



Bridging Boundaries to Create a New Workforce

A Survey of Spectrum Scholarship Recipients, 1998–2003

Appendix A: Text Version of Survey Showing Responses to Categorical Questions.

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Note: N=164, the total number of respondents. The number of respondents (n) answering any one question may be less than 164. Some responses to ranked (agree/disagree) and open-ended questions (e.g., age) were collapsed into categories for easier presentation. Summaries of selected open-ended questions are provided in the report.

Survey of ALA Spectrum Initiative Scholars

ID# _____

Thank you for participating in this survey. It should take approximately 35-60 minutes to complete. If you have questions please contact Dr. Loriene Roy at loriene@ischool.utexas.edu or (512) 471.3959.

Your Name: _____

Your Email Address: _____

Note: For all questions, please select the answer that best represents your responses. Other questions will ask you to write-in your response(s). By library school we mean an ALA-accredited master's program or ALA-accredited National Council for Accreditation of Teacher Education (NCATE) school library media program.

Section A: Questions for All Spectrum Scholars

Part I: Some Background Questions About You

1. What is your nationality? (n=163)

- U.S. Citizen: **157**
- Canadian Citizen: **1**
- Permanent Resident: **5**

2. In which country were you (n=148) born?

U.S.: **114**

Other: **34**

3. What is your gender? (n=164)

- Female: **141**
- Male: **23**

4. Date of Birth (MM,DD,YYYY)? (n=158) Collapsed into 6 categories:

21-25: **33**

26-30: **53**

31-35: **26**

36-40: **16**

41-45: **17**

46 and older: **13**

5. How do you describe your ethnicity? [See question 6, below]

- Hispanic/Latino:
- Non Hispanic/Latino:

6. How do you describe your race/family origin? (n=161)

[Hispanic: **49**]

- American Indian/Alaskan Native/First Nations People of Canada: **9**
Please specify your tribal affiliation:
- Asian: **36**
- Black/African American/African Canadian: **67**
- Native Hawaiian or Other Pacific Islander: **0**
- Other, (*Please specify*)

7. Would you also describe yourself as a person of mixed or blended ancestry? (n=163)

- No: **83**
- Yes: **80**

8. Are you a person with one or more disabilities? (**n=161**)

- No: **152**
- Yes (*Please specify*): **9**
 - Deaf or Hearing Impaired
 - Head Injuries
 - Learning Disabilities
 - Attention Deficit/Hyperactivity Disorder
 - Speech and Language Disorders
 - Orthopedic/Mobility Impairments
 - Psychological Disabilities
 - Blind or Visually Impaired
 - Other Disabilities

9. In what state or province were you residing when you decided to attend library school? (**n=161**)

California (**19**), Illinois (**13**), Maryland (**11**), New York (**15**), Texas (**17**)

10. Did you have to move to attend library school? If "yes," by approximately how many miles? (**n=161**)

- No: **114**
- Yes: **47** Miles: Mean = **957 miles**

11. In what state or province do you currently reside? Narrative data (listing of states).

If you are living outside the United States or Canada, please specify your country of current residence: **2**

Part II: Some Questions About Your Spectrum Scholarship

12 .What year were you a Spectrum Scholar? (**n=164**)

- 1998-1999: **31**
- 1999-2000: **30**
- 2000-2001: **26**
- 2001-2002: **33**
- 2002-2003: **22**
- 2003-2004 :**22**

13. How did you learn about the Spectrum Initiative? (*Please check all that apply*)

- Family Member: **4**
- Elementary or High School Teacher: **0**
- Public Librarian in you community: **12**
- College or University Librarian: **17**

- Co-worker in a Library: **34**
- Career Counselor: **1**
- Library School attended or applied to: **17**
- Spectrum Scholar: **8**
- University Professor: **15**
- ALA Website: **57**
- Publication about Spectrum (e.g., brochure, poster, or article): **12**
- Presentation about Spectrum: **2**
- Other

14. What suggestions do you have for recruiting others into the field of library and information science?

15. Were you a member of ALA at the time you applied for a Spectrum Scholarship? (**n=164**)

- No: **117**
- Yes: **47**

16. Please list any scholarships or other financial aid you received in addition to the Spectrum Scholarship. Also note here any graduate assistantship (e.g., GA, TA, RA, work study) position your school provided. Reported data appeared incomplete. Data were collapsed into two categories, including those who received additional funding (**12**) and those who did not (**43**). (**n=164**)

Name of Scholarship/Aid:

Source of Scholarship/Aid:

Amount:

17. Would you have pursued your education without receiving a Spectrum Scholarship? (**n=163**)

- No: **47**
- Yes: **116**

18. Were you working in a library or information center at the time you applied for your Spectrum Scholarship? (**n=164**)

- No: **53**
- Yes: **111**.

Were you working:

- Full-time: **75**
- Part-time: **36**

In what type of setting were you employed? (*Please check all that apply*) (**n=164**)

- College or University Library: **43**
- Community College Library: **1**
- Rural Public Library (serving 2,500 people or fewer): **0**
- Small Public Library (serving > 2,500 people and fewer than 25,000): **6**

- Mid-sized to Large Public Library (serving > 25,000 people): **39**
- School Library: **6**
- Medical Library: **6**
- Law Library: **2**
- Corporate Library: **1**
- State or Government Library: **2**
- Theological Library: **0**
- Tribal Library: **1**
- Museum: **2**
- Non-Profit Organization: **1**
- Archives: **2**
- Historical Society: **0**
- Library Cooperative/Network: **0**
- Library School: **0**
- Vendor: **0**
- Publishing: **1**
- Book Arts (including book binding)
- Other

19. Were you enrolled in a library school at the time you applied to Spectrum? (**n=163**)

- No: **96**
- Yes: **67** Please indicate how many courses and semester hours you had completed by the time you received your Spectrum Scholarship

Number of courses: (**n=62**): 0-12 classes. Number of semester hours: (**n=57**): 0-36

20. Did your library school demonstrate any special recognition of Spectrum Scholars? (**n=163**)

- No: **61**
- Yes: **83** (*Please explain*)
- Don't Know: **19**

21. Did you attend a Spectrum Initiative Leadership Institute? (**n=162**)

- No: **28** (*Please check all that apply*)
 - You were enrolled in summer classes
 - You could not leave your employment
 - Health reasons (yours or that of a family member)
 - Other family responsibilities
 - Other
- Yes: **134**

22. What do you feel are the strengths of the ALA Spectrum Initiative program?

23. What do you feel are the weaknesses of the ALA Spectrum Initiative program?

24. Do you believe that the Spectrum Initiative is necessary? Why or Why not?
25. What impact, if any, has the Spectrum Initiative had on your life?
26. Please add any additional comments you have about the Spectrum Initiative here:

Part III: Some Questions About Your Educational Experiences

27. Please list all degrees you earned prior to attending library school. Please include your major and the name of the institution of higher learning that awarded you the degree(s). (n=162) Responses were collapsed into major disciplinary areas: Humanities (53), Social Sciences (101), Sciences (8).

Degree
Major/Discipline
Institution

28. Did you ever work in a library prior to receiving the Spectrum Scholarship? (n=164)
 [Note: irregular reporting on number of years of experience]

- No: **35**
- Yes, in a paid position: **125**
 - during high school/number of years: **17**
 - while completing my undergraduate degree/number of years: **73**
 - after completing my undergraduate degree/number of years: **67**
 - while enrolled in another graduate program/number of years: **26**
 - after completing another graduate program/number of years: **18**
- Yes, as a volunteer: **4**
 - during high school/number of years: **9**
 - while completing my undergraduate degree/number of years: **5**
 - after completing my undergraduate degree/number of years: **5**
 - while enrolled in another graduate program/number of years: **4**
 - after completing another graduate program/number of years: **5**

29. How much do you agree with the following statements as explanations for the reason why you decided to enter library school? (Please check a box in each row)

	<u>Strongly Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
I always wanted to work in libraries: n=163		70	93	
I thought librarianship would give me marketable skills: n=160		134	26	
I thought the field would enable me to help others: n= 163		155	8	
I thought the field would enable me to		128	34	

help my ethnic/racial community: n= 162		
I felt that this education would provide advancement opportunities within the profession: n= 162	145	17
I felt the degree would complement my prior education: n= 163	145	18
I had enjoyed using Libraries in the past: n=162	151	11
I had enjoyed working in libraries in the past: n=156	119	37
I knew a librarian who enjoyed his or her work: n=161	127	34
I desired to make a change in my career: n=161	118	43
I thought I could earn a good income: n=160	102	58
I felt this career would let me use my talents: n=162	157	5
Someone suggested that I would be successful in this field: n=158	115	43
Other (Please Specify):		

30. Approximately when did you first make the decision to enroll in library school?

(Please check only one) (n=163)

- Before I completed high school: **2**
- After I completed high school: **2**
- While I was completing my undergraduate degree: **29**
- After I completed my undergraduate degree: **93**
- While I was enrolled in another graduate program: **12**
- After I completed another graduate program: **25**

Were you working in a library at this time? (n=162)

- No: **66**
- Yes: **96**

31. To how many library schools did you apply? (n=164) Number: 1-5. Mean: **1.44**

32. At how many schools were you accepted? (n=164) Number: 1-5. Mean: **1.35**

33. Where did you enroll? (Please provide the name of school or program and university and where it is located). Narrative results listing 41 programs.

Name of School:
 Name of University:

34. Did you complete coursework at more than one library school? (n=164)

- No: **153**
- Yes: **11** Please identify reason(s) why you decided to enroll in more than one library school? *(Please check all that apply)*
 - My first institution was not accredited
 - My first institution was losing accreditation
 - Financial concerns
 - Dissatisfaction with quality of program
 - Change in interest in program of studies
 - Geographical convenience
 - Other

35. Did you participate in a dual degree program combining a Master's degree in librarianship with an advanced degree in another field? (e.g., dual MLIS/MPH or MLIS/JD) (n=164)

- No: **159**
- Yes: **5** Degree: _____ Field: _____

36. How important were any of the following criteria in influencing your decision on which school you attended? (Please select an answer in each row)

	<u>Very Important</u>	<u>Somewhat Important</u>	<u>Somewhat Unimportant</u>	<u>Very Unimportant</u>
Cost of attending school: n=163		139	24	
Nearness to home or school: n=161		131	30	
Standard of living where school is located: n=162		73	89	
Financial assistance provided: n=162		132	30	
Campus visit: n=160		67	93	
Responsiveness of staff and/or faculty: n=164		127	37	
Recommendation from friend, family, or colleague: n=161		86	75	
Specific program of studies available: n=162		128	34	
Reputation of the school: n=162		135	27	
Reputation of faculty: n=163		117	46	

Diversity: n=162	89	73
Distance Education program: n=160	58	102
Other (Please Specify):		

37. Were you enrolled in a distance delivery program at this school? (**n=162**)

- No: **113**
- Yes : **49**

38. What was your student status in library school? (**n=164**)

- Full-time: **90**
- Part-time: **74**

39. Were you also employed while you were pursuing your library degree or school certification? (**n=164**)

- No: **9**
- Yes: **155** Were you working: (**n=153**)
 - Full-time: **87**
 - Part-time: **66** (please specify): ___ hours/week

Were you employed in a library setting? (**n=153**)

- No: **31**
- Yes: **122** In what type of library setting were you employed? (*Please check all that apply*)
 - College or University Library: **56**
 - Community College Library: **0**
 - Rural Public Library (serving 2,500 people or fewer): **0**
 - Small Public Library (serving > 2,500 people and fewer than 25,000): **4**
 - Mid-sized to Large Public Library (serving > 25,000 people): **31**
 - School Library: **7**
 - Medical Library: **6**
 - Law Library: **3**
 - Corporate Library: **1**
 - State or Government Library: **5**
 - Theological Library: **1**
 - Tribal Library: **1**
 - Museum: **1**
 - Non-Profit Organization: **1**
 - Archives: **6**
 - Historical Society: **1**
 - Library Cooperative/Network: **0**
 - Library School: **2**
 - Vendor: **0**
 - Publishing: **1**

- Book Arts (including book binding): **0**
- Other

40. What was your initial area(s) of study? Please indicate both the type of organization(s) where you initially thought you would work and the type(s) of work assignment you thought you might initially pursue. *(Please check all that apply)*

Type of Organization: (n=164)

- College or University Library: **70**
- Community College Library: **12**
- Rural Public Library (serving 2,500 people or fewer): **1**
- Small Public Library (serving > 2,500 people and fewer than 25,000): **7**
- Mid-sized to Large Public Library (serving > 25,000 people): **56**
- School Library: **22**
- Medical Library: **9**
- Law Library: **8**
- Corporate Library: **10**
- State or Government Library: **9**
- Theological Library: **1**
- Tribal Library: **3**
- Museum: **9**
- Non-Profit Organization: **11**
- Archives: **15**
- Historical Society: **4**
- Library Cooperative/Network: **2**
- Library School: **3**
- Vendor: **2**
- Publishing: **2**
- Book Arts (including book binding): **0**
- Other

Type of Work Assignment:

- Acquisitions: **11**
- Administration: **15**
- Archives: **17**
- Automation/Systems: **11**
- Cataloging and Classification: **21**
- Circulation: **10**
- Collection Development: **27**
- Competitive Intelligence: **2**
- Conservation: **2**
- Database Management: **8**
- Government Documents: **9**
- Indexing/Abstracting: **4**

- Information Broker: **4**
- Information Systems/Architecture: Designer: **9**
- Instruction: **19**
- Interlibrary Loan: **4**
- Media Specialist: **18**
- Preservation: **2**
- Records Management: **7**
- Reference/Info Services: **82**
- Solo Librarian: **10**
- Usability Specialist: **3**
- Youth Service: **24**
- Webmaster: **10**
- Other

41. What area of librarianship has the bulk of your coursework actually prepared you to work in? Please indicate both the type of organization(s) where you feel your coursework has best prepared you to work and the type of work assignment you feel it has positioned you to pursue. *(Please check all that apply)*

Type of Organization:

- College or University Library: **61**
- Community College Library: **16**
- Rural Public Library (serving 2,500 people or fewer): **7**
- Small Public Library (serving > 2,500 people and fewer than 25,000): **13**
- Mid-sized to Large Public Library (serving > 25,000 people): **56**
- School Library: **25**
- Medical Library: **4**
- Law Library: **2**
- Corporate Library: **9**
- State or Government Library: **9**
- Theological Library: **1**
- Tribal Library: **1**
- Museum: **6**
- Non-Profit Organization: **9**
- Archives: **11**
- Historical Society: **5**
- Library Cooperative/Network: **3**
- Library School: **2**
- Vendor: **4**
- Publishing: **2**
- Book Arts (including book binding): **0**
- Other

Type of Work Assignment:

- Acquisitions: **13**
- Administration: **23**
- Archives: **14**
- Automation/Systems: **10**
- Cataloging and Classification: **17**
- Circulation: **12**
- Collection Development: **23**
- Competitive Intelligence: **4**
- Conservation: **4**
- Database Management: **5**
- Government Documents: **8**
- Indexing/Abstracting: **7**
- Information Broker: **7**
- Information Systems/Architecture Designer: **5**
- Instruction: **18**
- Interlibrary Loan: **6**
- Media Specialist: **18**
- Preservation: **5**
- Records Management: **7**
- Reference/Info Services: **68**
- Solo Librarian: **9**
- Usability Specialist: **6**
- Youth Service: **20**
- Webmaster: **7**
- Other

42. How satisfied were you with these elements of your experience at your chosen graduate or certification program? *(Please select an answer in each row)*

	Very Satisfied	Somewhat Satisfied	Somewhat Unsatisfied	Very Unsatisfied
Cost of attending school: n=163		132	31	
Nearness to home or school: n=163		142	21	
Standard of living where school is located: n=156		142	14	
Financial assistance provided: n=162		134	28	
Campus visit: n=19		15	4	
Responsiveness of staff and/or faculty: n=164		135	29	

Recommendation from friend, family, or colleague: n=18	17	1
Specific program of study: n=162	128	34
Diversity: n=161	94	67
Distance Education program: n=129	92	37
Quality of Teaching: n=163	136	27
Extra-curricular experiences and Opportunities: n=156	103	53
Quality of your interaction with Classmates: n=162	134	28
Other (<i>please specify</i>)		

43. Were you involved in your school's student organization? (**n=164**)

- No: **113**
- Yes: **51** Please describe your involvement here:

44. While you were pursuing your library degree or school certification, did you become a member of a professional organization? (Please check all that apply)

- ALA: **164**
- Division of ALA: **91** (*Please specify*)
 - American Association of School Librarians: **12**
 - Association for Library Collections and Technical Services: **7**
 - Association for Library Service to Children: **8**
 - Association for Library Trustees and Advocates: **0**
 - Association of College and Research Libraries: **26**
 - Association of Specialized and Cooperative Library Agencies: **1**
 - Library Administration and Management Association: **11**
 - Library and Information Technology Association
 - Public Library Association: **17**
 - Reference and User Services Association: **15**
 - Young Adult Library Services Association: **16**
- Round Table of ALA: **44** *Please specify*:
 - Armed Forces Libraries: **1**
 - Continuing Library Education Network and Exchange: **0**
 - Ethnic and Multicultural Information Exchange: **4**

- Exhibits: **0**
 - Federal and Armed Forces Libraries: **0**
 - Gay, Lesbian, Bisexual, and Trans-gendered: **0**
 - Government Documents: **2**
 - Intellectual Freedom: **2**
 - International Relations: **3**
 - Library History: **1**
 - Library Instruction: **0**
 - Library Research: **0**
 - Map and Geography: **1**
 - New Members: **24**
 - Social Responsibilities: **5**
 - Staff Organizations: **0**
 - Support Staff Interests” **1**
 - Video: **0**
- Ethnic library association affiliated with ALA: **88** *Please specify:*
 - American Indian Library Association: **9**
 - Asian/Pacific Americans Librarians Association: **20**
 - Black Caucus of ALA: **29**
 - Chinese-American Librarians Association: **3**
 - REFORMA: **27**

- Statewide library association: **61** (e.g., Texas Library Association).
 - *Specify state:* _____
- American Association of Law Libraries: **4**
- American Society for Information Science and Technology: **6**
- American Theological Library Association: **0**
- Art Libraries Society of North America: **1**
- Association for Information Management Professional: **1**
- Association for Library and Information Science Education: **0**
- Medical Library Association: **4**
- Music Library Association: **1**
- Society of American Archivists: **9**
- Special Library Association: **19**
- Other (*please specify*)

45. While you were a library school student, did you attend an ALA Midwinter meeting or Annual Conference? (**n=163**)

- No: **58**
- Yes: **105** How many ALA Midwinter Meetings or Annual Conferences did you attend as a student? Number: _____

How was your conference attendance funded? (*Please select only one*)

- Self-funded: **23**

- Employer funded: **18**
- Library school funded: **4**
- Travel grant/ conference scholarship supported: **44**
- Other: **16**

Did you participate in these conferences by: **39** respondents indicated that they participated in ALA in any way

- Serving on a committee
- Giving a presentation
- Other, (*Please Specify*)

46. While you were a library school student, did you participate in a state-wide or regional library conference?

- No: **108**
- Yes: **56**

Name of conference:

Date of conference (e.g., 2002):

How was your conference attendance funded? (*Please select only one*) (**n=54**)

- Self-funded: **22**
- Employer funded: **13**
- Library school funded: **7**
- Travel grant/ conference scholarship supported: **8**
- Other: **4**

Did you participate in this conference by: **16** respondents indicated that they participated in their state/regional library conference in any way.

- Serving on a committee
- Giving a presentation
- Other, (*Please Specify*)

47. While you were a library school student, did you participate in a national conference other than ALA? (**n=159**)

- No: **112**
- Yes: **47**

Name of conference:

Date of conference (e.g., 2002):

How was your conference attendance funded? (*Please select only one*)

- Self-funded: **5**
- Employer funded: **10**
- Library school funded: **1**
- Travel grant/ conference scholarship supported: **28**
- Other: **3**

Did you participate in this conference by: **14** respondents indicated that they participated in this conference in any way

- Serving on a committee
- Giving a presentation
- Other, (*Please Specify*)

48. While pursuing your degree or certification, did you receive formal or informal mentoring? (**n=163**)

- No: **50**
- Yes: **113** From whom did you receive mentoring? (*Please select all that apply*)
 - Faculty Advisor: **40**
 - Professor/Course Instructor: **29**
 - Admissions Staff: **1**
 - Placement Staff: **2**
 - Dean of School: **11**
 - Practicing Librarian: **56**
 - Co-Worker: **24**
 - Fellow Student: **16**
 - Other (*Please specify the person, by job title*)

49. A number of professional organizations also offer mentoring opportunities. While you were a library school student, did you participate in a mentoring experience through an organization? (**n=163**)

- No: **139** Why? (*Please check only one*)
 - Did not know about opportunity: **60**
 - Not interested: **13**
 - Time constraints: **33**
 - Family commitments: **5**
 - Did not have support from my employer: **1**
 - Financial constraints: **1**
 - Other: **9** (*Please specify*)
- Yes: **24** Which organization sponsored the mentoring experience? (*Please specify*)

How did you find out about this opportunity? (*Please specify*)

50. A number of employers offer residency or internship programs for library school students. While you were a library school student, did you complete a residency or internship? (**n=160**)

- No: **114**
- Yes: **46**
 - Position Title:
 - Institution/location:

How did you find out about this opportunity? (*Please specify*)

How beneficial was the mentoring program? (n=45)

Very Beneficial	Somewhat Beneficial	Somewhat Unbeneficial	Very Unbeneficial
	43	2	

51. Did you participate in any other professional development opportunities while you were a library school student? (n=153)

- No: **102**
- Yes: **51** (*Please specify*)

52. Did you receive any additional honors while you were a Spectrum Scholar? (n=159)

- No: **122**
- Yes: **37**
 - Please identify this honor:
 - Beta Phi Mu: **25**
 - Phi Kappa Phi: **4**
 - Other: **8** (*Please specify*)

53. Did you complete your ALA-recognized master's degree or ALA-recognized NCATE school library media certification? (n=160)

- Not yet. I am currently enrolled in my studies: **29** (Thank you! You have completed this survey. Feel free to add additional comments below.)

- No. I am not currently enrolled: **13** (*Please Skip to Section C on page 27*)
- Yes: **118** (***Please complete the next two questions and then skip to Section B***)

How many months did it take you to complete your degree? ___ months. Mean: **24.43 months**

Do you plan to pursue a Ph.D. with a focus in library and information science? (n=118)

- Maybe: **49**
- No: **64**
- Yes: **5**

Section B: Please answer the following questions if you have completed your ALA-recognized master's degree or ALA-recognized NCATE school library media certification.

54. What professional positions have you held since you completed your ALA-

recognized master=s degree or ALA-recognized NCATE school library media certification? Narrative results.

Type of Library Setting

Type of Work

55. A number of employers offer paid residency or internship programs for graduates for ALA-accredited master=s degree programs. Did you complete a post-graduate residency or internship?

- No
- Yes: **13**

Position title

Institution/location

Number of months in residency/internship

56. What is your current job title? (*Please specify*)

57. Who is your current employer (*specify city/state*)

58. How would you best describe your current status? (*Please check only one:*) (**n=118**)

- Employed full-time in a library or information setting: **100**
- Employed part-time in a library or information setting: **5**
- Employed full-time in another type of setting: **3**
- Employed part-time in another type of setting: **2**
- Self-employed: 1 (*Please specify*)
- Temporarily unemployed and seeking work: **6**
- Other (*Please specify*)

59. If you are currently employed but not working in a library setting, what were the factors in your decision not to work in a library environment? (*Please check only one answer*) **For those individuals not working in a library setting , after you answer this question, you have completed the survey. Thank-you!**

- Lack of available jobs: **3**
- Opportunity for better pay in another field
- Geographical constraints
- No/low interest in librarianship after completing studies
- Family commitments: **2**
- Other: **3** (*Please specify*)

Some questions about the library setting in which you currently work.

60. How would you best categorize your role in your present work setting? (**n=105**)
(*Please check all that apply*)

- Acquisitions: **7**
- Administration: **17**
- Archives: **7**
- Automation/Systems: **6**
- Cataloging and Classification: **7**
- Circulation: **6**
- Collection Development: **15**
- Competitive Intelligence: **1**
- Database Management: **2**
- Conservation: **2**
- Government Documents: **6**
- Indexing/Abstracting: **1**
- Information Broker: **1**
- Information Systems/Architecture Designer: **3**
- Instruction: **20**
- Interlibrary Loan: **1**
- Media Specialist: **11**
- Records Management: **3**
- Reference/Info Services: **44**
- Solo Librarian: **3**
- Usability Specialist: **2**
- Youth Service: **14**
- Webmaster: **4**
- Other (*Please specify*)

61. In what type of library or information setting are you currently employed? (**n=105**)
(Please select all that apply)

- College or University Library: **39**
- Community College Library: **2**
- Rural Public Library (serving 2,500 people or fewer): **2**
- Small Public Library (serving > 2,500 people and fewer than 25,000): **1**
- Mid-sized to Large Public Library (serving > 25,000 people): **36**
- School Library: **12**
- Medical Library: **4**
- Law Library: **1**
- Corporate Library: **1**
- State or Government Library: **4**
- Theological Library: **0**
- Tribal Library: **0**
- Museum: **0**
- Non-Profit Organization: **3**
- Archives: **4**
- Historical Society: **1**
- Library Cooperative/Network: **0**

- Library School: **0**
- Vendor: **1**
- Publishing: **0**
- Book Arts (including book binding): **0**
- Other (*Please specify*)

62. What is your annual salary (before taxes) in your current position? (**n=97**)

- Under \$20,000: **0**
- \$20,000 - \$29,000: **4**
- \$30,000 - \$39,000: **27**
- \$40,000 - \$49,000: **45**
- \$50,000 - \$59,000: **14**
- \$60,000 and higher: **7**

63. How important were the following factors in your decision to accept your current position? (*Please check an answer in each row*)

	Very Important	Somewhat Important	Somewhat Unimportant	Very Unimportant
Nearness of home: n=102		80	22	
Standard of living where job is located: n=100		83	17	
Opportunity to continue working in my present library institution: n=96		55	41	
Opportunity to return to work in library/institution where I have worked in the past: n=92		30	62	
Salary/benefits provided: n=100		95	5	
Opportunity for career advancement: n=100		86	14	
Opportunity to develop new skills: n=101		94	7	
Diversity: n=98		71	27	
Known reputation of the institution: n=98		73	25	
Known reputation of staff members: n=98		65	33	
Match of position to my skills/interests: n=98		92	6	
Opportunity for writing/conducting research: n=98		47	51	

Opportunity to pursue another graduate degree: n=96	37	59
Support for professional involvement: n=99	85	14
Responsiveness of institution to diversity: n=96	69	27
Recommendation of colleague/friend		
Opportunity to help my ethnic/racial community: n=97	71	26
Other (Please Specify):		

64. Did you experience any special recruitment efforts during your job search? (**n=101**)

- No: **83**
- Yes: **18** (*Please specify*)

65. How beneficial do you feel your distinction as a Spectrum Scholar has been for your employment opportunities? (**n=103**)

Very Beneficial	Somewhat Beneficial	Somewhat Unbeneficial	Very Unbeneficial
	76	27	

66. How do you feel about your current job? (**n=103**)

Very Satisfied	Somewhat Satisfied	Somewhat Unsatisfied	Very Unsatisfied
	84	19	

67. Do you feel that you have as many opportunities for advancement as others in your work setting? (**n=100**)

- Yes: **77**
- No: **23** Why do you feel this way?

68. If you were to leave your current position, how optimistic are you about finding a satisfying position in a library or information setting? (**n=101**)

Very Optimistic	Somewhat Optimistic	Somewhat Unoptimistic	Very Unoptimistic
	90	11	

69. Do you think your current institution is supportive of diversity initiatives? (**n=97**)

- No: **23** (*please explain*)
- Yes: **74** (*please explain*)

70. If you were to do it again, would you accept your current position? (**n=103**)

- No: **11**
- Yes: **92**

71. Do you feel that your present employer provides you with the opportunity to attend continuing education programs? (**n=102**)

- No: **8**
- Yes: **94**

72. Since accepting a professional position in a library environment, have you attended an ALA Midwinter Meeting or Annual Conference? (**n=98**, graduates employed full-time)

- No: **54**
- Yes: **44** How many ALA Midwinter Meetings or Annual Conferences did you attend as a librarian? Number: _____

How was your conference attendance funded? (*Please check only one*) (**n=43**)

- Self-funded: **7**
- Employer funded: **30**
- Travel grant/ conference scholarship supported: **6**
- Other

Did you participate in these conferences by: **4** graduates employed full-time participated in any way.

- Serving on a committee
- Giving a presentation
- Other, *Please Specify*

73. Since accepting a professional position in a library environment, have you participated in a state-wide or regional library conference? (**n=97**, graduates employed full-time)

- No: **63**
- Yes: **34** Name of conference:
Date of conference (e.g., 2002):

How was your conference attendance funded? (*Please check only one*) (**n=33**)

- Self-funded: **4**
- Employer funded: **22**
- Travel grant/ conference scholarship supported: **5**
- Other: **2**

Did you participate in this conferences by: **17** graduates employed full-time participated in any way

- Serving on a committee
- Giving a presentation
- Other, (*Please Specify*)

74. Since accepting a professional position in a library environment, have you participated in another national conference other than ALA? (**n=100**, graduates employed full-time)

- No: **67**
- Yes: **33** Name of conference:
Date of conference (e.g., 2002):

How was your conference attendance funded? (*Please check only one*) (**n=36**)

- Self-funded: **1**
- Employer funded: **30**
- Travel grant/ conference scholarship supported: **5**
- Other

Did you participate in this conference by:

- Serving on a committee: **0**
- Giving a presentation: **0**
- Other: **7** (*Please Specify*)

75. Have you authored or co-authored one or more publications? (**n=107**; all 164 respondents could reply)

- No: **82**
- Yes: **25** Please provide a citation to your publication(s):

76. Are you a member of any of the following professional organizations? (*Please select that apply*) (**n=100**, graduates employed full-time)

- ALA. Yes: **68**
- Division of ALA (*Please specify*): **37**
 - o American Association of School Librarians
 - o Association for Library Collections and Technical Services
 - o Association for Library Service to Children
 - o Association for Library Trustees and Advocates
 - o Association of College and Research Libraries
 - o Association of Specialized and Cooperative Library Agencies
 - o Library Administration and Management Association
 - o Library and Information Technology Association
 - o Public Library Association
 - o Reference and User Services Association
 - o Young Adult Library Services Association

- Round Table of ALA (*Please specify*): **22**
 - o Armed Forces Libraries
 - o Continuing Library Education Network and Exchange
 - o Ethnic and Multicultural Information Exchange
 - o Exhibits
 - o Federal and Armed Forces Libraries
 - o Gay, Lesbian, Bisexual, and Trans-gendered
 - o Government Documents
 - o Intellectual Freedom
 - o International Relations
 - o Library History
 - o Library Instruction
 - o Library Research
 - o Map and Geography
 - o New Members
 - o Social Responsibilities
 - o Staff Organizations
 - o Support Staff Interests
 - o Video

- Ethnic library association affiliated with ALA (*Please specify*): **30**
 - o American Indian Library Association
 - o Asian/Pacific Americans Librarians Association
 - o Black Caucus of ALA
 - o Chinese-American Librarians Association
 - o REFORMA

- Statewide library association (e.g., Texas Library Association): **6** (*Specify state*)

- American Association of Law Libraries
- American Society for Information Science and Technology
- American Theological Library Association
- Art Libraries Society of North America
- Association for Information Management Professionals
- Association for Library and Information Science Education
- Medical Library Association
- Music Library Association
- Society of American Archivists
- Special Library Association
- Other (*please specify*)

77. Please list any positions held in library-related professional organizations (*include name of organization, position held, term of office*).

78. How beneficial do you feel your participation in professional organizations has been? (**n=99**)

Very Beneficial	Somewhat Beneficial	Somewhat Unbeneficial	Very Unbeneficial
	87	12	

79. Why did you decide to join a professional organization? (*Please check all that apply*) (n=100 employed full-time graduates)

- Received a complimentary membership: **19**
- Mentoring opportunities and peer support: **22**
- Career advancement in current institution: **12**
- Access to new job opportunities: **16**
- Professional tools provided by the organization: **42**
- Other (*Please specify*)

80. A number of professional organizations or institutions also offer mentoring opportunities. Did you participate in a mentoring experience? (n=100 graduates employed full-time)

- No: **88** Why? (*Please select only one*) (n=76 of 88)
 - o Did not know about opportunity: **36**
 - o Not interested: **9**
 - o Time constraints: **19**
 - o Family commitments: **2**
 - o Did not have support from my employer: **1** (*Please explain below*)
 - o Financial constraints: **0**
 - o Other: **9**
- Yes: **12**. How did you find out about this opportunity? (*Please specify*)

How beneficial was the mentoring program? (n=13 of graduates employed full-time)

Very Beneficial	Somewhat Beneficial	Somewhat Unbeneficial	Very Unbeneficial
	10	13	

Which organization sponsored the mentoring experience? (*please specify*)

Was this your home institution? (n=9 graduates employed full-time)

- No: **5**
- Yes: **4**

81. A number of professional organizations or institutions also offer diversity and/or leadership training opportunities. Not including the Spectrum Leadership Institute, did you participate in any other leadership training experience? (n=97 graduates employed full-time)

- No: **79**. Why? (*Please check only one*) (n=74 of 79)

- o Did not know about opportunity: **41**
- o Not interested: **4**
- o Time constraints: **17**
- o Family commitments: **3**
- o Did not have support from my employer: **1**
- o Financial constraints: **2**
- o Other: **6**
- Yes: **18** How did you find out about this opportunity? (*Please specify*)

How beneficial was the diversity and/or leadership training? (**n=18** of all graduates)

Very Beneficial	Somewhat Beneficial	Somewhat Unbeneficial	Very Unbeneficial
	18	0	

Which organization sponsored the diversity and/or leadership training? (*please specify*)

Was this your home institution? (**n=18** of all graduates)

- No: **11**
- Yes: **7**

Was this diversity and/or leadership training designed specifically for people from underrepresented groups? (**n=17** of all graduates)

- No: **6**
- Yes: **11**

82. Have you received any honors or awards since you completed your ALA-recognized master's degree or ALA-recognized NCATE school library media certification? (**n=103** of all graduates)

- No: **78**
- Yes: **25** (*Please specify*)

83. Are you currently pursuing an academic degree in another field of study? (**n=104** of all graduates)

- No: **97**
- Yes **7** What field?
Name of school:

Thank you! You have completed this survey! Feel free to add additional comments below.

Section C: Please answer the following questions if you did not complete or plan to complete your academic program:

84. Did you complete any courses towards your ALA-recognized master=s degree or ALA-recognized NCATE school library media certification?

- No: **5**
- Yes: **6**

How many classes did you complete? 2-12 classes equaling 6-36credits

85. Please state the reason(s) why you did not complete your degree or certification.

- Financial constraints: **2**
- Personal health: **2**
- Family needs: **1**
- Coursework was too demanding: **0**
- Coursework was too time consuming: **0**
- Coursework was not interesting: **2**
- Disliked living away from home/family: **0**
- Did not like library school: **0**
- Difficulty with admissions: **0**
- Did not want to take GRE examination: **0**
- Academic problems: **0** (*Please specify below*)
- Better employment/education opportunity arose: **0**
- Academic environment was not supportive: **0**
- Other (*Please specify below*)

86. Are you currently pursuing an academic degree in another field of study?

- No
- Yes What field?
 Name of school:

87. If you are **NOT** currently in an academic program, how would you best describe your current status? (**n=9**)

- Employed full-time in a library or information setting: **4**
- Employed part-time in a library or information setting: **1**
- Employed full-time in another type of setting: **1**
- Employed part-time in another type of setting: **0**
- Self-employed: **1** (*Please specify*)
- Temporarily unemployed and seeking work: **1**
- Other: **1** (*Please specify*)

88. Given another opportunity, would you re-enroll in an ALA-recognized master's program or ALA-recognized NCATE school library media program? (**n=11**)

- No: **3**
- Yes: **8** Which program would you attend? Name of school:

What factor(s) might encourage you to re-enter a program of studies in library and information studies?

- More financial help: **4**
- Distance education option: **1** (online coursework)
- Mentoring: **1**
- Easier admission process: **0**
- Greater flexibility in program requirements: **2**
- Ability to work on interesting project while a student: **1**
- Other: **1** (*Please specify*)

89. Do you feel the ALA Spectrum Initiative could have helped you more in completing your program? (**n=10**)

- No : **8**
- Yes: **2** (*Please specify*)

Thank you! You have completed this survey. Feel free to add additional comments below.

*(*Note if you need more room, feel free to write on the back of this sheet.)*

Members of the Spectrum Initiative Longitudinal Study team include: Dr. Loriene Roy (Principle Investigator), Glendora Johnson-Cooper, Cynthia Tysick, Daisy Waters, and Jorge Chavez.

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Thank you very much for participating in this important study. Your participation has critically aided our efforts to build continued support for the Spectrum Initiative.

The American Library Association's Office for Diversity has contracted with a team of independent researchers, led by Principle Investigator Dr. Loriene Roy, for this study. Additional information on the full research team, the design and the results of this survey can be found on the Spectrum Initiative Longitudinal Study website: www.ischool.utexas.edu/~loriene/SpectrumFiles/spectruminitiative.htm

Please stay in touch with the American Library Association by sending contact information and professional updates to spectrum@ala.org.

Keep up to date with Spectrum activities by visiting www.ala.org/spectrum. Find more information on the American Library Association's other diversity efforts and programs through the Office for Diversity's website: www.ala.org/diversity.