

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?

- U.S. Citizen
- Canadian Citizen
- Permanent Resident

2. In which country were you born? _____

3. What is your gender?

- Female
- Male

4. Date of Birth (MM,DD,YYYY)? _____

5. How do you describe your ethnicity?

- Hispanic/Latino
- Non Hispanic/Latino

6. How do you describe your race/family origin?

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

7. Would you also describe yourself as a person of mixed or blended ancestry?

- No
- Yes

8. Are you a person with one or more disabilities?

- No
- Yes Please specify:
 - 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?

10. Did you have to move to attend library school? If "yes," by approximately how many miles?

- No
- Yes, Miles _____

11. In what state or province do you currently reside? _____

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

Part II: Some Questions About Your Spectrum Scholarship

12. What year were you a Spectrum Scholar?

- 1998-1999
- 1999-2000
- 2000-2001
- 2001-2002
- 2002-2003
- 2003-2004

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

- | | |
|--|--|
| <input type="checkbox"/> Family Member | <input type="checkbox"/> Spectrum Scholar |
| <input type="checkbox"/> Elementary or High School Teacher | <input type="checkbox"/> University Professor |
| <input type="checkbox"/> Public Librarian in you community | <input type="checkbox"/> ALA Website |
| <input type="checkbox"/> College or University Librarian | <input type="checkbox"/> Publication about Spectrum (e.g., brochure, poster, or article) |
| <input type="checkbox"/> Co-worker in a Library | <input type="checkbox"/> Presentation about Spectrum |
| <input type="checkbox"/> Career Counselor | <input type="checkbox"/> Other |
| <input type="checkbox"/> Library School attended or applied to | |

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?

- No
 Yes

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.

<u>Name of Scholarship/Aid</u>	<u>Source of Scholarship/Aid</u>	<u>Amount</u>
1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.

17. Would you have pursued your education without receiving a Spectrum Scholarship?

- No
 Yes

18. Were you working in a library or information center at the time you applied for your Spectrum Scholarship?

- No
- Yes, Were you working:
 - Full-time
 - Part-time

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

- | | |
|--|---|
| <input type="checkbox"/> College or University Library | <input type="checkbox"/> Theological Library |
| <input type="checkbox"/> Community College Library | <input type="checkbox"/> Tribal Library |
| <input type="checkbox"/> Rural Public Library (serving 2,500 people or fewer) | <input type="checkbox"/> Museum |
| <input type="checkbox"/> Small Public Library (serving > 2,500 people and fewer than 25,000) | <input type="checkbox"/> Non-Profit Organization |
| <input type="checkbox"/> Mid-sized to Large Public Library (serving > 25,000 people) | <input type="checkbox"/> Archives |
| <input type="checkbox"/> School Library | <input type="checkbox"/> Historical Society |
| <input type="checkbox"/> Medical Library | <input type="checkbox"/> Library Cooperative/Network |
| <input type="checkbox"/> Law Library | <input type="checkbox"/> Library School |
| <input type="checkbox"/> Corporate Library | <input type="checkbox"/> Vendor |
| <input type="checkbox"/> State or Government Library | <input type="checkbox"/> Publishing |
| | <input type="checkbox"/> Book Arts (including book binding) |
| | <input type="checkbox"/> Other |

19. Were you enrolled in a library school at the time you applied to Spectrum?

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

Number of courses:_____ Number of semester hours:_____

20. Did your library school demonstrate any special recognition of Spectrum Scholars?

- No
- Yes, *Please explain:* _____

- Don't Know

21. Did you attend a Spectrum Initiative Leadership Institute?

- No (*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

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).

<u>Degree</u>	<u>Major/Discipline</u>	<u>Institution</u>
1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.

28. Did you ever work in a library prior to receiving the Spectrum Scholarship?

- No
- Yes, in a paid position:
 - during high school/____number of years
 - while completing my undergraduate degree/____number of years
 - after completing my undergraduate degree/____number of years
 - while enrolled in another graduate program/____number of years
 - after completing another graduate program/____number of years
- Yes, as a volunteer:
 - during high school/____number of years
 - while completing my undergraduate degree/____number of years
 - after completing my undergraduate degree/____number of years
 - while enrolled in another graduate program/____number of years
 - after completing another graduate program/____number of years

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I thought librarianship would give me marketable skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I thought the field would enable me to help others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I thought the field would enable me to help my ethnic/racial community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I felt that this education would provide advancement opportunities within the profession	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I felt the degree would complement my prior education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I had enjoyed using libraries in the past.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I had enjoyed working in libraries in the past	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I knew a librarian who enjoyed his or her work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I desired to make a change in my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I thought I could earn a good income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I felt this career would let me use my talents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Someone suggested that I would be successful in this field	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please Specify): _____ _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

30. Approximately when did you first make the decision to enroll in library school? (*Please check only one*)

- Before I completed high school
- After I completed high school
- While I was completing my undergraduate degree
- After I completed my undergraduate degree
- While I was enrolled in another graduate program
- After I completed another graduate program

Were you working in a library at this time?

- No
- Yes

31. To how many library schools did you apply? Number: _____

32. At how many schools were you accepted? Number: _____

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

Name of School: _____

Name of University: _____

34. Did you complete coursework at more than one library school?

No

Yes 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)

No

Yes, 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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nearness to home or school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Standard of living where school is located	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial assistance provided	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Campus visit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsiveness of staff and/or faculty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recommendation from friend, family, or colleague	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Specific program of studies available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reputation of the school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reputation of faculty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Distance Education program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please Specify):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

37. Were you enrolled in a distance delivery program at this school?

- No
- Yes

38. What was your student status in library school?

- Full-time
- Part-time

39. Were you also employed while you were pursuing your library degree or school certification?

- No
- Yes, Were you working:
 - Full-time
 - Part-time (please specify):___ hours/week

Were you employed in a library setting?

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

- | | |
|--|---|
| <input type="checkbox"/> College or University Library | <input type="checkbox"/> Theological Library |
| <input type="checkbox"/> Community College Library | <input type="checkbox"/> Tribal Library |
| <input type="checkbox"/> Rural Public Library (serving 2,500 people or fewer) | <input type="checkbox"/> Museum |
| <input type="checkbox"/> Small Public Library (serving > 2,500 people and fewer than 25,000) | <input type="checkbox"/> Non-Profit Organization |
| <input type="checkbox"/> Mid-sized to Large Public Library (serving > 25,000 people) | <input type="checkbox"/> Archives |
| <input type="checkbox"/> School Library | <input type="checkbox"/> Historical Society |
| <input type="checkbox"/> Medical Library | <input type="checkbox"/> Library Cooperative/Network |
| <input type="checkbox"/> Law Library | <input type="checkbox"/> Library School |
| <input type="checkbox"/> Corporate Library | <input type="checkbox"/> Vendor |
| <input type="checkbox"/> State or Government Library | <input type="checkbox"/> Publishing |
| | <input type="checkbox"/> Book Arts (including book binding) |
| | <input type="checkbox"/> Other |

Type of Work Assignment:

- | | |
|--|--|
| <input type="checkbox"/> Acquisitions | <input type="checkbox"/> Information Systems/Architecture Designer |
| <input type="checkbox"/> Administration | <input type="checkbox"/> Instruction |
| <input type="checkbox"/> Archives | <input type="checkbox"/> Interlibrary Loan |
| <input type="checkbox"/> Automation/Systems | <input type="checkbox"/> Media Specialist |
| <input type="checkbox"/> Cataloging and Classification | <input type="checkbox"/> Preservation |
| <input type="checkbox"/> Circulation | <input type="checkbox"/> Records Management |
| <input type="checkbox"/> Collection Development | <input type="checkbox"/> Reference/Info Services |
| <input type="checkbox"/> Competitive Intelligence | <input type="checkbox"/> Solo Librarian |
| <input type="checkbox"/> Conservation | <input type="checkbox"/> Usability Specialist |
| <input type="checkbox"/> Database Management | <input type="checkbox"/> Youth Service |
| <input type="checkbox"/> Government Documents | <input type="checkbox"/> Webmaster |
| <input type="checkbox"/> Indexing/Abstracting | <input type="checkbox"/> Other |
| <input type="checkbox"/> Information Broker | |

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:

- | | |
|--|---|
| <input type="checkbox"/> College or University Library | <input type="checkbox"/> Theological Library |
| <input type="checkbox"/> Community College Library | <input type="checkbox"/> Tribal Library |
| <input type="checkbox"/> Rural Public Library (serving 2,500 people or fewer) | <input type="checkbox"/> Museum |
| <input type="checkbox"/> Small Public Library (serving > 2,500 people and fewer than 25,000) | <input type="checkbox"/> Non-Profit Organization |
| <input type="checkbox"/> Mid-sized to Large Public Library (serving > 25,000 people) | <input type="checkbox"/> Archives |
| <input type="checkbox"/> School Library | <input type="checkbox"/> Historical Society |
| <input type="checkbox"/> Medical Library | <input type="checkbox"/> Library Cooperative/Network |
| <input type="checkbox"/> Law Library | <input type="checkbox"/> Library School |
| <input type="checkbox"/> Corporate Library | <input type="checkbox"/> Vendor |
| <input type="checkbox"/> State or Government Library | <input type="checkbox"/> Publishing |
| | <input type="checkbox"/> Book Arts (including book binding) |
| | <input type="checkbox"/> Other |

Type of Work Assignment:

- | | |
|--|--|
| <input type="checkbox"/> Acquisitions | <input type="checkbox"/> Information Systems/Architecture Designer |
| <input type="checkbox"/> Administration | <input type="checkbox"/> Instruction |
| <input type="checkbox"/> Archives | <input type="checkbox"/> Interlibrary Loan |
| <input type="checkbox"/> Automation/Systems | <input type="checkbox"/> Media Specialist |
| <input type="checkbox"/> Cataloging and Classification | <input type="checkbox"/> Preservation |
| <input type="checkbox"/> Circulation | <input type="checkbox"/> Records Management |
| <input type="checkbox"/> Collection Development | <input type="checkbox"/> Reference/Info Services |
| <input type="checkbox"/> Competitive Intelligence | <input type="checkbox"/> Solo Librarian |
| <input type="checkbox"/> Conservation | <input type="checkbox"/> Usability Specialist |
| <input type="checkbox"/> Database Management | <input type="checkbox"/> Youth Service |
| <input type="checkbox"/> Government Documents | <input type="checkbox"/> Webmaster |
| <input type="checkbox"/> Indexing/Abstracting | <input type="checkbox"/> Other |
| <input type="checkbox"/> Information Broker | |

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)

	<u>Very Satisfied</u>	<u>Somewhat Satisfied</u>	<u>Somewhat Unsatisfied</u>	<u>Very Unsatisfied</u>
Cost of attending school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nearness to home or school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Standard of living where school is located	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial assistance provided	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Campus visit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsiveness of staff and/or faculty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recommendation from friend, family, or colleague	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Specific program of study	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Distance Education program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of Teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extra-curricular experiences and opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of your interaction with classmates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

43. Were you involved in your school's student organization?

- No
- Yes 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
- Division of ALA *Please specify*
 - American Association of School Librarians
 - Association for Library Collections and Technical Services
 - Association for Library Service to Children
 - Association for Library Trustees and Advocates
 - Association of College and Research Libraries
 - Association of Specialized and Cooperative Library Agencies
 - Library Administration and Management Association
 - Library and Information Technology Association
 - Public Library Association
 - Reference and User Services Association
 - Young Adult Library Services Association
- Round Table of ALA *Please specify:*
 - Armed Forces Libraries
 - Continuing Library Education Network and Exchange
 - Ethnic and Multicultural Information Exchange
 - Exhibits
 - Federal and Armed Forces Libraries
 - Gay, Lesbian, Bisexual, and Transgendered
 - Government Documents
 - Intellectual Freedom
 - International Relations
 - Library History
 - Library Instruction
 - Library Research
 - Map and Geography
 - New Members
 - Social Responsibilities
 - Staff Organizations
 - Support Staff Interests
 - Video
- Ethnic library association affiliated with ALA *Please specify:*
 - American Indian Library Association
 - Asian/Pacific Americans Librarians Association
 - Black Caucus of ALA
 - Chinese-American Librarians Association
 - REFORMA
- Statewide library association (e.g., Texas Library Association).
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 Professional
- Association for Library and Information Science Education
- Medical Library Association
- Music Library Association
- Society of American Archivists
- Special Library Association
- Other (*please specify*): _____

45. While you were a library school student, did you attend an ALA Midwinter meeting or Annual Conference?
- No
 - Yes, 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
- Employer funded
- Library school funded
- Travel grant/ conference scholarship supported
- Other

Did you participate in these conferences by:

- 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
 - Yes, Name of conference: _____

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

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

- Self-funded
- Employer funded
- Library school funded
- Travel grant/ conference scholarship supported
- Other

Did you participate in this conference by:

- 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?

- No
- Yes Name of conference: _____

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

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

- Self-funded
- Employer funded
- Library school funded
- Travel grant/ conference scholarship supported
- Other

Did you participate in this conference by:

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

48. While pursuing your degree or certification, did you receive formal or informal mentoring?

- No
- Yes, From whom did you receive mentoring? (*Please select all that apply*)
 - Faculty Advisor
 - Professor/Course Instructor
 - Admissions Staff
 - Placement Staff
 - Dean of School
 - Practicing Librarian
 - Co-Worker
 - Fellow Student
 - 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?

- No, Why? *(Please check only one)*
 - Did not know about opportunity
 - Not interested
 - Time constraints
 - Family commitments
 - Did not have support from my employer
 - Financial constraints
 - Other *(Please specify)* _____

- Yes, 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?

- No
- Yes , Position title: _____ and
Institution/location: _____

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

How beneficial was the mentoring program?

<u>Very Beneficial</u>	<u>Somewhat Beneficial</u>	<u>Somewhat Unbeneficial</u>	<u>Very Unbeneficial</u>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

51. Did you participate in any other professional development opportunities while you were a library school student?

- No
- Yes, *Please specify:* _____

52. Did you receive any additional honors while you were a Spectrum Scholar?

- No
- Yes Please identify this honor:
 - Beta Phi Mu
 - Phi Kappa Phi
 - Other (*Please specify*):_____

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

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

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

How many months did it take you to complete your degree?___ months

Do you plan to pursue a Ph.D. with a focus in library and information science?

- Maybe
- No
- Yes

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?

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, Position title: _____ and

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:*)

- Employed full-time in a library or information setting
- Employed part-time in a library or information setting
- Employed full-time in another type of setting
- Employed part-time in another type of setting
- Self-employed (*Please specify*) _____

- Temporarily unemployed and seeking work
- 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
- Opportunity for better pay in another field
- Geographical constraints
- No/low interest in librarianship after completing studies
- Family commitments
- Other (*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? *(Please check all that apply)*

- | | |
|--|--|
| <input type="checkbox"/> Acquisitions | <input type="checkbox"/> Instruction |
| <input type="checkbox"/> Administration | <input type="checkbox"/> Interlibrary Loan |
| <input type="checkbox"/> Archives | <input type="checkbox"/> Media Specialist |
| <input type="checkbox"/> Automation/Systems | <input type="checkbox"/> Preservation |
| <input type="checkbox"/> Cataloging and Classification | <input type="checkbox"/> Records Management |
| <input type="checkbox"/> Circulation | <input type="checkbox"/> Reference/Info Services |
| <input type="checkbox"/> Collection Development | <input type="checkbox"/> Solo Librarian |
| <input type="checkbox"/> Competitive Intelligence | <input type="checkbox"/> Usability Specialist |
| <input type="checkbox"/> Database Management | <input type="checkbox"/> Youth Service |
| <input type="checkbox"/> Conservation | <input type="checkbox"/> Webmaster |
| <input type="checkbox"/> Government Documents | <input type="checkbox"/> Other <i>(Please specify)</i> _____ |
| <input type="checkbox"/> Indexing/Abstracting | _____ |
| <input type="checkbox"/> Information Broker | _____ |
| <input type="checkbox"/> Information Systems/Architecture Designer | _____ |

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

- | | |
|--|--|
| <input type="checkbox"/> College or University Library | <input type="checkbox"/> Museum |
| <input type="checkbox"/> Community College Library | <input type="checkbox"/> Non-Profit Organization |
| <input type="checkbox"/> Rural Public Library (serving 2,500 people or fewer) | <input type="checkbox"/> Archives |
| <input type="checkbox"/> Small Public Library (serving > 2,500 people and fewer than 25,000) | <input type="checkbox"/> Historical Society |
| <input type="checkbox"/> Mid-sized to Large Public Library (serving > 25,000 people) | <input type="checkbox"/> Library Cooperative/Network |
| <input type="checkbox"/> School Library | <input type="checkbox"/> Library School |
| <input type="checkbox"/> Medical Library | <input type="checkbox"/> Vendor |
| <input type="checkbox"/> Law Library | <input type="checkbox"/> Publishing |
| <input type="checkbox"/> Corporate Library | <input type="checkbox"/> Book Arts (including book binding) |
| <input type="checkbox"/> State or Government Library | <input type="checkbox"/> Other <i>(Please specify)</i> _____ |
| <input type="checkbox"/> Theological Library | _____ |
| <input type="checkbox"/> Tribal Library | _____ |

62. What is your annual salary (before taxes) in your current position?

- Under \$20,000
- \$20,000 - \$29,000
- \$30,000 - \$39,000
- \$40,000 - \$49,000
- \$50,000 - \$59,000
- \$60,000 and higher

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

	<u>Very Important</u>	<u>Somewhat Important</u>	<u>Somewhat Unimportant</u>	<u>Very Unimportant</u>
Nearness of home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Standard of living where job is located	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity to continue working in my present library institution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity to return to work in library/institution where I have worked in the past	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary/benefits provided	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity for career advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity to develop new skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Known reputation of the institution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Known reputation of staff members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Match of position to my skills/interests	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity for writing/conducting research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity to pursue another graduate degree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support for professional involvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsiveness of institution to diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recommendation of colleague/friend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity to help my ethnic/racial community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please Specify): _____ _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

64. Did you experience any special recruitment efforts during your job search?

- No
- Yes (*Please specify*) _____

65. How beneficial do you feel your distinction as a Spectrum Scholar has been for your employment opportunities?

<u>Very Beneficial</u>	<u>Somewhat Beneficial</u>	<u>Somewhat Unbeneficial</u>	<u>Very Unbeneficial</u>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

66. How do you feel about your current job?

<u>Very Satisfied</u>	<u>Somewhat Satisfied</u>	<u>Somewhat Unsatisfied</u>	<u>Very Unsatisfied</u>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

67. Do you feel that you have as many opportunities for advancement as others in your work setting?

- Yes
- No, 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?

<u>Very Optimistic</u>	<u>Somewhat Optimistic</u>	<u>Somewhat Unoptimistic</u>	<u>Very Unoptimistic</u>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

69. Do you think your current institution is supportive of diversity initiatives?

- No (*please explain*) _____

- Yes (*please explain*) _____

70. If you were to do it again, would you accept your current position?

- No
- Yes

71. Do you feel that your present employer provides you with the opportunity to attend continuing education programs?

- No
- Yes

72. Since accepting a professional position in a library environment, have you attended an ALA Midwinter Meeting or Annual Conference?

- No
- Yes 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*)

- Self-funded
- Employer funded
- Travel grant/ conference scholarship supported
- Other

Did you participate in these conferences by:

- 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?

- No
- Yes, Name of conference: _____

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

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

- Self-funded
- Employer funded
- Travel grant/ conference scholarship supported
- Other

Did you participate in this conferences by:

- 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?

- No
- Yes, Name of conference: _____

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

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

- Self-funded
- Employer funded
- Travel grant/ conference scholarship supported
- Other

Did you participate in this conference by:

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

75. Have you authored or co-authored one or more publications?

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

76. Are you a member of any of the following professional organizations? (*Please select that apply*)

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

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

- Ethnic library association affiliated with ALA *Please specify:*
 - American Indian Library Association
 - Asian/Pacific Americans Librarians Association
 - Black Caucus of ALA
 - Chinese-American Librarians Association
 - REFORMA
- Statewide library association (e.g., Texas Library Association).
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?

<u>Very Beneficial</u>	<u>Somewhat Beneficial</u>	<u>Somewhat Unbeneficial</u>	<u>Very Unbeneficial</u>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

79. Why did you decide to join a professional organization? *(Please check all that apply)*

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

80. A number of professional organizations or institutions also offer mentoring opportunities. Did you participate in a mentoring experience?

- No, Why? *(Please select only one)*
 - Did not know about opportunity
 - Not interested
 - Time constraints
 - Family commitments
 - Did not have support from my employer *(Please explain below)*
 - Financial constraints
 - Other
- Yes, How did you find out about this opportunity? *(Please specify):* _____

How beneficial was the mentoring program?

<u>Very Beneficial</u>	<u>Somewhat Beneficial</u>	<u>Somewhat Unbeneficial</u>	<u>Very Unbeneficial</u>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

Was this your home institution?

- No
- Yes

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?

- No Why? (*Please check only one*)
 - Did not know about opportunity
 - Not interested
 - Time constraints
 - Family commitments
 - Did not have support from my employer
 - Financial constraints
 - Other

Yes, How did you find out about this opportunity? (*Please specify*): _____

How beneficial was the diversity and/or leadership training?

<u>Very Beneficial</u>	<u>Somewhat Beneficial</u>	<u>Somewhat Unbeneficial</u>	<u>Very Unbeneficial</u>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

Was this your home institution?

- No
- Yes

Was this diversity and/or leadership training designed specifically for people from underrepresented groups?

- No
- Yes

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?

- No
- Yes (*Please specify*): _____

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

- No
- Yes What field? _____

Name of this 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
- Yes How many classes did you complete? _____ classes equaling _____ credits

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

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

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

- No
- Yes What field? _____

Name of this school: _____

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

- Employed full-time in a library or information setting
- Employed part-time in a library or information setting
- Employed full-time in another type of setting
- Employed part-time in another type of setting
- Self-employed (*Please specify*) _____

- Temporarily unemployed and seeking work
- Other (*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?

- No
- Yes Which program would you attend? School name: _____

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

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

89. Do you feel the ALA Spectrum Initiative could have helped you more in completing your program?

- No
- Yes *Please specify:* _____

