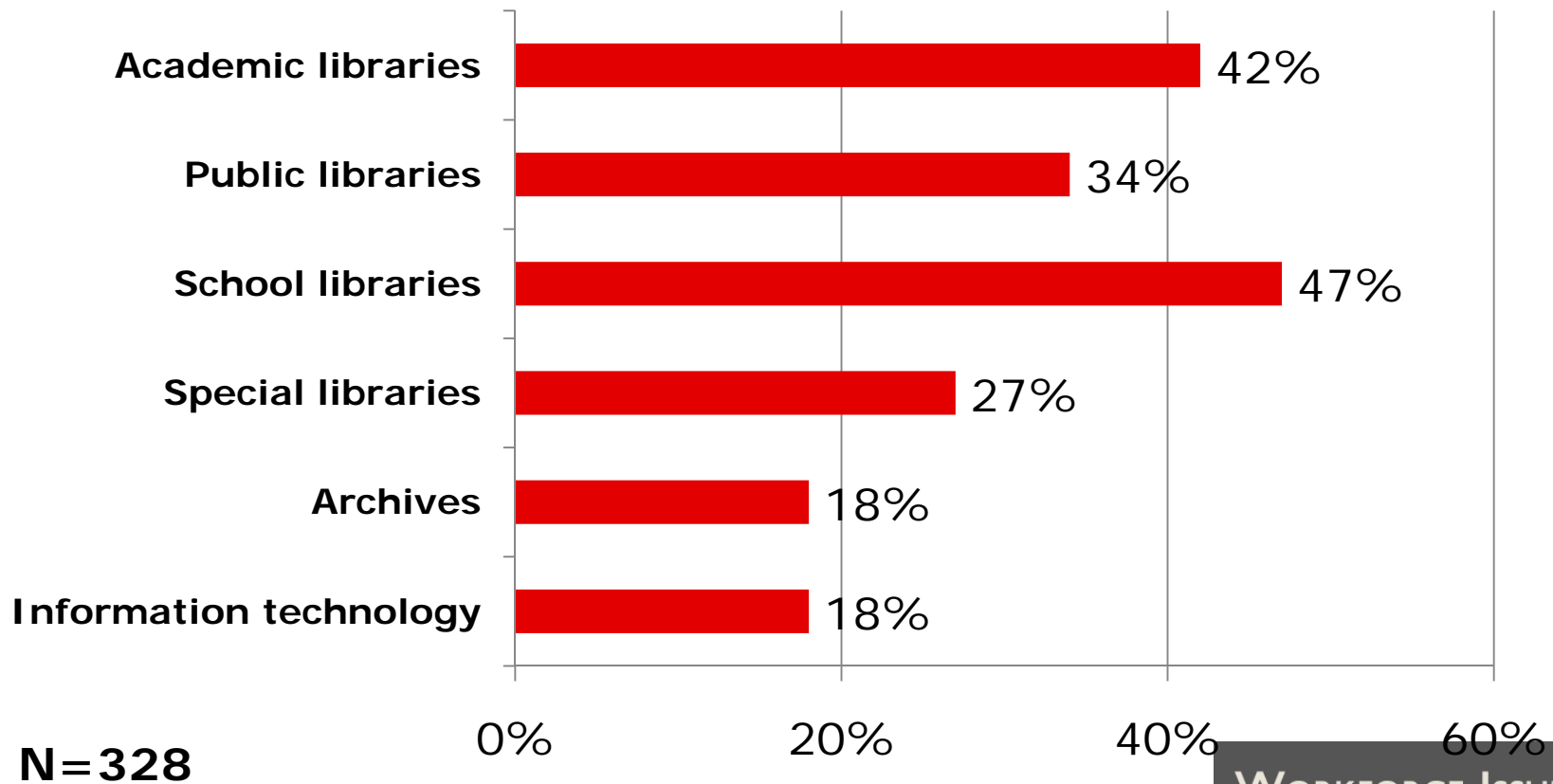


N=75

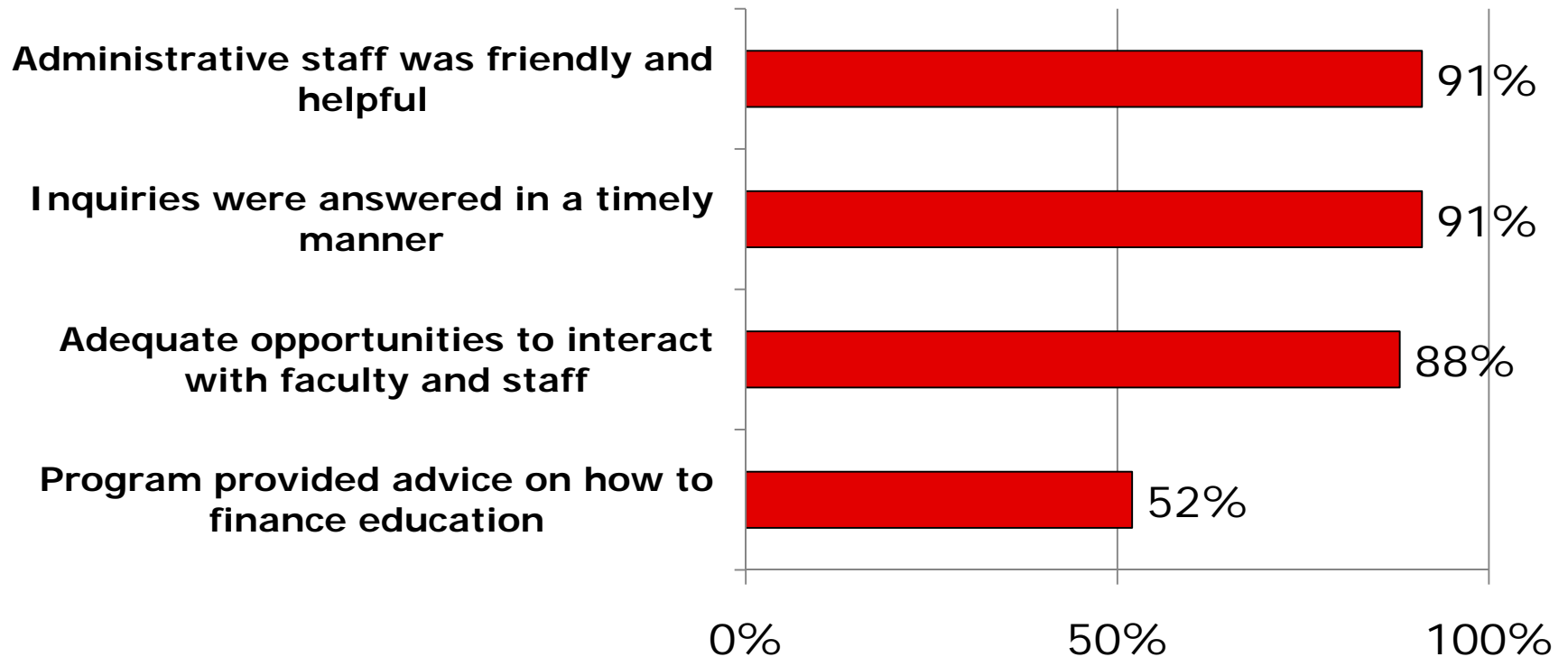
Respondents who applied to more than one program

Specializations

Which of the following specializations were of interest to you ?



Admissions process



% who agree
N=328

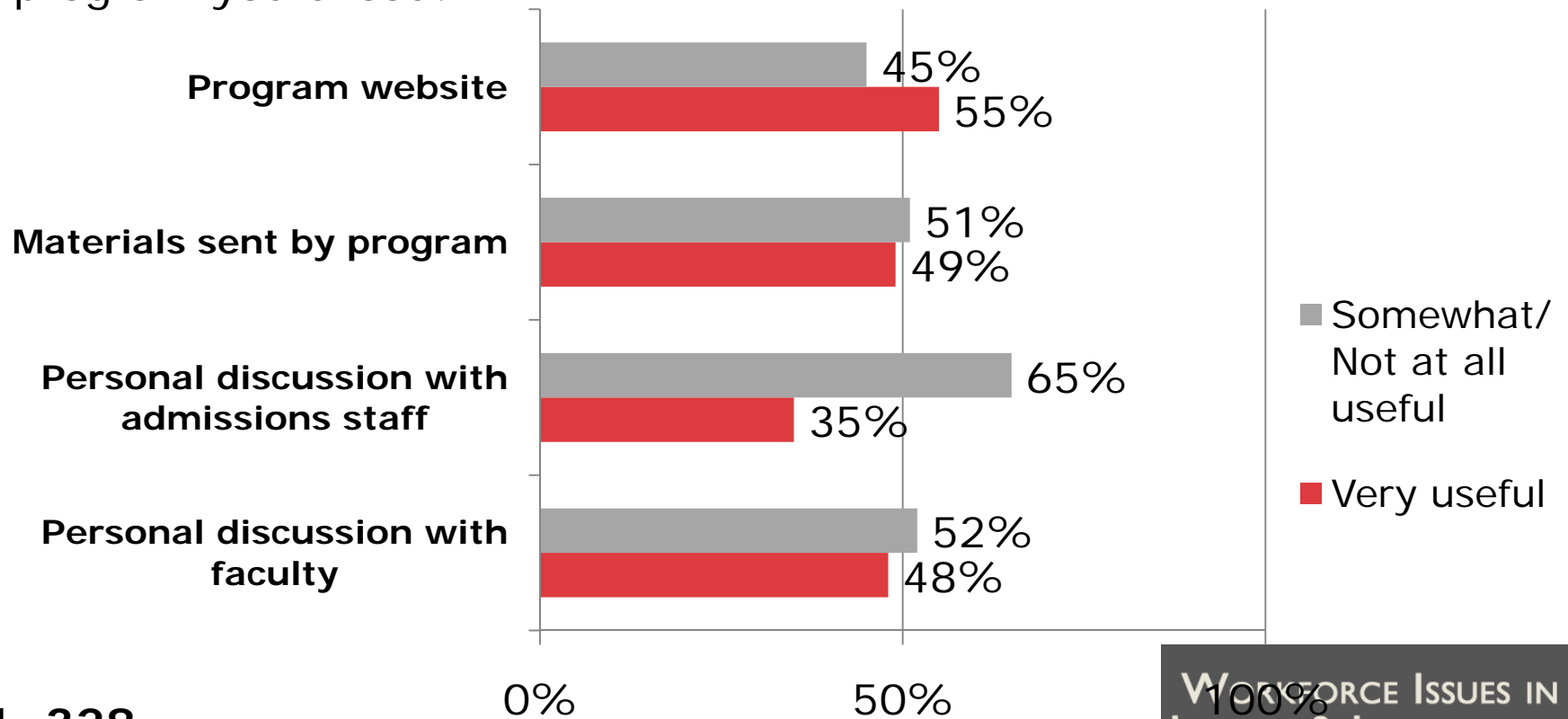
* Categories were collapsed: (strongly agree/agree)

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Admissions process

How useful were the following sources of information about the program you chose?



N=328

Assessment of LIS Program

Program assessment – Courses

	Mean
Ability to get in desired courses	4.03
Range of courses available	3.75
Depth of topics covered in courses	3.91
Up-to-date content of courses	3.92
Appropriateness of required courses	3.87
Effective use of technology in courses	3.85
Effective integration of material across courses	3.72
Usefulness of course assignments	3.86

Scale:

- 1 – Poor
- 2 – Needs improvement
- 3 – Adequate
- 4 – Good
- 5 – Outstanding

N=326

Program assessment – Instruction

	Mean
Teachers	4.23
Quality of teaching by faculty	4.19
Quality of teaching by adjunct faculty	3.85
Quality of teaching by doctoral students	3.61
Accessibility of teaching staff	4.19
Timely feedback from professors	4.15
Usefulness of feedback from professors	4.12
Faculty responsiveness	4.14
Professors as leaders in their field	4.17

Scale:

- 1 – Poor
- 2 – Needs improvement
- 3 – Adequate
- 4 – Good
- 5 – Outstanding

N=326

Program assessment – Resources

	Mean
Program library	3.77
University library	4.19
Library collections and services	4.01
Computer lab resources	3.86
Availability of information technology	4.01
Dual-degree opportunities	3.52
International opportunities	3.18
Financial aid opportunities	3.23

Scale:

- 1 – Poor
- 2 – Needs improvement
- 3 – Adequate
- 4 – Good
- 5 – Outstanding

N=326

Program assessment – Environment

	Mean
Active learning environment	3.98
Active research environment	3.80
Quality of students	4.03
Collegiality	3.83
Sense of community	3.69
Campus life	3.68
Physical facilities	3.66

Scale:

- 1 – Poor
- 2 – Needs improvement
- 3 – Adequate
- 4 – Good
- 5 – Outstanding

N=326

Program assessment – Networking

	Mean
Opportunity to take part in student government	3.10
Participation in guest lectures and special events	3.38
Opportunity to participate in professional associations	3.80
Opportunity for mentoring from alumni	2.91
Opportunity for networking	3.29
Opportunity to serve on school committees	3.17

Scale:

- 1 – Poor
- 2 – Needs improvement
- 3 – Adequate
- 4 – Good
- 5 – Outstanding

N=326

Program assessment – Other

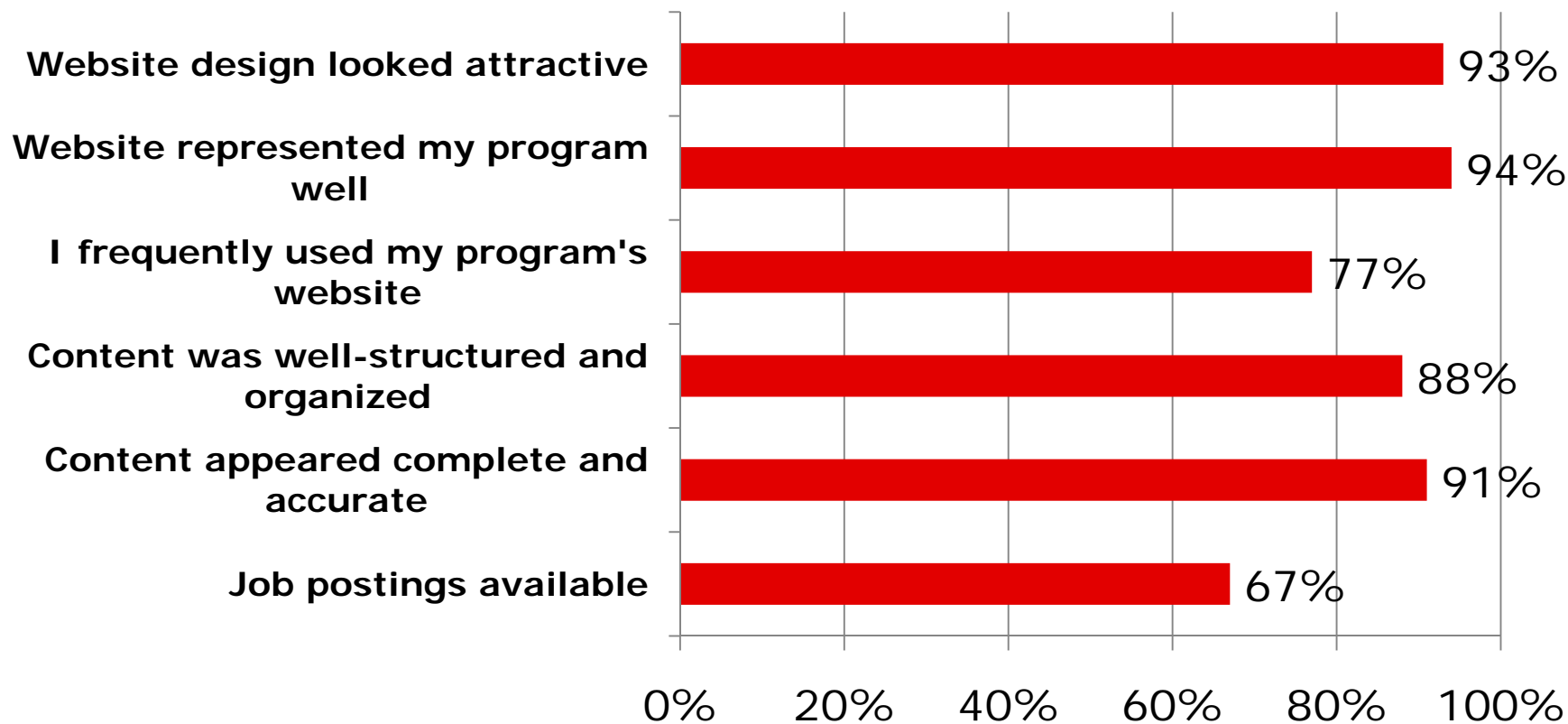
	Mean
Staff responsiveness	3.95
Internal communication with students	3.87
Affordability	3.84

Scale:

- 1 – Poor
- 2 – Needs improvement
- 3 – Adequate
- 4 – Good
- 5 – Outstanding

N=326

School's website



% who agree
N=327

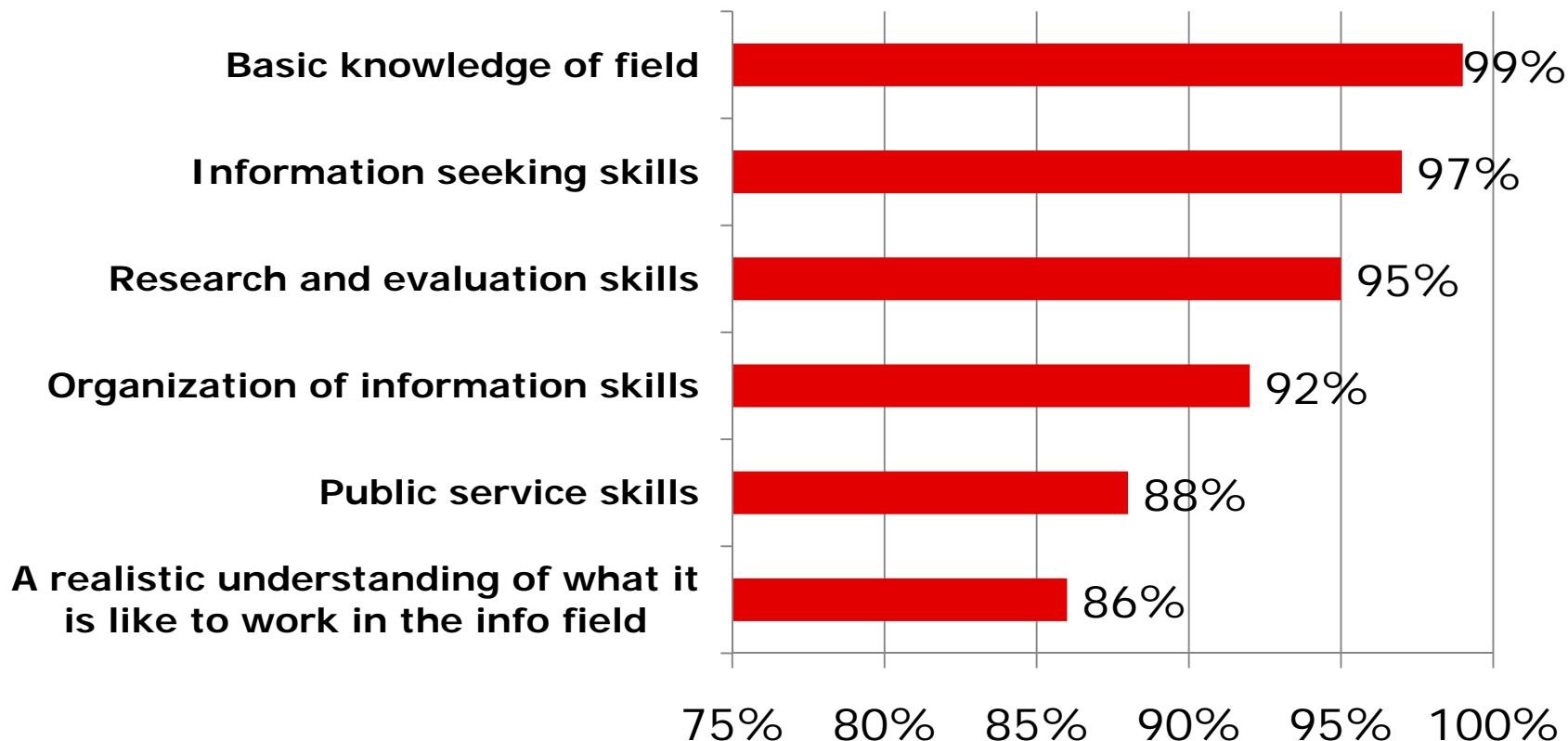
* Categories were collapsed: (strongly agree/agree)

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LIS education

The program provided me with the following:



% who agree
N=325

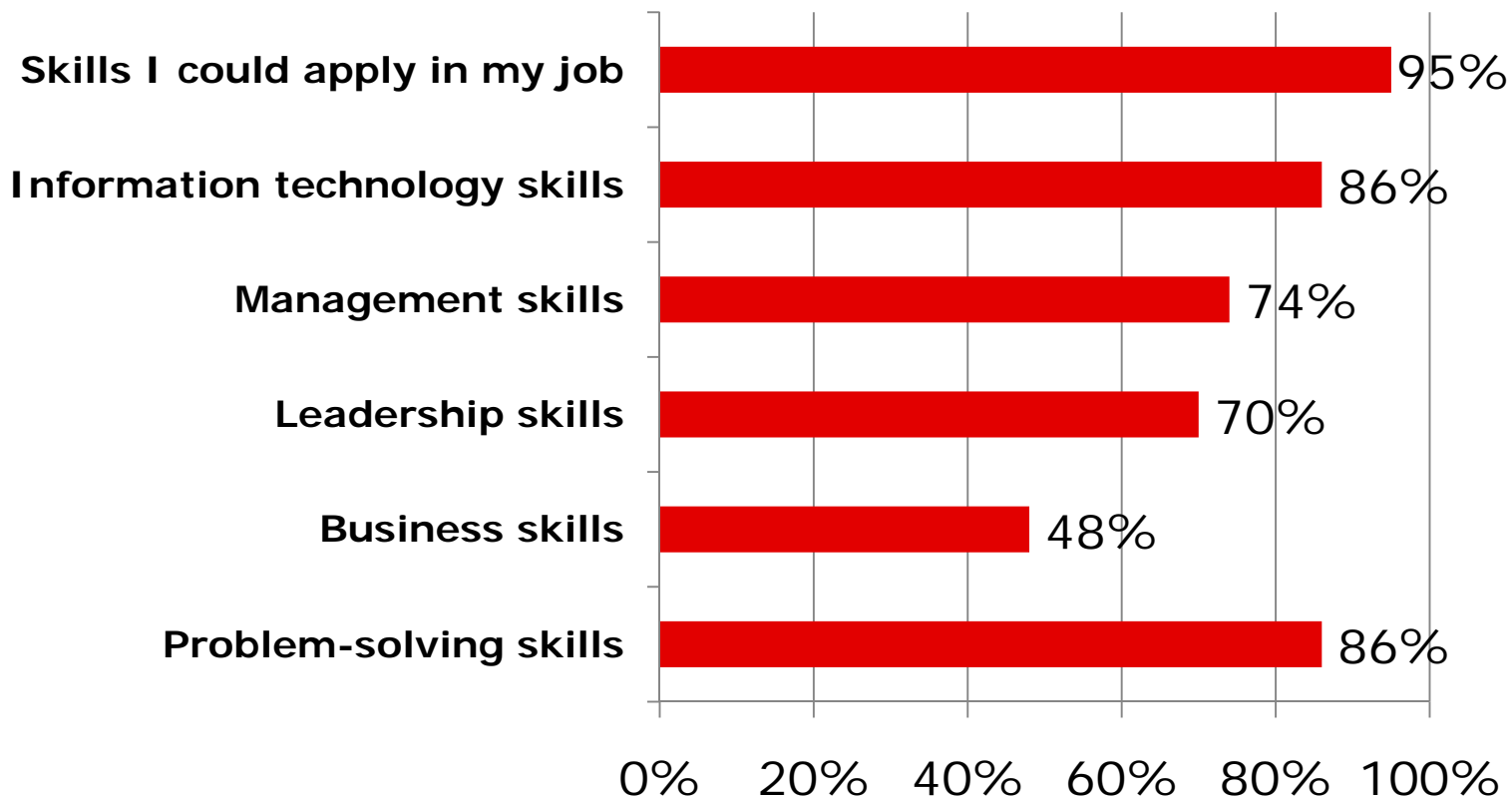
* Categories were collapsed: (strongly agree/agree)

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LIS education

The program provided me with the following:

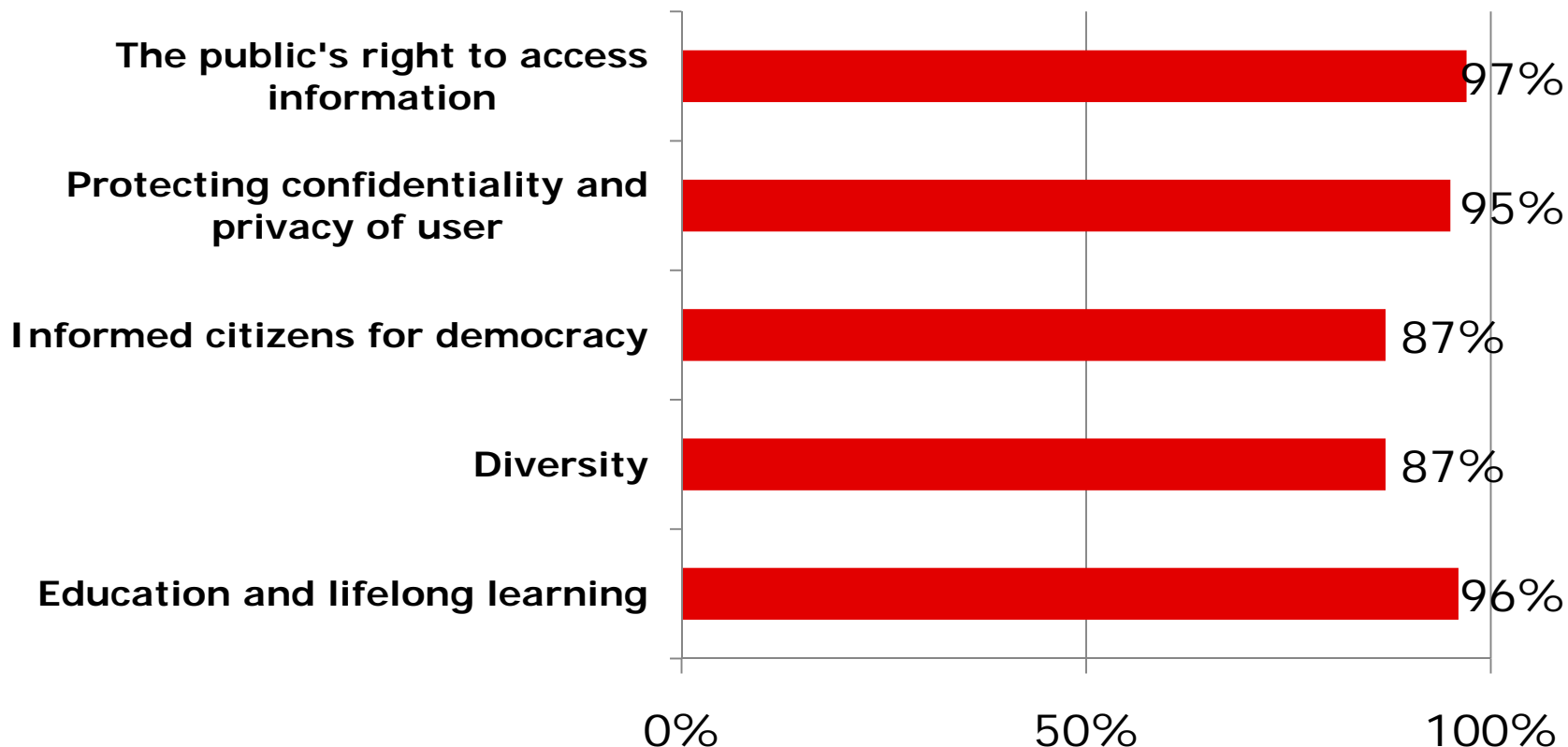


% who agree
N=325

* Categories were collapsed: (strongly agree/agree)

LIS education

The program helped me to develop a commitment to:

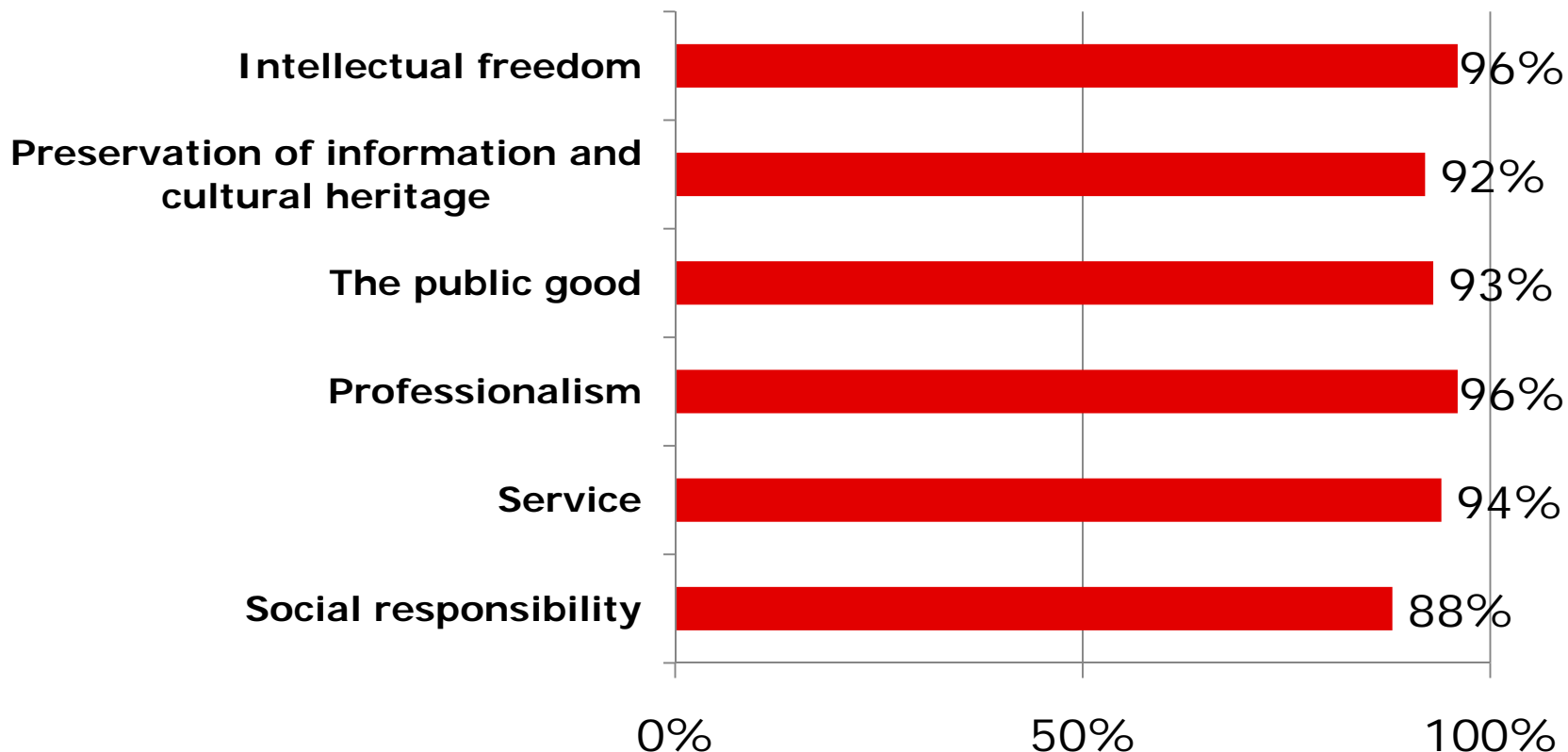


% who agree
N=325

* Categories were collapsed: (strongly agree/agree)

LIS education

The program helped me to develop a commitment to:



% who agree
N=325

* Categories were collapsed: (strongly agree/agree)

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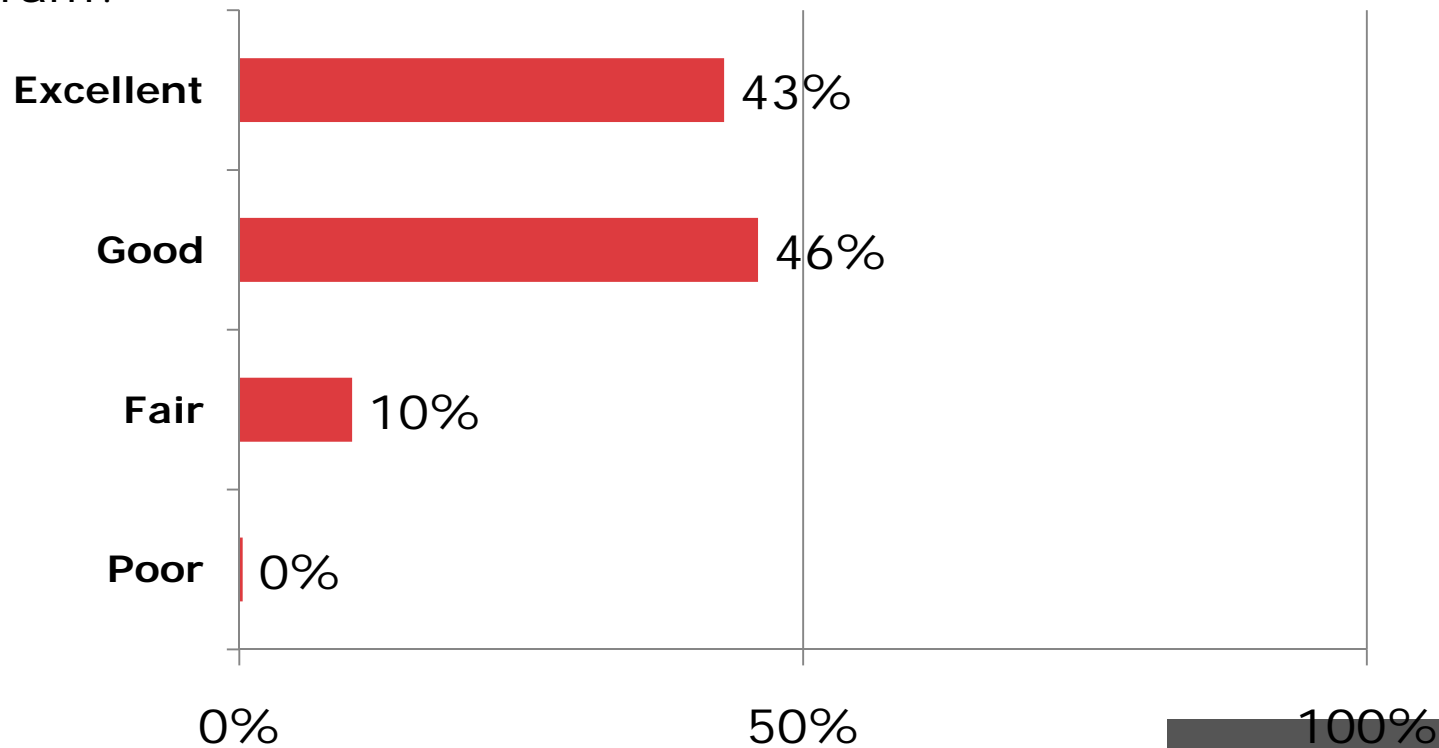
LIS education

- 49% were required to take a comprehensive exam
- 43% were required to write a Master's paper or thesis
- 67% completed a practicum or field experience

N=325

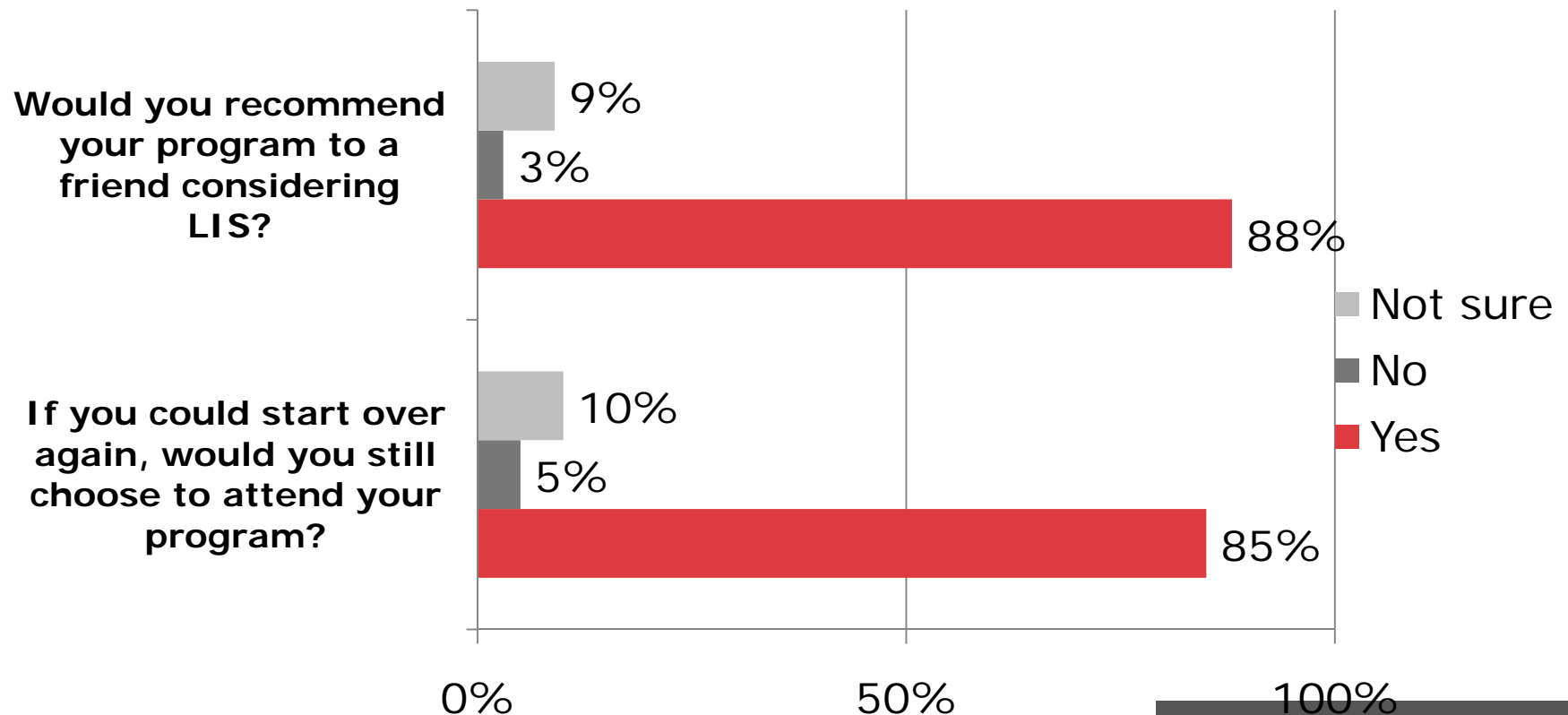
Satisfaction with program

How would you rate the overall experience that you had at your program?



N=327

Satisfaction with program

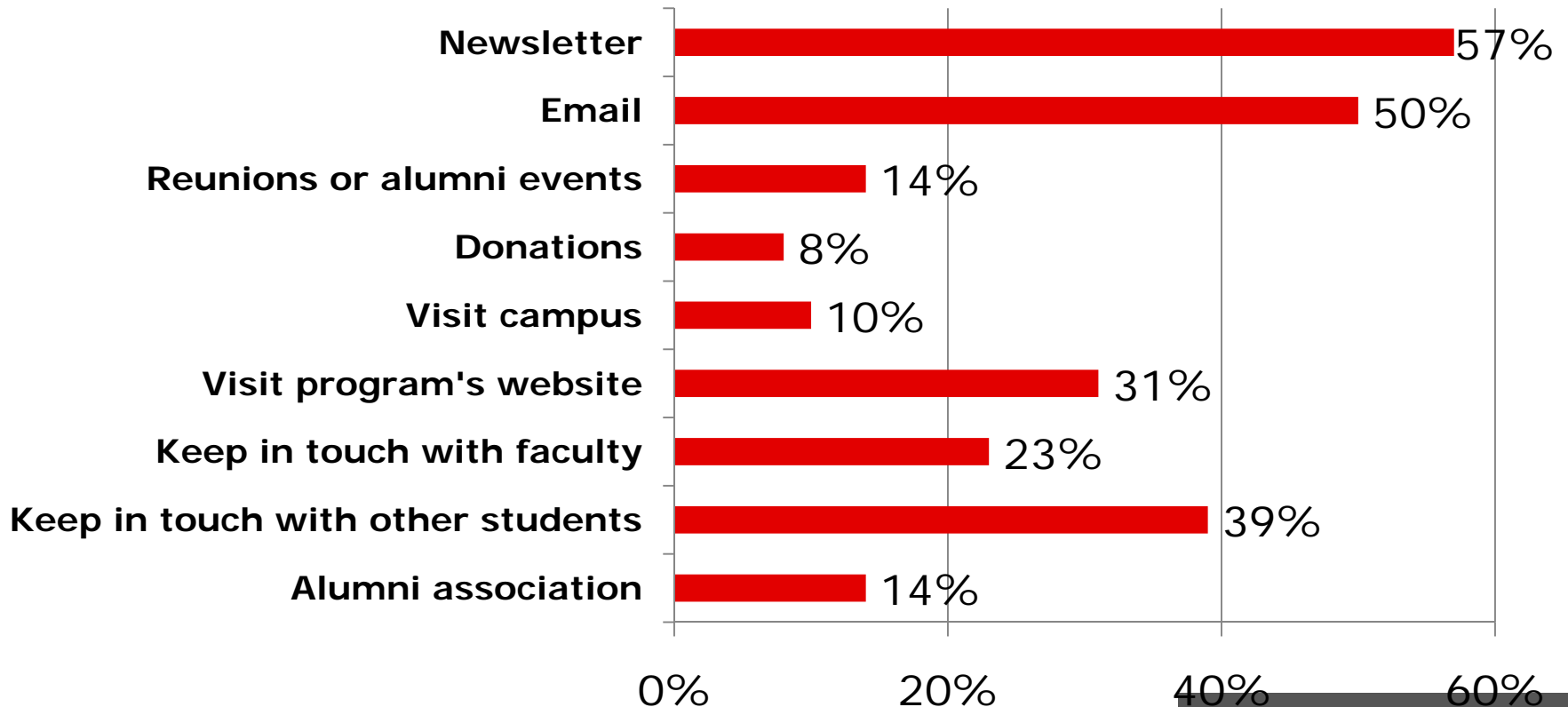


N=327

Connection to LIS Program

Connection to LIS program

In which ways are you still connected to your LIS program?



N=325

Highlights

- They are working primarily in school and academic libraries. 20% of MIS graduates are also working in libraries.
- Most agree that their program helped to instill in them a commitment to professional values such as intellectual freedom, service, and lifelong learning.
- The majority rate the overall experience at their program as “good” or “excellent,” and would recommend it to a friend considering LIS.
- NC programs might consider enhancing financial aid packages, international programs, and networking opportunities such as matching students with alumni mentors.

Note that these are preliminary descriptive results only. For further information, contact the investigators at wilis@unc.edu