



Graduate Employment Survey 2011

The School of Library, Archival and Information Studies, The iSchool at The University of British Columbia, conducts an annual survey of its graduates to help identify career progress and employment patterns, approximately 12 to 18 months after completion of their degree programs.

The following survey was done with Master of Archival Studies (MAS), Master of Library & Information Studies (MLIS) and Dual MAS/MLIS graduates whose degree convocation ceremonies were held in November 2009, May 2010, or November 2010. The survey was conducted online, November 15 to December 15, 2011.

A total of 115 graduates were eligible to complete the survey, 83 MLIS, 15 MAS, and 17 Dual MAS/MLIS (formerly known as Joint MAS/MLIS) graduates. Of those, 111 were successfully contacted by email and directly invited to participate. A request for participation was also sent to the SLAIS Alumni list and other relevant lists, in hopes of reaching those whose email addresses are out of date.

The survey was anonymous, and was hosted on a Canadian server for 31 days. The survey did not permit multiple submissions from the same IP address. Due to the small size of some of the programs, identification may be possible; in order to ensure confidentiality, only the survey coordinator has access to the complete results.

Sixty-three (63) graduates completed the survey, for a total response rate of 54.8% (63/115). Of the 63, 48 (of a possible 83) are MLIS graduates, 6 (of a possible 15) are MAS graduates and 9 (of a possible 17) are Dual or Joint MAS/MLIS graduates.

Representative sampling of qualitative responses have been provided.

Questions may be directed to the SLAIS Student Services Coordinator, Michelle Mallette, at michelle.mallette@ubc.ca, or by telephone at 604.822.2461.

Executive Summary

This year's questionnaire was revised significantly with the hope of drawing more data on coursework, and the kind of work our graduates are doing early in their careers. It is expected that over time, comparison of the annual survey results will inform future directions for SLAIS, The iSchool@UBC, but also provide current and prospective students with a sense of the employment trends that are developing, and of the coursework they should be looking for as part of their program of study.

Graduates are finding work (95% are currently employed, with a high percentage of those full-time positions) and they are finding work quickly (half of respondents found employment within a month; two-thirds were employed within three months of completing their degree).




While the vast majority (50 of 58 who answered the question) are very or somewhat satisfied with their position, many also expressed a desire for better pay or benefits, improved job security, and changes to their work.

From the perspective of the graduate one year out of school, two clear trends emerged as to coursework they wish they had taken or now realize they need: management courses, and technical courses. The management skillset identified includes human resources management, stronger budgeting and financial management skills, project management and strategic planning. In terms of technology, many graduates identified courses offered but not taken, but also a need for stronger computer science coursework in SQL and programming languages.




Finally, social media is clearly a professional tool for the SLAIS graduate; twitter emerged as the tool most frequently used, followed by LinkedIn and Facebook.

Both current and prospective students are encouraged to review the information provided here. It is not broken down by program, but



1. What degree did you complete at SLAIS during the period 2009 to 2010?

	Percent	Count	Answers
	9.5%	6/63	Master of Archival Studies
	76.2%	48/63	Master of Library & Information Studies
	14.3%	9/63	Joint or Dual MAS/MLIS
	100.0%	63/63	Summary

2. When were you conferred your degree (convocation ceremony)?

	Percent	Count	Answers
	19.0%	12/63	November 2009
	66.7%	42/63	May 2010
	14.3%	9/63	November 2010
	100.0%	63/63	Summary

3. Do you hold any other graduate degrees?

	Percent	Count	Answers
	11.7%	7/60	Yes
	88.3%	53/60	No
	100.0%	60/60	Summary

4. Please tell us what other graduate degree(s) you hold.

- MA in History (3)
- MA (not specified) (2)
- MA in Cultural Studies and Critical Theory
- MA in English
- MA in Translation
- MFA
- PhD

5. What is your gender? (asked as a textbox question so respondents could use term of choice)

- 48 Female
- 12 Male

6. What is your current age range?

	Percent	Count	Answers
	33.9%	21/62	29 or under
	46.8%	29/62	30-39
	17.7%	11/62	40-49
	1.6%	1/62	50-59
	0.0%	0/62	60 or over
100.0%		62/62 Summary	



7. Are you currently employed?

	Percent	Count	Answers
	95.2%	59/62	Yes
	4.8%	3/62	No
100.0%		62/62 Summary	



8. If you are not currently employed, are you ...

	Percent	Count	Answers
	20.0%	1/5	Seeking employment
	60.0%	3/5	Pursuing a further degree/certificate
	20.0%	1/5	On leave (e.g. parental, medical)
	0.0%	0/5	Retired
	0.0%	0/5	Other
100.0%		5/5 Summary	





9. Is your current employment related to your SLAIS degree?

	Percent	Count	Answers
	89.3%	50/56	Yes
	10.7%	6/56	No
	100.0%	56/56	Summary



10. Do you consider yourself employed full-time (if you hold more than one position, count all positions)?

	Percent	Count	Answers
	83.0%	44/53	Yes
	17.0%	9/53	No
	100.0%	53/53	Summary

11. Please tell us what percentage of full-time you are working (e.g., 70%).

	Percent	Count	Answers
	11.1%	1/9	0-24%
	0.0%	0/9	25-49%
	44.4%	4/9	50-74%
	33.3%	3/9	75-99%
	11.1%	1/9	Varies
	100.0%	9/9	Summary



12. Do you work at more than one position?

	Percent	Count	Answers
	10.9%	6/55	Yes
	89.1%	49/55	No






100.0%

55/55 Summary


13. Please tell us how many positions you hold.

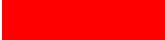



	Percent	Count	Answers
	80.0%	4/5	Two
	20.0%	1/5	Varies
		100.0%	5/5 Summary

14. Please choose the answer that best describes your current employment situation.





	Percent	Count	Answers
	75.4%	43/57	I am currently employed full-time in a single position (including contract or temporary work)
	12.3%	7/57	I am currently employed part-time in a single position (including contract or temporary work)
	3.5%	2/57	I hold more than one position, and consider myself employed full-time when all the hours are counted (including contract or temporary work)
	3.5%	2/57	I hold more than one position, and consider myself employed part-time when all the hours are counted (including contract or temporary work)
	5.3%	3/57	I hold no permanent or temporary position, but work as an auxiliary or on-call for one or more employers.
		100.0%	57/57 Summary

15. In what type of organization is this position? (For organizations that cross these boundaries, choose based on the administrative unit you report to directly)

	Percent	Count	Answers
	43.9%	25/57	Academic

	29.8%	17/57 Public sector
	7.0%	4/57 Private Sector
	10.5%	6/57 Government
	8.8%	5/57 Non-profit
	0.0%	0/57 Other (please specify)
100.0%		57/57 Summary







16. This position is associated with (please choose one)

	Percent	Count	Answers
	5.3%	3/57	An archive
	70.2%	40/57	A library
	8.8%	5/57	Combined library and archive
	15.8%	9/57	Other
100.0%		57/57 Summary	

Other

- Records management (2)
- University (2)
- Information policy
- IT support
- Information management
- Interactive media agency

17. Where is this position located?

	Percent	Count	Answers
	45.6%	26/57	Metro Vancouver
	5.3%	3/57	Lower Mainland (Whistler to Hope)
	1.8%	1/57	Vancouver Island
	8.8%	5/57	Other BC
	17.5%	10/57	Other Canadian province/territory
	21.1%	12/57	Outside of Canada

Outside of Canada




- United States (10)
- France
- Australia

18. What is your job title?

- Librarian (7)
- Liaison Librarian (4)
- Children's Librarian (2)
- Electronic Resources Librarian (2)
- Librarian I (2)
- Librarian (On-call or Auxiliary) (2)
- Reference librarian (2)
- Adult Services & Reference Librarian
- Archivist
- Archivist/Records Manager/Privacy Officer
- Borrower and Data Services Librarian
- Client Services Librarian
- Coordinator of Library Instruction
- Corporate Records Administrator
- Development Coordinator
- Digital Archivist
- Faculty Sessional Librarian
- Fine and Performing Arts Librarian
- Head librarian
- Information and Privacy Analyst
- Information Architect
- Information Services Librarian
- Information Specialist
- Instructor
- Instructional/Reference Librarian
- IT Librarian
- Member Services Manager
- Multicultural Librarian
- Project Archivist
- Project Coordinator
- Public services librarian

- Records Management Specialist
- Records Manager
- Reference & Instruction Librarian
- Research Assistant
- Research Associate
- Special Collections Librarian
- Specialist V, Librarian
- Technical Service Representative
- Teen Librarian
- Undergraduate Services Librarian
- Volunteer Coordinator, Outreach Coordinator and Reference Librarian II
- Web Services Librarian

19. How long have you held this position?

	Percent	Count	Answers
	21.1%	12/57	Less than 6 months
	19.3%	11/57	6-12 months
	59.6%	34/57	More than 12 months
	100.0%	57/57	Summary

20. In one sentence, please describe your work. (Representative sampling)

- I provide instruction, outreach, and reference to undergraduates at a large public university.
- I oversee circulation and reserves; provide data services and serve as DLI rep for my university; and provide reference and instruction to university students, faculty, and staff.
- I work with business units to identify records and deploy an electronic document and records management system.
- I process formal FOI requests made to the provincial government and determine whether information must be released or withheld pursuant to applicable legislation.
- I manage and administer the archival, records management and privacy program for the administrative office of a local religious denomination.
- Disposition and appraisal of federal government records; records management of federal government records; physical preservation of public and private records.
- In addition to providing corporate library services, I also write clinical evaluation reports in compliance with medical device regulatory requirements.

- I'm a librarian in a children's department of a public library, where I provide reference services, collection management, plan and implement various types of programs for babies up to teenagers.
- I work in the Special Collections and Learning Commons departments in an academic library, working on digitization and mobile learning projects.
- I provide research / reference service for doctors in BC.
- I manage the College Library's web presence, I manage the college library's electronic resources, I liaise with 2 faculty departments and oversee collection management for these departments, I provide both online and in-person reference services to students at post-secondary institutions, I sit on library management committees, I manage the library's proxy server, I maintain the ILS server in absence of our systems librarian, I administer our library's LibGuides and blog and social media feeds.
- I provide reference services and coordinate the Homebound and Volunteer programs in an American public library.
- I manage a department that facilitates productivity by connecting users with information.
- I am the Children's Librarian for a three library system which includes programming, collection development, reference, reader's advisory, sit on committees and other duties as required.
- I am a Records Manager, responsible for both physical and electronic records, for an international organization.
- I am responsible for the Archives database, online content and outreach, and planning for and implementing a digital records plan.
- I provide information literacy instruction, reference services, and liaison services, and perform collection development.
- I manage all academic and administrative services in the library with the exception of budgets including staffing & training, serials, acquisitions, reference, cataloging and instruction.
- I provide technical assistance for phone, internet and cable TV services.
- I work with teenagers in our community to develop collections and services that best meet their needs, and make the library a safe and welcoming place for teens.
- I organize the budget, dissemination, and final research outputs of a research project.
- Identify, plan, strategize and help in implementing, upgrading and supporting various systems that exist or are emerging in academic library domain.
- I am a staff researcher with contracts to work on research projects in the Information School.
- I provide services and information to association members by administering the website, social media, and direct and mass communication.
- I perform information architecture and content strategy in an agency that serves clients with large consumer or professional websites.
- I manage a rare book collection.

21. Thinking of your education at SLAIS, what area or topic best prepared you for your current position?

Major Topics

- Reference service (14)
- Youth (children & YA, services & literature) (14)
- Technology courses (13 - 4 database design, 3 web design, 2 social media, 1 information architecture, 3 general IT)
- Archival core theory (11)
- Experiential learning (9)
- Instruction (6)
- Records Management (6)
- Information Retrieval (5)
- Knowledge organization/cataloguing (5)
- Digital Preservation (4)
- Management (3)
- Research Methods (3)

22. What area or topic that was not part of your education at SLAIS do you find you now need, or would like to know more about, to be successful in your current position?

Major Topics

- Management Skills (19) (budgeting, funding, conflict management, HR, organizational culture, administration, project management)
- Technology skills (7) (programming, ILS and CMS, social media)
- Records Management/Digital Records (4)
- Collection management (4)

23. Please tell us about any continuing education or learning activities (other than conferences) you've participated in, related to your employment.

Major Topics





- Workplace training
- Association workshops (excluding conferences)
- Post-secondary courses for credit/certificate

- Continuing education
- Software/vendor training
- Informal training/learning





24. Please list languages other than English that you have used in your current job (speaking, listening, reading and/or writing).


- French (9)
- Spanish (3)
- German (1)
- Hawaiian (1)
- Hebrew (1)
- Italian (1)
- Korean (1)

25. On average, how many hours per week do you work for pay? Include all positions.







	Percent	Count	Answers
	3.6%	2/55	20 or fewer
	9.1%	5/55	21-30
	74.5%	41/55	31-40
	12.7%	7/55	More than 40
	100.0%		55/55 Summary

26. Please indicate your current hourly wage range. If you hold multiple positions, please choose the range that best represents your average hourly wage, based on all positions.











	Percent	Count	Answers
	7.4%	4/54	Less than \$20
	14.8%	8/54	\$20-\$24.99
	25.9%	14/54	\$25-\$29.99
	37.0%	20/54	\$30-\$34.99

	14.8%	8/54 \$35 or more
100.0%		54/54 Summary

27. How satisfied are you with your current position?

	Percent	Count	Answers
	53.4%	31/58	Very satisfied
	32.8%	19/58	Somewhat satisfied
	6.9%	4/58	Neutral
	5.2%	3/58	Somewhat dissatisfied
	1.7%	1/58	Very dissatisfied
100.0%		58/58 Summary	
	1.7/5 (overall; 1=very satisfied)		







28. Please tell us what would improve your satisfaction with your current position.

	Percent	Count	Answers
	42.9%	24/56	Better pay and/or benefits
	37.5%	21/56	Increased job security
	23.2%	13/56	Location
	16.1%	9/56	More challenging work
	16.1%	9/56	More autonomy or independence in my work
	16.1%	9/56	Other
	16.1%	9/56	I'm fully satisfied.
	12.5%	7/56	More hours
	10.7%	6/56	Work that is more closely aligned to my SLAIS degree
	1.8%	1/56	Fewer hours






Other

- more outreach, less collection management
- more staff/administrative support
- better support systems, communication within the larger institution; less resistance to change
- More staff
- opportunities to work with other librarians (I am in a fairly remote location)
- work that fits the job description
- on medical leave so I cannot answer this question or the above ones
- Fewer Type-A coworkers would be nice, but hey, no job is perfect.)
- less bureaucracy
- I feel less like a librarian. I do ZERO reference which I really miss.

29. How many months elapsed between the completion of your degree and your first job placement?

	Percent	Count	Answers
	38.6%	22/57	Zero - I obtained the position before completing my degree
	12.3%	7/57	Up to one month
	15.8%	9/57	1-3 months
	15.8%	9/57	3-6 months
	12.3%	7/57	6-12 months
	5.3%	3/57	More than 12 months
100.0%			57/57 Summary






30. Which resources did you find useful for locating job opportunities and position announcements? (Check all that apply)

	Percent	Count	Answers
	68.6%	24/35	Other job boards (e.g. AABC site, highereducationjobs.com, government job boards, libraryjobs.ca, Monster.com)
	62.9%	22/35	Personal contacts and networks
	34.3%	12/35	SLAIS Jobs (yahoo groups email discussion list)
	34.3%	12/35	SLAIS News work placement blog
	28.6%	10/35	Professional email discussion lists

Other (please specify)

- I looked at the job posting on the websites of organizations I knew I wanted to work for.









31. If you are NOT currently employed in a related field, are you ... (check all that apply)

	Percent	Count	Answers
	70.0%	7/10	Seeking employment in the field
	30.0%	3/10	Pursuing a further degree/certificate
	20.0%	2/10	Other (please specify)
	10.0%	1/10	On leave (e.g. parental, health)
	10.0%	1/10	Working in another field
	0.0%	0/10	Retired

Degree/certificate

- Archival studies
- PhD in Information Science

32. Did any of the following activities during your SLAIS degree contribute to your career success to date?





	Percent	Count	Answers
	55.0%	33/60	Employment at UBC (such as GAA or student librarian)
	43.3%	26/60	Co-op employment
	41.7%	25/60	Professional experience (for credit)
	38.3%	23/60	Internship or practicum (for credit)
	35.0%	21/60	Networking with graduates and other professionals
	26.7%	16/60	Student leadership (such as LASSA, ACA Student Chapter, ASIS&T Student Chapter)
	23.3%	14/60	Other
	10.0%	6/60	Employment at SLAIS (such as STA or research assistantship)

Other

Major topics listed

- Employment or volunteer work outside UBC (7)
- Prior work experience (2)

33. Please indicate which social networks you use professionally. (Check all that apply)

	Percent	Count	Answers
	79.1%	34/43	Linked In
	51.2%	22/43	Facebook
	37.2%	16/43	Other
	27.9%	12/43	Google +








Other

- Twitter (13)
- Twitter, Wikis
- Goodreads
- None

34. Thinking about the social networks you use professionally, please rank them in order of importance to you.

	1 (10)	2 (8)	3 (6)	4 (4)	Total Count	Total Score	Average Score
Facebook	16	4	1	0	21	198	9.43
Google +	1	4	2	4	11	70	6.36
Linked In	16	9	4	1	30	260	8.67
Other	6	7	3	1	17	138	8.12

35. Please choose the answer that best describes your employment path since graduation, up to but not including your current position. Use the text box if none applies.

	Percent	Count	Answers
	41.0%	25/61	I have been employed full-time in a single position at a time (including contract or temporary work)
	9.8%	6/61	I have been employed part-time in a single position at a time (including contract or temporary work)
	8.2%	5/61	I often held more than one position at the same time. I generally consider myself to have been employed full-time counting all hours (including contract or temporary work)
	14.8%	9/61	I often held more than one position at the same time, and generally considered myself to have been employed part-time counting all hours (including contract or temporary work)
	8.2%	5/61	Until my current position, I held no permanent or temporary position, but worked as an auxiliary or on-call for one or more employers.
	3.3%	2/61	I have held no permanent or temporary position. I have worked and now work as an auxiliary or on-call for one or more employers.
	14.8%	9/61	Other
100.0% 61/61 Summary			

Other

- unemployed
- I worked on a part-time basis for 8 months before moving into a full-time role w/ the same employer
- I was underemployed as a library assistant, then unemployed for a month before my current job.
- I acted full-time in a position until it became vacant; I interviewed for and won the job.
- I was employed full time in a single position, with a few months of unemployment completing degree
- upon graduation I received a full-time mat-leave contract, during which I fell ill, but I believe I would now be employed fulltime, had I not fallen ill during my first contract. Many contracts contain no benefits and so I had no sick coverage when I left, which is unfortunate. Even if I had been in a permanent position, you have to work 6 months at the place of my employment before receiving any benefits. I can understand why but it is a very unfortunate situation as my illness has been long term. Many SLAIS students I have spoken with are auxiliary and working 3 or 4 systems or several part-time positions. There is a possibility that there are too many graduates and not enough positions because of the recession. Thank you for this opportunity.
- n/a
- I was unemployed until my current position(s).

- Until my current position I held two, full-time term positions and part-time on call positions.

36. Is there anything else you would like us to know about your degree or employment? We welcome any comments or suggestions about the survey as well. Thank you again for your participation.

Major topics:

Positive employment experience: 9

Negative employment experience: 3

Clarification/survey comments: 4

Comments on SLAIS: 12

Representative sampling:

- It would be great if some business process analysis was incorporated into the records management or advanced records management curriculum. I had to learn about business processes on the job, so if I had learned the basics at SLAIS, it would have helped with the on the job learning curve.
 - SLAIS grads won't be competitive in this profession with graduates of other schools [...] unless it overhauls its curriculum to integrate real information studies, including instruction in programming languages or hands-on experience with metadata schema. Assignments that involve group papers, lit reviews or presentations about the existence of things (like metadata schema) is simply not enough. I feel like my colleagues who went to other LIS schools have a head start on me and I'm struggling to play catch-up.
 - I think most of the courses I took at SLAIS were helpful in preparing me for professional work in the field, but too basic in their design and delivery. All the courses that teach the basic skills of librarians (reference, collections, etc.) need to go into greater depth and need to be taught at a more advanced levels. All SLAIS students have undergraduate degrees and many have graduate degrees so SLAIS courses need to be more intellectually challenging and stimulating. Professional experience (co-op and GAA positions) was probably the single most important qualification that helped me find work in a library after graduation.
 - I ended up acting in my dream job 3 weeks after classes ended, then went on to be the successful candidate for the job a year later. I was grateful that there were so few mandatory classes at SLAIS and that I was able to spend the bulk of my degree on classes in my area of interest, all of which have proved to be useful in my current position.
 - Though working outside my field, my current position does incorporate skills I gained or improved during my graduate program. Primarily teaching and lesson planning, records management, entrepreneurship and computer based technical skills.
-