

## The ALL-SIS 2008-2009 Zoomerang Survey

The following statements can be drawn from the survey:

- 562 individuals completed the survey
- 54% were directors, associates or departmental managers
- 35% stated that they had at will contracts

Rights:

-While 58% stated that they were eligible to serve on a Law School Committee, only 44% said they were serving on a committee

-64% said they had no voting rights in the Law School

Benefits:

- Over 90% stated that they had vacation, sick time, medicine insurance and life insurance – plus medical benefits for family members. Professional development opportunities also were reported by 90% of the respondents.

What do you value in your job: 60% reported their daily job responsibilities, but with the ability to cross select, 36% selected teaching. 59% felt that daily responsibilities were the aspect most valued by their Institutions.

Tenure Issues:

- Of the 193 who reported changing positions that also changed their tenure structure, 73 went from non-tenure to tenure and 40 went from tenure to non-tenure.
- 75 stated that the change in tenure was not important; 102 (53%) said it was somewhat or very important; but only 16 (8%) said it was the deciding factor.
- 508 responded to the question of the importance of tenure/long term employment - only 75 said it was not important, with 370 saying it was somewhat or very important, and 63 (12%) saying it is the deciding factor.
- 108 Directors answered the questions about the terms of their employees: only 30 or 27% stated their staff had any tenure track status, and 66% said their staff was either contract or at will. The remaining directors identified a variety of other terms.
- 63% stated that they felt this was the appropriate structure to retain and attract the best librarians
- 90% of the Directors felt that their libraries had appropriate systems for annual reviews
- 63% felt that in the next 5 yrs more teaching responsibilities would be added to their staff, and 31% saw more technology responsibilities . Additional areas of responsibilities that will

grow are support (44%), scholarly activities (44%), collection development (23%) and Law School service (42%).

#### Career Paths

- Of the 556 librarians answering the question, “will you still be working as a law librarian in 5 yrs? 86% said yes.
- 58% stated that they choose law librarianship for job opportunities; 28% for scholarship opportunities; 42% for teaching; 38% for salary and benefits; 50% for collegiality; 53% wanted to use their JD but did not want to practice law; and 9% choose it for prestige.
- Ultimate goals: 58% stated that their goal is either in a directorship (38%), deputy post (12%) or a departmental leadership role (15%). 10% listed specialty reference, 8% listed teaching faculty, and 40% said it was N/A – no specific position.
- What will keep individuals in the profession: 85% listed overall job satisfaction; 70% listed salary; 66% listed benefits; 56% listed collegiality; 54% listed location; 40% listed teaching; 32% listed scholarship opportunities; 34% listed the economy; and 15% listed prestige.
- Desired changes: almost equal were more teaching responsibilities, more scholarly activities, more administrative responsibilities and service to the Law school.

What Should AAL focus on in the next 5 years:

- 53% choose salary as #1, 36% choose status and 10% indicated benefits.
- 38% choose benefits as #2, salary(35%) and status (26%).
- #3 was benefits for 52%, status for 38% and salary for 13%.

Other Individual Comments of interest:

The benefits that keep you in the profession:

- Domestic partnership benefits
- Tuition discounts
- Bus passes
- Retirement
- I like it

Value aspects: ( what is valued in your current positions)

- Camaraderie
- Interaction/dealing with faculty and students

Why did you choose this career?

- The combination of responsibilities
- Opportunities
- Allows for a personal life
- Enjoyment of the academic/campus life
- Lot of comments that they had “come to the profession by chance”

What will keep you a law librarian?

- Can't afford retirement
- Family issues
- Opportunities in the profession