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12-19-2018

Measuring Job-Fit and Career Paths of Distance Learning Lirbrarians

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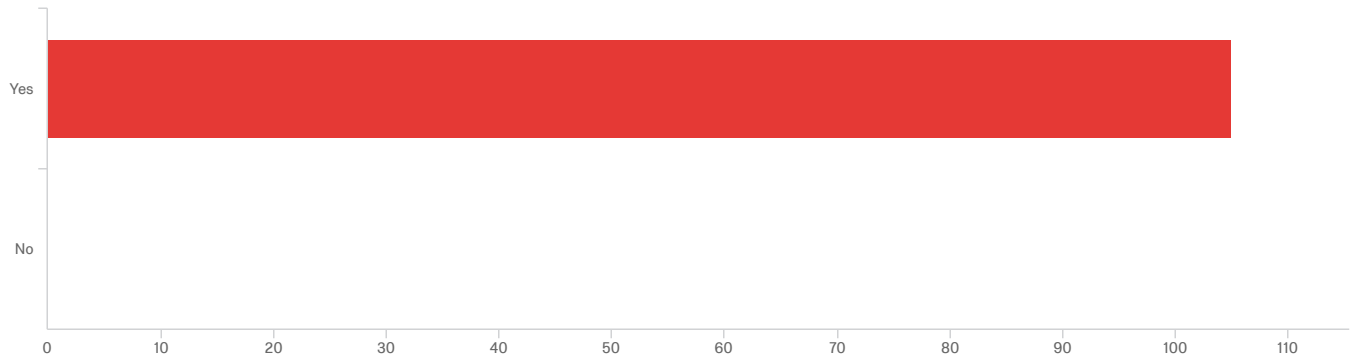
Default Report

Measuring Job-Fit of Distance Librarians: Does Career Path Matter?

December 19, 2018 1:45 PM MST

Q1 - Are you currently working in a professional librarian position?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you currently working in a professional librarian position?	1.00	1.00	1.00	0.00	0.00	105

#	Field		Choice Count
1	Yes	100.00%	105
2	No	0.00%	0
			105

Showing rows 1 - 3 of 3

Q2 - What was your primary reason for seeking a career as a professional librarian?

What was your primary reason for seeking a career as a professional librari...

I love libraries and wanted to be a librarian for a while before it finally happened. :)

I enjoyed the ethical and public facing responsibilities of librarianship.

I enjoyed working in a library as an undergrad. I like helping people.

I received a scholarship from a university.

had an english degree and didn't want to be an english teacher

I thought it would be a steady job, I love libraries, I'm really good at service work.

I wanted to work in education but did not see k-12 teaching as my career path. Librarianship offered the chance to teach without the classroom management aspects of being a teacher.

I wanted to help people and this was the best way for me to do that.

I liked what I was doing in library school and decided to continue on that path rather than get my PhD in history which was the original plan. I also know the history jobs are scarce and I figured a library degree would not hurt.

originally interested in archives and manuscripts

career change from physical work to mental career

I didn't have many skills and I had work experience in libraries.

I enjoy helping folks find and use information.

sustainable career

I love the field

to facilitate access to information

I thought it was an ethical job where I was doing some good for the world, by helping others with their research/studies.

Wasn't sure what else to do with an English major

Second-career librarian looking to get out of the airline business after 9/11

I became a librarian because I'm not much of a song and dance man :) Just kidding. I became a librarian because I genuinely enjoy helping people.

Loved the work and people contact since working in an academic library from summer after freshman year in college through graduation

Interest in promoting information literacy and critical thinking.

Help empower learners

As a pathway to a career in academia.

to use the degree I earned

library work-study position in college provided first experiences; enjoyed the experiences

The joy of helping students research

I enjoy research and helping people learn, but I didn't necessarily want to teach full time

I wanted to move out of retail/food service, and I had some experience working in a library

I like research and working with people

Love of libraries and of reading

job fit, academic environment, flexiblity

liked the work

to have a steady job that I don't hate

Being seen as a professional and using professional skills and knowledge to assist people to discover content

Interest in education - fell into it.

It's a career path that I thought would be fulfilling

interested in it after serving as graduate assistant in the library

Interest - I like finding stuff. It's like being the Nancy Drew for information

The best profession to fit my talents and skills

Staying in corporate sales would have crushed my soul.

switch career path to less physical as I got older

I love connecting resources with students

I was awarded a Graduate Research Assistantship which paid for library school in full and gave me experience in an academic library while earning my MLIS. I realized this was a great opportunity and didn't have any other career plans at that time.

As in why did I get my MLS? If so, it's because I love doing research, both original research and literature searching, and love the challenge of helping people find what they need to successfully complete a project!

I love helping others with knowledge.

I love my work

I have worked in libraries since I was a teenager

I had a job as a library student assistant during college and enjoyed the work and the people so decided to get an MLS

I enjoy helping people suceed and helping them have a light bulb moment in their educational experience.

Followed spouse to new smaller city with little work in documentary television, changed careers

To help students find valuable resources

Want to help promote Information Literacy

Enjoyed research and helping others complete research

A later in life career change and I wanted to work in an information search type job.

I love helping people find credible information to understand events and issues

like the academic environment of learning

Good Job Market, liked emergent technology, liked books

I wanted to work in academia without being a professor and enjoy helping/supporting people.

connecting people with information

To help people find the information they need

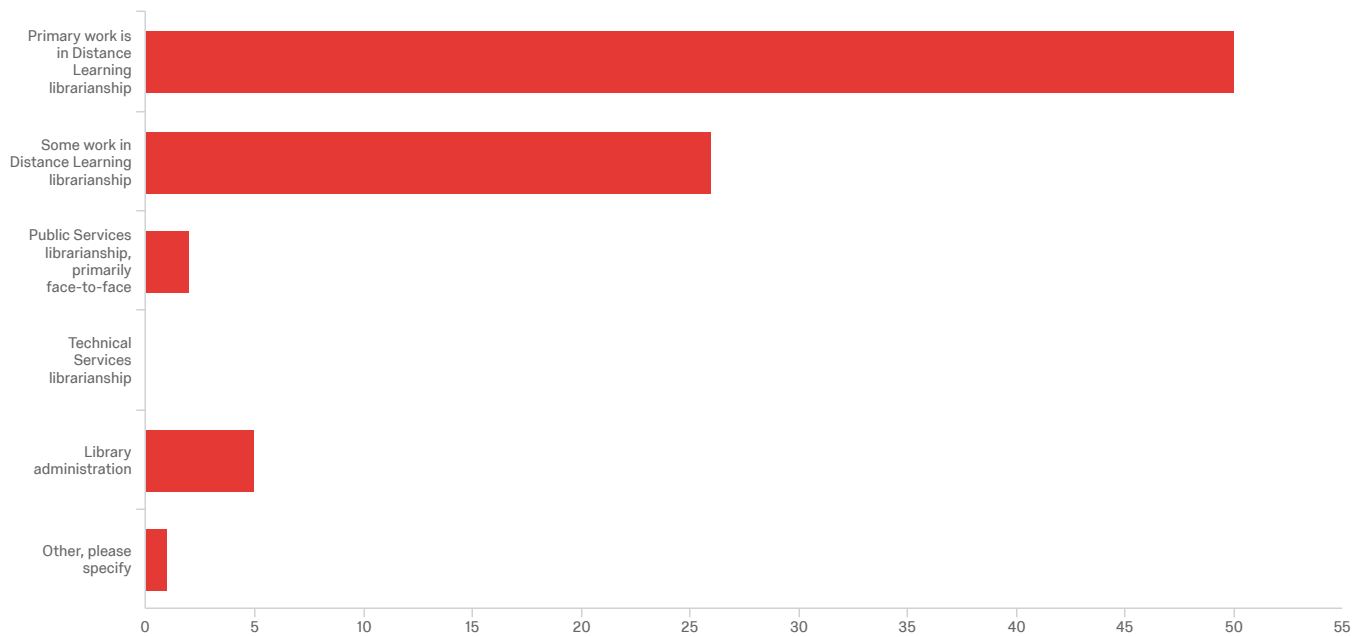My career path formed over time based on jobs I got out of graduate school

Interest in research and literacy.

work study in a university library

can age past 50 in this profession

Passion for learning

Showing records 1 - 66 of 66

Q3 - Which of the following best describes your current position?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Which of the following best describes your current position? - Selected Choice	1.00	6.00	1.65	1.11	1.23	84

#	Field		Choice Count
1	Primary work is in Distance Learning librarianship	59.52%	50
2	Some work in Distance Learning librarianship	30.95%	26
3	Public Services librarianship, primarily face-to-face	2.38%	2
4	Technical Services librarianship	0.00%	0
5	Library administration	5.95%	5
6	Other, please specify	1.19%	1
			84

Showing rows 1 - 7 of 7

Primary work in Online Learning (not distance on my campus)

| | 0 | 0.1 | 0.2 | 0.3 | 0.4 | 0.5 | 0.6 | 0.7 | 0.8 | 0.9 | 1 | 1.1 |

⚠️
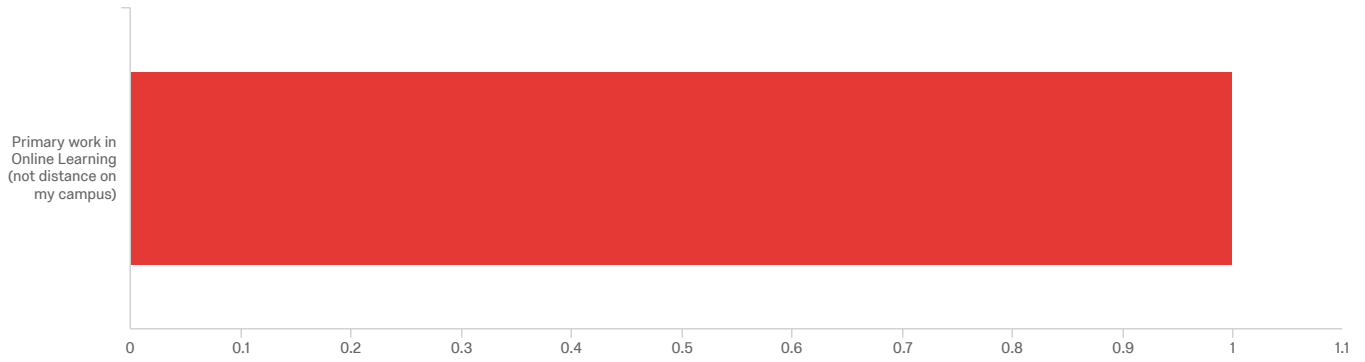
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#	Field	Choice Count	
1	Primary work in Online Learning (not distance on my campus)	100.00%	1

Showing rows 1 - 1 of 1

Q4 - How long have you held your current position?
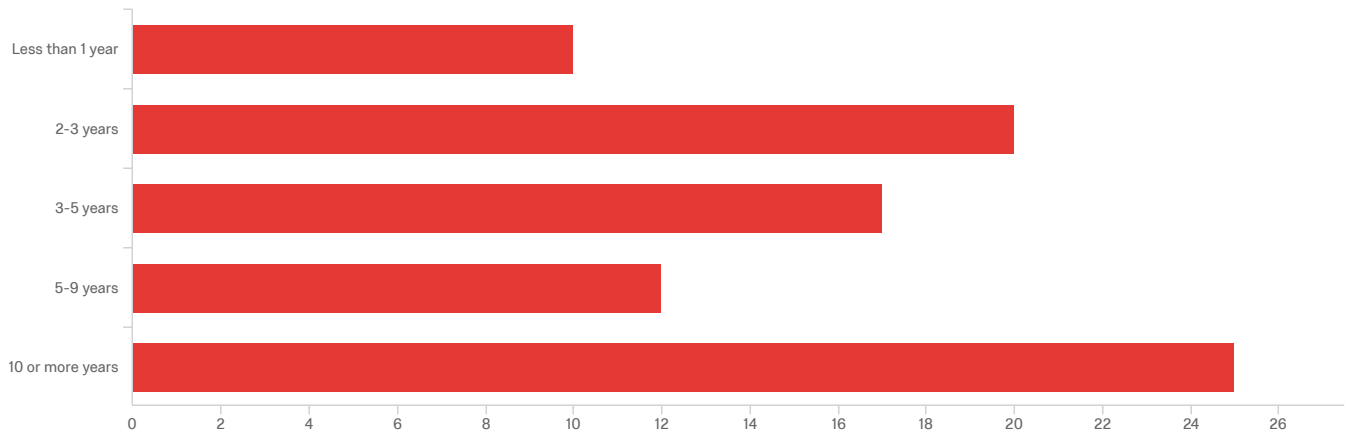
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How long have you held your current position?	1.00	5.00	3.26	1.41	1.98	84

#	Field		Choice Count
1	Less than 1 year	11.90%	10
2	2-3 years	23.81%	20
3	3-5 years	20.24%	17
4	5-9 years	14.29%	12
5	10 or more years	29.76%	25
			84

Showing rows 1 - 6 of 6

Q5 - Which best describes your experience prior to obtaining your current position?
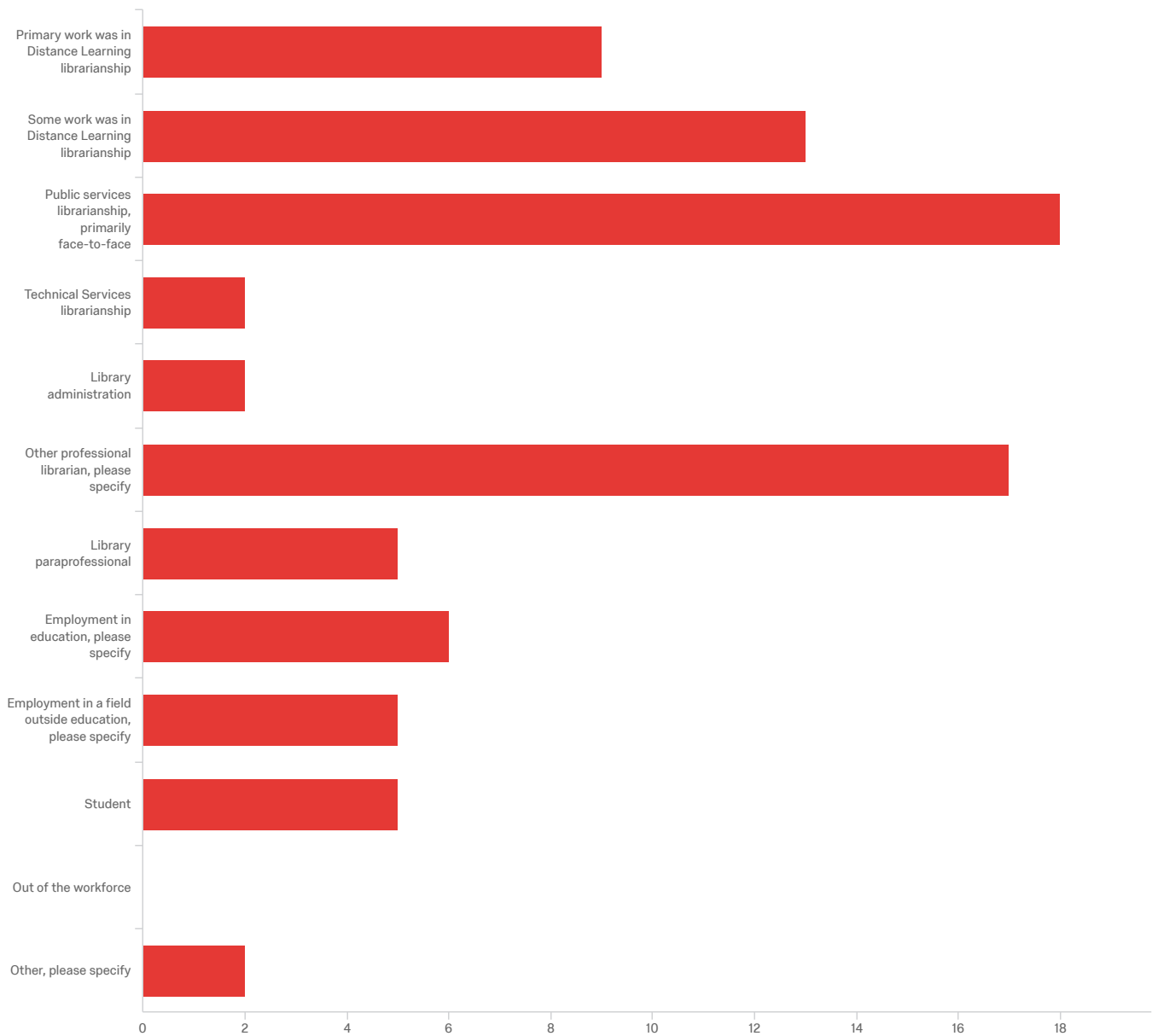
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Which best describes your experience prior to obtaining your current position? - Selected Choice	1.00	12.00	4.89	2.94	8.67	84

#	Field		Choice Count
1	Primary work was in Distance Learning librarianship	10.71%	9

2	Some work was in Distance Learning librarianship	15.48%	13
3	Public services librarianship, primarily face-to-face	21.43%	18
4	Technical Services librarianship	2.38%	2
5	Library administration	2.38%	2
6	Other professional librarian, please specify	20.24%	17
7	Library paraprofessional	5.95%	5
8	Employment in education, please specify	7.14%	6
9	Employment in a field outside education, please specify	5.95%	5
10	Student	5.95%	5
11	Out of the workforce	0.00%	0
12	Other, please specify	2.38%	2
			84

Showing rows 1 - 13 of 13

information assistant in the main the library of a private university (first line of public service, referred patrons to the librarian on duty as necessary for more indepth research											
Instructional librarian											
librarian in art museum library											
library consortium											
Library consortium director											
Mixture of JISC projects, NHS librarianship and other HE librarianship											
part-time academic librarian at satellite campus											
Site librarian at a large multi-site university library service											
University and Special Library											
Work has been in web services and electronic services, but I consider this an element (or synonymous with) of distance librarianship											
	0	0.1	0.2	0.3	0.4	0.5	0.6	0.7	0.8	0.9	1	1.1

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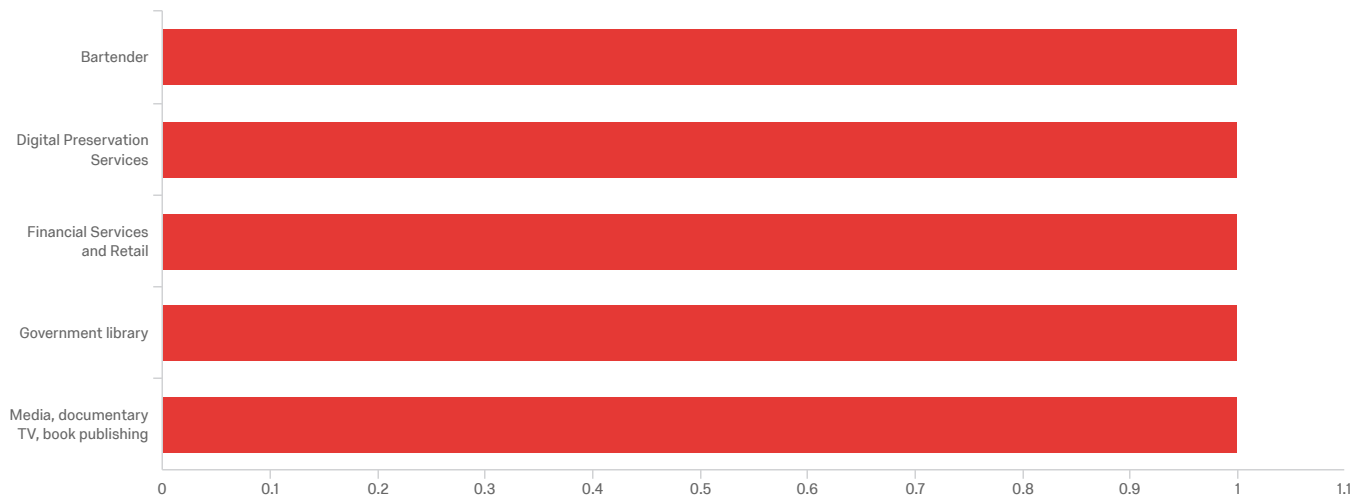| #	Field	Choice Count	
1	Campus Librarian	6.25%	1
2	Career College Librarian	6.25%	1
3	Company/business	6.25%	1
4	content specialist for online library	6.25%	1
5	Electronic Resources and Web Services Librarian	6.25%	1
6	Further Education College Librarian, also Special Library	6.25%	1
7	information assistant in the main the library of a private university (first line of public service, referred patrons to the librarian on duty as necessary for more indepth research	6.25%	1
8	Instructional librarian	6.25%	1
9	librarian in art museum library	6.25%	1
10	library consortium	6.25%	1
11	Library consortium director	6.25%	1
12	Mixture of JISC projects, NHS librarianship and other HE librarianship	6.25%	1
13	part-time academic librarian at satellite campus	6.25%	1
14	Site librarian at a large multi-site university library service	6.25%	1
15	University and Special Library	6.25%	1
16	Work has been in web services and electronic services, but I consider this an element (or synonymous with) of distance librarianship	6.25%	1
			16

Showing rows 1 - 17 of 17
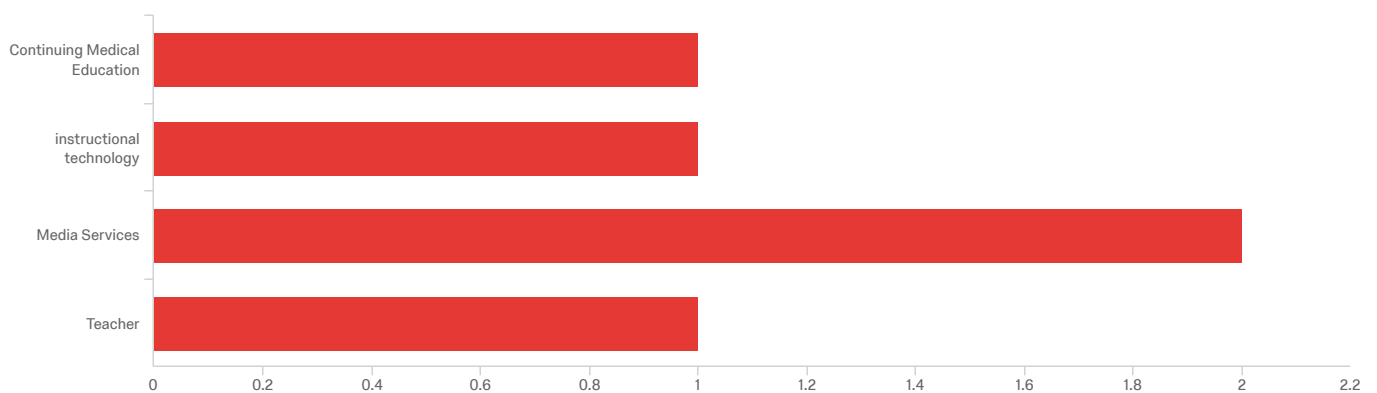
#	Field		Choice Count
1	Continuing Medical Education	20.00%	1
2	instructional technology	20.00%	1
3	Media Services	40.00%	2
4	Teacher	20.00%	1
			5

Showing rows 1 - 5 of 5

#	Field		Choice Count
1	Bartender	20.00%	1
2	Digital Preservation Services	20.00%	1
3	Financial Services and Retail	20.00%	1
4	Government library	20.00%	1

| 5 | Media, documentary TV, book publishing | 20.00% | 1 |
| | | | 5 |

Showing rows 1 - 6 of 6

⚠
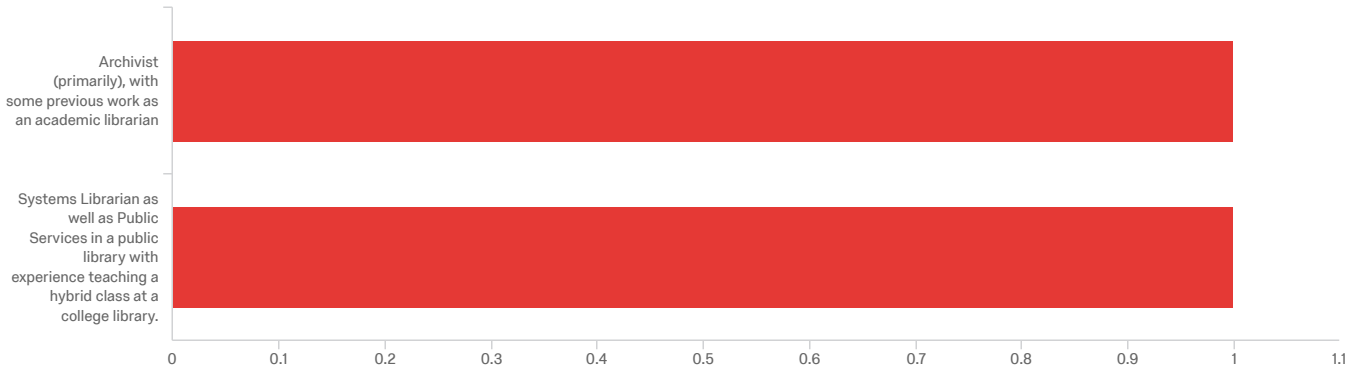
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visualization.

#	Field	Choice Count	
1	Archivist (primarily), with some previous work as an academic librarian	50.00%	1
2	Systems Librarian as well as Public Services in a public library with experience teaching a hybrid class at a college library.	50.00%	1
			2

Showing rows 1 - 3 of 3

Q6 - What is the primary reason you left your last position?
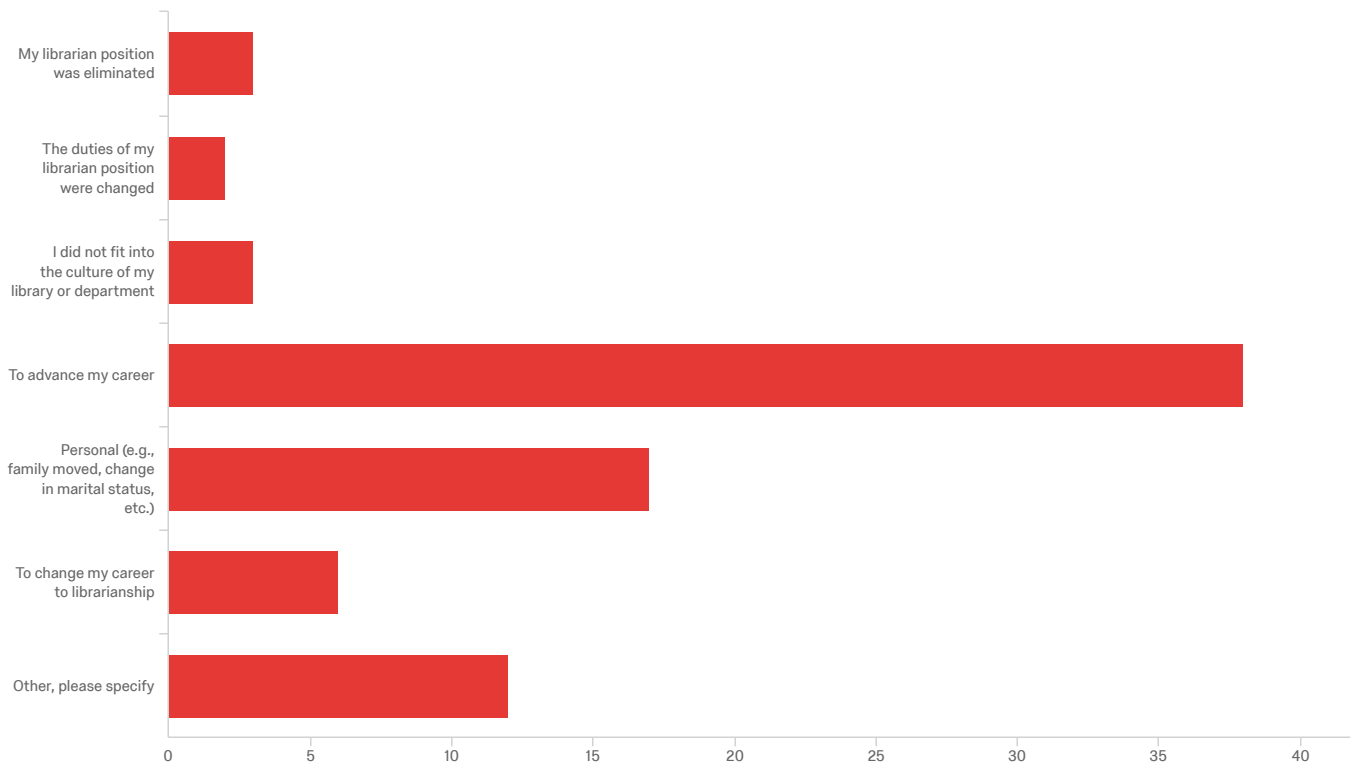
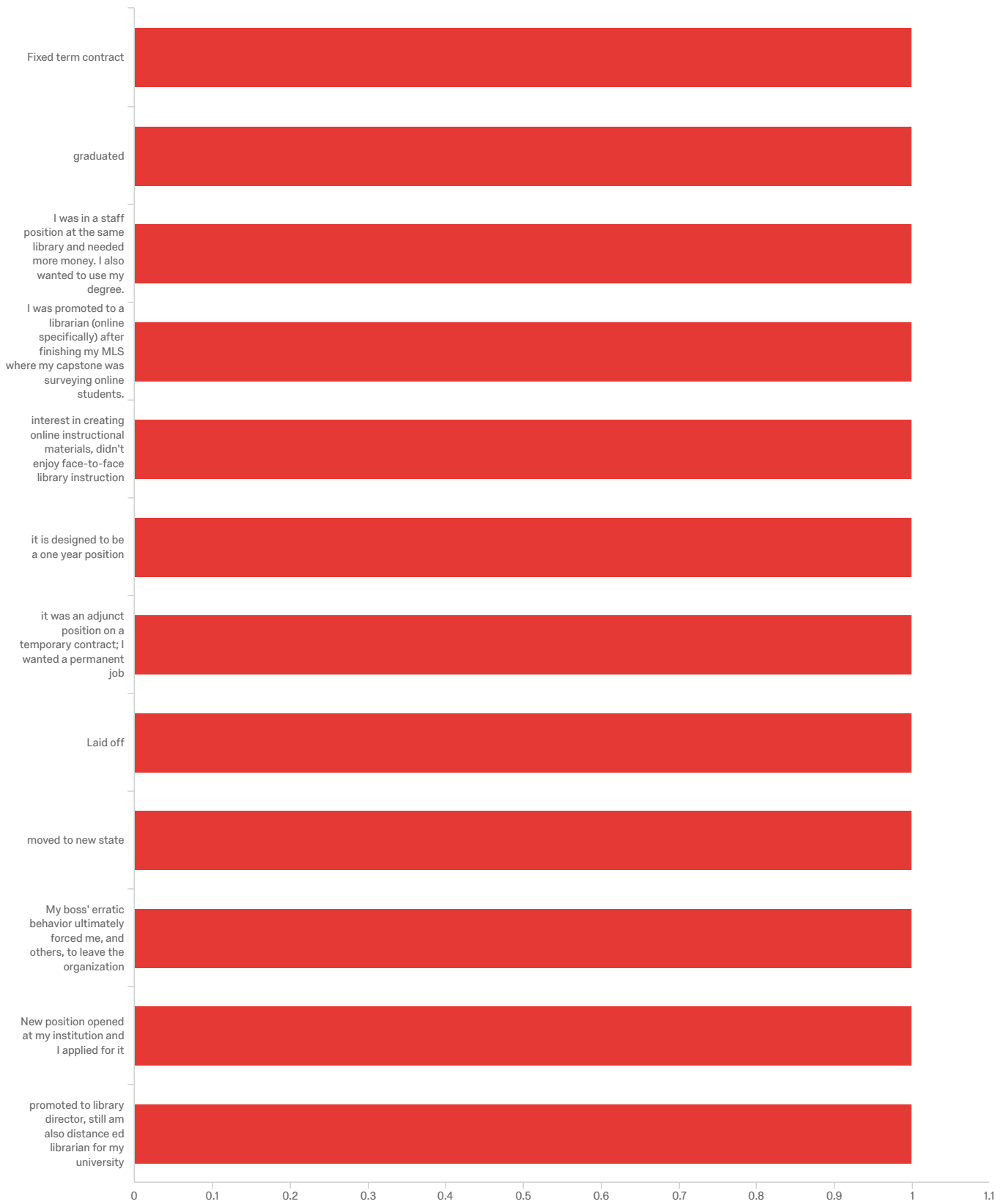| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is the primary reason you left your last position? - Selected Choice	1.00	7.00	4.60	1.39	1.94	81

#	Field	Choice Count	
1	My librarian position was eliminated	3.70%	3
2	The duties of my librarian position were changed	2.47%	2
3	I did not fit into the culture of my library or department	3.70%	3
4	To advance my career	46.91%	38
5	Personal (e.g., family moved, change in marital status, etc.)	20.99%	17
6	To change my career to librarianship	7.41%	6
7	Other, please specify	14.81%	12
			81

Showing rows 1 - 8 of 8

Fixed term contract											
graduated											
I was in a staff position at the same library and needed more money. I also wanted to use my degree.											
I was promoted to a librarian (online specifically) after finishing my MLS where my capstone was surveying online students.											
interest in creating online instructional materials, didn't enjoy face-to-face library instruction											
it is designed to be a one year position											
it was an adjunct position on a temporary contract; I wanted a permanent job											
Laid off											
moved to new state											
My boss' erratic behavior ultimately forced me, and others, to leave the organization											
New position opened at my institution and I applied for it											
promoted to library director, still am also distance ed librarian for my university											

0   0.1   0.2   0.3   0.4   0.5   0.6   0.7   0.8   0.9   1   1.1

⚠

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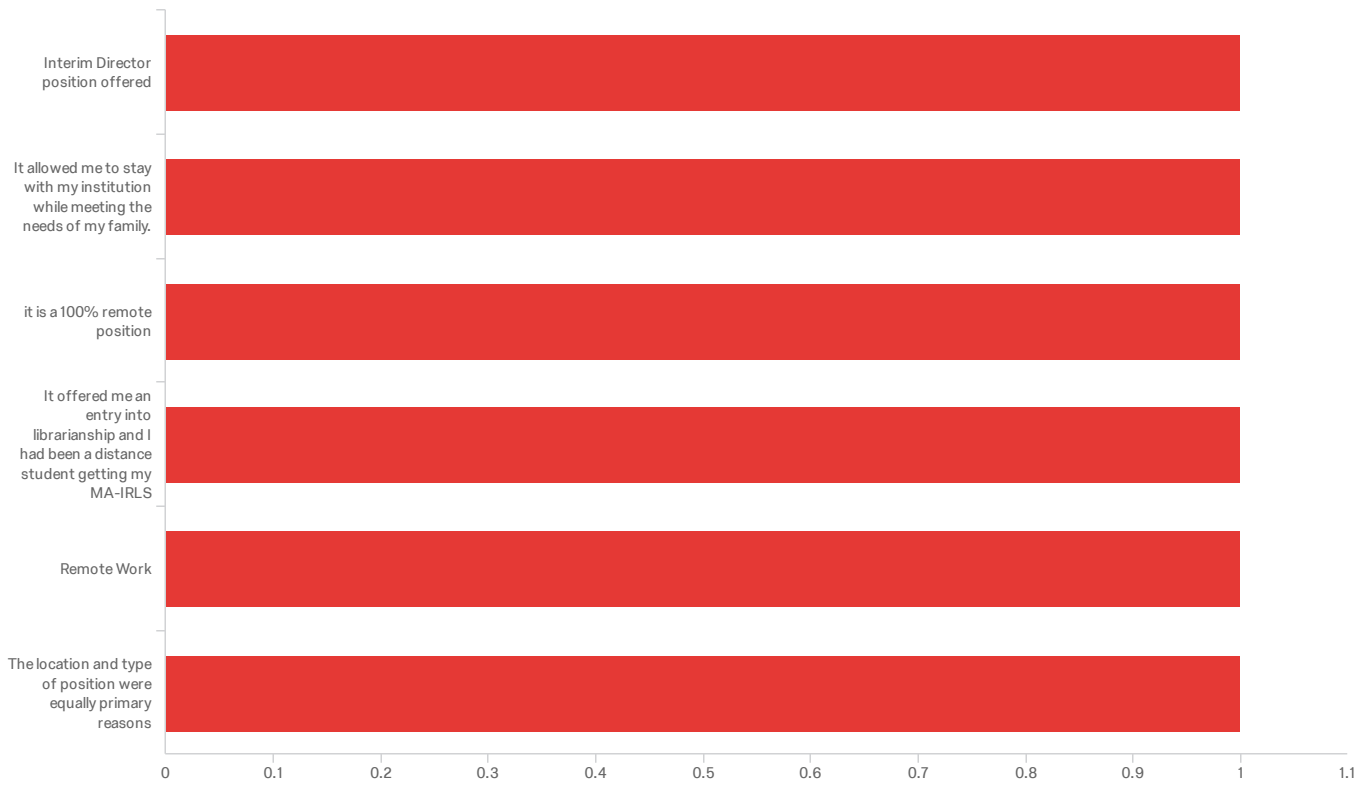| #	Field		Choice Count
1	Fixed term contract	8.33%	1
2	graduated	8.33%	1
3	I was in a staff position at the same library and needed more money. I also wanted to use my degree.	8.33%	1
4	I was promoted to a librarian (online specifically) after finishing my MLS where my capstone was surveying online students.	8.33%	1
5	interest in creating online instructional materials, didn't enjoy face-to-face library instruction	8.33%	1
6	it is designed to be a one year position	8.33%	1
7	it was an adjunct position on a temporary contract; I wanted a permanent job	8.33%	1
8	Laid off	8.33%	1
9	moved to new state	8.33%	1
10	My boss' erratic behavior ultimately forced me, and others, to leave the organization	8.33%	1
11	New position opened at my institution and I applied for it	8.33%	1
12	promoted to library director, still am also distance ed librarian for my university	8.33%	1
			12

Showing rows 1 - 13 of 13

Q7 - What was the primary reason you decided to accept your current position?
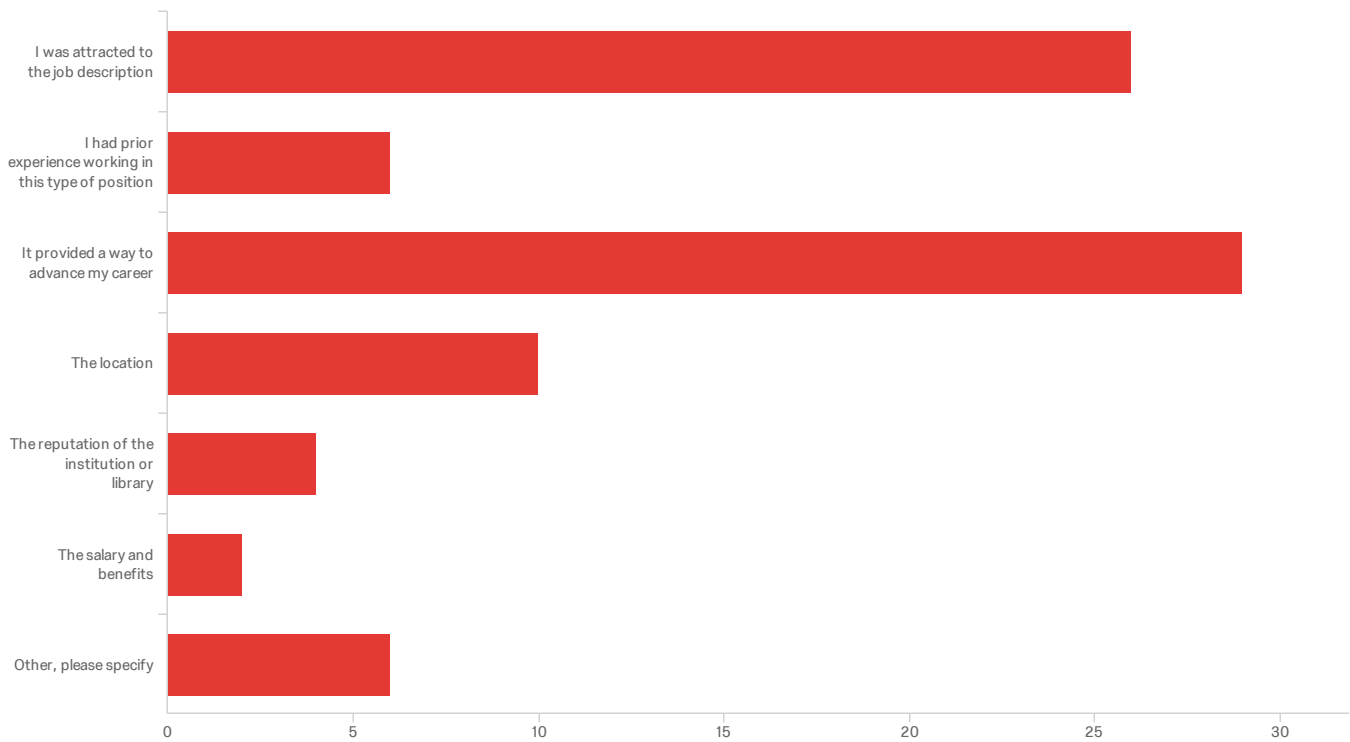
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What was the primary reason you decided to accept your current position? - Selected Choice	1.00	7.00	2.88	1.73	3.00	83

#	Field		Choice Count
1	I was attracted to the job description	31.33%	26
2	I had prior experience working in this type of position	7.23%	6
3	It provided a way to advance my career	34.94%	29
4	The location	12.05%	10
5	The reputation of the institution or library	4.82%	4
6	The salary and benefits	2.41%	2
7	Other, please specify	7.23%	6
			83

Showing rows 1 - 8 of 8

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visualization.

#	Field	Choice Count	
1	Interim Director position offered	16.67%	1
2	It allowed me to stay with my institution while meeting the needs of my family.	16.67%	1
3	it is a 100% remote position	16.67%	1
4	It offered me an entry into librarianship and I had been a distance student getting my MA-IRLS	16.67%	1
5	Remote Work	16.67%	1
6	The location and type of position were equally primary reasons	16.67%	1

6

Q8 - How often do you plan to seek new job opportunities?
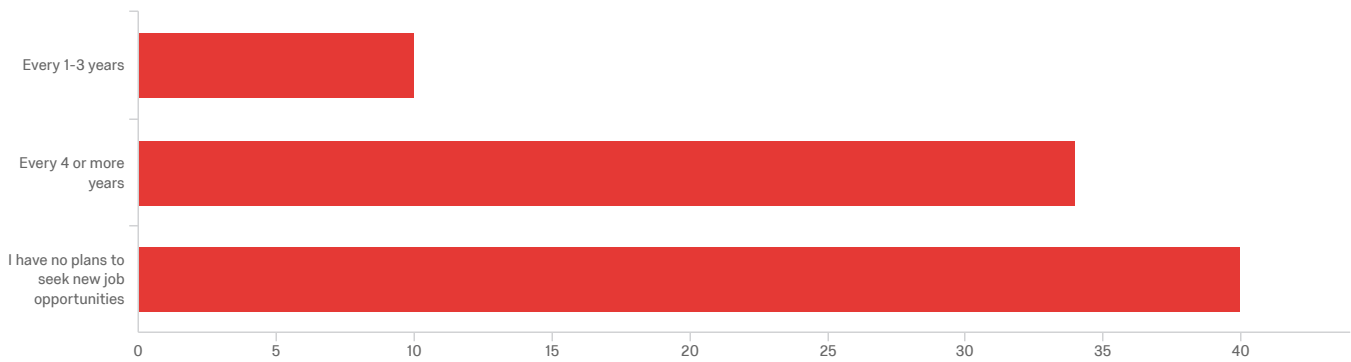
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How often do you plan to seek new job opportunities?	1.00	3.00	2.36	0.68	0.47	84

#	Field		Choice Count
1	Every 1-3 years	11.90%	10
2	Every 4 or more years	40.48%	34
3	I have no plans to seek new job opportunities	47.62%	40
			84

Showing rows 1 - 4 of 4

Q9 - Please comment on your plans and goals for seeking new job opportunities.

Please comment on your plans and goals for seeking new job opportunities.

I love my job!

My spouse is in the military, so I usually look for other opportunities when we move, and as I see opportunities to

I moved into this position in my late career. I plan on retiring from this position.

I like working in distance librarianship but I am also interested in administration (e.g. dean of online learning). I am also looking for work closer to home, but it would have to be in a similar position.

Only when I'm really frustrated or feeling down about work do I consider a change; I really have no interest in moving anytime soon.

I will look for something at an R1 institution with a position that provides professional development opportunities and a chance to grow in the profession.

I like the work I do.

Although if something interesting comes along I will take a look. I have tenure now so giving that up would be hard.

I am nearing retirement age; I find I am a very good reference librarian and can tell I am helping our distance students.

currently looking for job in Pacific NW

I'm retiring in summer 2019

Always looking.

I will seize opportunites if the arise, but will not be seeking them

I am in a good position right now and don't plan to leave unless it is needed for personal life changes

I work in a very flexible library environment in terms of job classifications/responsibilities; so I would really just like to expand my current role and move up internally rather than look elsewhere.

I've been in my role for 4.5 years, but the job has changed significantly enough for me to stay. Start: solely distance librarianship Now: 20% DL, 80% OER.

I would say I rarely/never seek out new job opportunities. I am the kind of person that would be content working in the same organization for the entirety of my professional career, if it were possible.

I plan to seek new job opportunities that allow me to advance my career, particularly in teaching and learning and distance librarianship.

I'm pretty old so I can't imagine anyone would hire me at this point. That said, if something interesting pops up on the list-servs I apply.

To be in or near a city in which I plan to retire

I may seek employment elsewhere in order to live in a nicer / more interesting city.

I always look just in case. I want to stay connected to distance learning and special populations.

As long as my current position remains stable, I have no plans to seek a new job

I seek new opportunities more as he need arises (such as layoffs) than for the sake of change or career advancement.

I look for opportunities and have applied for a couple over the last 10 years. They have to be very specfic and interesting though.

I may return to distance librarianship or another position more focused on instructional design. I may also eventually seek a supervisory position.

I will only seek new opportunities if I begin to feel unhappy in my current position.

I am looking for roles where i can help develop new services and try out new things to push the boundaries of what online teaching and learning can be.

I am happy enough where I am but sometimes think my knowledge is undervalued

Develop further in my career. New opportunities and experiences stop me getting bored. Job hunting across the UK

I recently negotiated to change my position from a part-time, contingent job to a full-time, tenure track position. I like where I work and don't want a different job.

I am happy with my current job. It provides enough change and challenge for me.

I am in the process of earning a PhD in Distance Education (Online Learning) (ABD). I would still like to be a librarian, but perhaps with more administrative duties or perhaps fill a teaching role within my institution.

I'm less interested in finding a new institution than proposing changes to my job responsibilities in a few years.

stay in the Pacific NW, academic library

I am satisfied with my position at this time and currently have no plans for seeking new job opportunities.

I have no plans to seek new job opportunities unless I don't get tenure

I don't actively look for new opportunities; but I keep an eye out on the institutions seeking librarians in case there is that perfect "next" position which will help me grow as a librarian

I currently love my job and what I do so I have no current plans to seek out a new job.

I want to join the ranks of administration

I am currently seeking a new job opportunity

I am "content" with my current position. there is no room for advancement but that is okay. I plan to stay 13-15 more year and then retire

I am close to retirement age.

Need to stay in my location, but perhaps work outside of library in online/distance support

I'm looking for stability but will pursue appropriate opportunities as I continue to gain experience.

I am near retirement, so I am not planning on seeking something new.

Currently have 2 offers, waiting on 2 more. Will be negotiating for 1. Better Pay/position commensurate with portfolio 2. Continue my remote work 3. Non "Centralized-Course Model" Institution needed

I want to stay in distance ed librarianship, but will changes jobs if we have to move and I cannot work remotely

I may want to move away from librarianship into teaching

I am in a tenure position, so I would like to get tenure first and then maybe look around for other job opportunities

While I have moved to a new role, distance library services are under my supervision.

I apply and interview annually, to keep resume and skills fresh, but I love my current job.

Showing records 1 - 52 of 52

Q10 - The attributes I look for in a job are fulfilled very well by my position.
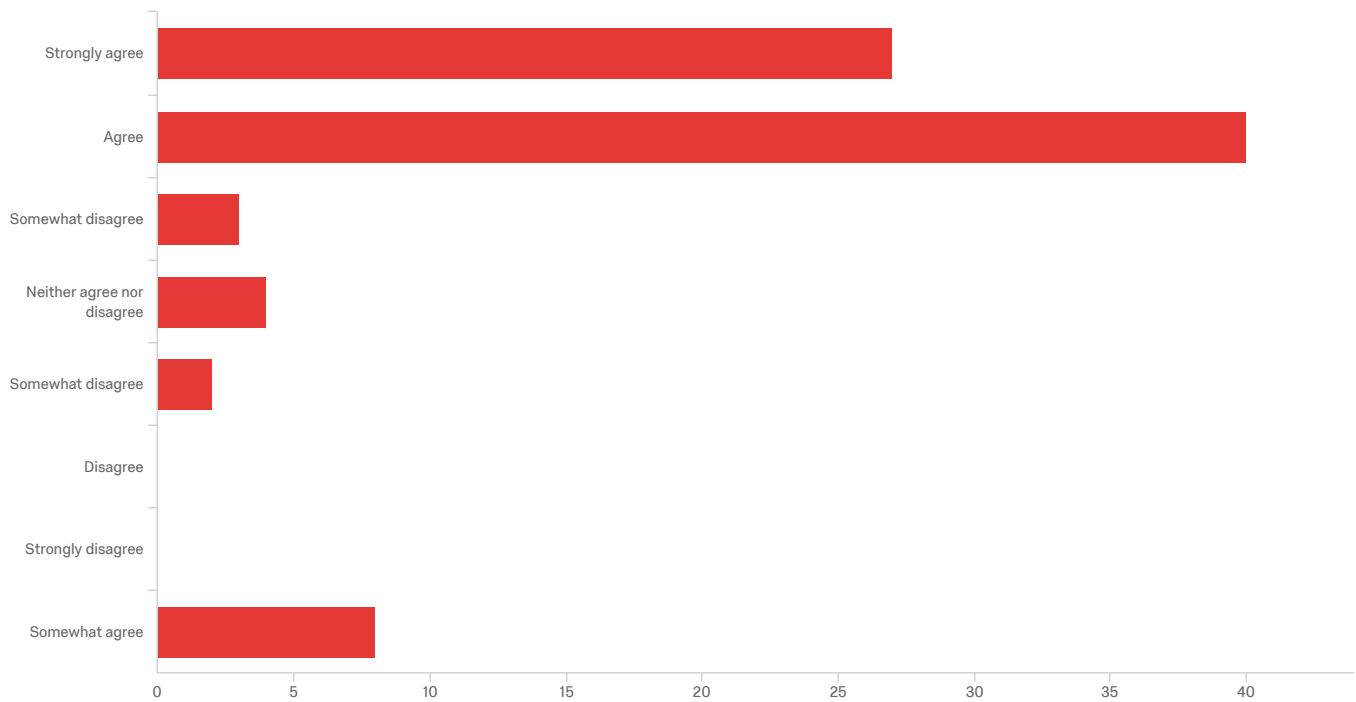
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The attributes I look for in a job are fulfilled very well by my position.	1.00	8.00	2.45	2.00	3.99	84

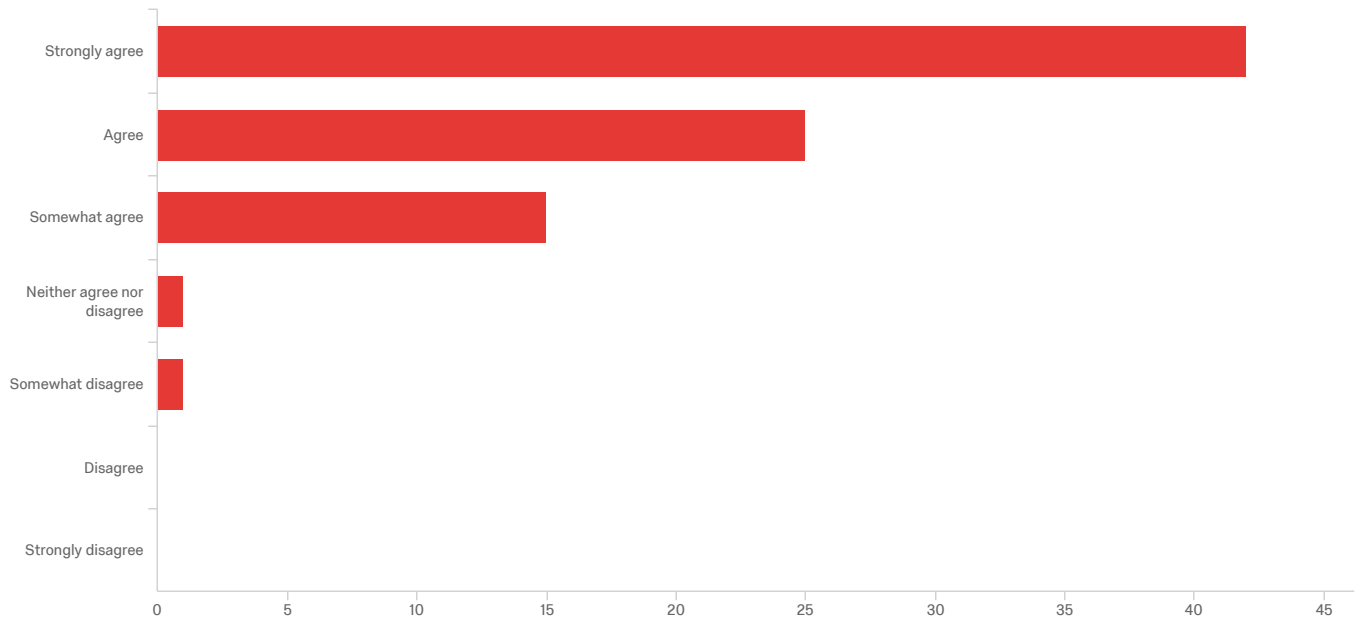| #	Field		Choice Count
1	Strongly agree	32.14%	27
2	Agree	47.62%	40
3	Somewhat disagree	3.57%	3
4	Neither agree nor disagree	4.76%	4
5	Somewhat disagree	2.38%	2
6	Disagree	0.00%	0
7	Strongly disagree	0.00%	0
8	Somewhat agree	9.52%	8
			84

Showing rows 1 - 9 of 9

Q11 - My abilities, education, and training are a good fit with the requirements of my position.
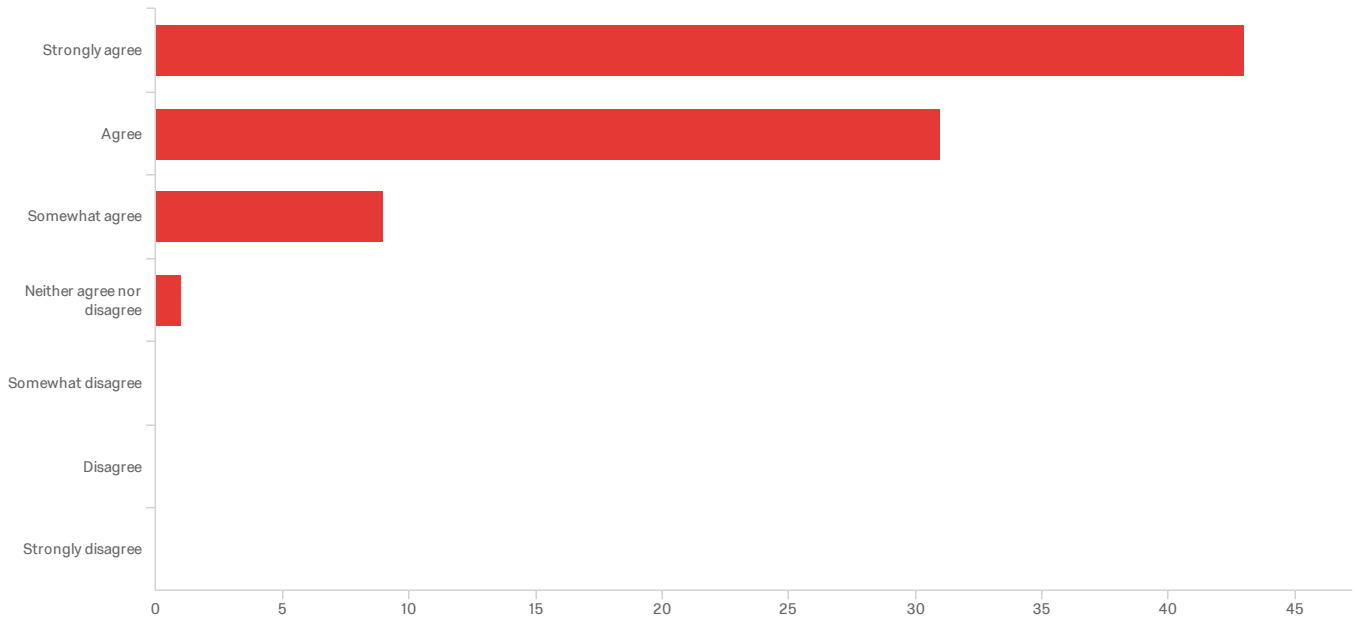
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My abilities, education, and training are a good fit with the requirements of my position.	1.00	4.00	1.62	0.72	0.52	84

#	Field		Choice Count
1	Strongly agree	51.19%	43
2	Agree	36.90%	31
3	Somewhat agree	10.71%	9
4	Neither agree nor disagree	1.19%	1
5	Somewhat disagree	0.00%	0
6	Disagree	0.00%	0
7	Strongly disagree	0.00%	0
			84

Showing rows 1 - 8 of 8

Q12 - There is a good fit between my personality and my position.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	There is a good fit between my personality and my position.	1.00	5.00	1.74	0.87	0.76	84

#	Field	Choice Count	
1	Strongly agree	50.00%	42
2	Agree	29.76%	25
3	Somewhat agree	17.86%	15
4	Neither agree nor disagree	1.19%	1
5	Somewhat disagree	1.19%	1
6	Disagree	0.00%	0
7	Strongly disagree	0.00%	0
			84

Showing rows 1 - 8 of 8

Q13 - There is a good fit between my interests and my position.
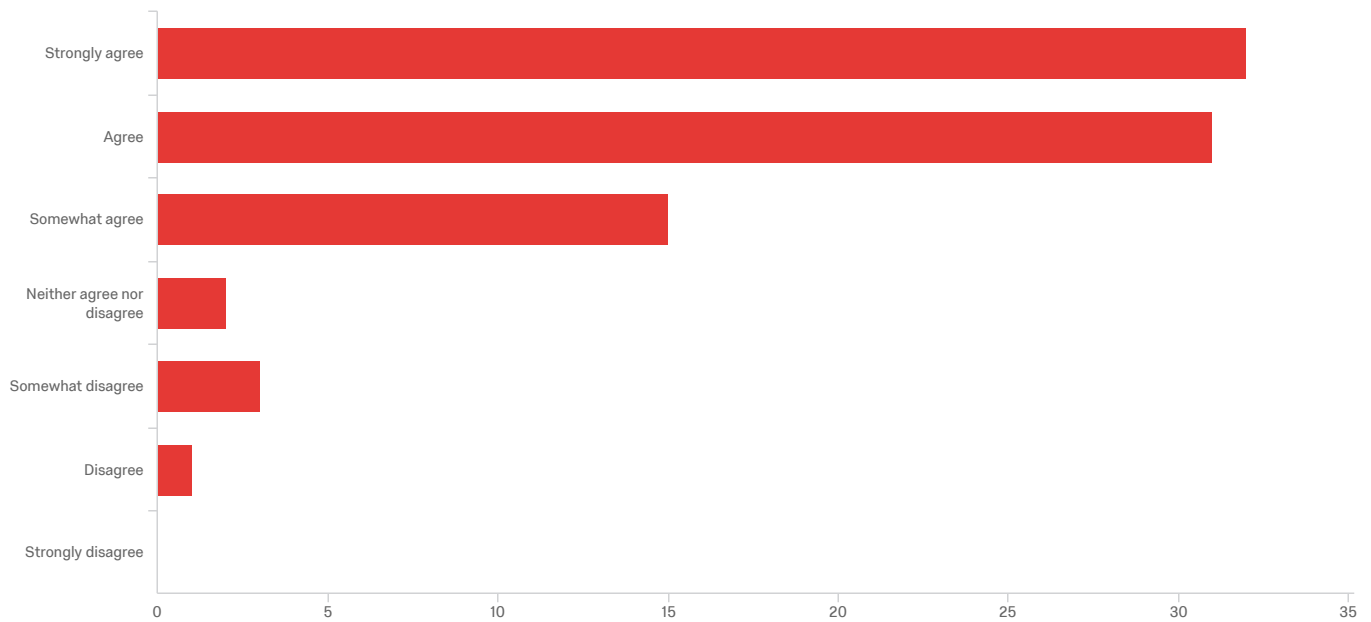
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	There is a good fit between my interests and my position.	1.00	6.00	2.00	1.08	1.17	84

#	Field		Choice Count
1	Strongly agree	38.10%	32
2	Agree	36.90%	31
3	Somewhat agree	17.86%	15
4	Neither agree nor disagree	2.38%	2
5	Somewhat disagree	3.57%	3
6	Disagree	1.19%	1
7	Strongly disagree	0.00%	0
			84

Showing rows 1 - 8 of 8

Q14 - Overall, I am satisfied with my current position.
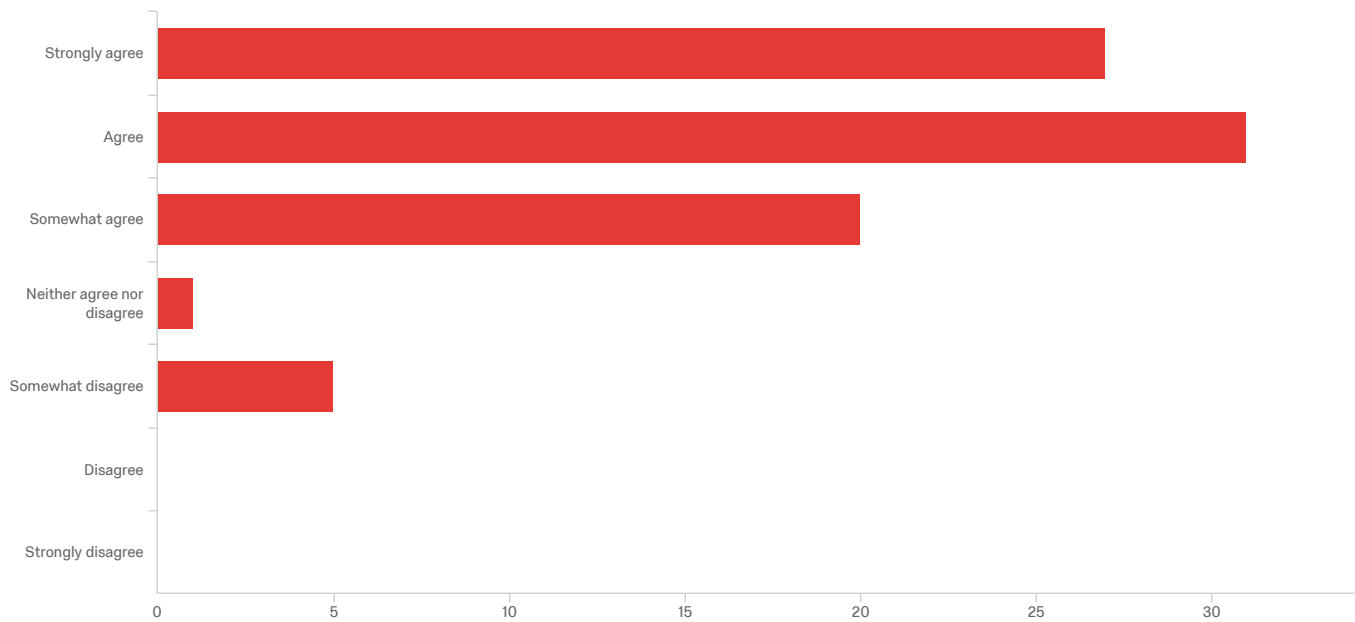
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, I am satisfied with my current position.	1.00	5.00	2.12	1.06	1.13	84

#	Field		Choice Count
1	Strongly agree	32.14%	27
2	Agree	36.90%	31
3	Somewhat agree	23.81%	20
4	Neither agree nor disagree	1.19%	1
5	Somewhat disagree	5.95%	5
6	Disagree	0.00%	0
7	Strongly disagree	0.00%	0
			84

Showing rows 1 - 8 of 8

Q15 - Do you have anything to add about your perceptions of your fit with your current position?

Do you have anything to add about your perceptions of your fit with your cu...

I would like to have more of a leadership role, or to be expanding my skills more.

I like researching , trivia, working with and assisting people.

If I answered this yesterday, I would have disagreed- it all depends on the day and the amount of interpersonal nonsense going on.

No.

Our library (and university) confers degrees in business, technology, nursing, and social sciences. Ideally, I would prefer to work with students and faculty in the arts and humanities

I am NTT wanting a tenure track position

Librarianship is not a passion for me, it's a job.

There is new management and my position will be changed. Thus fit is becoming less for me.

Personally, I would love a little more freedom to be creative, but I do get to be somewhat creative in this position so I can't complain much

Nope.

I am ready for more responsbilitiy, but cannot get that in my current job.

I used to go into the office a couple times a week and now work FT from home. While I appreciate the flexibility it provides I find it very isolating.

Other staff dispute my fit due to my distance learning focus

I did not consider the "fitness" of this position when I accepted it, but I have grown into it, and it suits me well.

My role is very wide ranging and with a lot of contact with publishers, looking at partner services and services to students in secure environments.

The people I work with make me feel like a good fit more than any other aspect of the job.

My particular position, and that of my team, within the service is sometimes undervalued by colleagues

I fit well but I'm not sure it fits me well. Pressures on UK education and the institution I work for mean the workload is exhausting

no

My PhD will be in Education with a concentration in Distance Education (now called Educational Technology and Online Learning). I purposefully chose that concentration to be able to adapt to the trajectory my institution was taking toward online programs.

my position is non-tenured, and I wish to be tenure-track

My current position is the best job-fit of all the positions I've held since earning my MLIS in 1995. The autonomy, flexibility, and variety are key components that make it a great fit. Teaching and providing research consultations are a great fit with my personality and skills.

I get a lot of flexibility to try new things with my current role, and that makes it much more rewarding

there was no training in library school for distance librarianship. all on the job training which was good. as for my fit with my current position in general, libraries are constantly changing. Who knew that technology would be such a driving factor in the daily life of a librarian

As a library director I have a lot of control over my internal environment. The culture of this university is not always the best fit but the library is great.

As with many of us, I wear many hats and the time I have to support online programs is limited

pace of current position requirements are different

This is my first position after obtaining my degree and I am not convinced that my classes prepared me for this job. My experience with student employment in the library's reference department during my studies helped, but I am struggling with the more administrative and technical tasks of my job.

This job was a very good fit for me because I had been a distance student myself and understood the frustrations they can have. I also had a lengthy background in the business world of customer service, marketing, and operations, in support of products and services.

the emphasis on technology to reach students dominates the personal interactions

There are sort of 3 areas of consideration to my employment- 1. Work/life balance (remote work) 2. Pay 3. Good Institution. Currently my job only has #1. I feel underpaid and overqualified and overworked just to have the type of lifestyle I want.

i get to wear many hats (assessment, instruction, liaison, course development, reference, etc.)

I perceive myself as capable of doing more than what is required of me

As a supervisor with strong online learning bias, I am still adjusting to face to face delivery methods.

We were acquired by a larger University with more of a top-down culture. It has made me think the culture may shift to the point I want to leave my current role.

## Q16 - My library meets the needs I expect from an employer.
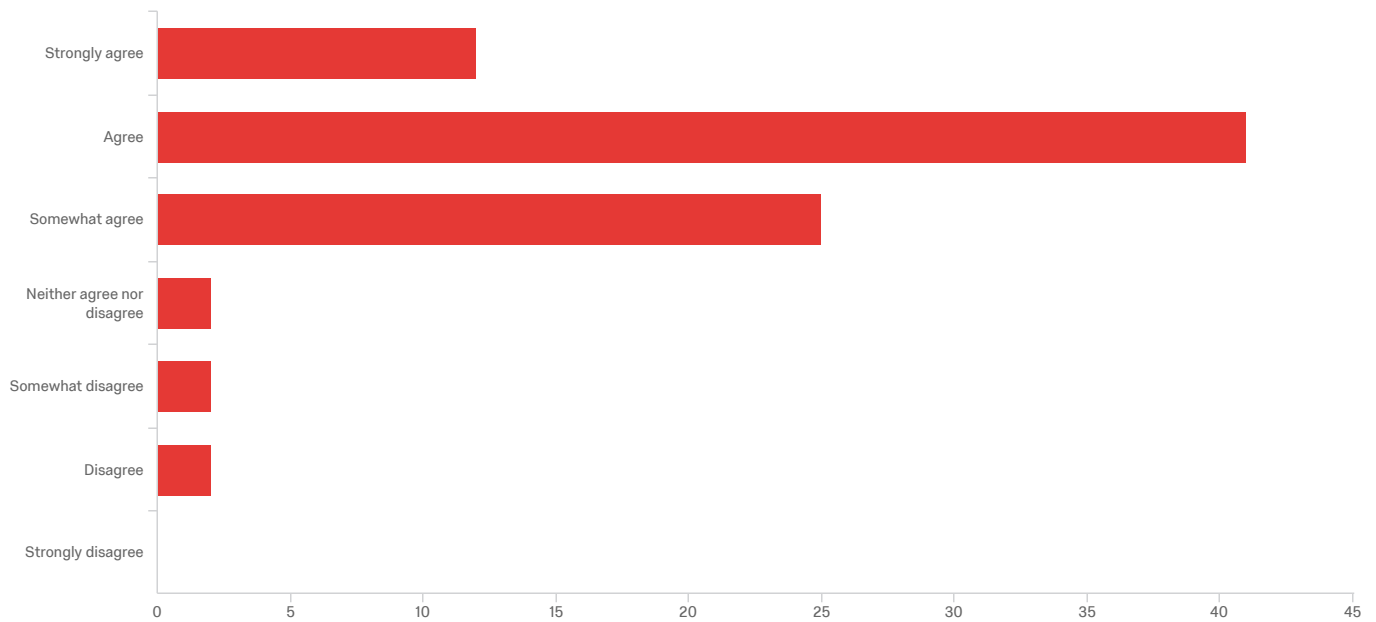
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My library meets the needs I expect from an employer.	1.00	6.00	2.37	1.00	0.99	84

#	Field		Choice Count
1	Strongly agree	14.29%	12
2	Agree	48.81%	41
3	Somewhat agree	29.76%	25
4	Neither agree nor disagree	2.38%	2
5	Somewhat disagree	2.38%	2
6	Disagree	2.38%	2
7	Strongly disagree	0.00%	0
			84

Showing rows 1 - 8 of 8

# Q17 - My library's values and culture provide a good fit with my values in life.
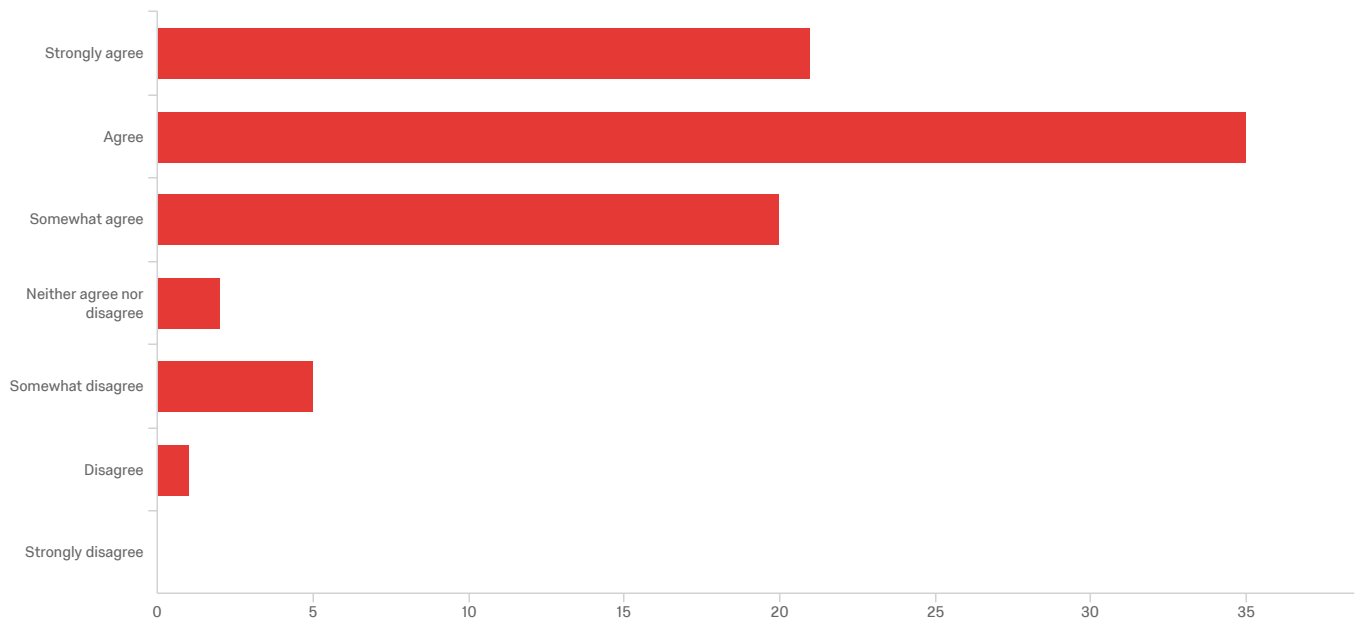
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My library's values and culture provide a good fit with my values in life.	1.00	6.00	2.26	1.11	1.24	84

#	Field		Choice Count
1	Strongly agree	25.00%	21
2	Agree	41.67%	35
3	Somewhat agree	23.81%	20
4	Neither agree nor disagree	2.38%	2
5	Somewhat disagree	5.95%	5
6	Disagree	1.19%	1
7	Strongly disagree	0.00%	0
			84

Showing rows 1 - 8 of 8

Q18 - I am generally happy with my current work environment.
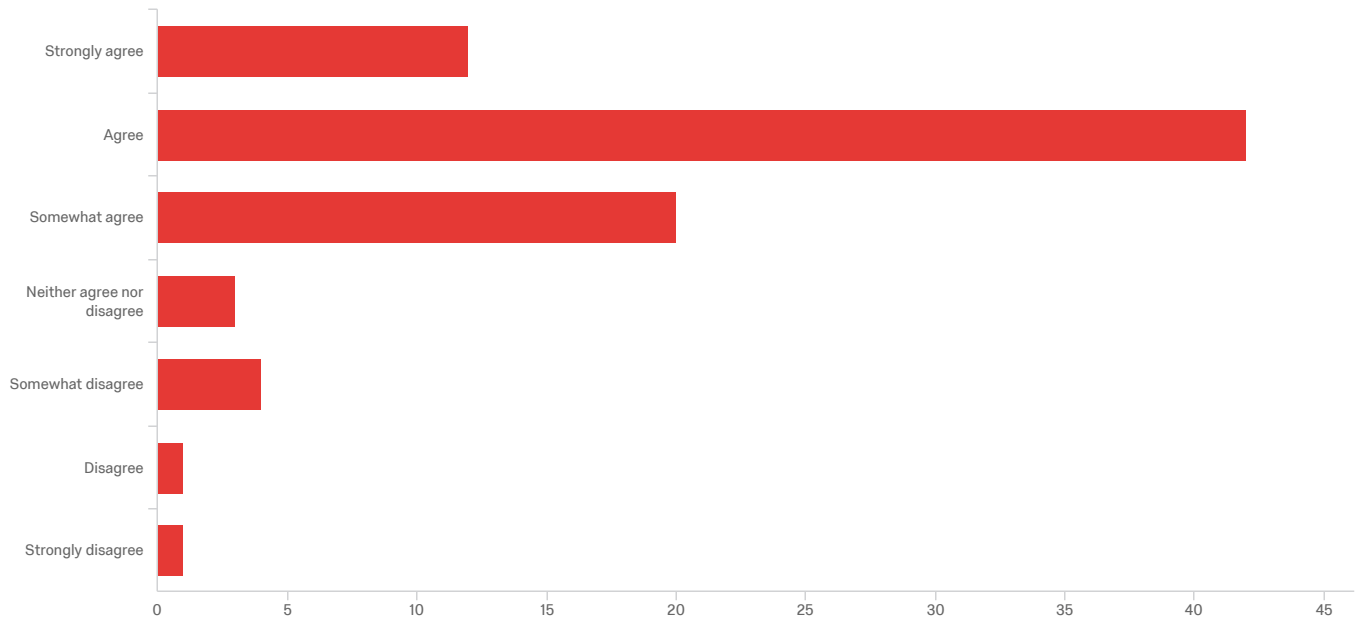
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am generally happy with my current work environment.	1.00	7.00	2.42	1.13	1.28	83

#	Field		Choice Count
1	Strongly agree	14.46%	12
2	Agree	50.60%	42
3	Somewhat agree	24.10%	20
4	Neither agree nor disagree	3.61%	3
5	Somewhat disagree	4.82%	4
6	Disagree	1.20%	1
7	Strongly disagree	1.20%	1
			83

Showing rows 1 - 8 of 8

Q19 - I am generally satisfied with the kind of work I do on my job.
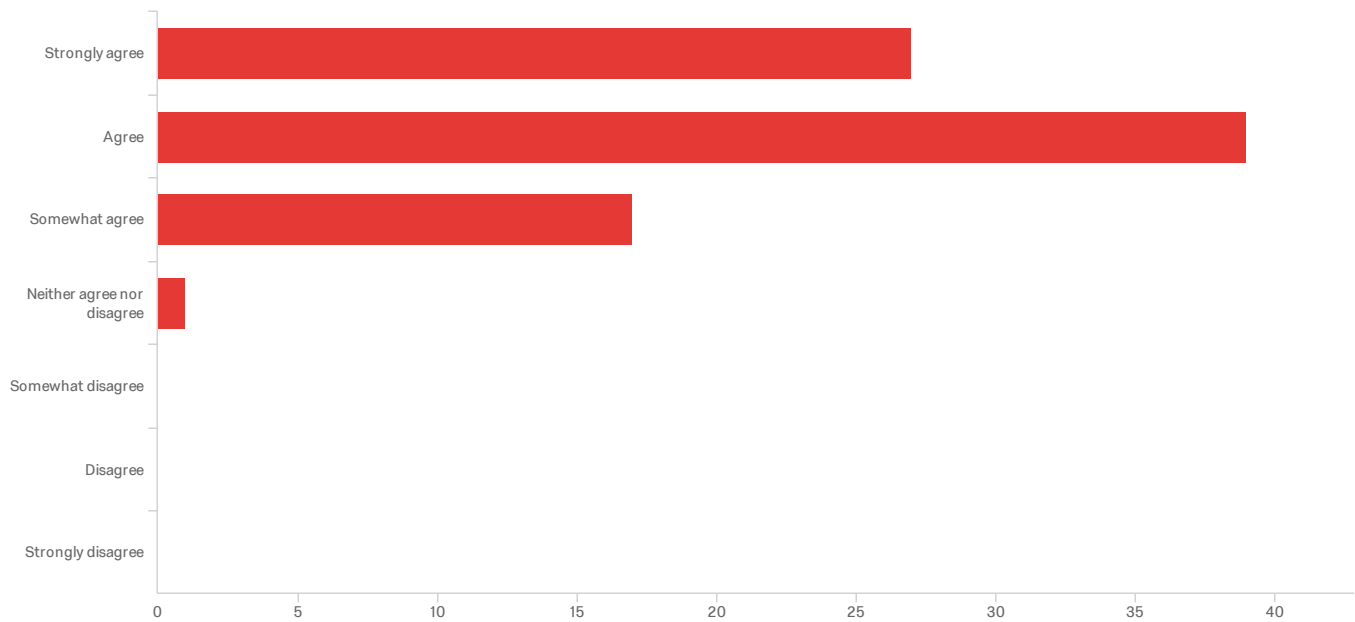
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am generally satisfied with the kind of work I do on my job.	1.00	4.00	1.90	0.75	0.56	84

#	Field		Choice Count
1	Strongly agree	32.14%	27
2	Agree	46.43%	39
3	Somewhat agree	20.24%	17
4	Neither agree nor disagree	1.19%	1
5	Somewhat disagree	0.00%	0
6	Disagree	0.00%	0
7	Strongly disagree	0.00%	0
			84

Showing rows 1 - 8 of 8

## Q20 - I have the opportunity to develop and apply the skills I need to be successful.
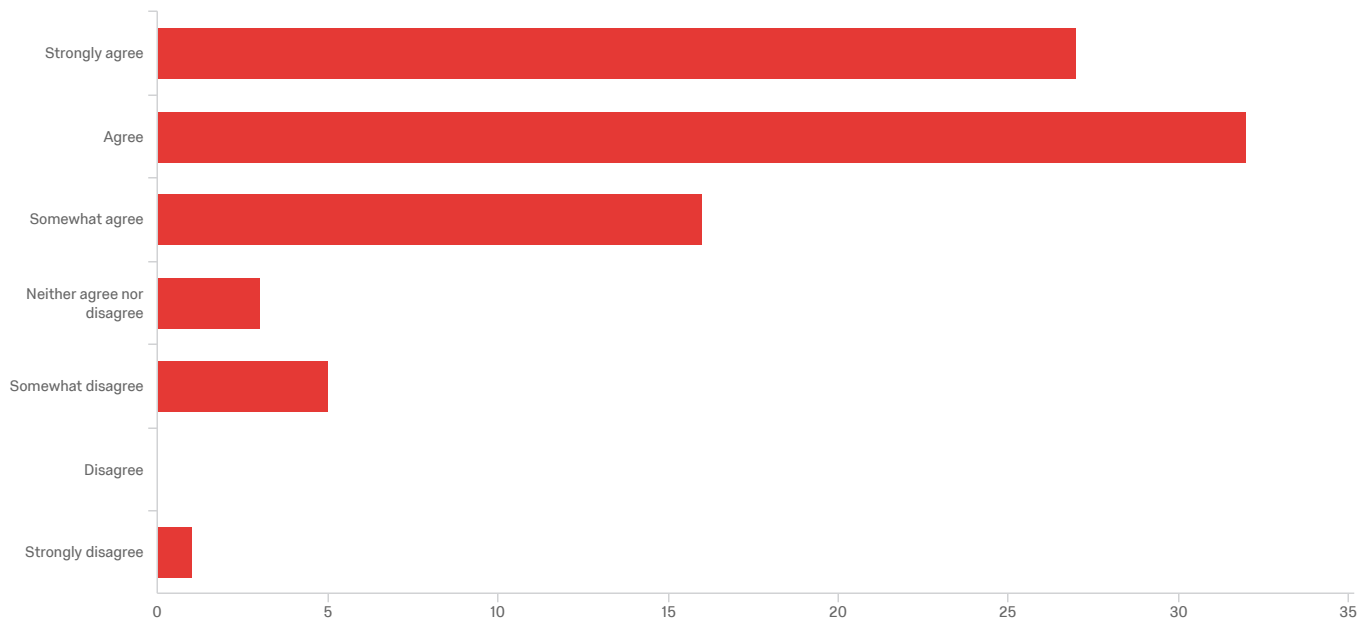
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have the opportunity to develop and apply the skills I need to be successful.	1.00	7.00	2.18	1.21	1.46	84

#	Field		Choice Count
1	Strongly agree	32.14%	27
2	Agree	38.10%	32
3	Somewhat agree	19.05%	16
4	Neither agree nor disagree	3.57%	3
5	Somewhat disagree	5.95%	5
6	Disagree	0.00%	0
7	Strongly disagree	1.19%	1
			84

Showing rows 1 - 8 of 8

# Q21 - I generally have opportunities for creative input and innovation in my work.
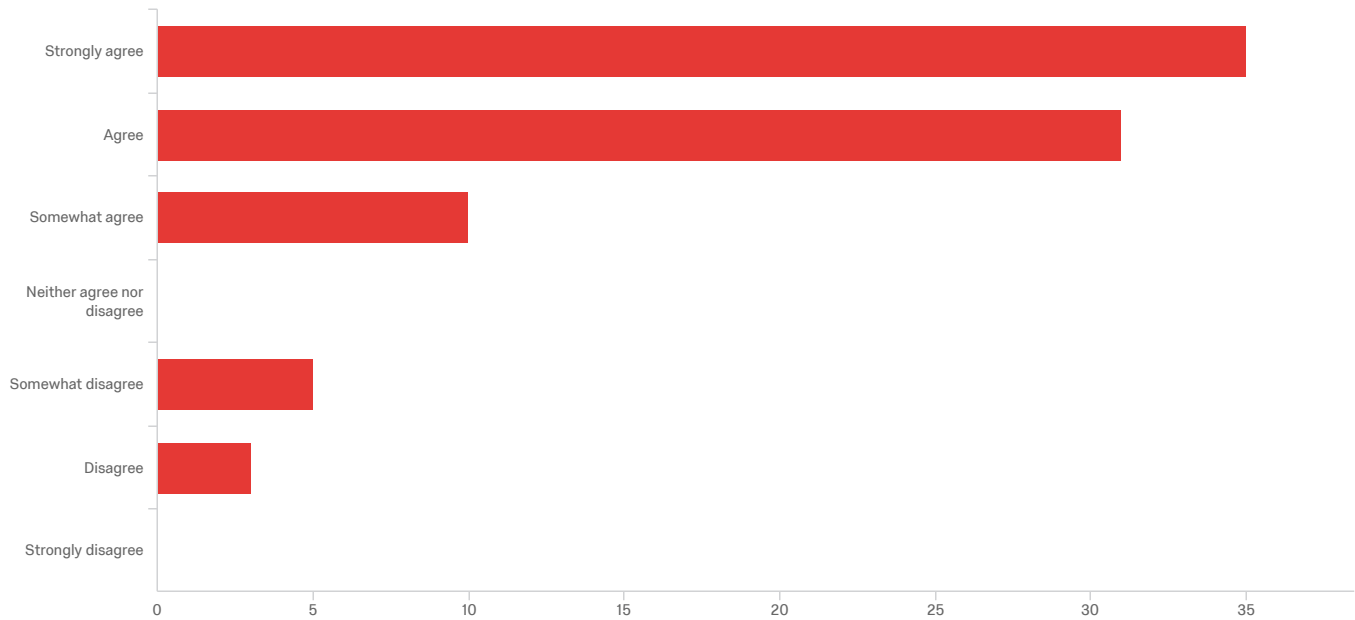
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I generally have opportunities for creative input and innovation in my work.	1.00	6.00	2.02	1.28	1.64	84

#	Field		Choice Count
1	Strongly agree	41.67%	35
2	Agree	36.90%	31
3	Somewhat agree	11.90%	10
4	Neither agree nor disagree	0.00%	0
5	Somewhat disagree	5.95%	5
6	Disagree	3.57%	3
7	Strongly disagree	0.00%	0
			84

Showing rows 1 - 8 of 8

Q22 - I feel I am really part of the group of people I work with.
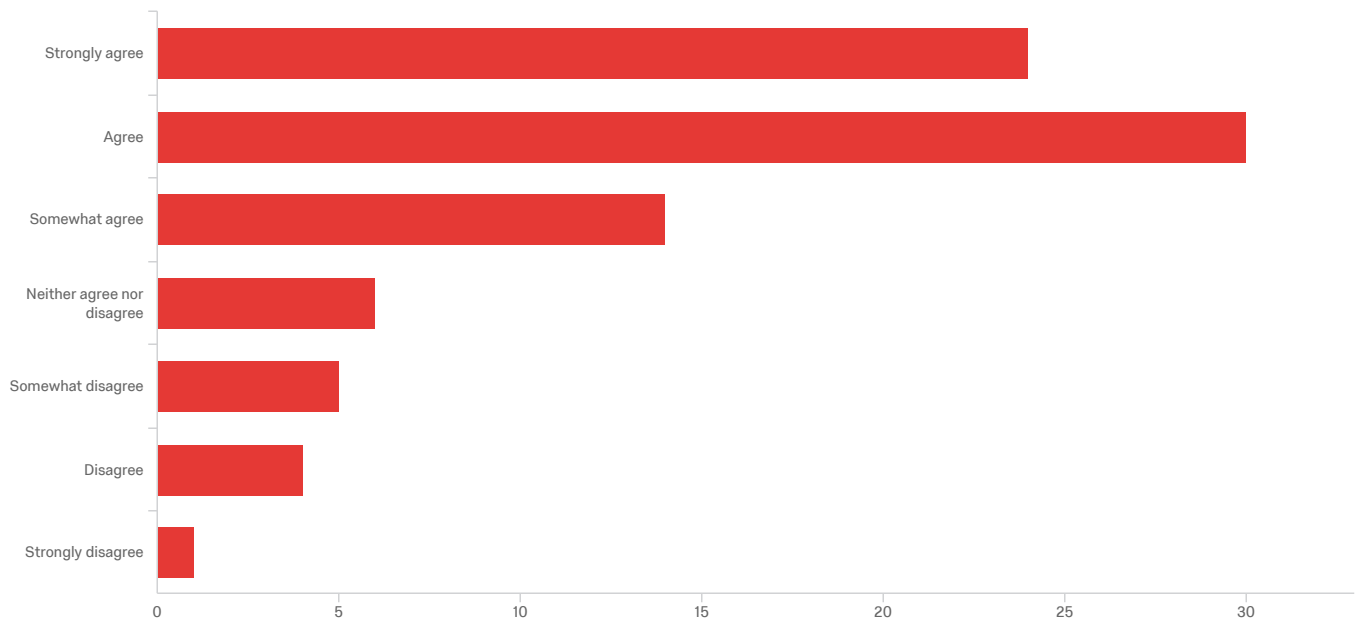
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I feel I am really part of the group of people I work with.	1.00	7.00	2.45	1.46	2.13	84

#	Field		Choice Count
1	Strongly agree	28.57%	24
2	Agree	35.71%	30
3	Somewhat agree	16.67%	14
4	Neither agree nor disagree	7.14%	6
5	Somewhat disagree	5.95%	5
6	Disagree	4.76%	4
7	Strongly disagree	1.19%	1
			84

Showing rows 1 - 8 of 8

## Q23 - The support I receive from co-workers helps me to do a better job.
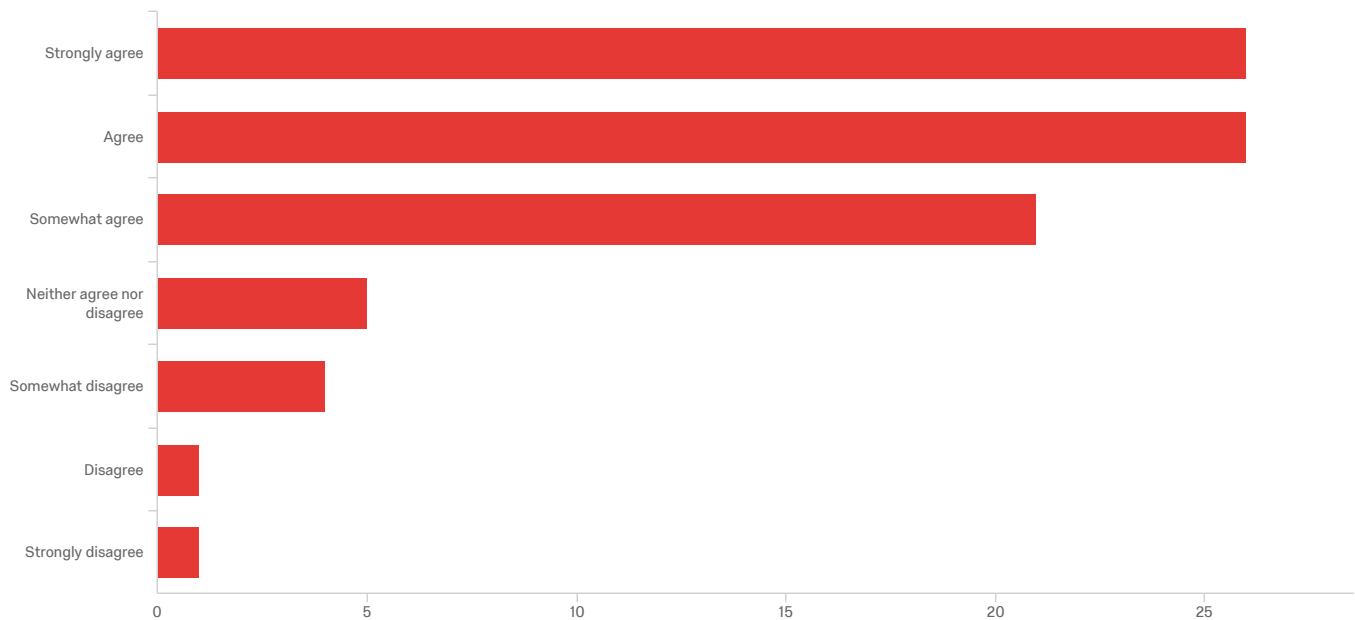
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The support I receive from co-workers helps me to do a better job.	1.00	7.00	2.31	1.27	1.62	84

#	Field	Choice Count	
1	Strongly agree	30.95%	26
2	Agree	30.95%	26
3	Somewhat agree	25.00%	21
4	Neither agree nor disagree	5.95%	5
5	Somewhat disagree	4.76%	4
6	Disagree	1.19%	1
7	Strongly disagree	1.19%	1
			84

Showing rows 1 - 8 of 8

Q24 - Knowing what I now know, if I had to decide all over again, I would still decide to accept my current position.
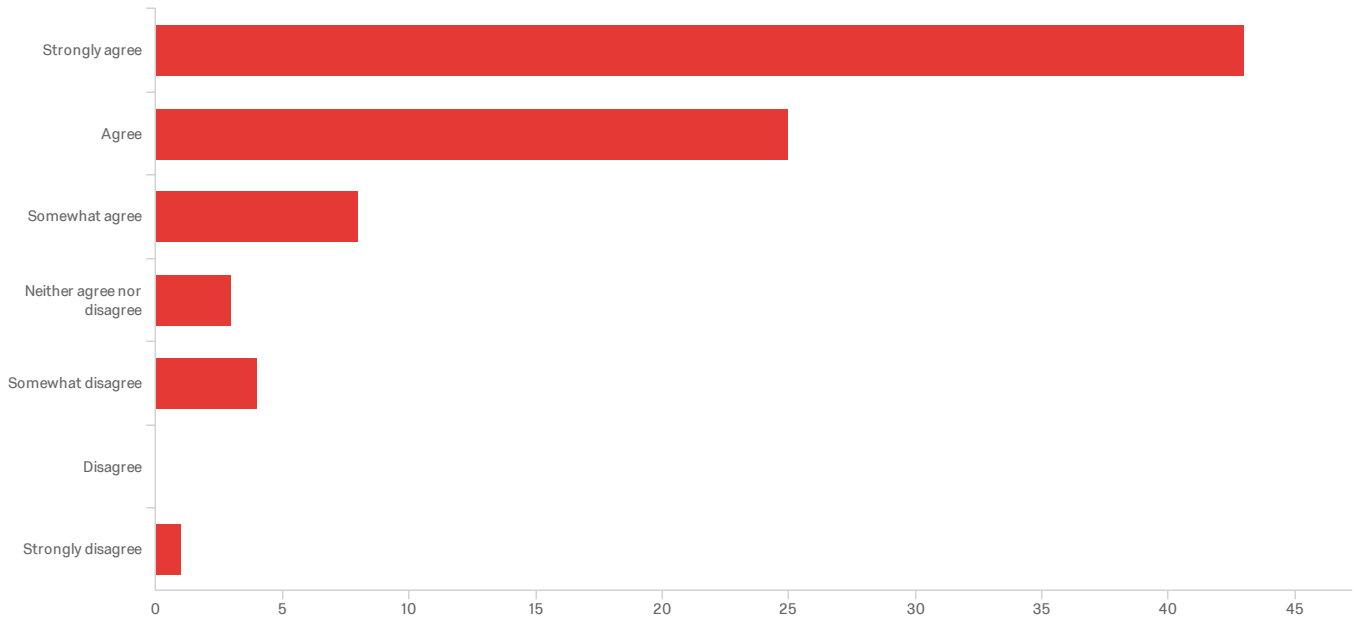
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Knowing what I now know, if I had to decide all over again, I would still decide to accept my current position.	1.00	7.00	1.86	1.21	1.46	84

#	Field		Choice Count
1	Strongly agree	51.19%	43
2	Agree	29.76%	25
3	Somewhat agree	9.52%	8
4	Neither agree nor disagree	3.57%	3
5	Somewhat disagree	4.76%	4
6	Disagree	0.00%	0
7	Strongly disagree	1.19%	1
			84

Showing rows 1 - 8 of 8

Is there anything else about your career or current position you would like...

My position was new and I was promoted in-house. It was awesome and has worked out well!

I wish I had a background in Instructional Design and/or teaching/andrygogy.

I am overworked in that i have too many responsibilities.

I have worked in my position much longer than I expected.

No.

no

The people I work with are the single best part of my job.

love the ability to work from home! Saves on clothes, commute, car, meals out. They get more of me at the computer doing dedicated work.

It feels like the climate is shifting to a more corporate atmosphere with more demands and less time to acomplish them. Five years ago, my responses would have been more towards 'strongly agree' than 'agree'

My answers may a little different than most--I stumbled into this area of librarianship, originally intending to work in the public library children's department. I still miss many of the aspects of that job, but I have found a niche in academic libraries working with distance students and overall it is usually pretty fulfilling.

I am a solo librarian.

I am the only position solely dedicated to online instruction and e-learning, however I collaborate and train instructional librarians in order to increase competency in these topics and skills.

I had a hard time finding a professional position that paid a living wage, so yes I would take this position again. What I'm not sure about is if I would have gone into librarianship if I had known how hard it was going to hit me financially.

It's interesting but pressures on UK education funding are difficult. Much reduced staffing is not helping.

My library is currently severely understaffed, which is the main thing that is making me less-than-thrilled with my job. Otherwise it's great.

I really love being in distance education. My position title is Online Learning Librarian. This position fits with my personality and skills.

Knowing what I know now, I wish I had pursued an academic librarian job earlier in my career.

I got really lucky finding this position straight out of graduate school and while I've interviewed a few places since taking this job, I realize what I want/need from a job in order to be happy and this has helped me to be much more critical during the interview process

As a Distance Learning Librarian, I feel like it's kind of amalgam of other job responsibilities. I'm technically in the instruction department at my library but I do a lot with digital services too. My responsibilities don't really fit within one category.

A major part of our reference service is geared to distance learners. I think it is a more innovative environment because of the challenges and I like that.

I am lucky to be in a smaller library where we all wear multiple hats and my colleagues have always been very supportive of what is needed in my job to support our distance students.

changing emphasis on online classes and online tools to reach students needs more focus in training and degree programs

I work with 1 other librarian, 20k FTE, 100% online school. I love working with the library and my coworkers, yet loathe the institutional model.

my only complaint is with the salary, I lolve the felxibility of my work and office

I was more satisfied with my position when the distance unit had greater autonomy in providing library services to remote and online patrons

I really like my direct supervisor and co-workers, but I do NOT like the administration and dean of my current library

My workplace climate is less than ideal; the things I dislike about my job are directly related to the dysfunctional workplace environment.

Q26 - Which of the following best describes the type of library you work in:
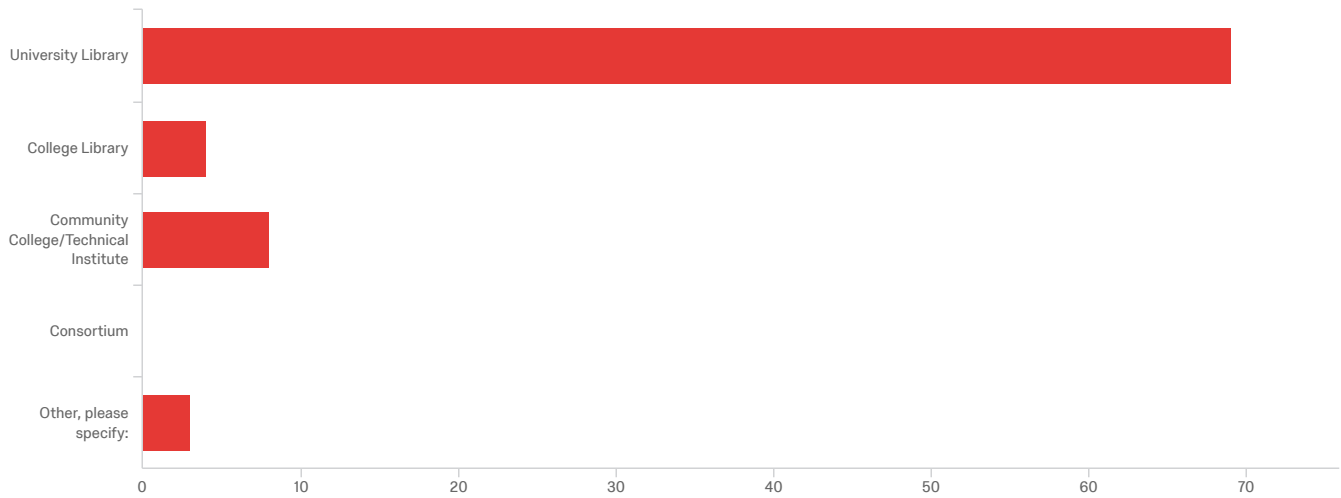
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Which of the following best describes the type of library you work in: - Selected Choice	1.00	5.00	1.38	0.92	0.85	84

#	Field		Choice Count
1	University Library	82.14%	69
2	College Library	4.76%	4
3	Community College/Technical Institute	9.52%	8
4	Consortium	0.00%	0
5	Other, please specify:	3.57%	3
			84

Showing rows 1 - 6 of 6

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visualization.
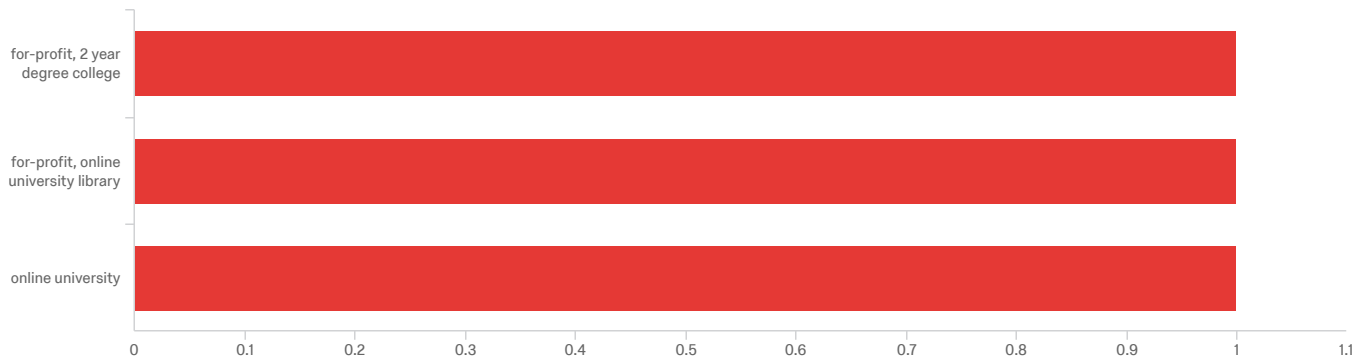
#	Field	Choice Count	
1	for-profit, 2 year degree college	33.33%	1
2	for-profit, online university library	33.33%	1
3	online university	33.33%	1
			3

Showing rows 1 - 4 of 4

Q27 - What is your age?
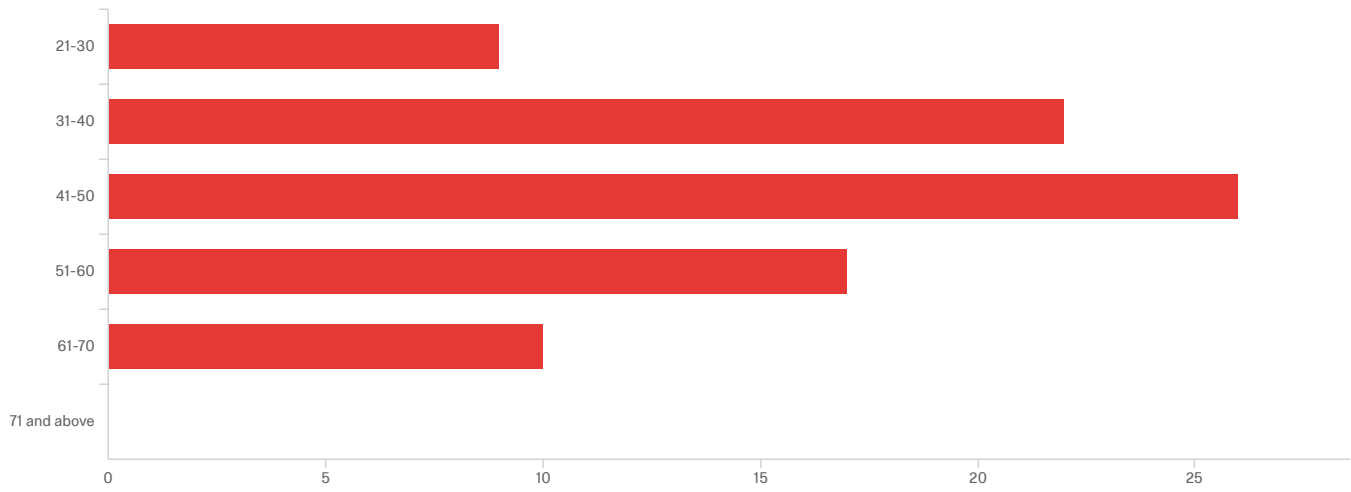
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your age?	1.00	5.00	2.96	1.17	1.37	84

#	Field		Choice Count
1	21-30	10.71%	9
2	31-40	26.19%	22
3	41-50	30.95%	26
4	51-60	20.24%	17
5	61-70	11.90%	10
6	71 and above	0.00%	0
			84

Showing rows 1 - 7 of 7

Q28 - What is your gender?
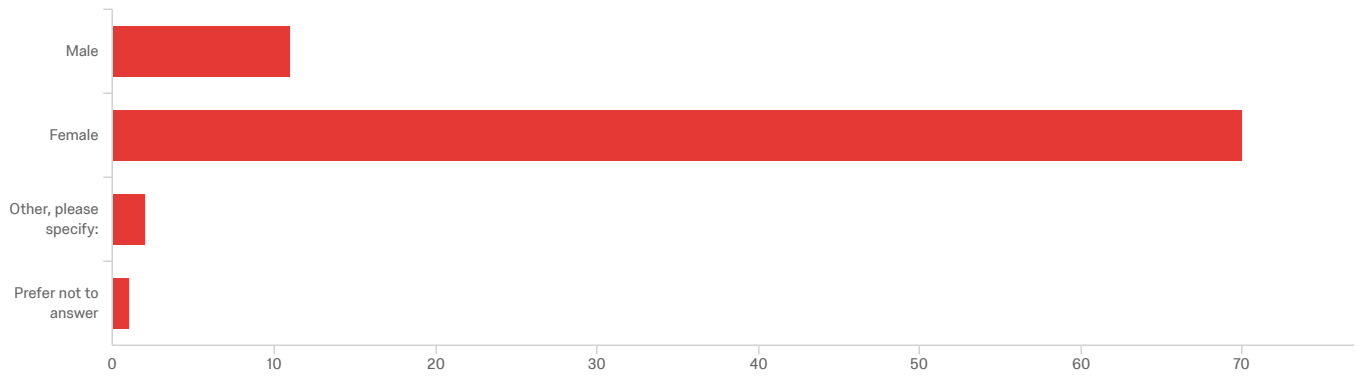
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your gender? - Selected Choice	1.00	4.00	1.92	0.44	0.20	84

#	Field		Choice Count
1	Male	13.10%	11
2	Female	83.33%	70
3	Other, please specify:	2.38%	2
4	Prefer not to answer	1.19%	1
			84

Showing rows 1 - 5 of 5

⚠️
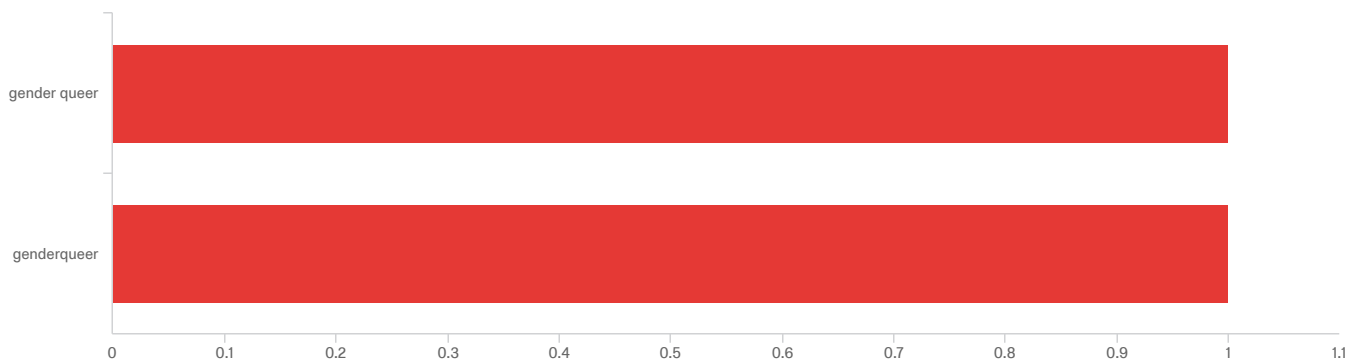
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#	Field		Choice Count
1	gender queer	50.00%	1
2	genderqueer	50.00%	1
			2

Showing rows 1 - 3 of 3

Q29 - What is the highest degree you have received?
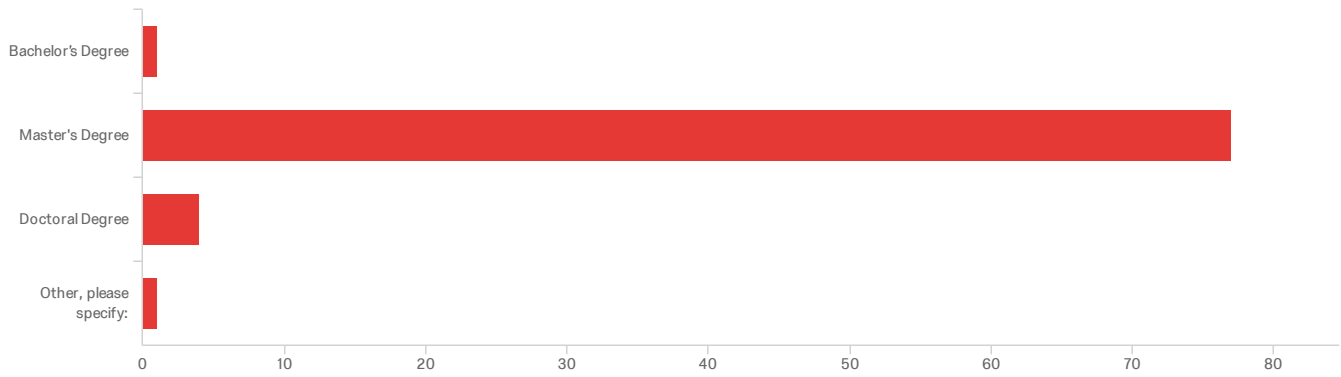
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is the highest degree you have received? - Selected Choice	1.00	4.00	2.06	0.32	0.10	83

#	Field		Choice Count
1	Bachelor's Degree	1.20%	1
2	Master's Degree	92.77%	77
3	Doctoral Degree	4.82%	4
4	Other, please specify:	1.20%	1
			83

Showing rows 1 - 5 of 5

⚠
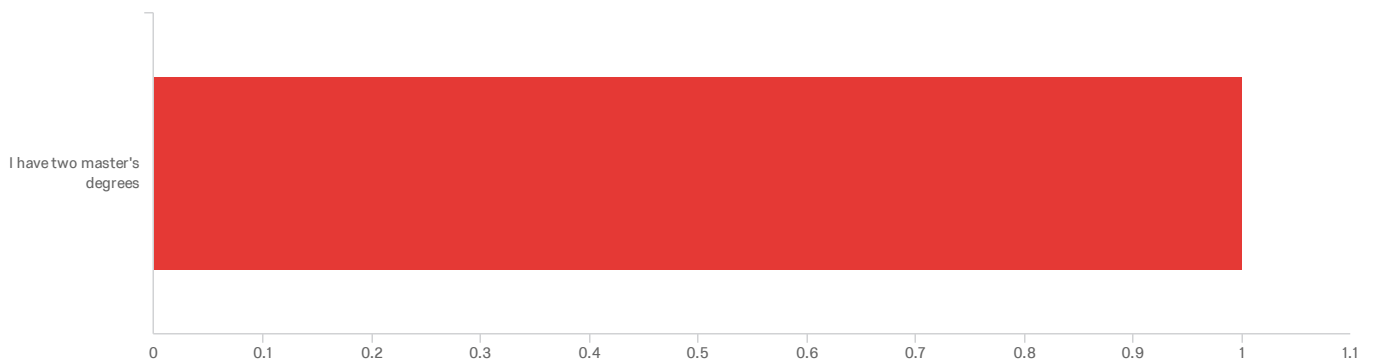
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#	Field		Choice Count
1	I have two master's degrees	100.00%	1

Showing rows 1 - 1 of 1

Q30 - In what country is your library located?
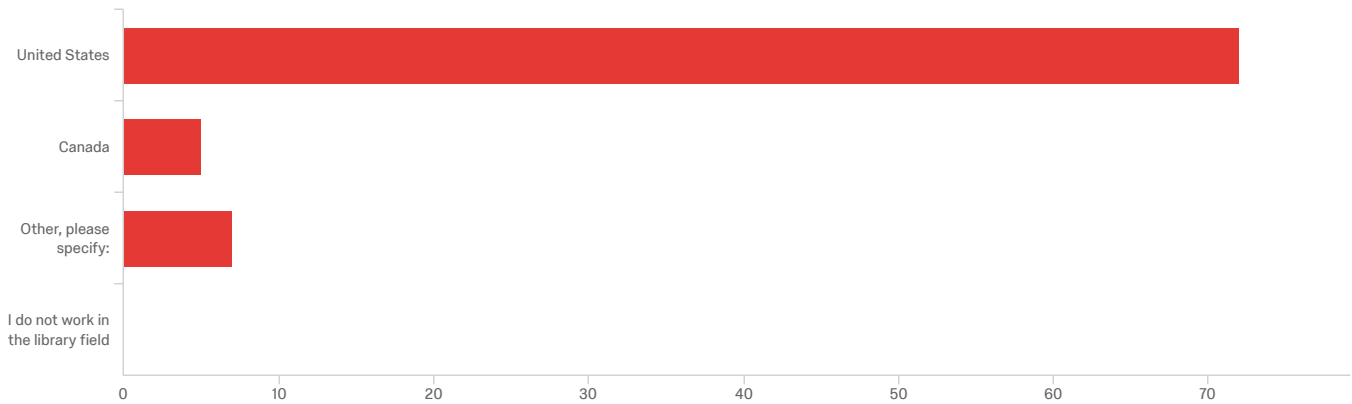
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	In what country is your library located? - Selected Choice	1.00	3.00	1.23	0.58	0.34	84

#	Field		Choice Count
1	United States	85.71%	72
2	Canada	5.95%	5
3	Other, please specify:	8.33%	7
4	I do not work in the library field	0.00%	0
			84

Showing rows 1 - 5 of 5

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visualization.
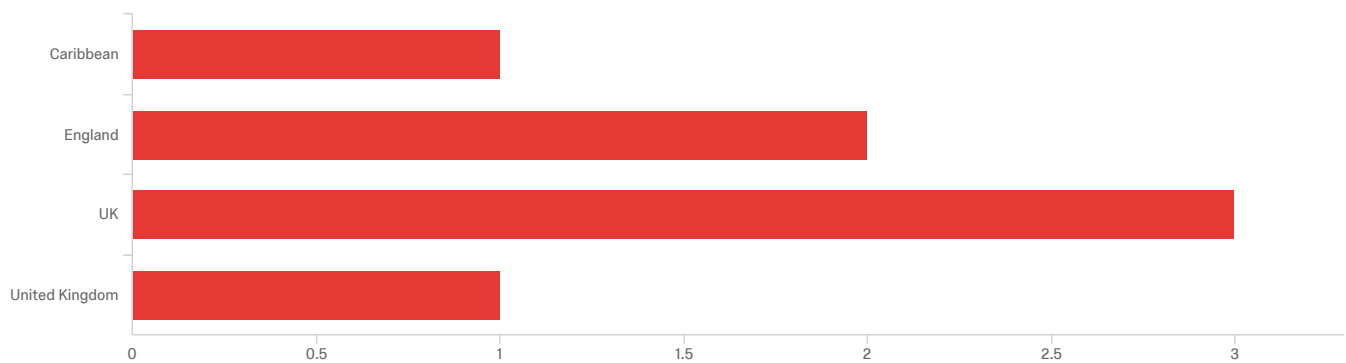
#	Field	Choice Count	
1	Caribbean	14.29%	1
2	England	28.57%	2
3	UK	42.86%	3
4	United Kingdom	14.29%	1
			7

Showing rows 1 - 5 of 5

End of Report