



WORKFORCE ISSUES IN LIBRARY & INFORMATION SCIENCE

WILIS



Workforce Issues in Library and Information Science (WILIS):

A Comparison of Library and Non-Library Employees

WILIS Short Report 3

**WORKFORCE ISSUES IN
LIBRARY & INFORMATION
SCIENCE**

The logo for WILIS (Workforce Issues in Library & Information Science) is located in the bottom right corner. It consists of a dark grey rectangular box containing the text 'WORKFORCE ISSUES IN LIBRARY & INFORMATION SCIENCE' in white, uppercase letters. Below this text, the acronym 'WILIS' is written in a larger, semi-transparent white font.

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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WILIS



WILIS 1 Study Team Members

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WILIS

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

Respondents by type of degree

	All Programs N=2653
Bachelor's degree – library science (BLS, BSLS)	2% (N=59)
Bachelor's degree – information science (BSIS)	.4% (N=10)
Master's degree – library science (MA, MLS, MSLS, MLIS)	89% (N=2369)
Master's degree – information science (MSIS, MIS)	6% (N=165)
Dual Master's degrees (MLS/MIS)	.2% (N=6)
PhD – information and library science	2% (N=44)
Total	100%

Where are NC LIS graduates now?

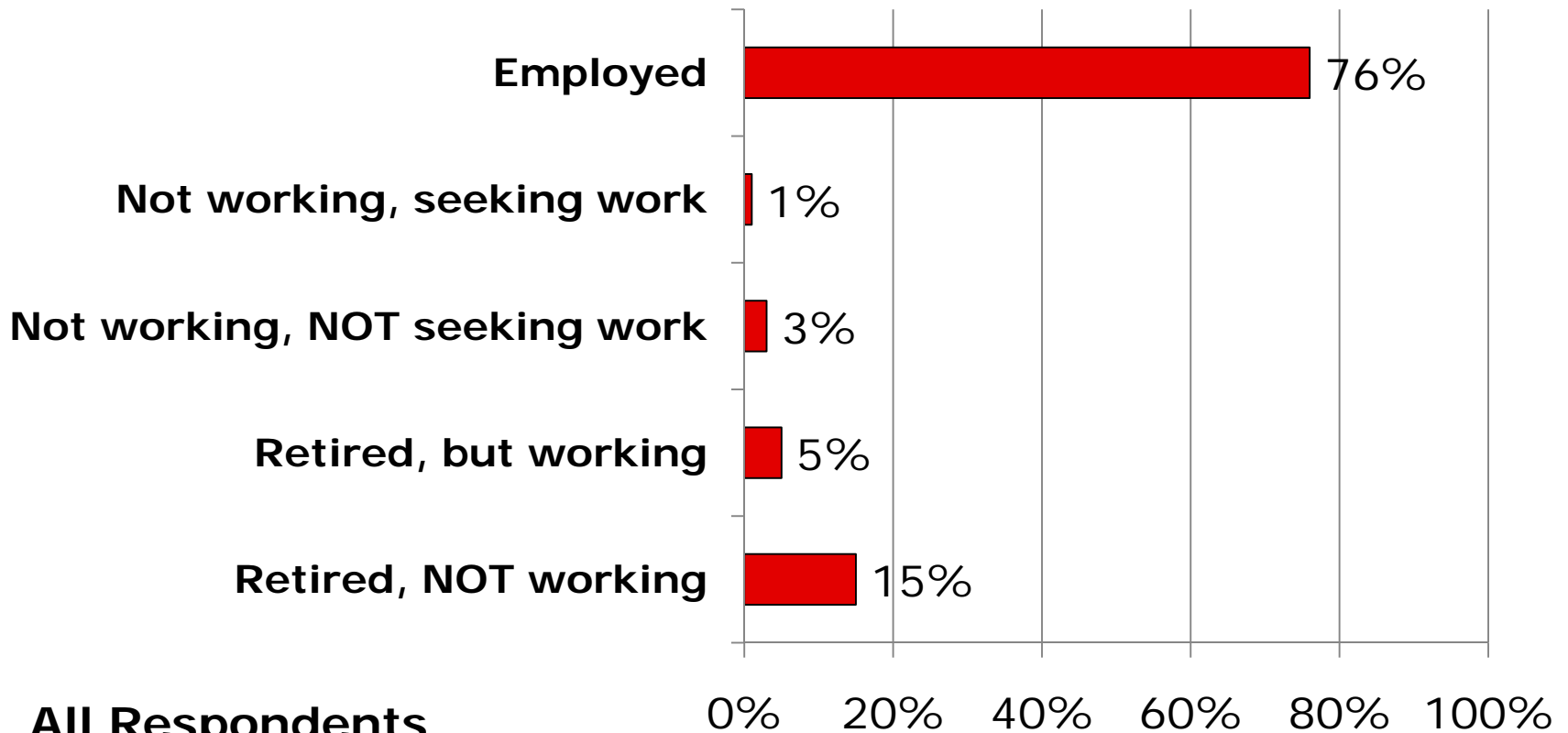
- 15 countries and all 50 states
- 76% live in the Southeastern US, primarily in NC (57%) and VA (9%)

All Respondents
N=2530

WORKFORCE ISSUES IN
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The logo for the Workforce Issues in Library & Information Science (WILIS) program, featuring the acronym 'WILIS' in a large, stylized font.

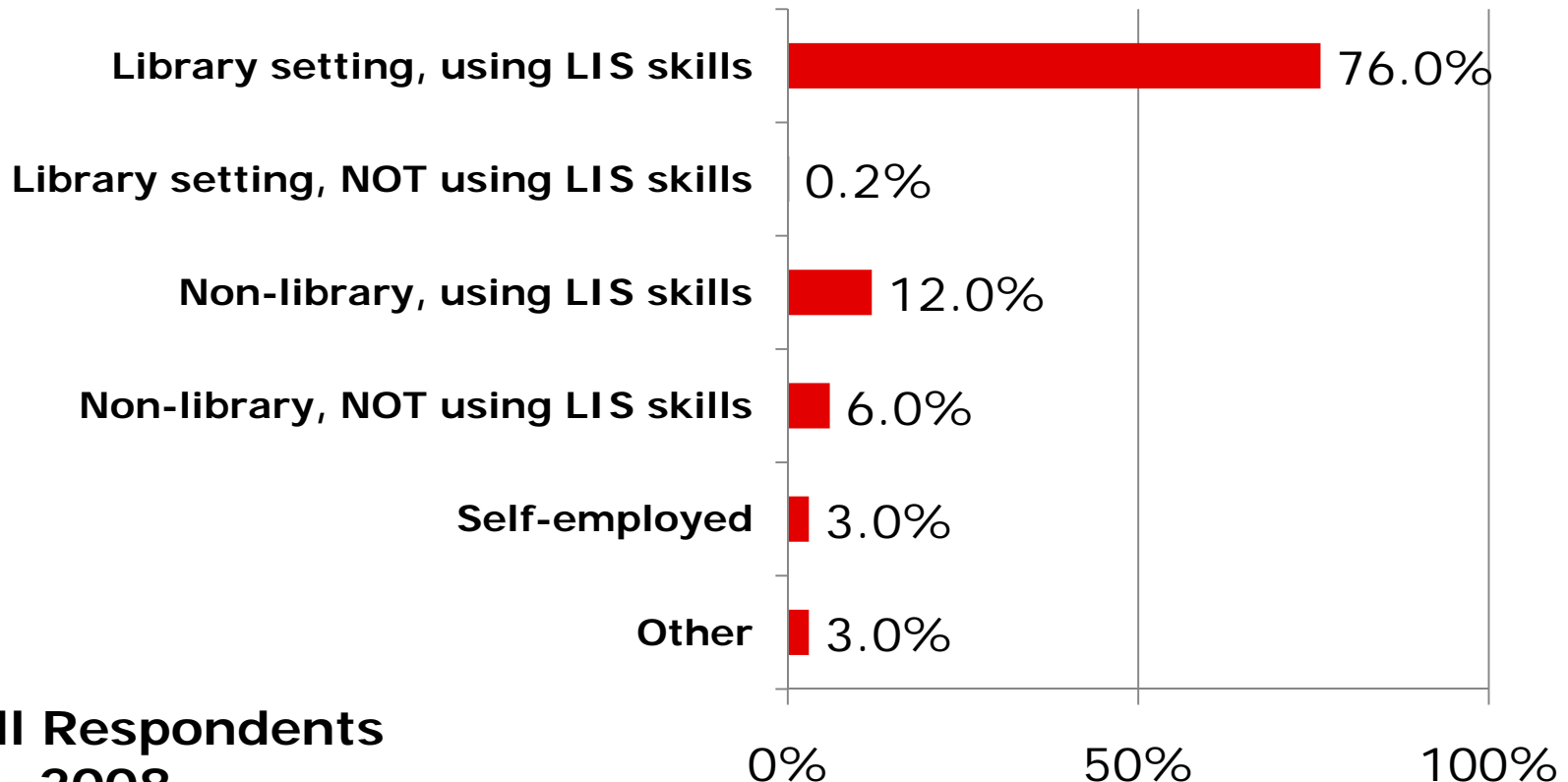
Current employment status



All Respondents
N=2552

Setting of current job

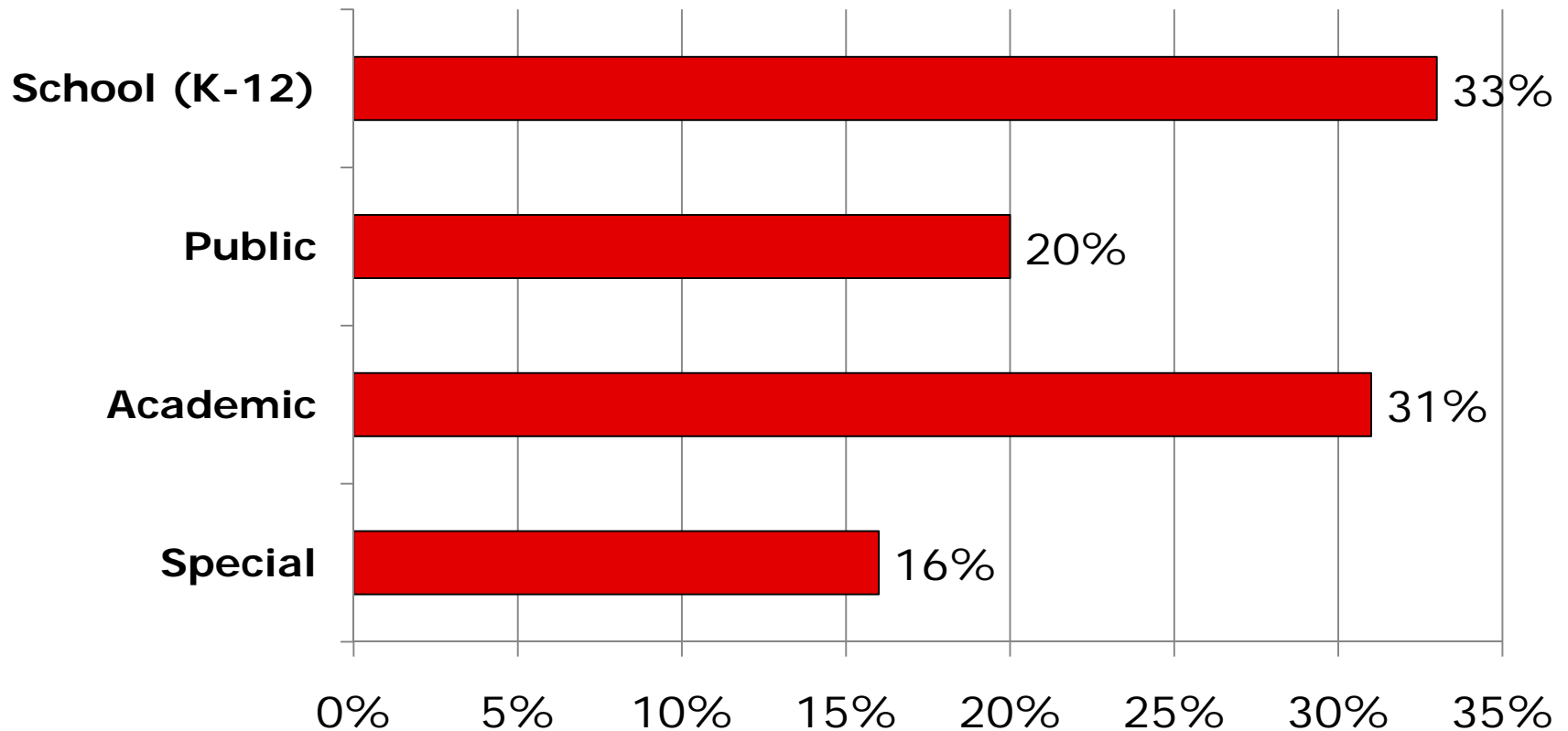
Which of the following best describes your current job?



**All Respondents
N=2008**

Current job, by type of library

(all respondents)

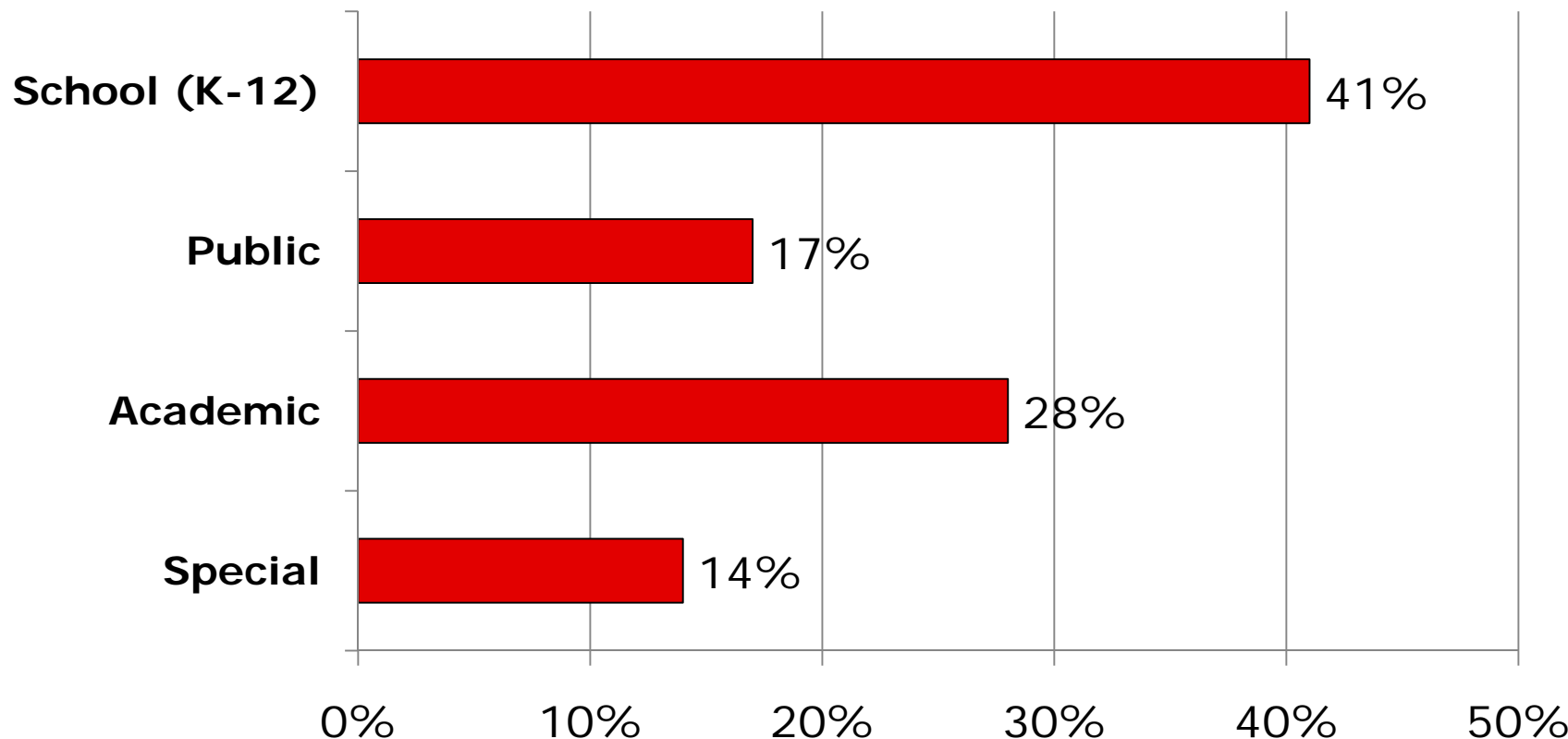


Working in Libraries
N=1515



Current job, by type of library

(recent graduates – 2001-2005)

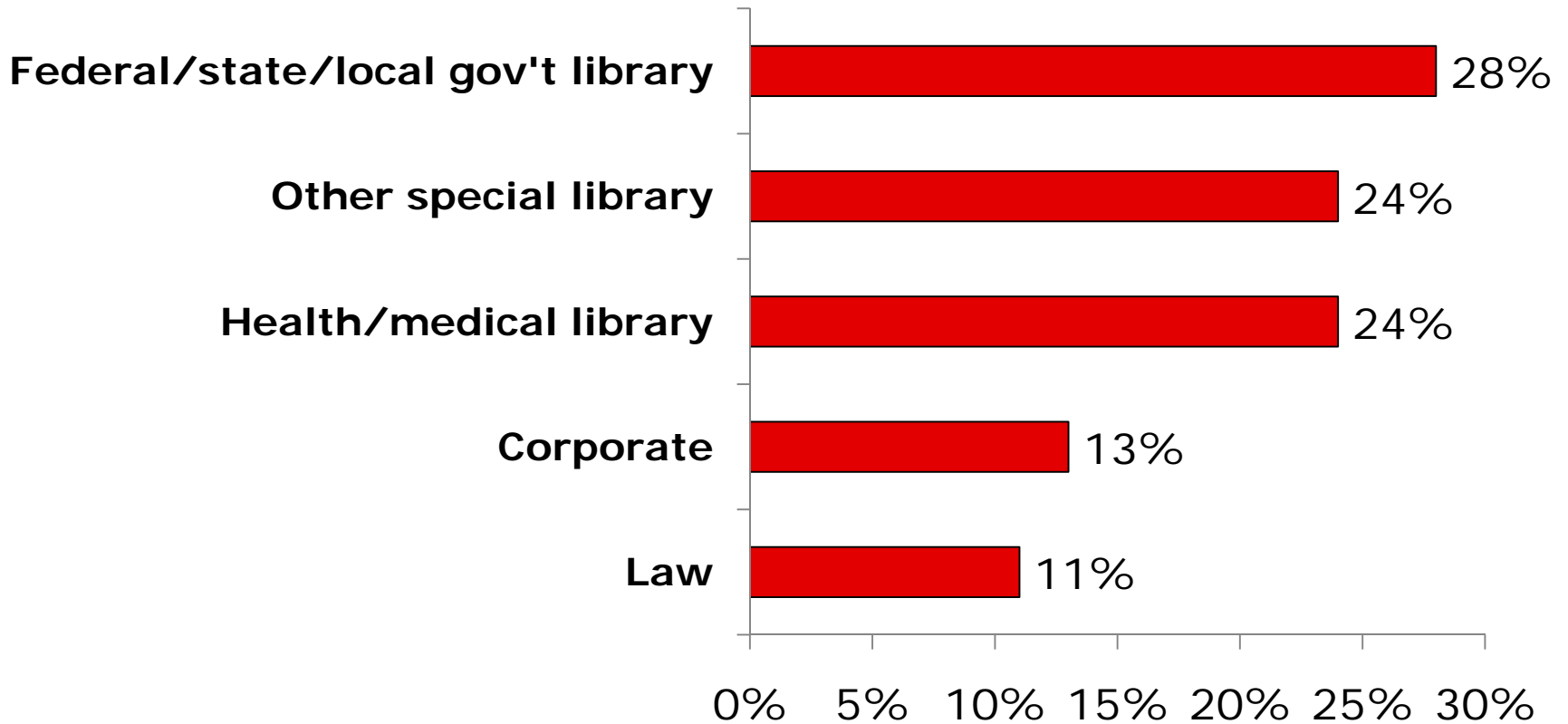


Working in Libraries
N=378

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WILIS



Types of special libraries



N=245



Demographic composition

	Gender (% female)	Mean Age	Median Age	Ethnicity (% non-white)
School librarians N=497	96%	49.0, sd 9.7	51	8%
Public librarians N=306	81%	47.9, sd 11.2	49	7%
Academic librarians N=467	73%	46.9, sd 11.2	48	12%
Special librarians N=245	77%	46.3, sd 11.4	47	11%
Non-library N=546	74%	48.4 sd 11.3	51	14%

Demographic composition

How do WILIS librarians compare nationally?

	Gender (% female)	Age		Ethnicity (% non-white)
		Born 1940-59	Born 1960-79	
WILIS librarians N=1,515	83%	54%	42%	10%
ALA membership (2006) N=9,137 – 14% of membership	80%	54%	39%	11%
US librarians N=229,000 [Source: Bureau of Labor Statistics 2006]	84%	unavailable		unavailable

LIS as an aging workforce

- In 2000, median age of the U.S. labor force was 39.3 years
- In 2004, average age of U.S. nurses was 46.8 years
- The WILIS median age of working LIS grads was 50.0 years

Current job

	Average Annual Salary	Median Annual Salary	Average # of hours per week	Considered full-time	Supervise others
School librarians N=496	\$47,926 sd \$12,642	\$48,000	41.39, sd 8.25	94%	73%
Public librarians N=306	\$47,804 sd \$17,064	\$46,000	38.82, sd 7.81	91%	70%
Academic librarians N=463	\$53,532 sd \$23,784	\$49,500	40.18, sd 8.52	92%	70%
Special librarians N=245	\$62,259 sd \$25,463	\$57,835	39.78, sd 6.65	94%	54%
Non-library N=488	\$73,471 sd \$112,538	\$62,400	38.09, sd 14.20	76%	36%



Current job

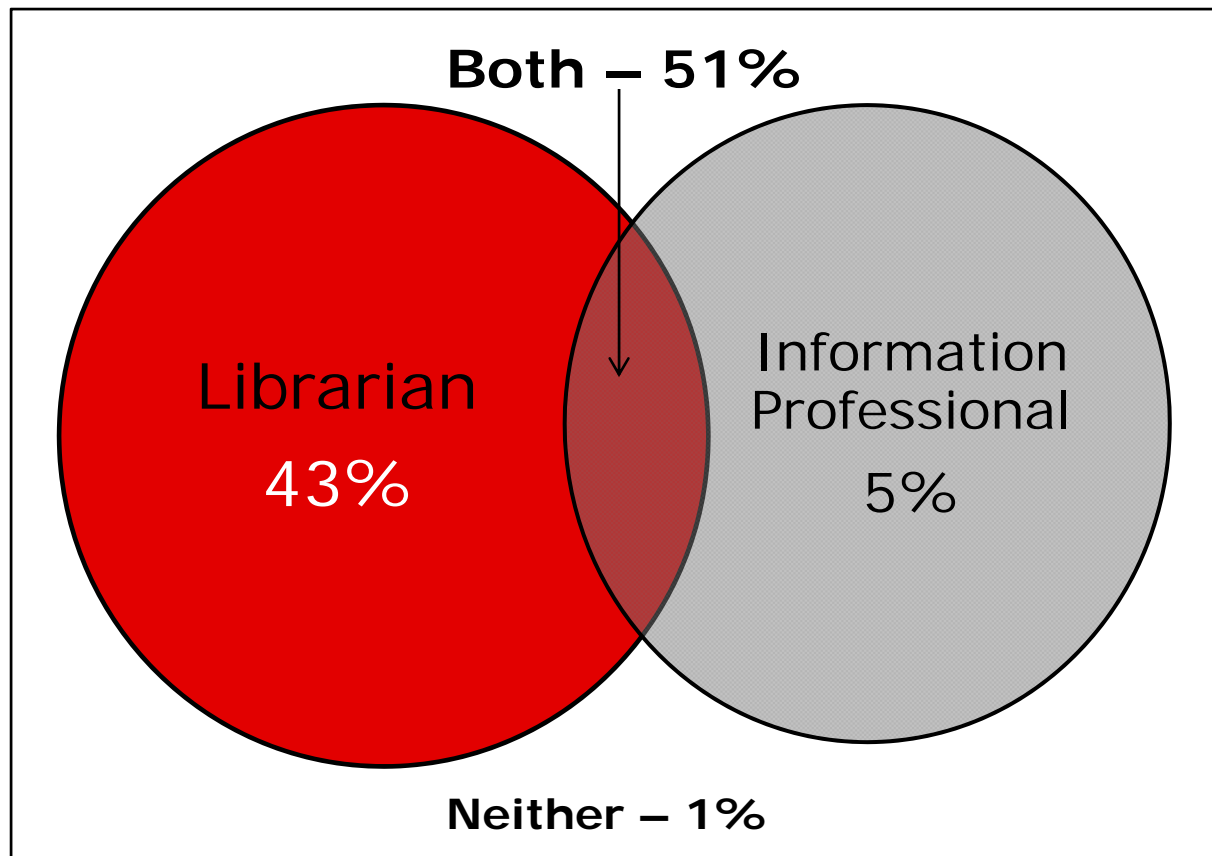
How do WILIS librarians compare nationally?

	Average Annual Salary	Median Annual Salary
WILIS librarians N=1,455	\$51,952 sd \$20,426	\$50,000
Librarians in ALA-APA Salary Survey (2007) N=7,564	\$57,809	\$53,000
US librarians N=148,800 [Source: Bureau of Labor Statistics 2007]	\$52,850	\$50,970



Professional identity – school librarians

Do you consider yourself to be a librarian, an information professional, both, or neither?

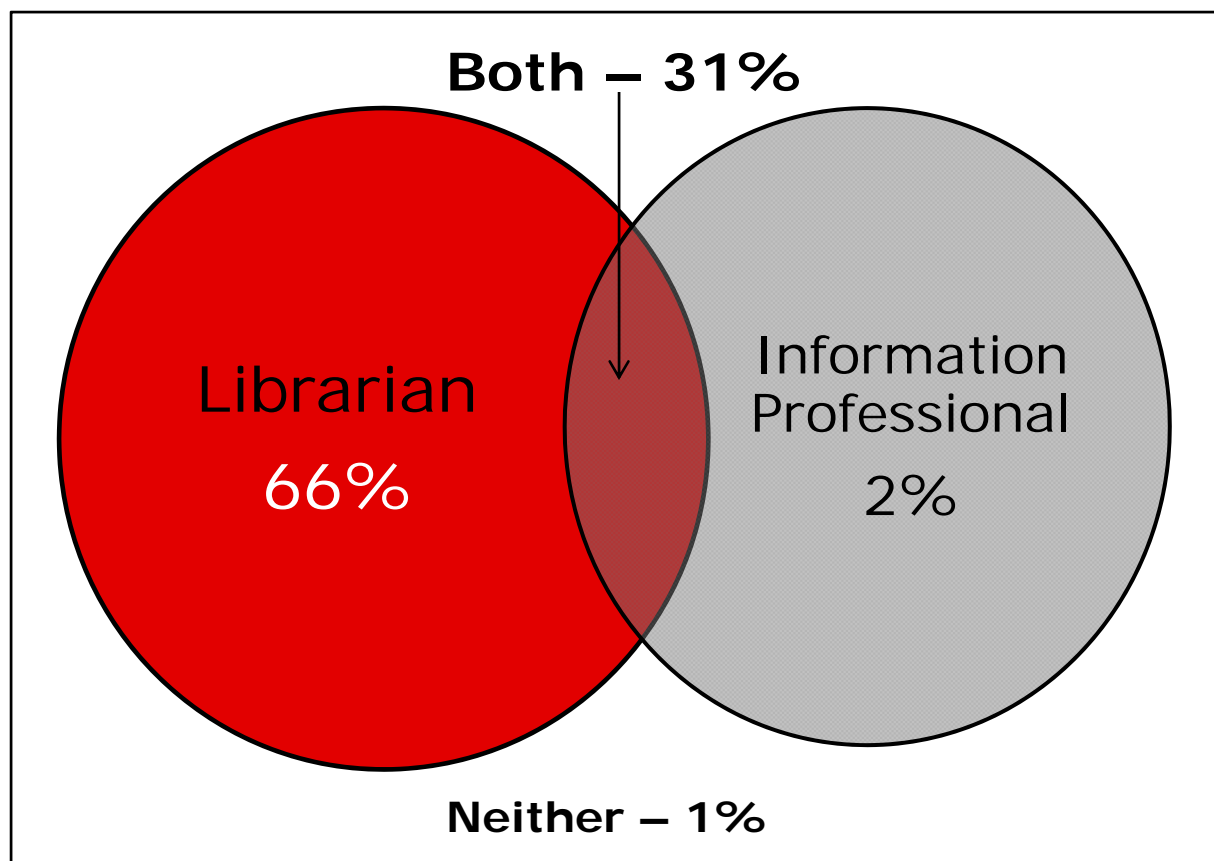


N=497



Professional identity – public librarians

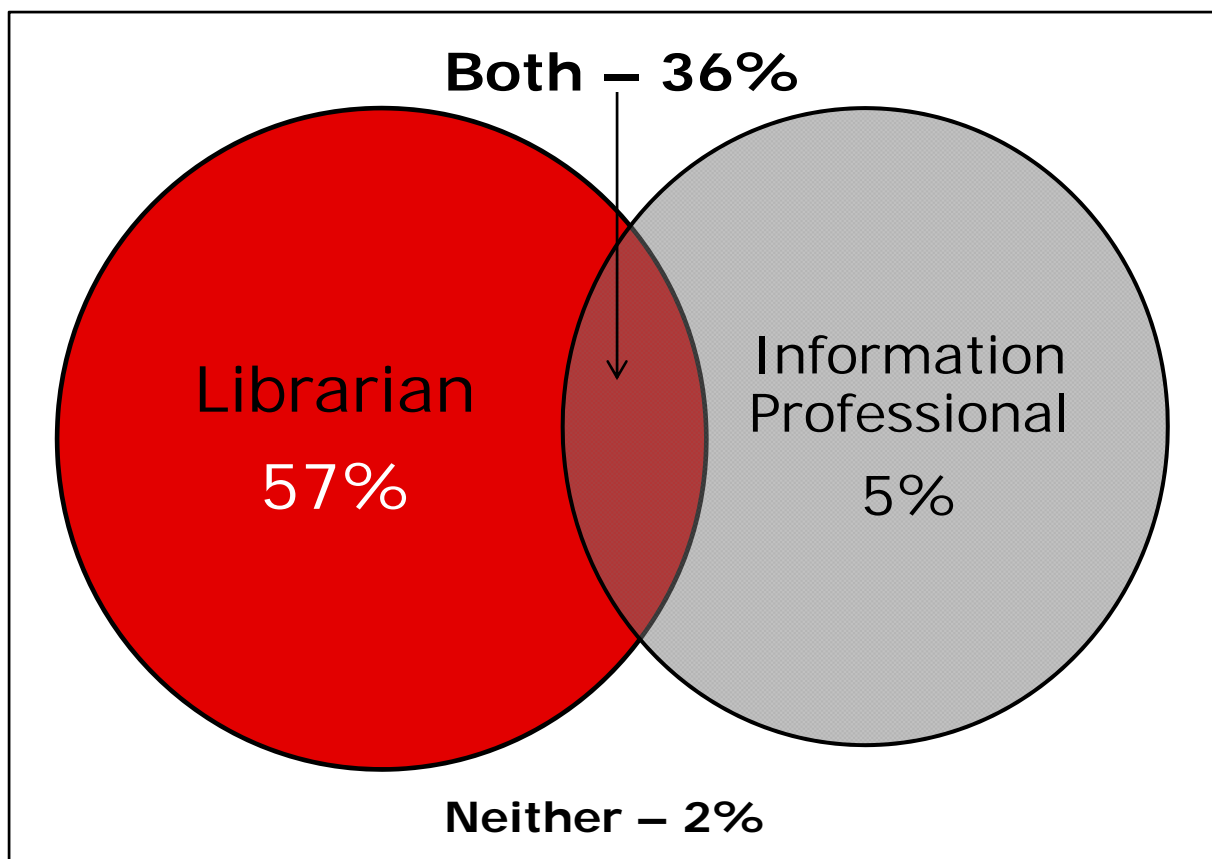
Do you consider yourself to be a librarian, an information professional, both, or neither?



N=306

Professional identity – academic librarians

Do you consider yourself to be a librarian, an information professional, both, or neither?

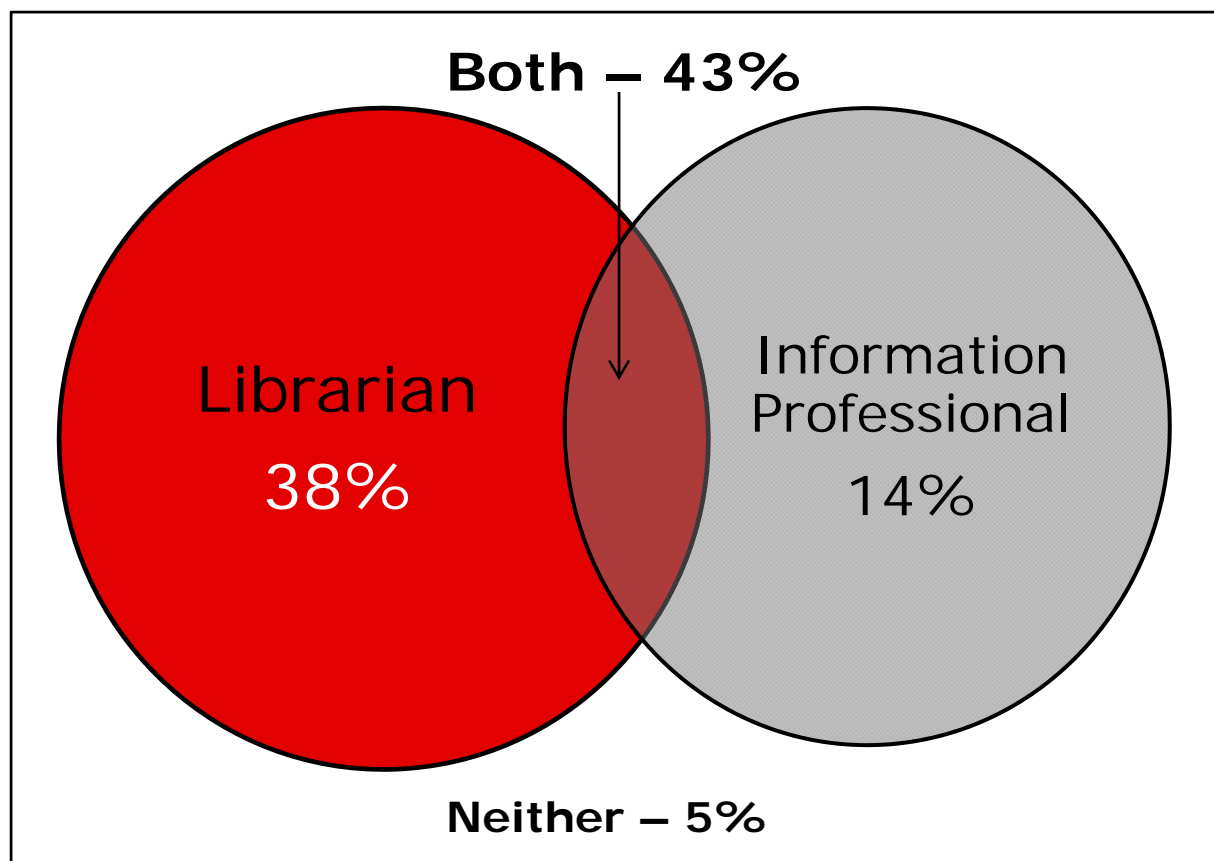


N=467



Professional identity – special librarians

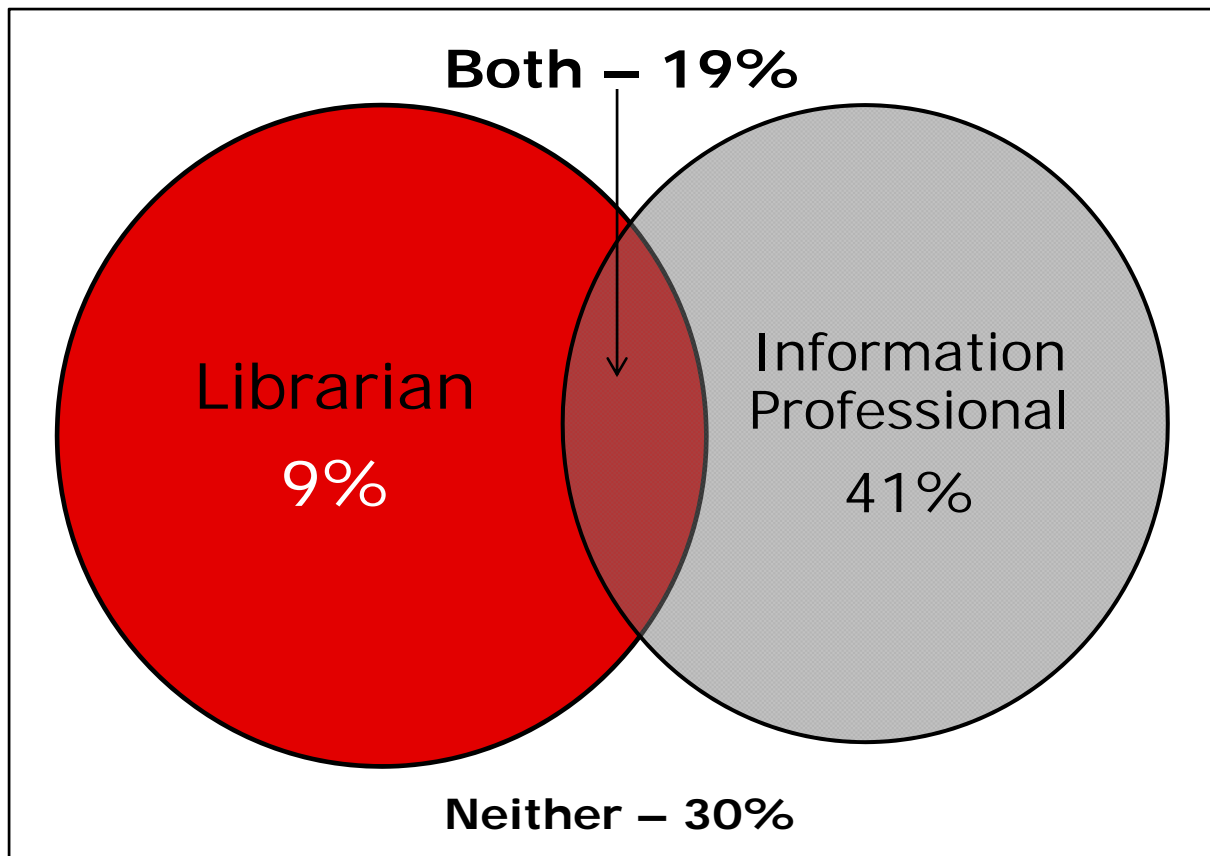
Do you consider yourself to be a librarian, an information professional, both, or neither?



N=245

Professional identity – Respondents working in non-library settings

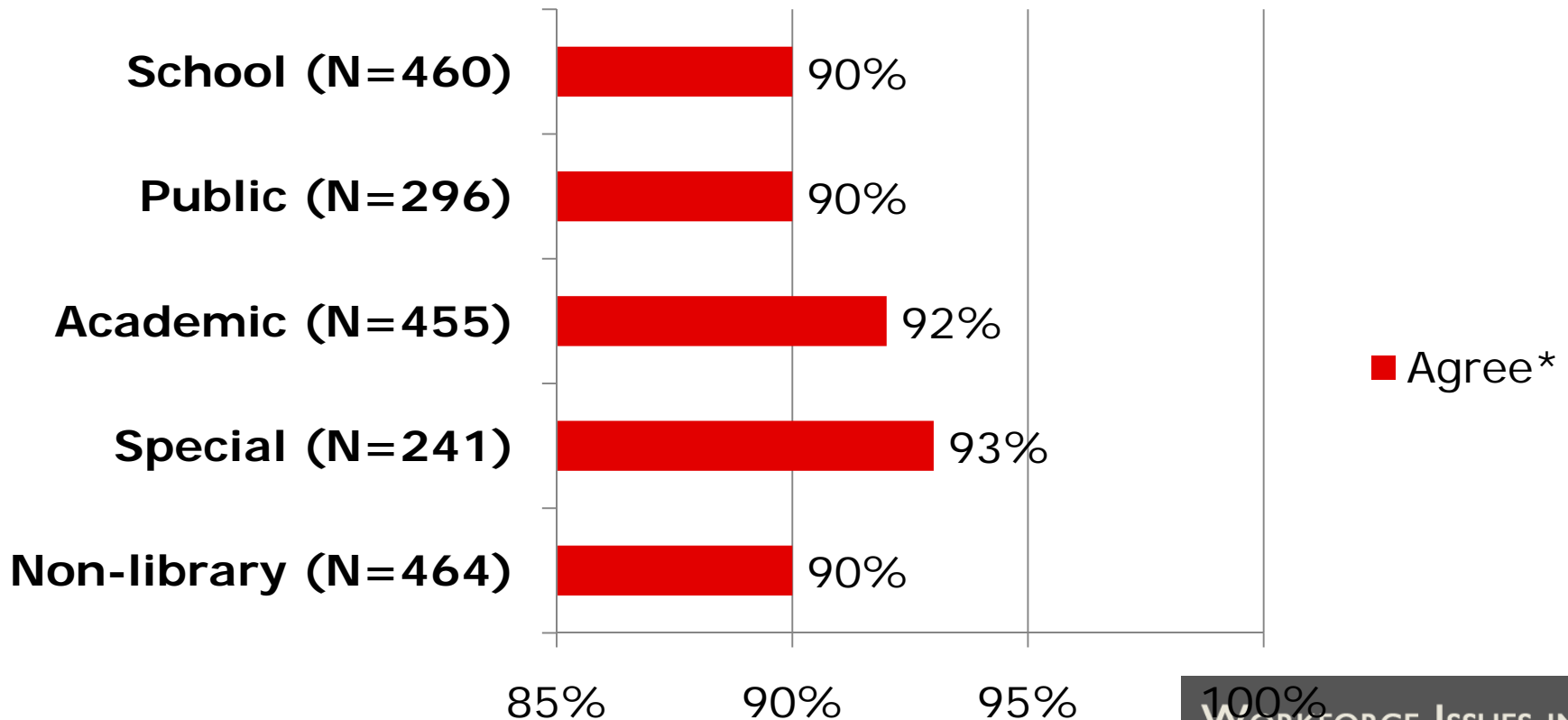
Do you consider yourself to be a librarian, an information professional, both, or neither?



N=484

Job autonomy

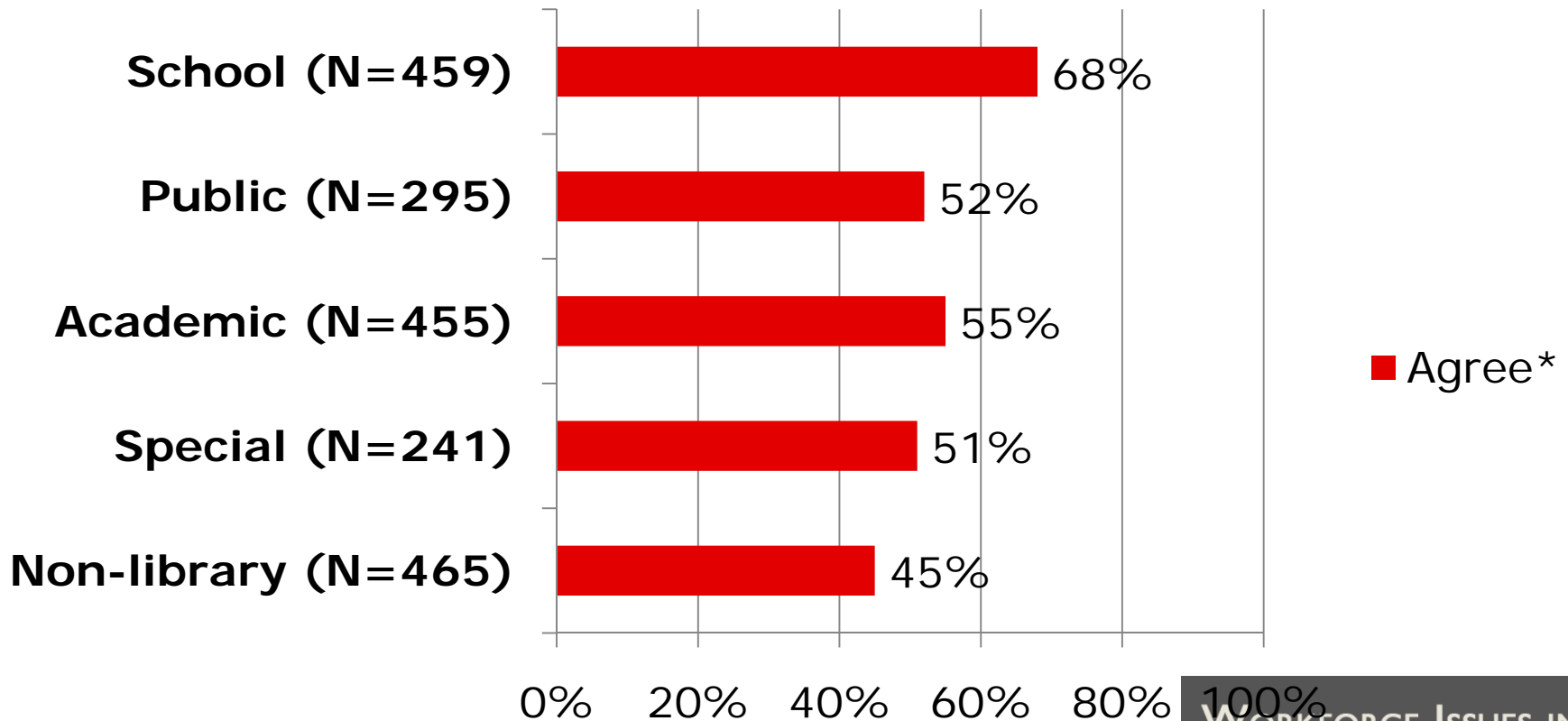
It is basically my own responsibility to decide how my job gets done.



* Categories were collapsed: (strongly agree/agree)

Workload

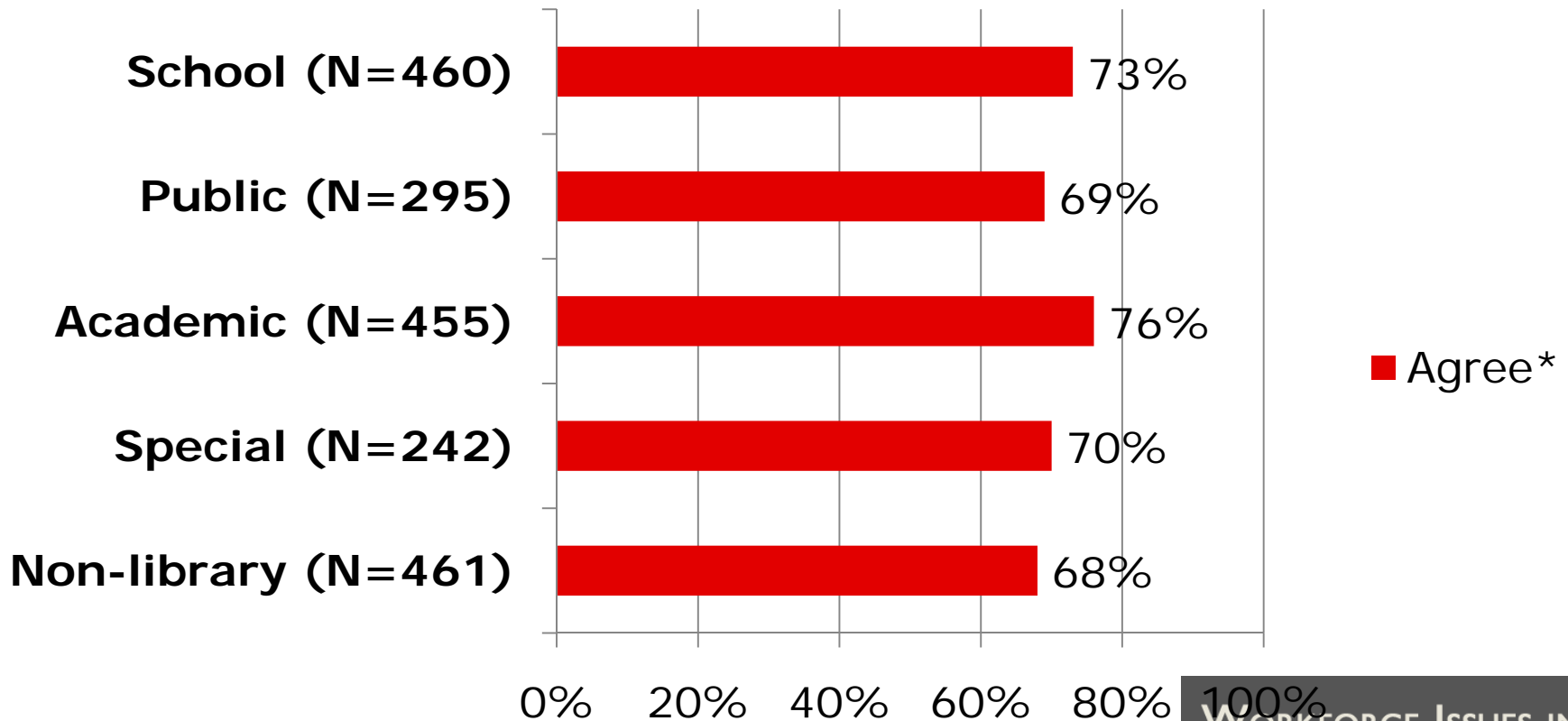
There is not enough time to get required work done.



* Categories were collapsed: (strongly agree/agree)

Employer support for career development

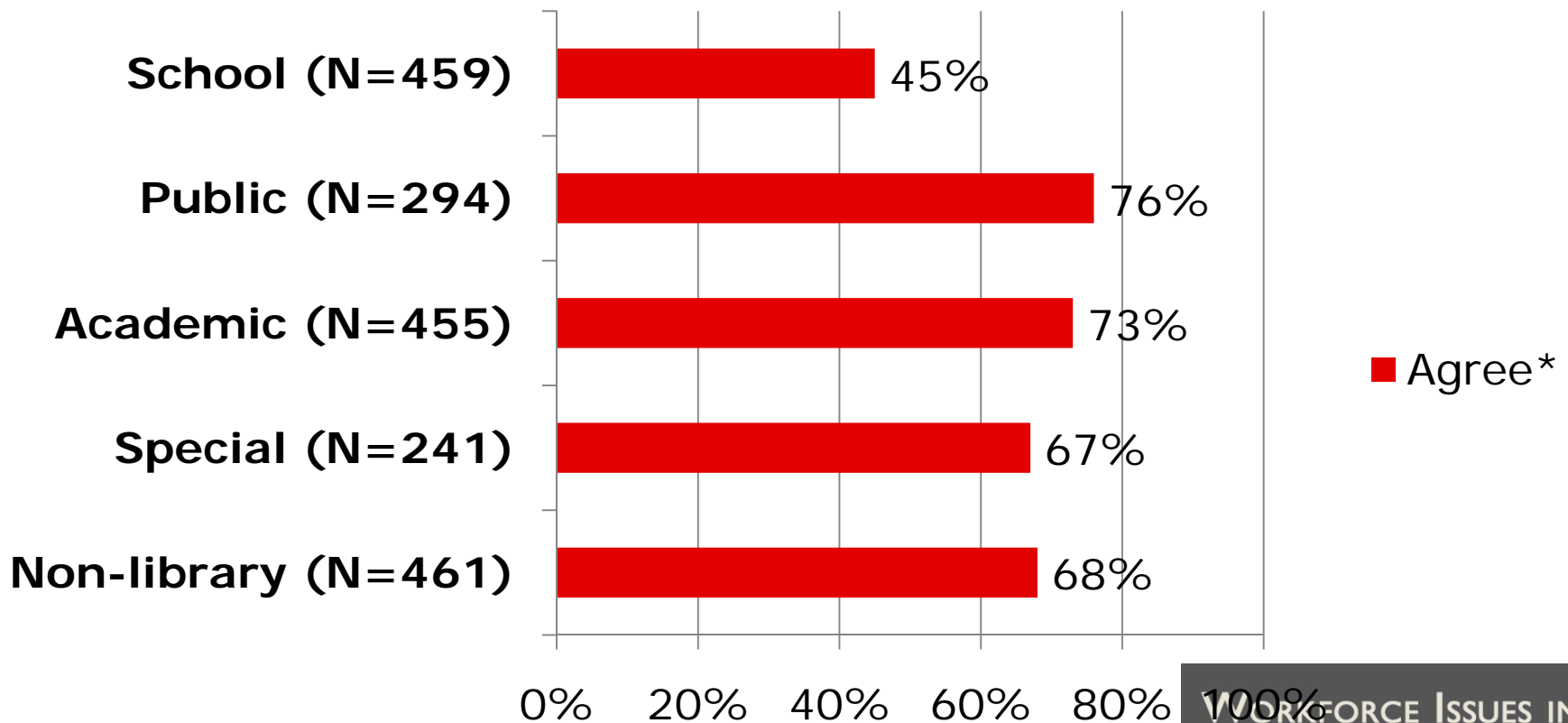
My employer does a good job of helping develop my career.



* Categories were collapsed: (strongly agree/agree)

Opportunities for promotion

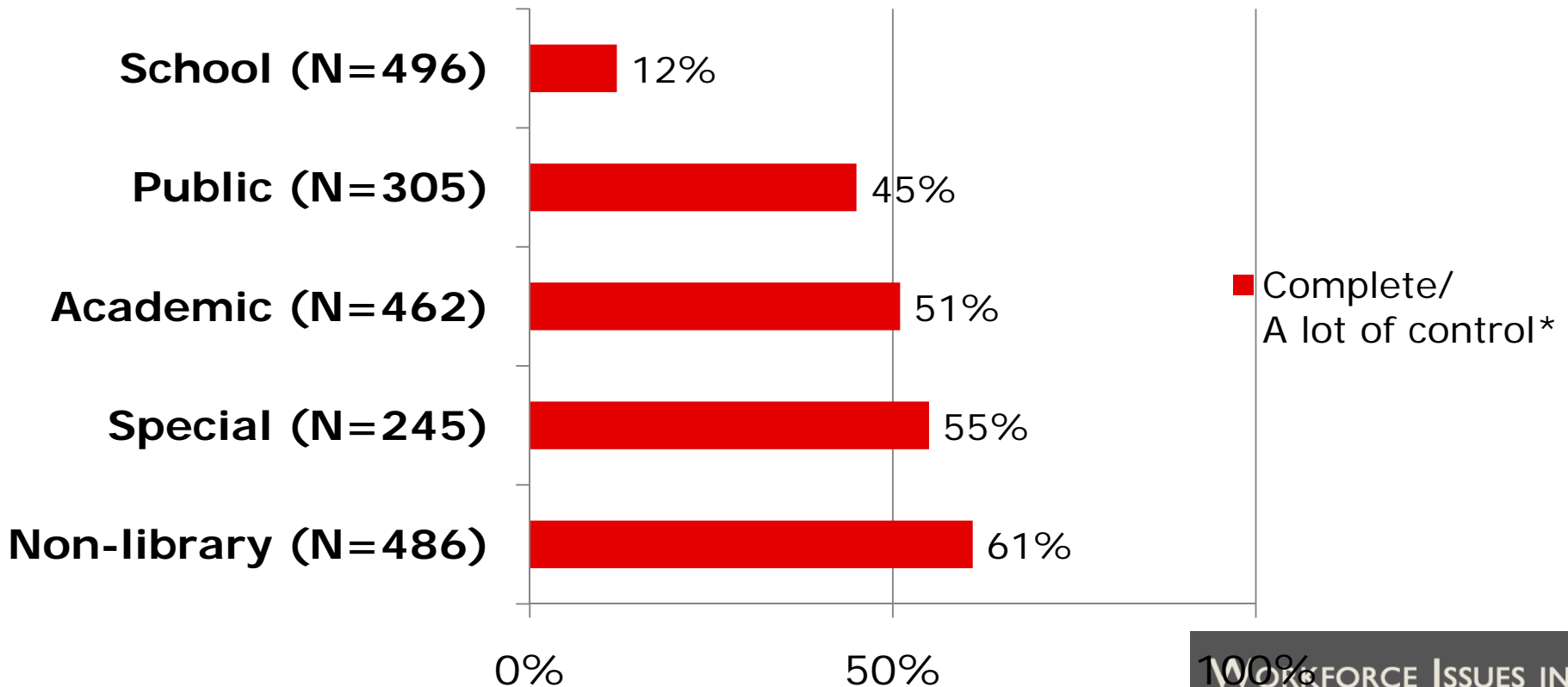
I believe I have opportunities for promotion within the field, given my education, skills, and experience.



* Categories were collapsed: (strongly agree/agree)

Flexible scheduling

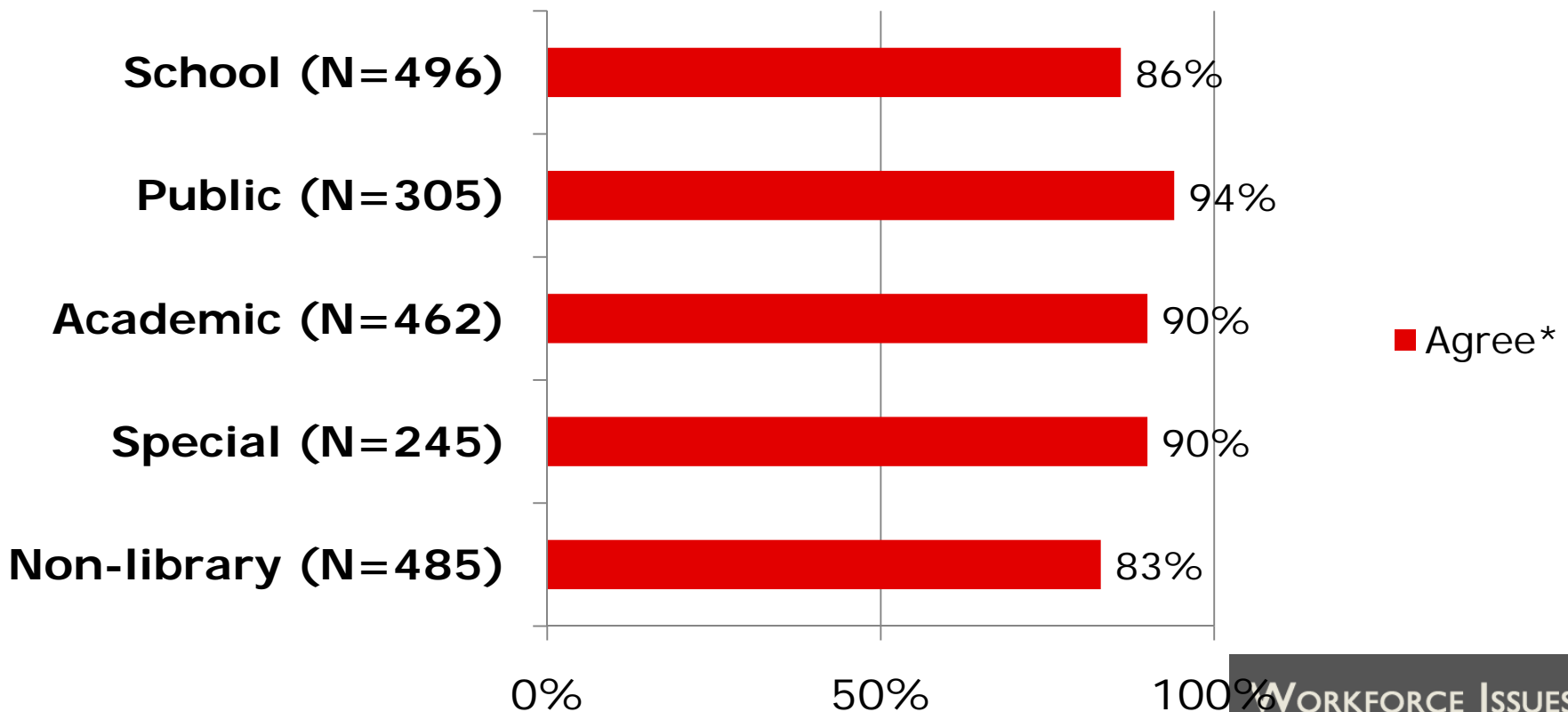
Overall, how much control would you say you have in scheduling your work hours?



* Categories were collapsed

Support of co-workers

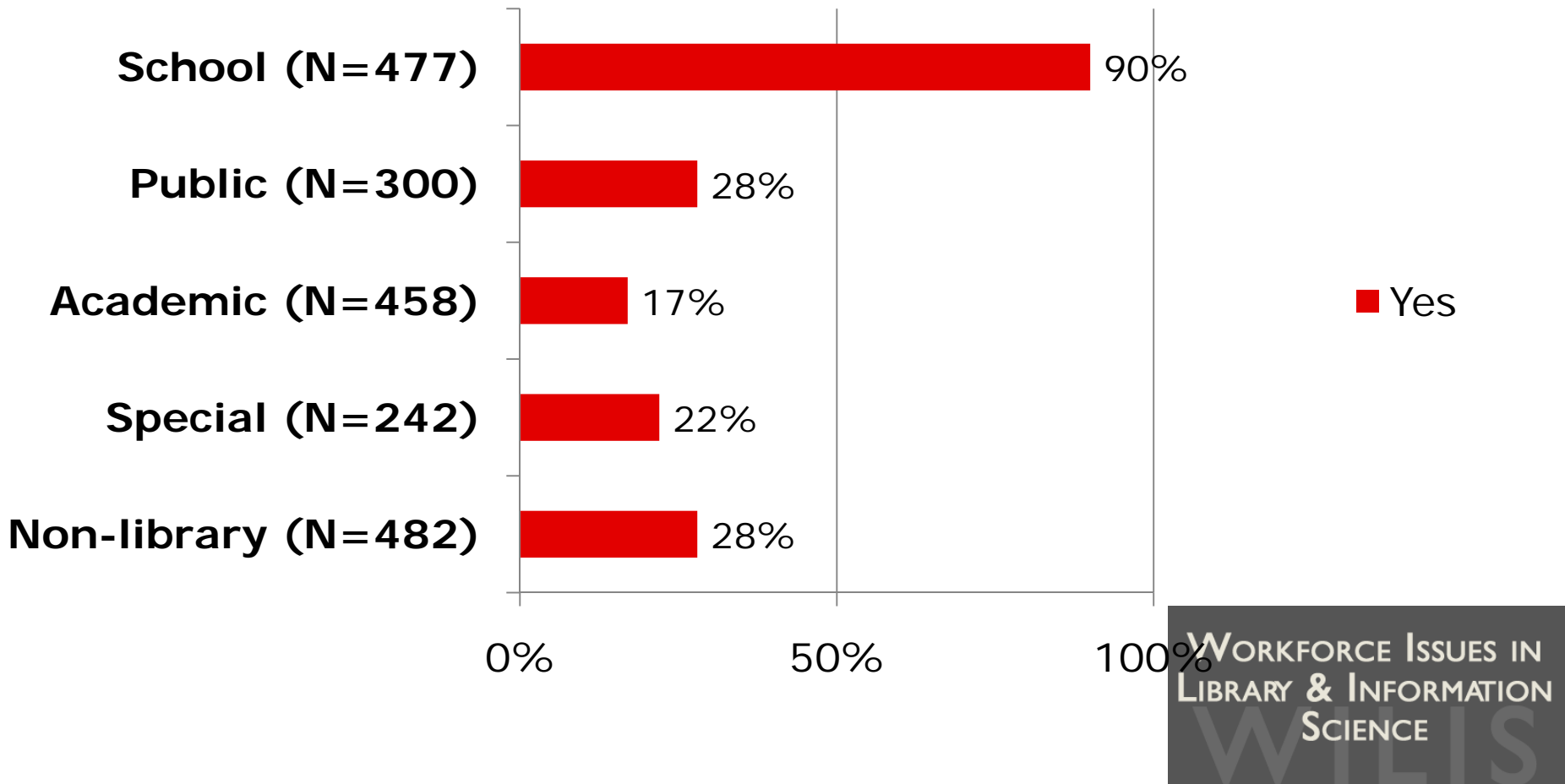
I have the support from co-workers I need to do a good job.



* Categories were collapsed: (strongly agree/agree)

Continuing education

Are you required by your employer to engage in formalized continuing education or training?

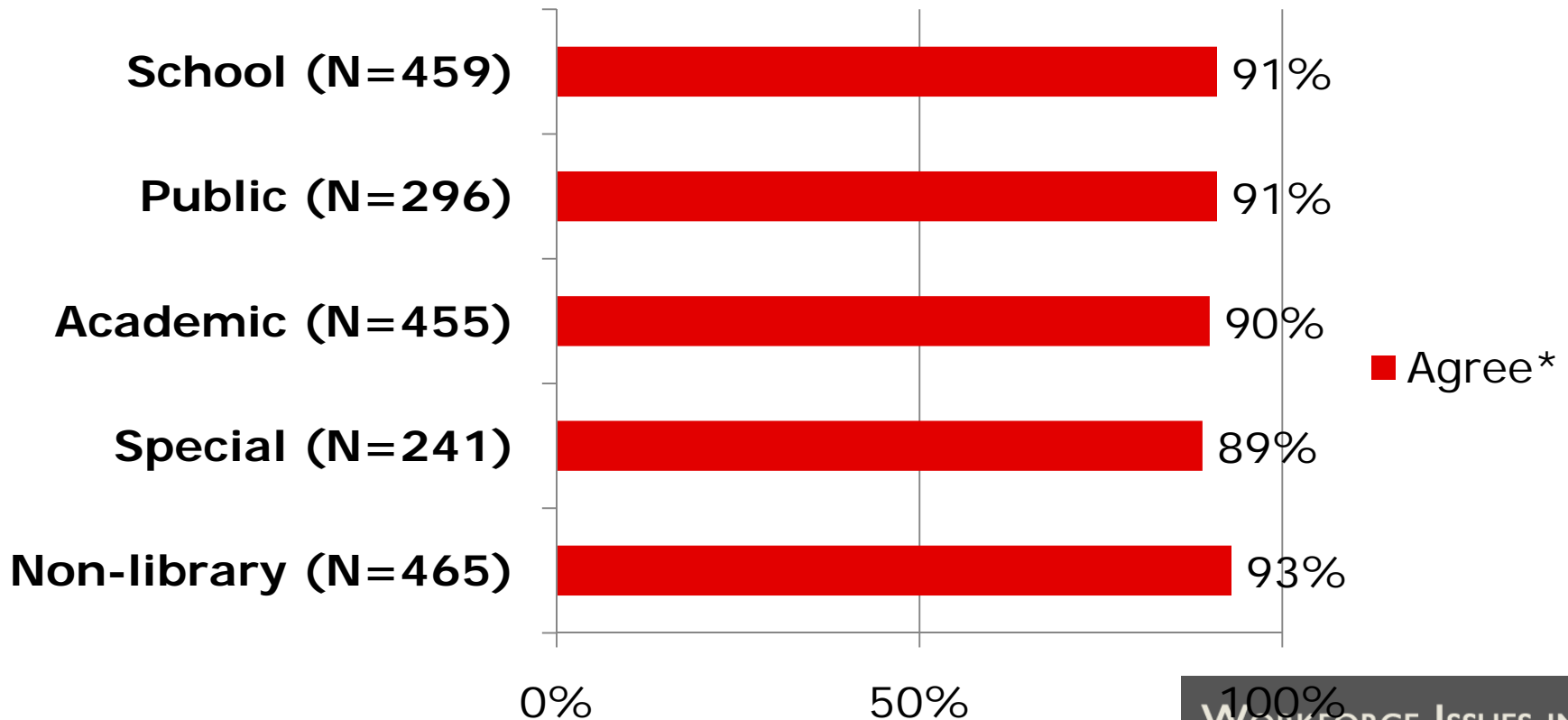


Continuing education

	Number of Hours <u>Required Per</u> Year (For whom it was required)	Number of Hours <u>Taken in Last Year</u> (For whom it was required)	Number of Hours <u>Taken in Last Year</u> (All)
	Mean, sd	Mean, sd	Mean, sd
School	13.3 , sd 14.0 (N=402)	14.1 , sd 16.7 (N=373)	13.3 , sd 16.2 (N=418)
Public	11.4 , sd 11.5 (N=74)	13.7 , sd 14.8 (N=76)	8.9 , sd 14.7 (N=276)
Academic	18.7 , sd 19.2 (N=65)	9.2 , sd 12.2 (N=62)	6.1 , sd 10.2 (N=425)
Special	21.2 , sd 15.8 (N=51)	15.3 , sd 19.2 (N=46)	10.1 , sd 14.6 (N=221)
Non- library	20.3 , sd 17.9 (N=130)	22.6 , sd 23.3 (N=113)	11.2 , sd 19.7 (N=447)

Job satisfaction

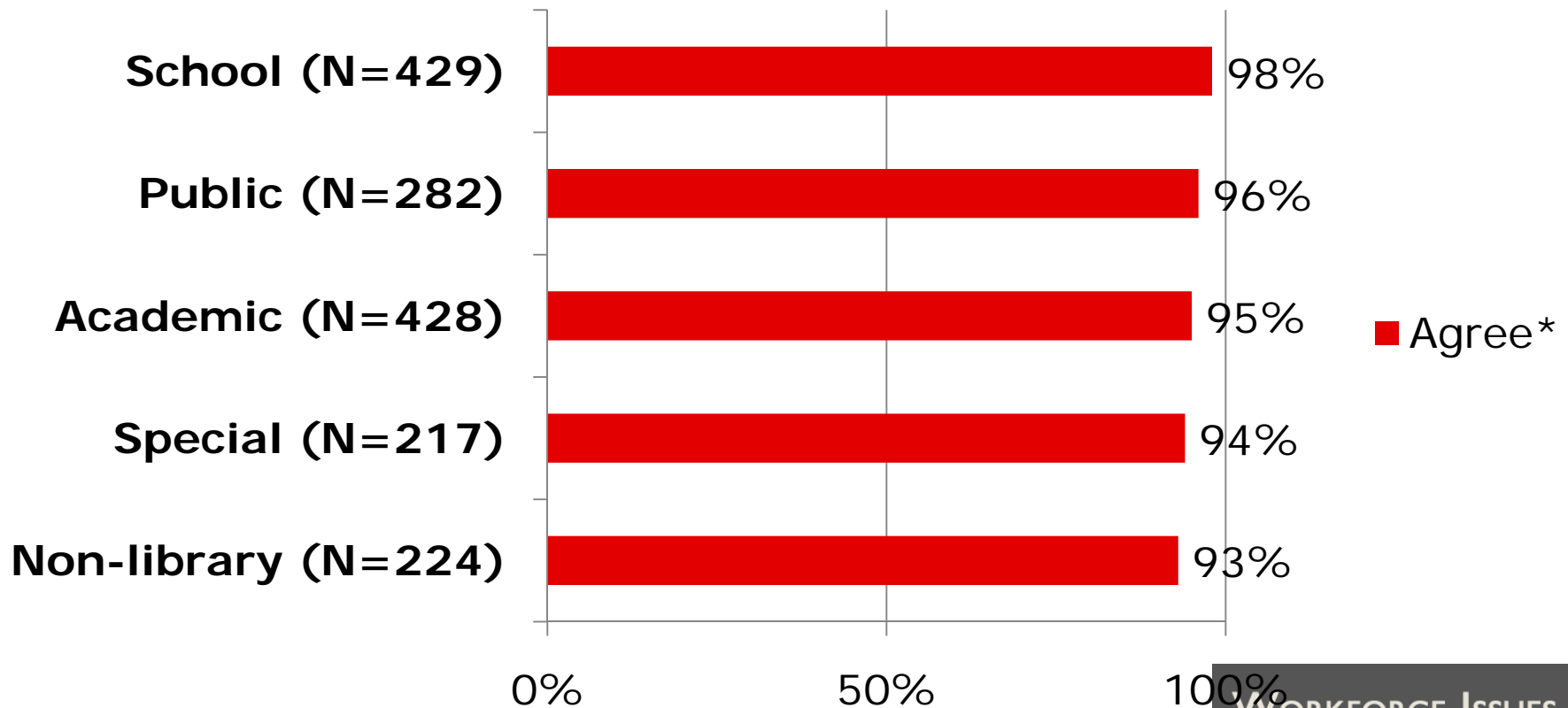
Overall, I am satisfied with what I do in my job.



* Categories were collapsed: (strongly agree/agree)

Career satisfaction

Overall, I am satisfied with LIS as a career.

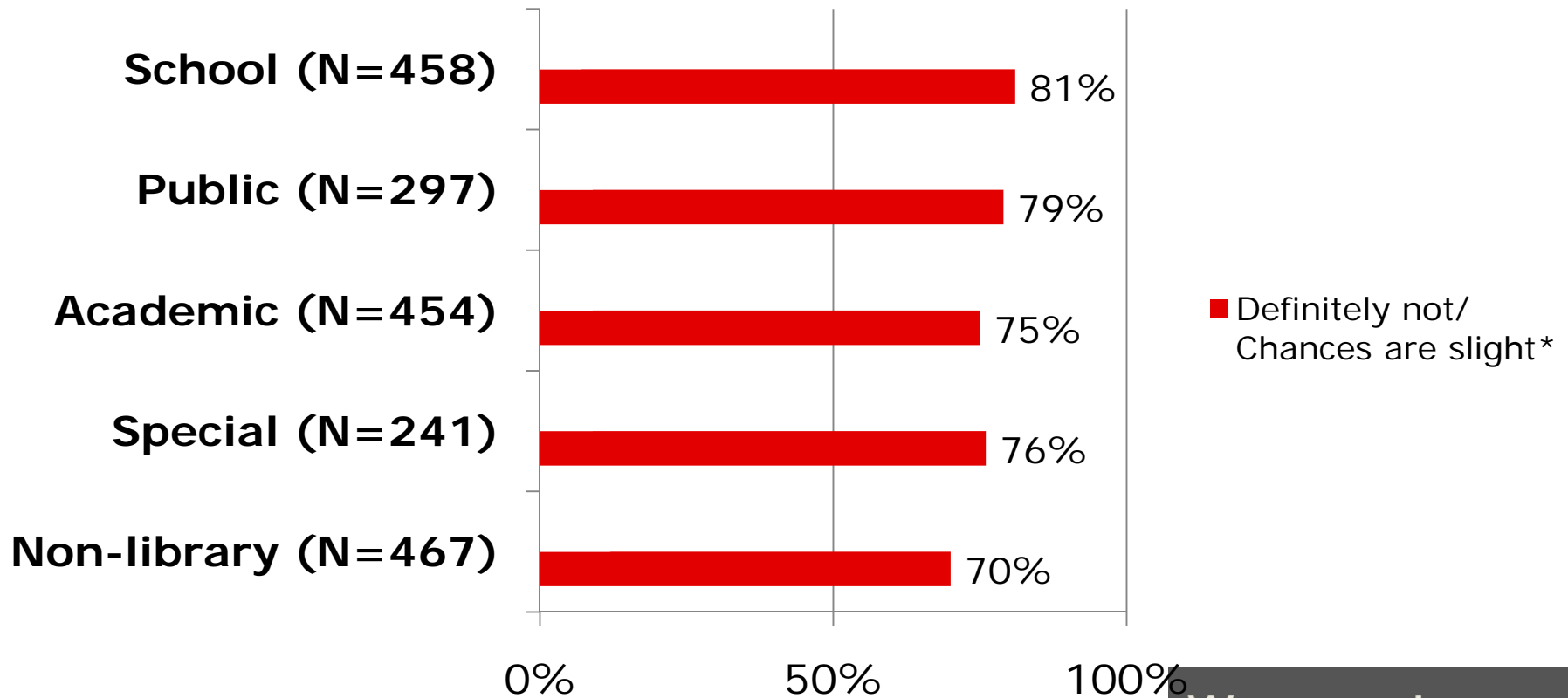


* Categories were collapsed: (strongly agree/agree)

Retention

Retention – current job

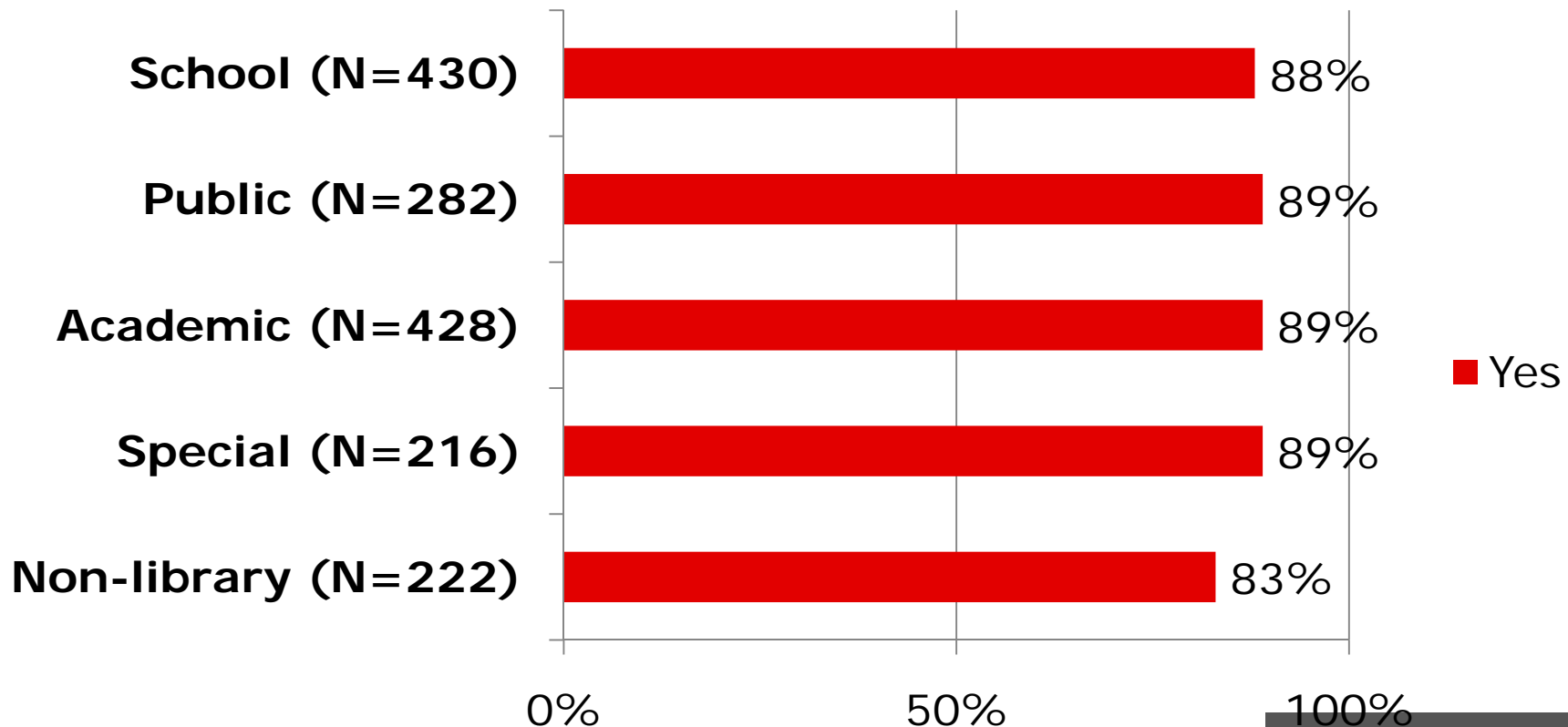
Do you expect to leave your current employer in the coming year?



* Categories were collapsed

Retention – LIS field

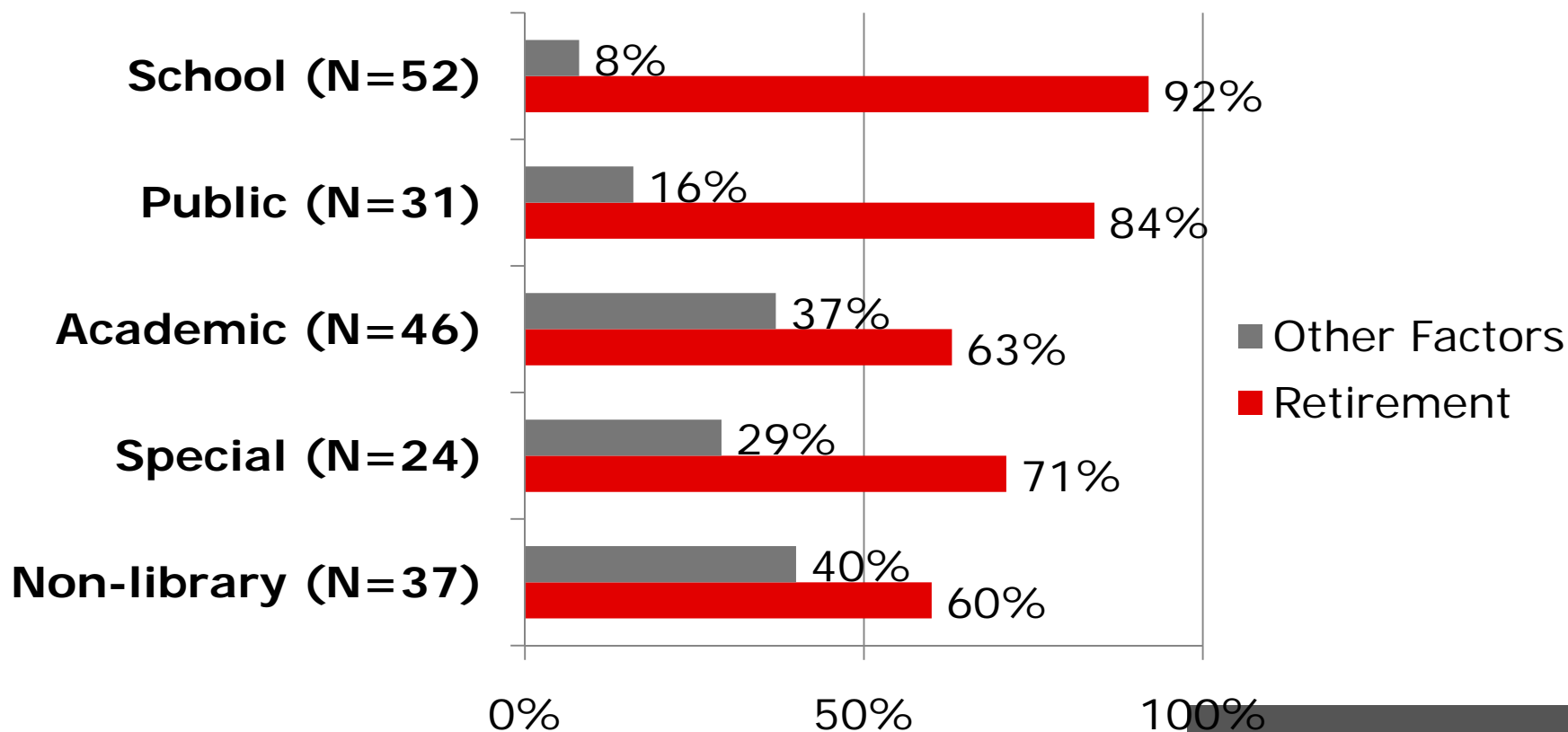
Do you think you will be working in LIS 3 years from now?





Retention – LIS field

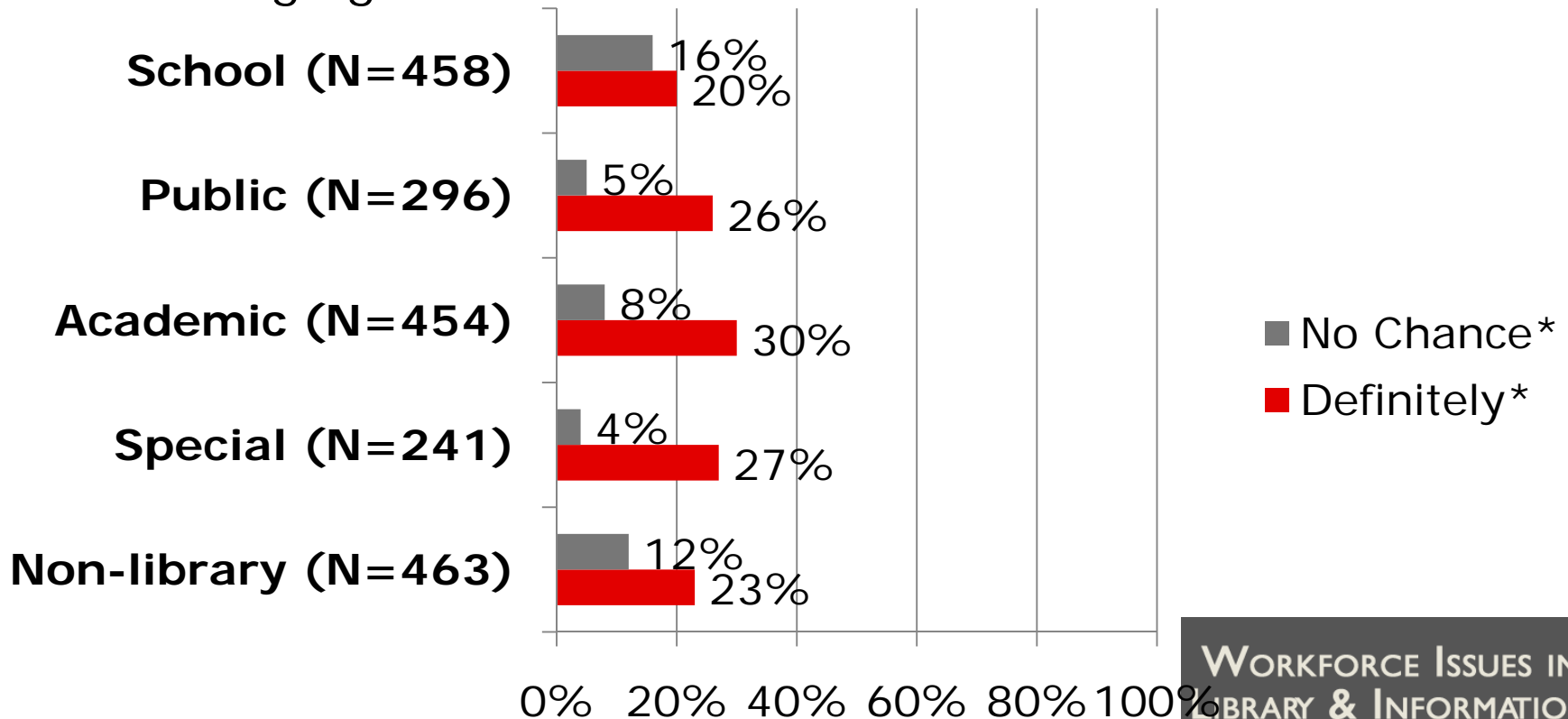
Why will they no longer be in LIS 3 years from now?



Retirement

Retirement

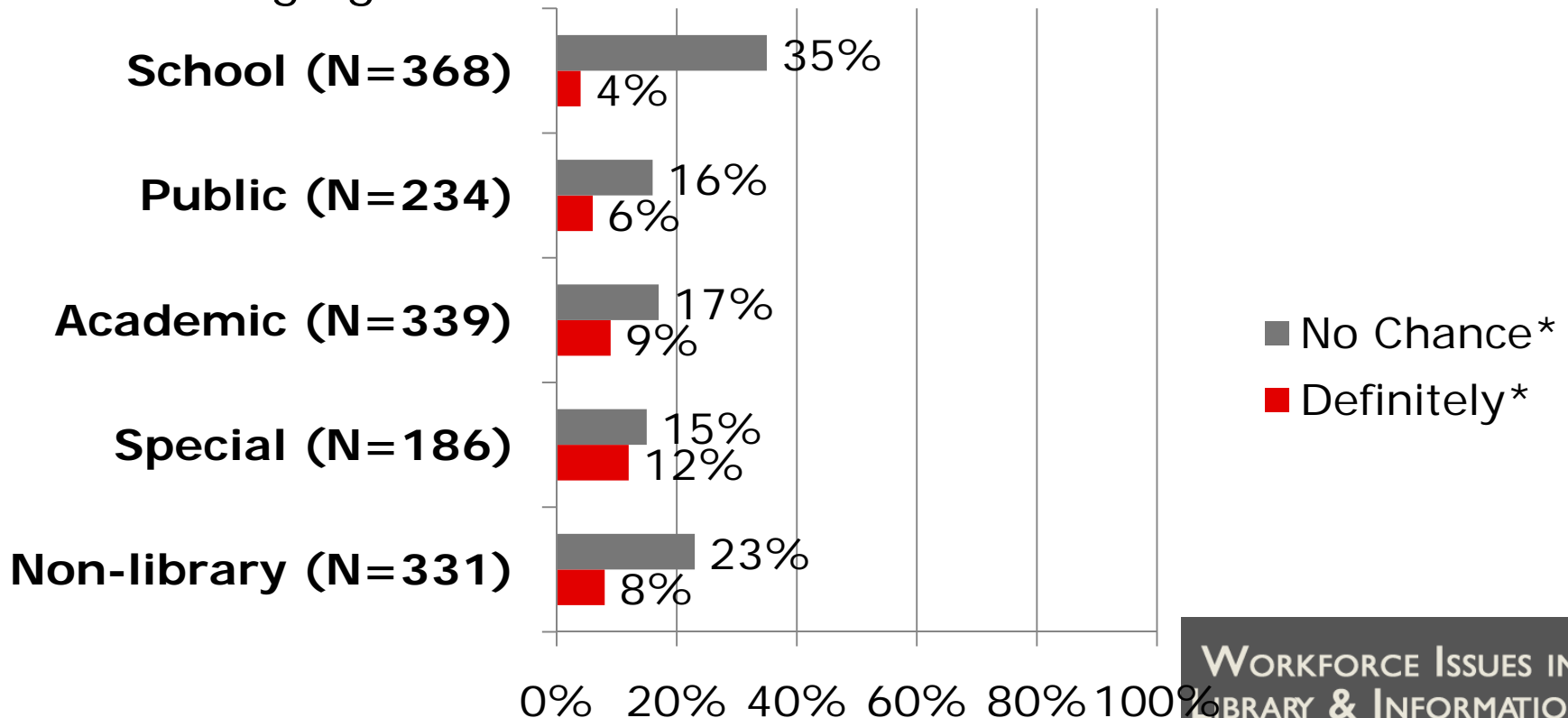
What are the chances that you will be working full time after reaching age 62?



* Intermediate responses (percentages) not shown

Retirement

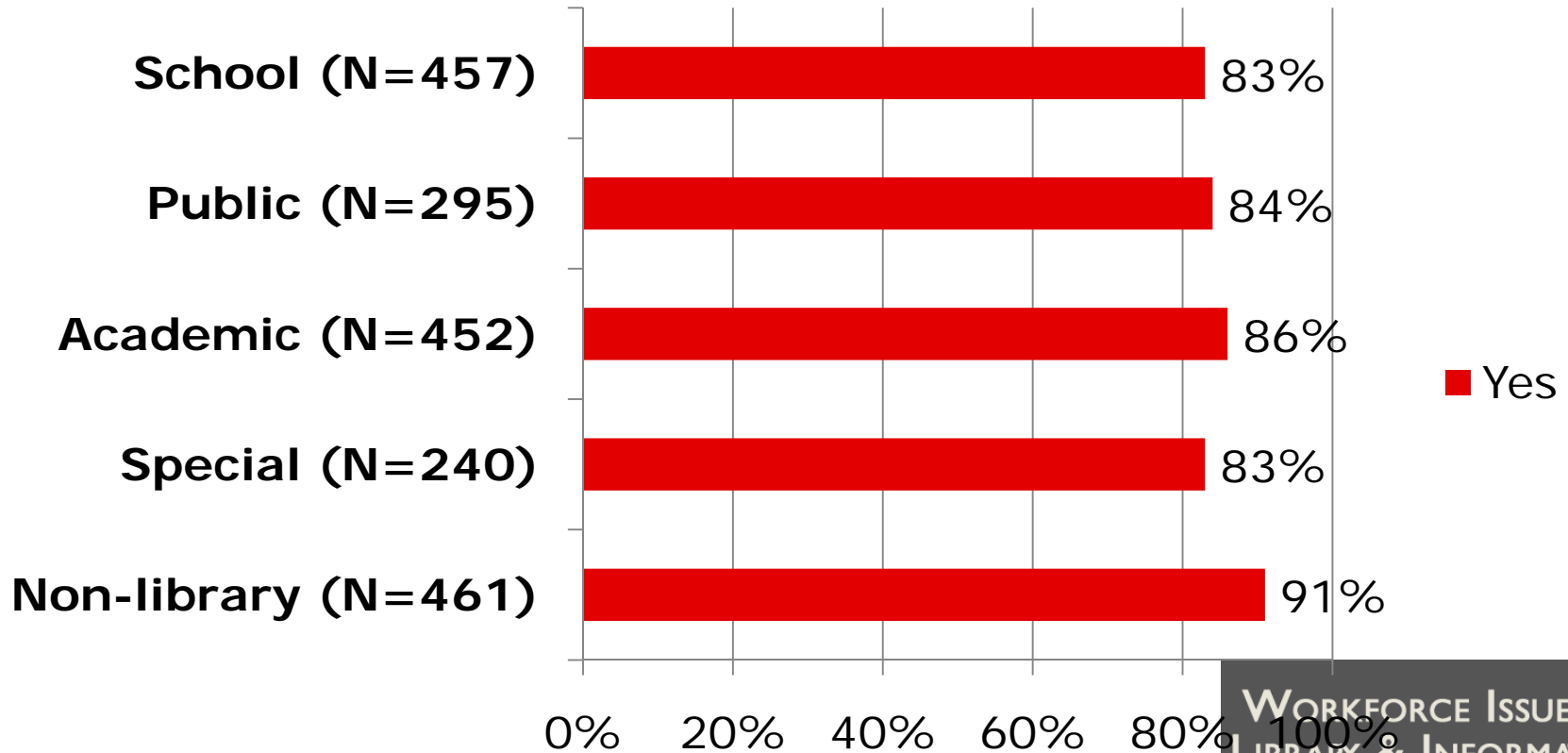
What are the chances that you will be working full time after reaching age 65?



* Intermediate responses (percentages) not shown

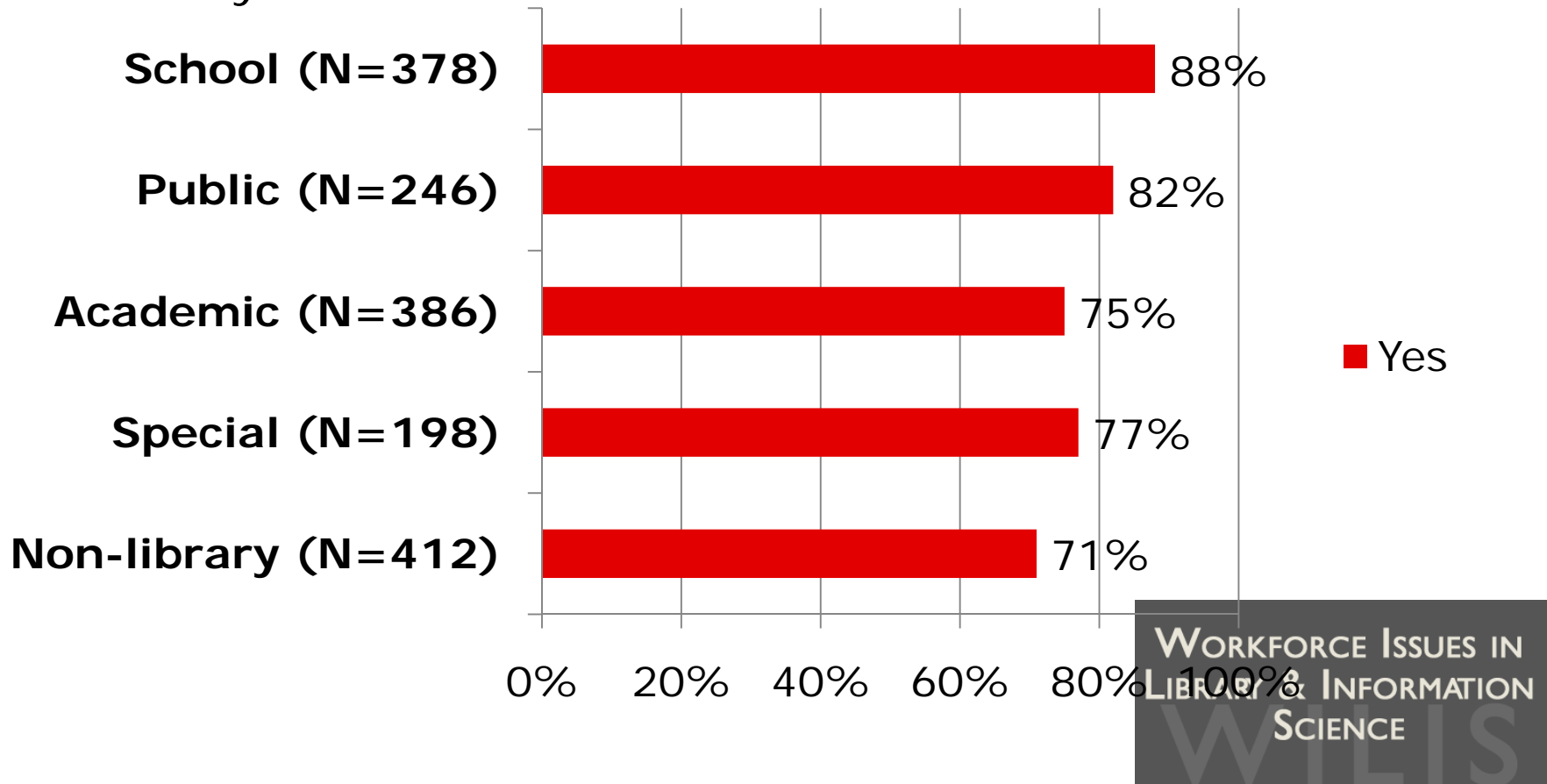
Volunteering

When you retire do you intend to volunteer?



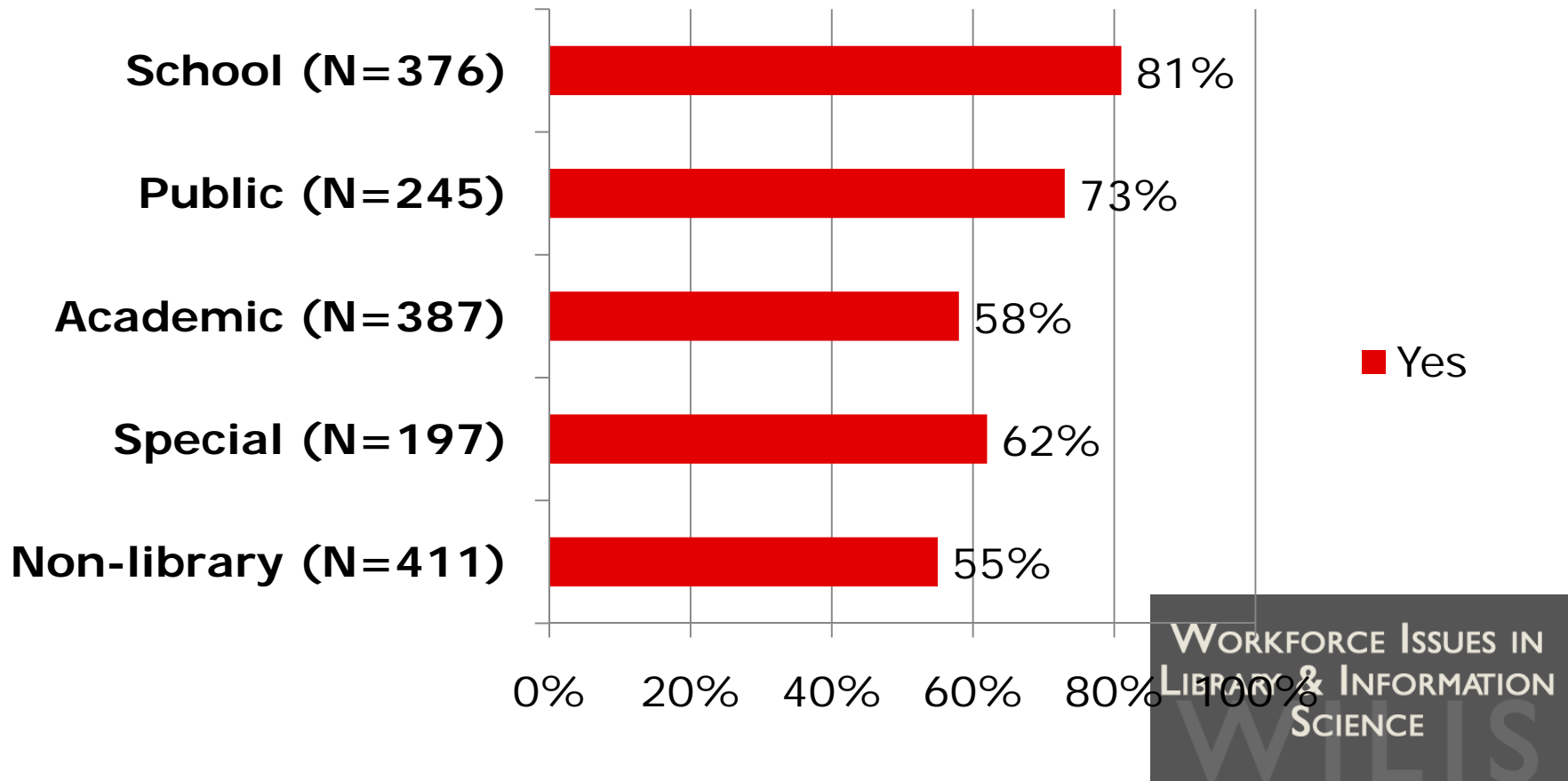
Volunteering

Do you anticipate that you will use your LIS skills in your volunteer work?



Volunteering

Do you anticipate that you will volunteer in a library or information setting?



Highlights

- LIS is an aging workforce and overall employment is high
- Most LIS graduates tend to work in libraries and most consider themselves to be working in the LIS field
- Respondents work in a variety of workplaces but the traditional library settings (school, academic, public) still top the list.
- Recent graduates are working primarily in school and academic libraries.

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