2016 Census of Canadian Academic Librarians
User Guide and Results Summary

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Canadian Association of Professional Academic Librarians
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About the Canadian Association of Professional Academic Librarians

The Canadian Association of Academic Librarians (CAPAL) is a national membership association representing the interests of professional academic librarians across Canada. CAPAL is an association focused on the academic librarian in order to promote, advance and support the profession of academic librarianship for the advancement of research, teaching and learning at post-secondary institutions. CAPAL takes national leadership on behalf of the entire membership in advocating for high standards in the profession, fostering the creation and dissemination of knowledge about academic librarianship, and providing critical analysis and public comment on issues affecting academic librarians and academic librarianship. The association hosts an annual conference and publishes the *Canadian Journal of Academic Librarianship.*

Introduction

The goal of the census is to build a comprehensive demographic picture of the profession of academic librarianship in Canada by collecting data about librarians working in college and university libraries in Canada. It is the intention of CAPAL to share that data for research, policy development, advocacy, and education purposes.

In fall of 2015 a census project team was created to design, test and conduct the census survey. The team would like to thank CAUT Research Analyst John Hollingsworth, members of the CAPAL Advocacy Committee, and the CAPAL Board of Directors for their feedback and counsel.

The survey instrument was purposefully called a census. It is an enumeration of a target population and questions typically include socio-demographic information: e.g. occupation type, education level, marital status, and so on.

What follows is a descriptive summary of the data. Explanatory or contextual notes are added where deemed relevant; however, no attempts are made to analyze the data.

The Census Survey Instrument

The questionnaire had three components: (1) an introduction and consent form; (2) twenty-six questions; and (3) a final open text question requesting feedback about the census. The results from the census feedback question are intended to inform the next census project and are excluded from all data summaries, releases and associated reports.

All questions were optional. Questions deemed sensitive in nature included a "Prefer not to answer" option. All efforts were made to ensure respondents' confidentiality and anonymity.. For example, answers to Question 8, "What is your currrent job title?" are used to produce a list of job titles. The tracking of job titles over time can produce valuable insight into trends within the profession. However, the list will stand on its own and will not be cross-referenced with data from any other question. Furthermore, all text-based answers are aggregated and alphabetized.

Approximately forty Canadian academic librarians, including members of the CAPAL Advocacy Committee and the CAPAL Board of Directors, were invited to field test the census instrument. The census project received ethics approval from MacEwan University on June 3, 2016 and from Queen's University on June 16, 2016.

The census survey was available in English and French.

Target Audience

The target participants for the census were academic librarians working at *Universities Canada*

and *Colleges and Institutes Canada* member institutions. An academic librarian was defined as someone possessing an MLIS / MLS degree or equivalent and included administrative and non-administrative librarians.

Distribution List

A distribution list of 1730 names and email addresses was compiled by reviewing the library websites of member institutions of *Universities Canada* and of *Colleges and Institutes Canada*. The census was distributed using Fluidsurveys, an online survey software, http://fluidsurveys.com/.

The distribution list should be considered an approximation of the target audience. Contact information for academic librarians is not always publically available. It is not always possible to determine if the individual listed is a librarian. Many smaller institutions provide only a generic contact email. Any static list dates very quickly as people move, retire, go on a sabbatical leave and so on. Efforts were made to correct and update contact information as soon as anomalies became known.

Data Collection

The census was distributed and administered using Fluidsurveys, an online survey software. The data was collected between June 27 and September 6, 2016. Three email reminders were sent during the period.

Academic librarians were invited to participate via a personalized email that included a system-generated personalized link to the census. The personalized link allowed for participants to save their answers and continue at a later time; however, once the census form was submitted data could not be edited or retrieved as there were no identifiable markers. A generic link to the census was also posted on the CAPAL website to provide an opportunity for librarians who might have been missed in the distribution list to participate in the census, including academic librarians working at private and faith-based institutions, many of which are not members of *Universities Canada* or *Colleges and Institutes Canada*. In future iterations of the census, greater efforts will be expended to include librarians working at private and faith-based institutions.

For anonymity purposes Fluidsurveys did not track or capture IP addresses, respondent location, browser, or operating system. Security settings were set to prevent the survey from being indexed by search engines. The census survey did not collect any identifying information such name, address, email, or name of employing institution.

Response Rate

Sample group (distribution list): 1730
Responses submitted: 904
Response rate: 52%
Average completion time: 10:25 min. sec.

Response rate refers to the proportion of participants of the total sample group that participated in the census survey.[1] Response rate is the number of surveys filled out and submitted (904) divided by the total sample group (1730), which in this case is the distribution list of potential participants.

The completion rate may also be of interest to readers. The completion rate is a broader, variously defined term used to describe the extent of participants' interaction with a survey.[2] For the purposes of the census, the completion rate is the number of surveys filled out and submitted (904) divided by the number of respondents who entered the survey (1109). The completion rate for the census is 82%. The calculation of completion rates is possible with digital survey platforms. The completion rate is reflective of participants' interaction with a survey; the sample group size is irrelevant. A low completion rate, for example below 50%, may be indicative of participants' frustration with a survey instrument.

Text Responses

Some questions included the option for a text answer. Text responses have been reviewed and any potentially identifiable information was removed. Efforts were made to correct typos, uniformly capitalize job titles, and spell out acronyms where a reasonable level of accuracy of interpretation could be assumed. For example, it could be reasonably assumed that in writing ACRL the respondent was referring to the *Association of College and Research Libraries*. However, SLA could refer to the *Saskatchewan Library Association* or *Special Libraries Association*. In such instances no attempts were made to infer the intended meaning.

To facilitate data comprehension, text responses were sorted alphabetically. Similar or identical responses have been grouped with a number in brackets () indicating the total number of times the response appeared. Text responses where it was obvious the question was misunderstood or where the response was irrelevant to the question were removed. In a few instances text answers were moved to an appropriate category. For example, completed Masters degrees that were listed in the certificate and diploma category were moved to the Masters degrees listing. In the summary below both English and French responses are included. When French and

English responses were clearly equivalent, they were combined with both terms separated by a slash; for example, Librarian / Bibliothécaire.

To promote text data credibility and trustworthiness the census project team members worked closely and collaboratively. Every decision regarding the anonymization, the interpretation and the grouping of data was reviewed, crossed checked and agreed upon by each member.

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[1] Lavrakas, P.J. (2008). Respone rates. In *Encyclopedia of Survey Research Methods*. Retrieved from Sage Research Methods.
[2] Lavrakas, P.J. (2008). Completion rate. In *Encyclopedia of Survey Research Methods*. Retrieved from Sage Research Methods. See also, Fluidsurvyes Team. (2014). What is the difference betwee response rate and a completion rate. Retrieved from http://fluidsurveys.com/university/difference-response-rate-completion-rate/.

Census Summary

1. In which province or territory do you currently work?

Response	Chart	Percentage	Count
Alberta		12.8%	115
British Columbia		15.2%	137
Manitoba		4.8%	43
New Brunswick		2.8%	25
Newfoundland and Labrador		1.6%	14
Northwest Territories		0.1%	1
Nova Scotia		5.3%	48
Nunavut		0.0%	0
Ontario		36.0%	324
Prince Edward Island		0.4%	4
Quebec		17.0%	153
Saskatchewan		3.2%	29
Yukon		0.1%	1
Prefer not to answer		0.7%	6
		Total Responses	**900**

2. What is your age?

Response	Chart	Percentage	Count
20 – 25		0.6%	5
26 – 30		7.7%	69
31 – 35		12.0%	108
36 – 40		15.7%	141
41 – 45		15.9%	143
46 – 50		13.3%	120
51 – 55		12.8%	115
56 – 60		12.0%	108
61 – 65		7.3%	66
65 +		2.7%	24
		Total Responses	**899**

3. What is your gender identity?

Response	Chart	Percentage	Count
Female		71.6%	650
Male		26.2%	238
Transgender		0.0%	0
Two Spirit		0.1%	1
Other* (please elaborate if you wish)		0.6%	5
Prefer not to answer		1.5%	14
		Total Responses	**908**

*Other: genderqueer, androgynous

4. Do you consider yourself to be:

Response	Chart	Percentage	Count
Bisexual		3.0%	27
Gay		3.6%	32

Response	Chart	Percentage	Count
Lesbian		1.6%	14
Straight or Heterosexual		81.5%	729
Two Spirit		0.2%	2
Don't know/Not sure		0.8%	7
Other* (please elaborate if you wish)		1.5%	13
Prefer not to answer		7.9%	71
		Total Responses	**895**

*Other: queer (4); it's complicated; queer – depending on context, I may identify as bisexual, pansexual, gay, or lesbian; heteroflexible; queer (bi/pan/asexual); primarily heterosexual

5. Select the institution type where you are currently employed.

Response	Chart	Percentage	Count
CEGEP		1.2%	11
College		8.1%	73
University		89.2%	806
Other* (please specify if you wish)		1.5%	14
		Total Responses	**904**

*Other: University and seminary; College-like; Polytechnic (7); Both university and college; Technical Institute; College/Technical Institute

6. Is your institution primarily publicly funded?

Response	Chart	Percentage	Count
Yes		91.3%	825
No		3.9%	35
Not sure		4.9%	44
		Total Responses	**904**

7. What is the size of the institution where you are employed?

Response	Chart	Percentage	Count
Very small (< 4000 students)		9.3%	84
Small (4,001 – 12,000 students)		15.4%	138
Medium (12,001 – 22,000 students)		21.7%	195
Large (22,001 – 34,000 students)		21.5%	193
Very large (> 34,001 students)		32.1%	289
		Total Responses	**899**

8. What is your current job title?

The 862 response(s) to this question can be found in the appendix.

9. What is your area of professional expertise?

Response	Chart	Percentage	Count
Acquisitions and collections development		45.7%	410
Administration		25.2%	226
Cataloguing		12.3%	110
Copyright and intellectual property		16.8%	151
Data management and preservation		11.0%	99
Data services		8.5%	76
Digital initiatives		18.1%	162
Discovery tools and integrated library systems		14.5%	130
Electronic resource management		14.0%	126
Government documents		6.5%	58
Instruction and information literacy		59.3%	532
Liaison subject expertise		54.7%	491
Management		25.5%	229
Metadata		9.7%	87
Public services (borrower or circulation services, ILL)		17.7%	159
Reference services		64.5%	579

Scholarly communications	21.9%	196
Service assessment and evaluation	13.9%	125
Services to particular student groups (students with disabilities, immigrant populations)	8.4%	75
Training, mentoring and /or organizational development	20.6%	185
Web development	13.8%	124
Other (please specify)*	11.8%	106
Total Responses		**897**

*Other area of professional expertise:

#	Response
1.	Academic and student services partnerships, library spaces
2.	Advanced research services/consultation
3.	All items selected apply from the perspective of archival practice
4.	All of the above
5.	Analyse documentaire (Indexation)
6.	Archival and media collections
7.	Archival description
8.	Archives (5)
9.	Archives management
10.	Archives, Records Management, Privacy, Access to Information
11.	Asian Studies
12.	Bibliometric data; research evaluation; research assessment
13.	Bibliometrics
14.	Bibliometrics and Researcher Impact
15.	Budget management, strategic planning, change management
16.	Cartographic resources
17.	Collection lifecycle management, licensing, partnership development
18.	Collection management of already owned items
19.	Communications (2)
20.	Communications (report writing, social media, etc.)
21.	Community Based Research

22.	Community Engagement (2)
23.	Database development
24.	Dealing with donors and community relations, teaching at the library school
25.	Développement publicité, gestion médias sociaux
26.	Digital Humanities, Special Collections
27.	Digital Information Management
28.	Digital preservation
29.	e-learning
30.	Emerging Technologies
31.	Exhibit preparation
32.	Expert searching for systematic reviews
33.	Geospatial data (2)
34.	Graphic design and imaging design
35.	Health Sciences Librarianship
36.	Solo librarian so I do it all; I work in a one-professional library, so am responsible for virtually all activities. (3)
37.	I.T. Project management
38.	Indexation libre, responsable Médiathèque, responsable Centre de ressources didactiques, formation individuelle ou de groupe pour la recherche documentaire et autres outils, chef d'équipe
39.	Indigenous librarianship
40.	Indigenous Research Methodologies
41.	Infrastructure support
42.	Institutional Repository/ Dépot institutionnel (2)
43.	Integration of library services in LMS
44.	Interface design
45.	International activities; work with Indigenous groups at the University and beyond
46.	Labour relations, role of academic librarian
47.	Leadership
48.	Liaising with outside (of the Libraries) partners
49.	Literature searching (3)
50.	LMS integration
51.	Maps/GIS

52.	Marketing & Communication (2)
53.	Médias sociaux en enseignement, Applications mobiles
54.	Médias sociaux, pédagogie
55.	Medical apps for iPad
56.	Moodle LMS
57.	Music librarianship
58.	New technologies
59.	Open education (2)
60.	Outreach (exhibitions, tours)
61.	Outreach, social media
62.	Privacy, Surveillance, Civil Liberties, Social Justice
63.	Project Management (3)
64.	Promotion de la bibliothèque
65.	Rare books / Special Collections (5)
66.	Rare books and archival description
67.	Research
68.	Research and Systematic Reviews
69.	Research impact (2)
70.	Research Support / Soutien à la recherche (2)
71.	Researcher services to publication
72.	Selections and collection development
73.	Social media / outreach / promotions
74.	Space and facilities planning
75.	Spatial Data and GIS
76.	Special projects
77.	Strategic planning and performance management
78.	Systematic reviews
79.	Systems Librarianship
80.	Traduction de thésaurus
81.	Traitement documentaire
82.	uDécouverte, visualisation et d'extraction de données géospatiales
83.	User experience (2)

| 84. | Veille stratégique, informationnelle, etc. |
| 85. | Virtual library |

10. Are you presently working in a job that does not require a MLIS or equivalent?

Response	Chart	Percentage	Count
Yes* (please elaborate if you wish)		3.0%	27[1]
No		97.0%	870
		Total Responses	**897**

*Comments: The required qualifications of my position are "an undergraduate degree in an appropriate field"; circulation clerk; I started to work for my current job after I got a Library Technician diploma; My MLIS degree does not help me much in getting a librarian job nor for internal promotion purposes.

[1] The distribution list targeted individuals who identified as librarians on library websites. Individuals possessing an MLIS but working in para-professional positions would have been missed. The count presented here is likely under-reported and may be the result of word-of-mouth encouragement to participate.

11a. Are you employed part time or full time?

Response	Chart	Percentage	Count
Part time		4.8%	43
Full time		95.2%	860
		Total Responses	**903**

11b. What type of appointment do you have?

Response	Chart	Percentage	Count
Tenured		32.5%	293
Permanent		37.4%	337
Continuing		17.8%	161
Contract (renewable)		4.7%	42
Contract (non-renewable)		3.3%	30

Emerita/Emeritus		0.0%	0
Other (please specify)*		4.3%	39
		Total Responses	**902**

*Other types of appointment:
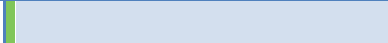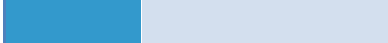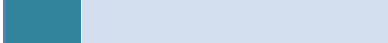
#	Response
1.	2 appointments, one continuing, one a contract
2.	Continuing appointment (equivalent to tenure); Continuing Track Appointment; permanent status stream (3)
3.	Exempt management
4.	Librarians are not faculty at this institution (the position is a permanent administration position)
5.	Mon poste est administratif. Je ne fais pas partie du corps professoral ou du personnel de soutien.
6.	My base position is Continuing. My appointment is on a 5 year renewable term.
7.	Permanent appointment within Faculty Association, currently in a renewable term administrative appointment
8.	Permanent intermittent
9.	Pre-tenured (2)
10.	Probationary Appointment for Continuing Appointment
11.	Probationary, leading to continuing
12.	Remplacement congé de maternité
13.	Tenure-track (16)
14.	Tenure-track (probationary) (3)
15.	Tenured on phased retirement
16.	Tenured on reduced appointment for personal reasons
17.	Term
18.	We are not faculty status nor academic rank

12. At my institution I have the following faculty rights and responsibilities.
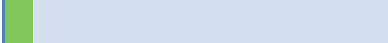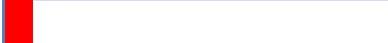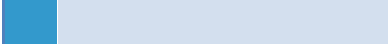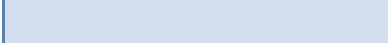
	Yes	Yes (but with limitations)	No	Not sure	Not applicable	Total Responses
Eligibility for	535	129 (14.4%)	162	31	41 (4.6%)	898

sabbatical leave	(59.6%)		(18.0%)	(3.5%)		
Peer review for promotion	474 (53.2%)	62 (7.0%)	260 (29.2%)	30 (3.4%)	65 (7.3%)	891
Flexible work hours	338 (37.9%)	376 (42.2%)	144 (16.1%)	16 (1.8%)	18 (2.0%)	892
Equivalent salary to teaching faculty	209 (23.4%)	97 (10.9%)	428 (47.9%)	126 (14.1%)	34 (3.8%)	894
Access to research funds	329 (36.8%)	232 (25.9%)	221 (24.7%)	82 (9.2%)	31 (3.5%)	895
Academic freedom	584 (65.3%)	125 (14.0%)	87 (9.7%)	60 (6.7%)	38 (4.3%)	894
Scholarly activity is an expectation of my work	380 (42.4%)	154 (17.2%)	313 (34.9%)	18 (2.0%)	31 (3.5%)	896

13a. How many ranks does your institution have for academic librarians.

Response	Chart	Percentage	Count
Two ranks		3.4%	30
Three ranks		24.5%	219
Four ranks		39.1%	350
Five ranks		5.7%	51
No rank system used		22.1%	198
I don't know		5.1%	46
		Total Responses	**894**

13b. What is the current title of your rank or closest equivalent?

Response	Chart	Percentage	Count
Librarian I		8.9%	80
Librarian II		8.8%	79
Librarian III		15.4%	138
Librarian IV		8.5%	76
Librarian V		0.6%	5
General Librarian		7.2%	65

Assistant Librarian	8.2%	74
Associate Librarian	12.7%	114
Senior or Full Librarian	7.5%	67
Other (please specify)*	8.0%	72
Not applicable	14.2%	127
	Total Responses	**897**

*Other titles of rank or closest equivalent:

#	Response
1.	Administrative Librarian (10)
2.	Administrator
3.	Assistant Professor
4.	Associate Professor (3)
5.	Associate University Librarian (3)
6.	Bibliothécaire disciplinaire (2)
7.	Bibliothécaire gestionnaire
8.	Bibliothécaire-conseil
9.	Bibliothécaire-coordonnatrice
10.	Bibliothécaire/Librarian (6)
11.	Cadre (2)
12.	Campus Librarian (2)
13.	Chief Librarian (3)
14.	Coordinator
15.	Dean
16.	Department Director
17.	Dept. Chair
18.	Director III
19.	Division Head
20.	Divisional Librarian
21.	Faculty Librarian (2)
22.	Full Archivist
23.	Il n'y a pas de rang, seulement des échelons et ils sont de nature salariale

24.	Lead
25.	Librarian VI (2)
26.	Library director (2)
27.	Library Manager
28.	Limited-term Librarian
29.	Manager III
30.	Payment steps same to faculty, no formal designation or hierarchy (management positions democratic, term-based)
31.	Probationary
32.	Professor
33.	rank for salary according to our collective agreement by years of experience
34.	Regional Librarian
35.	Sessional Librarian (2)
36.	University Librarian (3)

14a. How many total years have you worked as a librarian?

Response	Chart	Percentage	Count
0 – 5		18.9%	170
6 – 10		19.8%	178
11 – 15		18.0%	162
16 – 20		13.8%	124
21 – 25		10.5%	94
25+		18.9%	170
		Total Responses	**898**

14b. Of those years how many have you worked as an academic librarian?

Response	Chart	Percentage	Count
0-5		25.7%	229
6-10		21.3%	190
11-15		21.4%	191
16-20		12.1%	108

Response	Chart	Percentage	Count
21- 25		7.1%	63
25+		12.3%	110
		Total Responses	**891**

15. Approximately how many hours are you expected to work per week?

Response	Chart	Percentage	Count
20 hours or less		1.7%	15
21-25		1.3%	12
26-30		1.5%	13
31-35		43.7%	389
36-40		35.0%	312
40+		4.7%	42
No hours specified (until the job is done)		12.1%	108
		Total Responses	**891**

16. Approximately how many hours per week do you work in addition to your regular working hours?

Response	Chart	Percentage	Count
0		13.8%	122
1-5		52.3%	461
6-10		24.3%	214
11-15		6.1%	54
16-20		2.0%	18
20+		1.5%	13
		Total Responses	**882**

17. From which university did you obtain your MLIS/MLS degree or equivalent?

Response	Chart	Percentage	Count
University of British Columbia		12.2%	109
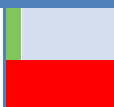
University of Alberta		10.3%	92
University of Western Ontario /Western University		27.4%	246
University of Toronto		13.0%	117
University of Ottawa		0.4%	4
Universite de Montreal		11.4%	102
Dalhousie University		7.7%	69
McGill University		10.1%	91
Other (please specify)*		7.5%	67
		Total Responses	**897**

*Other universities where MLIS/MLS degree or equivalent was obtained:

#	Response
1.	Aberdeen
2.	CNAM, INTD (France)
3.	Columbia University
4.	Dalhousie University
5.	Dominican University
6.	European institution
7.	Geneseo State University
8.	Hebrew University of Jerusalem
9.	Indiana University (5)
10.	Kent State University
11.	Louisiana State University (US)
12.	Michigan
13.	City University London UK
14.	Overseas qualification
15.	Robert Gordon University, UK (4)
16.	San Jose State (2)
17.	Simmons College, US
18.	SMU
19.	St. John's University (in New York, NY)
20.	St. Mary's University

21.	SUNY Albany
22.	SUNY Buffalo
23.	Syracuse University, NY USA (3)
24.	UCLA
25.	University of Copenhagen, Denmark
26.	University of Glasgow
27.	University of Illinois (2)
28.	University of Illinois at Urbana-Champaign
29.	University of Iowa
30.	University of Manitoba (2)
31.	University of Michigan, Ann Arbor
32.	University of Missouri
33.	University of Oklahoma
34.	University of Pittsburgh
35.	University of Pretoria
36.	University of Texas at Austin (3)
37.	University of Wales
38.	University of Wales, Aberystwyth
39.	University of Washington
40.	University of Washington (Seattle)
41.	University of Windsor
42.	University of Wisconsin
43.	University of Wisconsin, Milwaukee
44.	US institution
45.	Wayne State University (3)

18. In addition to your MLIS/MLS degree or equivalent indicate other education attained.

Response	Chart	Percentage	Count
Professional degree (law degree etc.)		5.3%	40
Second Masters Degree (what		36.5%	277

discipline?)*		
Third Masters Degree (what discipline?)*	1.8%	14
PhD (what discipline?)**	4.5%	34
Additional Certificate or Diploma (please specify)***	21.3%	162
Other (please specify)***	11.5%	87
Not applicable	34.4%	261
	Total Responses	**759**

*Disciplines of second or third Masters Degrees:

#	Response
1.	Anthropology (3)
2.	Applied Linguistics
3.	Archaeology & Heritage
4.	Archéologie (2)
5.	Archival Studies (3)
6.	Art History (8)
7.	Arts (10)
8.	Asian and Pacific Policy Studies
9.	Atlantic Canada Studies (2)
10.	Biblical Studies
11.	Biology – Insect Physiology
12.	Biology (4)
13.	Biophysics
14.	Botany
15.	Business (2)
16.	Business (M.B.A.)/ Business Administration/ Administration des affaires (7)
17.	Cinéma
18.	City Planning
19.	Classics (2)
20.	Communication and Technology
21.	Communications Management
22.	Comparative Literature (3)

23.	Comparative Literature and Film Studies
24.	Computer Engineering
25.	Computer Science
26.	Creative Writing
27.	Drama/ Théâtre (2)
28.	East Asian Studies
29.	Education (28)
30.	Engineer
31.	English (22)
32.	English Literature (16)
33.	English Literature & Creative Writing
34.	English Literature and Language (6)
35.	Environmental Microbiology
36.	Environmental Science/ Sciences de l'environnement (3)
37.	Études littéraires (2)
38.	Études québécoises – Histoire
39.	French
40.	French Literature, Women's Studies
41.	French Studies
42.	Gender Studies
43.	Genetic Counselling
44.	Geography/ Géographie (3)
45.	History & Philosophy of Science
46.	History and Politics and Economics combined (Russian Studies)
47.	History/Histoire (30)
48.	Humanities Computing (3)
49.	Humanities field
50.	Instructional Technology/ Educational Technology (2)
51.	Islamic Studies
52.	IT management
53.	Jewish Education
54.	Labour Studies

55.	Language Education
56.	Langue et litterature
57.	Law
58.	Law (Master of Studies in Law)
59.	Lettres
60.	Linguistics (4)
61.	Literature (2)
62.	Littérature française
63.	M.Div. (2)
64.	M.Phil studio art
65.	MA, Cultural Studies
66.	Master in Punjabi
67.	Master of Art Conservation
68.	Master of Public Admin (M.P.A.)/ Administration publique (MAP) (2)
69.	Medical Biology
70.	Medical Biophysics
71.	Medieval Jewish Studies
72.	Medieval Studies (3)
73.	MFA
74.	Microbiologie-immunologie
75.	MSc Science and Technology Studies
76.	Muséologie (2)
77.	Music (7)
78.	Music Performance
79.	Musicology/ Musicologie (2)
80.	Océanographie
81.	Philosophy
82.	Physics (3)
83.	Political Science (4)
84.	Psychology/Psychologie (2)
85.	Religious Studies/ Religion (3)
86.	Russian Literature

87.	Science (4)
88.	Sciences humaines
89.	Slavic Studies
90.	Social Anthropology
91.	Social Work
92.	Sociology (4)
93.	Spanish Literature
94.	Spanish Studies
95.	Spatial Analysis
96.	Theological Studies (2)
97.	Theology (3)
98.	Traduction

**Disciplines of PhD Degrees:

#	Response
1.	Anthropology
2.	Art History
3.	Arts (English literature)
4.	Biophysics
5.	Business Administration (2)
6.	Classics
7.	Education (6)
8.	Education / Library & Information Studies
9.	English (3)
10.	Information Studies/ Library Science (6)
11.	Interdisciplinary (Information Science, Sociology of Religion)
12.	Interdisciplinary Studies
13.	Law
14.	Literary Studies
15.	Medieval Jewish Studies
16.	Medieval Studies (2)
17.	Physics/Biophysics

***Other Degrees, Certificates or Diplomas:

#	Response
1.	1 year management training program
2.	2 undergraduate degrees
3.	2nd undergraduate degree post employment (Bachelor of Computer Science)
4.	4 years of graduate studies from which I withdrew before completing the degree
5.	ABD in PhD Political Studies
6.	Academy of Health Information Professionals (AHIP)
7.	Accounting
8.	Adult Education
9.	Advanced Diploma in Geographic Information Systems (GIS) Technology/ certificate in GIS/other GIS specialization (6)
10.	Advanced foreign-language training
11.	Alberta Permanent Professional Teacher Certificate
12.	Applied Communication Arts
13.	Archives/Records Management/certificat en archivistique (7)
14.	Area of Specialization in Academic Libraries
15.	ARL leadership fellow
16.	ASP en entrepreneuriat
17.	B.A. Honours Psychology
18.	B.A. in Political Science
19.	B.Mus.-Mus.Ed.
20.	B.Sc. Microbiologie-immunologie
21.	Baccalauréat / BA (16)
22.	BA (History)
23.	BA Honours
24.	BA Honors (English) (2)
25.	Bac en arts et sciences
26.	Bac en philosophie
27.	Bacc. en géologie
28.	Bacc. musicologie et mineure études québécoises
29.	Baccalauréat – Microbiologie

30.	Baccalauréat administration des affaires
31.	Baccalauréat avec majeure en communication sociale et mineure création littéraire
32.	Baccalauréat en bibliothéconomie et sciences documentaires
33.	Baccalauréat en chimie
34.	Baccalauréat en enseignement au secondaire
35.	Baccalauréat en Géographie
36.	Baccalauréat en musique (2)
37.	Baccalauréat en sciences/B. Sc. (8)
38.	Baccalauréat en techniques d'écriture musicale, Baccalauréat en Enseignement de la musique
39.	Baccalauréat en arts – par cumul de certificats
40.	Baccalauréat en arts - majeure en communication et mineure en rédaction professionnelle
41.	Bachelor in library sciences and documentation
42.	Bachelor of Art History Baccalauréat en histoire de l'art (B.A.) (3)
43.	Bachelor of Arts in Library and Information Science
44.	Bachelor of Design
45.	Bachelor of Education (After Degree)
46.	Bachelors degree (3)
47.	Bachelors of Science – Biology
48.	BDes
49.	BEd (14)
50.	Book History and Print Culture
51.	BSc (Chemistry)
52.	B.Sc. in Zoology
53.	Business Certificate
54.	Business Management
55.	Business Programmer (i.e., Systems Management)
56.	CCEDP (Community College Education Diploma Program) (2)
57.	Certificat d'études françaises, BAH
58.	Certificat en écologie
59.	Certificat en gestion de l'information numérique (2)
60.	Certificat premier cycle gestion du personnel & relation du travail

61.	Certificat premier cycle sciences de l'éducation
62.	Certificate in Book Studies
63.	Certificate in Copyright Management
64.	Certificate in Library Studies
65.	Certificate in Public Sector Management
66.	Certificate of English-language teaching to adults (CELTA)
67.	Certification in Descriptive Bibliography
68.	Community College Education Diploma Program
69.	Computer programming and analysis
70.	Computer Science
71.	Course work, performances and comprehensive exam towards an Mmus in Performance
72.	Coursework and exams completed for PhD in Philosophy
73.	CSC
74.	Currently working on a diploma
75.	Cybermuseology
76.	Cytogenetics Diploma – TIMT
77.	Deux DEC (diplôme d'études collégiales)
78.	Diploma in Criminal Law
79.	Diplôme de premier cycle en sciences politiques
80.	Diplome études supérieures en gestion
81.	Ed. D. Education
82.	Education (2)
83.	Educational Technology
84.	Études médiévales
85.	Financial planning
86.	French as a Second Language
87.	German language diploma
88.	Grad Dip IT
89.	Graduate Certificate in Library Sector Leadership (2)
90.	Graduate Certificate in Technology-Based Distributed Learning (TBDL)
91.	Graduate Diploma in Theology
92.	Graphic Design

93.	Human Resource Management (3)
94.	I have two undergraduate degrees.
95.	ILS vendor specific system certificate
96.	Info security management
97.	Information studies
98.	Information Technology
99.	Instructional Design (Graduate Diploma)
100.	Intercultural Relations, Teacher/Trainer for Online Learning
101.	Interpreting
102.	IT post grad certificate
103.	ITIL Certification, CAPM Certification
104.	Journalism Diploma (2)
105.	Law/Droit (3)
106.	Leadership Certificate Program
107.	Leadership Development
108.	Librarian Professional Certificate
109.	Library (and Information) Technician Diploma (14)
110.	Library Assistant Program Certificate
111.	Library Media Specialist & Social Studies 7-12
112.	Library Techiques
113.	Licentiate in Medieval Studies
114.	Local Government Administration
115.	Majeure anthropologie
116.	Management (2)
117.	Massage Therapy
118.	Masters degree in psychology currently in progress
119.	Mechanical Engineering Tech – Tool and Die Making
120.	Meta data, digital humanities, rare books, etc.
121.	Microsoft Certified Teacher, Microsoft Certified Solutions Expert, Checkpoint Certified Security Expert
122.	MOOC
123.	National Library of Medicine Associate Fellowship training

124.	Novell Networking Certificate
125.	Oodles of moocs eg gamification, future of libraries.
126.	Parliamentarian
127.	Partial second masters (Business)
128.	PhD Candidate Educational Policy Studies
129.	Policies and Practices in Access to Digital Archives
130.	Post-Grad Certificate in Corporate Communications and Public Relations
131.	Postgraduate Cert. in Education
132.	Postgraduate certificate in Creative Writing
133.	Professional Certificate in Adult Education
134.	Professional doctorate (Education)
135.	Professional Teaching Certificate
136.	Provincial Instructor Diploma (2)
137.	PhD in process
138.	Public Archives of Canada Training Program
139.	Publishing
140.	Scolarité de doctorat en psychologie
141.	Second bachelor's degree in Graphic design
142.	Second masters in progress
143.	second undergraduate degree; now working on MA
144.	significant masters' level coursework in music; graduate courses in educational administration; rare book school; Russian studies
145.	Spanish Language Cert; French Language Cert;
146.	Studio Art
147.	Teacher (2)
148.	Teaching and Learning in Higher Education
149.	Teaching English as a Second Language (3)
150.	Technical writing certificate, database diploma
151.	Traduction (2)
152.	Certificate in Management Essentials
153.	BA & a BA (Honours)
154.	Library Leadership Certificate

155.	University teaching, digital content management, copyright
156.	Usability; Curriculum Design
157.	Various advanced courses in my area of specialization
158.	Visual Art diploma
159.	Visual Communication Design
160.	Web design
161.	Web design certificate; Photo Imaging design certificate; E-learning certificate
162.	Travail social, étude en cours

19. What is your gross (before taxes deducted) yearly salary from your employing library?

Response	Chart	Percentage	Count
10,000 or less		0.5%	4
10,001 – 20,000		0.2%	2
20,001 – 30,000		0.0%	0
30,001 – 40,000		0.2%	2
40,001 – 50,000		1.5%	13
50,001 – 60,000		5.3%	47
60,001 – 70,000		12.0%	106
70,001 – 80,000		12.2%	108
80,001 – 90,000		18.1%	160
90,001 – 100,000		13.3%	118
100,001 – 110,000		11.5%	102
110,001 – 120,000		6.8%	60
120,001 – 130,000		6.4%	57
130,001 – 140,000		3.4%	30
140,001 – 150,000		1.8%	16
150,000+		3.2%	28
Prefer not to answer		3.6%	32
		Total Responses	**885**

20. Of which library or other professional association(s) are you a member?

Response	Chart	Percentage	Count
Canadian Association of Professional Academic Librarians/L'Association canadienne des bibliothécaires académiques professionels		23.4%	163
Provincial/territorial library association (e.g. British Columbia Library Association, Ontario Library Association)		59.4%	414
International Federation of Library Associations		3.6%	25
American Library Association		27.7%	193
Other (please specify)*		40.6%	283
		Total Responses	**697**

*Other library or professional association memberships: Associations appear as listed by respondents. No efforts were made to separate associations so that each is listed on a separate line. It is assumed that the grouping of associations that an individual librarian belongs to may be of interest.

#	Response
1.	ABSC, MLA
2.	ACA
3.	ACA, AAO, ICA
4.	Academic associations (not specific to librarians)
5.	Alberta Association of Academic Libraries
6.	American Theological Library Association (ATLA) (5)
7.	Archives Association of BC
8.	Archives Association of Ontario, Association of Canadian Archivists
9.	Area Studies Library Association
10.	Art Libraries Society of North America (ARLIS/NA) (9)
11.	Art Libraries Society of North America (ARLIS/NA) and the local chapter, ARLIS/NA Montreal-Ottawa-Quebec
12.	Art Libraries Society of North America (ARLIS/NA), Ex Libris, IATUL, NSLA, HLA
13.	Art-specific associations, medieval associations
14.	ASEE (3)
15.	ASIS&T, CAIS
16.	ASIST

17.	ASIST, ISKO
18.	Association des cartothèques et archives cartographiques du Canada (ACACC/ACMLA) , Polar Library Colloquy
19.	Association for Asian Studies
20.	Association for Asian Studies, Council on East Asian Libraries, Chinese American Librarian Association, Society for Chinese Studies Librarians
21.	Association for Library and Information Science Education (ALISE) (2)
22.	Association internationale Francophone des Bibliothécaires et Documentalistes (AIFBD)
23.	Association of Architecture School Librarians (AASL) (2)
24.	Association of Asian Studies/Council on East Asian Libraries
25.	Association of Canadian Archivists (7)
26.	Association of Canadian Archivists, Archives Association of Ontario, Society of American Archivists, International Council on Archives
27.	Association of Canadian Archivists, Association for Manitoba Archives
28.	Association of Canadian Archivists, Society for American Archivists
29.	Association of Canadian Archivists; Archives Association of British Columbia
30.	Association of Canadian Archivists; Archives Association of Ontario; Association of Records Managers and Administrators
31.	Association of Canadian Map Libraries and Archives (4)
32.	Association of Canadian Map Libraries and Archives (ACMLA) (4)
33.	Association of Canadian Map Libraries and Archives (ACMLA), (International Association for Social Science Information Services and Technology) (IASSIST), (Western Association of Map Libraries) WAML
34.	Association of Canadian Map Libraries and Archives (ACMLA), Canadian Cartographic Association
35.	Association of Canadian Map Libraries and Archives (ACMLA), IASSIST, Canadian Association of Geographers
36.	Association of Canadian Map Libraries and Archives (ACMLA), International Association of Social Science Information Services and Technology (IASSIST)
37.	Association of College & Research Libraries (ACRL) (2)
38.	Association of College & Research Libraries (ACRL) and Medical Library Association and Canadian Health Libraries Association
39.	Association of College & Research Libraries (ACRL), SLA, subject specific associations
40.	Association of Jewish Libraries, Association of Jewish Studies, Society of Biblical Literature
41.	Association of Records Managers and Administrators (ARMA)

42.	Association of Records Managers and Administrators (ARMA) International, ARMA Canada, ACA, AMA, IAPP
43.	Association of Research Libraries (ARL)
44.	ASTED Association pour l'avancement des sciences et des techniques de la documentation (4)
45.	ASTED, CBPQ (2)
46.	ATALM, ATLA
47.	ATLA, Association of Christian Librarians
48.	ATLA, CLA
49.	Atlantic Provinces Library Association
50.	Atlantic Provinces Library Association, Medical Library Association, Maritime Health Libraries Association
51.	Bibliographical Society of Canada
52.	CAIS; SHARP
53.	CAML, IAML, ARLIS
54.	CAML, MLA, IAML, GELA
55.	Canadian Association of Law Libraries (CALL/ACBC) & American Association of Law Libraries
56.	Canadian Association of Law Libraries (CALL/ACBD) (8)
57.	Canadian Association of Music Librarians, Music Library Association, (MLA), International Association of Music Libraries (IAML), Ontario-New York chapter of MLA, STLHE
58.	Canadian Association of Music Libraries (CAML); International Association of Music Libraries (IAML) Music Library Association (MLA) (3)[1]
59.	Canadian Association of Music Libraries, Archives and Documentation Centres; Music Library Association; International Association of Music Libraries, Archives and Documentation Centres
60.	Canadian Health Libraries Association (CHLA) (24)
61.	Canadian Health Libraries Association (CHLA) and Medical Library Association (MLA) (7)[1]
62.	Canadian Health Libraries Association (CHLA), AAHSL
63.	Canadian Health Libraries Association (CHLA), ABQLA
64.	Canadian Health Libraries Association (CHLA), ABSC
65.	Canadian Health Libraries Association (CHLA), MAHIP, ACRL
66.	Canadian Health Libraries Association (CHLA), Medical Library Association (MLA), Manitoba Association of Health Information Providers

67.	Canadian Health Libraries Association (CHLA), MLA, ACRL, EAHIL
68.	Canadian Health Libraries Association (CHLA), MLA, NAHLA
69.	Canadian Health Libraries Association (CHLA), OHLA, MLA
70.	Canadian Health Libraries Association (CHLA); Maritimes Health Libraries Association
71.	CASDW, CSA, WGSRF, CASCA
72.	CAUT, CAIS, STLHE
73.	CBPQ (2)
74.	CCA, CALJ, CAFS
75.	CFLA
76.	Chartered Institute of Library and Information Professionals (UK)
77.	Chinese American Librarian Association
78.	CILIP
79.	Coalition for Networked Information (CNI) (2)
80.	Corporation des bibliothécaires professionnels du Québec (CBPQ) (7)
81.	Council of East Asian Libraries (2)
82.	Council of Nova Scotia Archives, Association of Records Managers and Administrators
83.	Ex Libris Association
84.	Foothills Library Association (2)
85.	Greater Edmonton Library Association (GELA)
86.	Greater Edmonton Library Association (GELA) & Northern Alberta Health Librarian Association (NAHLA)
87.	IAMSLIC
88.	IATUL
89.	International Association of Social Science Information Services and Technology (IASSIST), ACMLA (2)
90.	International Association of Social Science Information Services and Technology (IASSIST), Canadian Association of Geographers,
91.	International Association of Social Science Information Services and Technology (IASSIST) (4)
92.	LITA; ALCTS; ASIS&T
93.	local library association
94.	Medical Library Association (6)
95.	Medical Library Association, Canadian Health Libraries Association, Southwestern Ontario Health Libraries Research Network

96.	Medical Library Association, Canadian Health Libraries Association, Saskatchewan Library Association
97.	Medical Library Association, Canadian Heath Libraries Association, United States Agricultural Information Network
98.	Medical Library Association, STLHE
99.	Medical library associations
100.	MLA
101.	Modern Language Association
102.	National & International Book History (BSC, CASBC, and SHARP) and National English Instructors (ACCUTE)
103.	National library association (Canadian Association of Law Libraries), ACRL & Special Libraries Association
104.	Native American & Indigenous Studies Association
105.	Networked Digital Library of Theses and Dissertations
106.	Ontario College of Teachers
107.	Ontario Library Association (2)
108.	Ontario Teacher Education Library Association (2)
109.	PNWLA
110.	Progressive Librarians' Guild - GTA Chapter
111.	Progressive Librarians' Guild (4)
112.	Project Management Institute (PMI)
113.	SALALM (2)
114.	Saskatchewan Council for Archives and Archivists
115.	SHARP
116.	SLA (10)
117.	SLA, CHLA
118.	SLA, MLA
119.	Society for Teaching & Learning in Higher Education, Digital Libraries Forum
120.	Society for the History of Authorship, Reading, and Publishing
121.	Special Libraries Association (SLA) (8)
122.	Special Libraries Association (SLA); American Society for Engineering Education, Engineering Libraries Division
123.	Special Libraries Association (SLA); International Association of Social Science Information Services and Technology (IASSIST)

124.	SQACBM ACBM/CAML et AIBM/IAML
125.	SQACBM, ACBM
126.	Subject/discipline specific association/society (5)
127.	United States Agricultural Information Network
128.	Vancouver Association of Law Librarians; Health Libraries Association of BC; Council of Post Secondary Library Directors
129.	Various archival associations

[1] These particular groupings of associations were listed by multiple individuals.

21. Do you consider yourself to be a Canadian of Indigenous (First Nations, Metis or Inuit) descent?

Response	Chart	Percentage	Count
Yes*		2.2%[1]	20
No		96.2%	866
Prefer not to answer		1.6%	14
		Total Responses	**900**

*Which of the following best describes you? First Nations (8): Mi'kmaq, Heiltsuk (2), Tahltan; Inuit (0); Metis (10)

[1] According to the 2011 National Household Survey, 4.3% of Canadian population identified as Aboriginal persons.

22. The Canadian Employment Equity Act defines members of visible minorities as "persons, other than Aboriginal persons, who are non-Caucasian in race or non-white in colour." (see Statistics Canada, Immigration and Ethnocultural Diversity in Canada). What group do you belong to or which group fits you the best?

Response	Chart	Percentage	Count
Chinese		3.0%	26
South Asian		1.3%	11
Black		0.8%	7
Arab		0.5%	4

Response	Chart	Percentage	Count
West Asian		0.2%	2
Filipino		0.2%	2
Southeast Asian		0.3%	3
Latin American		0.6%	5
Japanese		0.2%	2
Korean		0.3%	3
Other* (please elaborate if you wish)		1.6%	14
Prefer not to answer		2.7%	23
Not applicable		88.2%	764
		Total Responses	**866**

*Respondents self identified in the following ways: East Asian; I am biracial: Chinese and Latin American; I'm part black but look completely white; Mixed race, Chinese-Caucasian; Caribbean ancestry; Indo Caribbean; mixed race: Filipino / Pakistani; Mixed race (primarily black and Caucasian); Mixed race; Italian; Jewish; Mixed South Asian and Filipino

23. What is your country of birth?

Response	Chart	Percentage	Count
Canada		81.8%	732
Other (please specify)*		18.2%	163
		Total Responses	**895**

*Country of birth other than Canada:

#	Response
1.	Algérie
2.	Australia (2)
3.	Belgique
4.	Brazil/ Brésil (2)
5.	Canal Zone (Republic of Panama)
6.	China/P.R.C. (11)
7.	Czech Republic / [former] Czechoslovakia (2)
8.	Denmark
10.	East Africa

11.	Egypt
12.	France (4)
13.	Germany (2)
14.	Hong Kong/Hong Kong, China (6)
15.	Hungary
16.	India (5)
17.	Iran (2)
18.	Israel (2)
19.	Italy
20.	Jamaica
21.	Laos (2)
22.	Mexico
23.	Pakistan (2)
24.	Panama
25.	Poland (4)
26.	Republic of Trinidad and Tobago
27.	Russian Federation/ [former] USSR (2)
28.	Serbia (2)
29.	South Africa (3)
30.	South Korea (2)
31.	Spain
32.	Sri Lanka (2)
33.	Sudan
34.	the Netherlands (2)
35.	Ukraine (2)
36.	United Kingdom/England/Great Britain (22)
37.	United States/USA/US/Les Etats-Unis (50)
38.	Uzbekistan

24. Do you consider yourself to have a disability?

Response	Chart	Percentage	Count

Yes (please elaborate if you wish)*		5.9%	53
No		94.1%	844
		Total Responses	**897**

*Elaborated responses: To ensure anonymity multiple conditions per single response have been separated out and listed individually. All answers are presented in both languages to eliminate potential geographical associations.

#	Response
1.	ADD / Trouble déficitaire de l'attention
2.	Anxiety / Anxiété (2)
3.	Celiac disease / maladie cœliaque
4.	Chronic depression / Dépression chronique
5.	Co-morbid learning disability / Trouble d'apprentissage co-morbide
6.	Congenital hearing deficit / Déficit auditif congénital
7.	Deafness / Surdité
8.	Depression / Dépression (2)
9.	Environmental sensitivities / Sensibilités environnementales (2)
10.	Epilepsy / Épilepsie
11.	Hearing impairment / Hard of Hearing / Déficience auditive (4)
12.	High functioning Asperger's / Haute performance Asperger
13.	Invisible disability / Incapacité invisible
14.	Learning disability / Trouble d'apprentissage
15.	Mental health / Santé mentale
16.	Mental illness / Maladie mentale
17.	Migraines / Migraines
18.	Mobility / Mobilité
19.	Monoculor Blindness / Cécité du monoculteur
20.	Obsessive Compulsive Disorder / Trouble obsessionnel compulsif
21.	Physical / Physique (2)
22.	Sensory / Sensoriel
23.	Severe arthritis / Arthrite sévère
24.	Speech disorder / Trouble de la parole
25.	Tourette Syndrome / Syndrome de la Tourette

26.	Visual Impairment / Déficience visuelle

25a. What language do you consider as your first or native language?

Response	Chart	Percentage	Count
English		77.7%	700
French		14.2%	128
Other (please specify)*		8.1%	73
		Total Responses	**901**

*First or native language other than English or French:

#	Response
1.	Afrikaans
2.	Arabic (2)
3.	Bilingual, French/English
4.	Cantonese (3)
5.	Chinese (7)
6.	Croatian
7.	Czech (2)
8.	Danish
9.	Dutch
10.	Estonian
11.	German (3)
12.	Greek
13.	Hungarian
14.	Italian (3)
15.	Korean (2)
16.	Laotien (2)
17.	Mandarin (5)
18.	Persian
19.	Plautdietsch
20.	Polish (3)
21.	Portuguese/Portugais (2)

22.	Punjabi (4)
23.	Russian (4)
24.	Serbian (2)
25.	Spanish (2)
26.	Tamil
27.	Ukrainian (2)
28.	Urdu (2)
29.	Vietnamese

25b. Do you have a working knowledge of another language or languages, other than your first or native language?

Response	Chart	Percentage	Count
English		22.9%	197
French		36.5%	314
Other (please specify)*		19.7%	170
Not applicable		37.0%	319
		Total Responses	**861**

*Working knowledge of another language or languages: To facilitate data comprehension text responses listing a number of languages were separated out and grouped as appropriate.

#	Response
1.	Afrikaans
2.	Ancient Greek (3)
3.	Arabe / berbère
4.	Arabe/Arabic (5)
5.	Basque
6.	British Sign Language (2)
7.	Cantonese (2)
8.	Cree
9.	Croatian (3)
10.	Danish
11.	Dutch (7)

12.	English a little bit
13.	Esperanto (2)
14.	Finnish
15.	Flemish
16.	French (3)
17.	Frisian
18.	Gaelic
19.	German/Allemande (56)
20.	Greek (4)
21.	Hebrew (5)
22.	Hindi (2)
23.	Hungarian
24.	Indonésien
25.	Italian/Italien (20)
26.	Japanese (7)
27.	Langue des signes québécoise (2)
28.	Lao (2)
29.	Latin (8)
30.	Mandarin (2)
31.	Norwegian
32.	Pali
33.	Persan/Persian/Farsi (3)
34.	Polish (3)
35.	Portuguese (3)
36.	Punjabi
37.	Russian (13)
38.	Sanskrit
39.	Scandianvian langauges
40.	Sinhalese
41.	Slovak (2)
42.	Spanish
43.	Spanish/Espagnol (46)

44.	Swedish (2)
45.	Tagalog
46.	Thai (2)
47.	Turkish
48.	Ukrainian (5)
49.	Urdu
50.	Yiddish (2)

26. What is your marital status?

Response	Chart	Percentage	Count
Single		21.7%	193
Common law / living with a partner		17.2%[1]	153
Married		51.3%[1]	457
Separated		2.7%	24
Divorced		4.9%	44
Widowed		1.1%	10
Other (please elaborate if you wish)*		1.0%	9
		Total Responses	**890**

*Comments: Have a partner but not living with them; Engaged (2); Same sex marriage.
[1]57.5 % of the Canadian population age 15 and over are part of couples, Statistics Canada, 2011.

27. How many dependents are living with you?

Response	Chart	Percentage	Count
0		58.0%	506
1		17.2%	150

2		20.2%	176
3		3.4%	30
4		0.9%	8
5		0.2%	2
6+		0.1%	1
		Total Responses	**873**

Appendix

What is your current job title? The following list is derived from Question 8. Respondents' concern about anonymity may be reflected in the large number of generic titles such as "academic librarian" or "librarian." To protect anonymity, the list below will always stand on its own and will not be cross-referenced with any other data in this survey.

#	Response
1.	Aboriginal Engagement Librarian
2.	Academic Librarian (4)
3.	Academic Librarian, Liaison Librarian, Outreach and Promotion Coordinator
4.	Access and User Services Librarian
5.	Access Services Coordinator
6.	Access Services Librarian (2)
7.	Acquisitions and Cataloguing Librarian
8.	Acquisitions Librarian
9.	Acquisitions Librarian, User Experience Librarian, Liaison Librarian, Reference Librarian
10.	Acting University Librarian, eResources Librarian
11.	Administration
12.	Architecture and Engineering Librarian
13.	Architecture Librarian
14.	Archivist (6)
15.	Archivist (also doing Records Management, FIPPA/Privacy Officer, Head of Technical Services)
16.	Archivist and Chief Curator (2)
17.	Archivist/Librarian
18.	Area Studies Librarian

19.	Art Librarian and Liaison Librarian for the Faculty of Architecture
20.	Assessment & Liaison Librarian
21.	Assessment & User Experience Librarian, Liaison Librarian
22.	Assessment Librarian (3)
23.	Assistant Director (2)
24.	Assistant Law Librarian, Document Delivery Librarian
25.	Assistant Librarian
26.	Assistant Librarian Research and Information Literacy
27.	Assistant Librarian, Archivist
28.	Assistant Librarian, Business Librarian
29.	Assistant Librarian, Information Literacy, E-Learning and Electronic Resources
30.	Assistant University Librarian
31.	Assistant University Librarian, Public Services (Acting)
32.	Associate Chief Librarian (2)
33.	Associate Coordinator Instruction, Teaching and Learning Specialist
34.	Associate Dean (4)
35.	Associate Librarian
36.	Associate Librarian - Research & Collections
37.	Associate Librarian & Head Information Resources
38.	Associate Librarian Collections
39.	Associate Librarian, Reference and Instruction Librarian, Liaison Librarian
40.	Associate Professor / Assistant University Librarian
41.	Associate Professor, Library
42.	Associate University Librarian (18)
43.	Associate University Librarian (Collections)
44.	Associate University Librarian Research and Scholarly Communication and University Archivist
45.	Associate University Librarian, Collections & Scholarly Communiation
46.	Associate University Librarian, Information Services
47.	Associate University Librarian, Learning & Research Resources
48.	Associate University Librarian; Head Librarian
49.	AUL Digital Scholarship and Strategy

50.	AV & Interlibrary Loan Librarian
51.	Bibliographer, Collection Development
52.	Bibliothécaire de référence , bibliothécaire de données , Cartothécaire
53.	Bibliothécaire - Acquisitions et traitement documentaire
54.	Bibliothécaire - projets de bibliothèque numérique
55.	Bibliothécaire - sciences de l'éducation
56.	Bibliothécaire - Service des acquisitions
57.	Bibliothécaire attachée au service à l'usager
58.	Bibliothécaire attachée aux services à l'usager
59.	Bibliothécaire auprès des personnes handicapées
60.	Bibliothécaire de l'évaluation continue (Assessment Librarian)
61.	Bibliothécaire de liaison
62.	Bibliothécaire de liaison, Superviseur d'équipe
63.	Bibliothécaire de reference (9)
64.	Bibliothécaire de référence (bibliothécaire disciplinaire)
65.	Bibliothécaire de référence générale
66.	bibliothécaire de référence ou bibliothécaire de liaison
67.	Bibliothécaire disciplinaire
68.	Bibliothécaire disciplinaire de liaison
69.	Bibliothecaire en Chef
70.	Bibliothécaire en sciences et génie
71.	Bibliothécaire responsable
72.	Bibliothécaire responsable de l'information cartographique et géospatiale, Cartothécaire
73.	Bibliothécaire responsable des acquisitions, bibliothécaire au traitement documentaire
74.	Bibliothécaire-conseil - diffusion de la recherche
75.	Bibliothécaire-conseil (4)
76.	Bibliothécaire-conseil (de liaision)
77.	Bibliothécaire-conseil, expérience-usager
78.	Bibliothécaire-coordonnatrice/ Bibliothécaire-coordonnateur
79.	Biblithécaire Traitement documentaire / Systèmes
80.	Biological Sciences Liaison Librarian
81.	Blended Learning Librarian

82.	Borrower Services Librarian
83.	Branch Head Librarian (2)
84.	Business Liaison Librarian
85.	Business Librarian (2)
86.	Business Librarian, eLearning Librarian
87.	Cadre – Directrice/ Directeur du service de l'acquisition et du traitement des ressources documentaires
88.	Campus Librarian (6)
89.	Catalogue Librarian (3)
90.	Cataloguing and Acquisitions Librarian
91.	Cataloguing and Metadata Librarian (5)
92.	Cataloguing Librarian (4)
93.	Cataloguing, digital services
94.	Catalologuing Librarian with Collection Development and Library Liaison Duties
95.	Chair in Teaching & Learning (Library), Information Literacy Coordinator, Information Services Librarian
96.	Chef de bibliothèque
97.	Chef de bibliothèque, chef de service
98.	Chef de section des Services-conseils
99.	Chef du service de gestion documentaire
100.	Chef Soutien aux usagers
101.	Chef, Services de référence et bibliothécaire de droit
102.	Chief Librarian (7)
103.	Chinese Language Librarian
104.	Circulation and Data Services Librarian
105.	Client Support & Technical Services Librarian
106.	Co-Director of the Centre for Digital Scholarship & Scholarly Communications Coordinator
107.	Collection and Access Services Librarian
108.	Collection and Liaison Librarian
109.	Collection Development Librarian (2)
110.	Collection Development Librarian, Acquisitions Librarian, History Liaison Librarian
111.	Collection Development Librarian, Open Access Librarian
112.	Collection Librarian

113.	Collection Projects Librarian
114.	Collection Services Librarian
115.	Collection Strategies Librarian
116.	Collections / Liaison Librarian
117.	Collections and E-Resources Librarian
118.	Collections Coordinator, Bibliothécaire en Études françaises
119.	Collections Librarian (5)
120.	Collections Projects Librarian
121.	College Librarian (3)
122.	College Librarian, Reference Librarian
123.	College of Rehabilitation Sciences Librarian
124.	Communications and Assessment Librarian
125.	Communications and Liaison Librarian
126.	Communications Librarian, Reference Librarian
127.	Coordinator of Collections & Research Services
128.	Coordinator of Information Research and Instruction
129.	Coordinator of Library Instruction
130.	Coordinator of Resource Sharing, Instruction & Liaison Librarian
131.	Coordinator of Technical Services
132.	Coordinator, GIS & Research Data Services
133.	Coordinator, Library Automation and Technical Services
134.	Copyright Consultant Librarian
135.	Copyright Librarian (3)
136.	Copyright Outreach Librarian
137.	Data & GIS Librarian (2)
138.	Data Librarian (10)
139.	Data Librarian, Liaison Librarian
140.	Data Services Librarian
141.	Data Services Librarian, Research Support Librarian, Liaison Librarian
142.	Dean of Libraries
143.	Dean of the Library
144.	Dean, Library, Teaching & Learning Services

145.	Dentistry Librarian
146.	Dept. Chair; Coordinator, Learning Commons
147.	Deputy Chief Librarian
148.	Digital Archivist (3)
149.	Digital Assets Librarian
150.	Digital Curator and Special Collections
151.	Digital Experience Librarian
152.	Digital Infrastructure and Discovery Librarian
153.	Digital Initiatives Application Librarian
154.	Digital Initiatives Librarian (4)
155.	Digital Initiatives Librarian, Learning & Liaison Librarian
156.	Digital Initiatives Technology Librarian (2)
157.	Digital Library Services Coordinator
158.	Digital Projects Librarian
159.	Digital Repository Librarian (3)
160.	Digital Repository Services Coordinator
161.	Digital Services / Liaison
162.	Digital Services Librarian
163.	Digital Services Librarian, Reference Librarian
164.	Digital Systems Librarian
165.	Digital Technologies Librarian
166.	Directeur / Directrice adjointe
167.	Directeur / Directrice des services aux usagers
168.	Directeur / Directrice générale
169.	Directeur/ Directrice des acquisitions, du traitement et de la conservation des collections
170.	Directeur/ Directrice des collections
171.	Directeur/ Directrice de bibliothèques (2)
172.	Directeur/ Directrice du service de la bibliothèque
173.	Director (Music Library)
174.	Director / Directeur / Directrice (5)
175.	Director Law Library
176.	Director of Library Services (4)

177.	Director, Academic Commons and Strategic Assessment
178.	Director, Assessment & Accountability
179.	Director, East Asian Library
180.	Director, External Relations (2)
181.	Director, External Relations (Acting), NEOS Manager, Indigenous Initiatives Coordinator
182.	Director, Learning Services
183.	Director, Special Collections ; University Archivist
184.	Discovery Systems Librarian
185.	Distance and Document Delivery Librarian
186.	Division Head (2)
187.	E-Learning Librarian
188.	E-Learning Librarian, Head
189.	E-Resources and Acquisitions Librarian
190.	E-Resources and Collection Analysis Librarian
191.	e-Science Librarian
192.	Education Librarian (3)
193.	Education Services Librarian
194.	Electronic Resources and Metadata Librarian
195.	Electronic Resources and Systems Librarian (2)
196.	Electronic Resources Coordinator
197.	Electronic Resources Librarian (4)
198.	Electronic Resources Librarian, Subject and Reference Librarian
199.	Electronic Services / Reference
200.	Engineering and Computer Science Librarian
201.	ER Discovery & Access Librarian
202.	eResearch Librarian
203.	Evidence Synthesis and Information Services Librarian
204.	Executive Director, Library Services
205.	Facilities and Metadata librarian
206.	Faculty Liaison and Instruction Librarian (2)
207.	Faculty Librarian
208.	First Year Experience Librarian

209.	General Librarian (2)
210.	Geospatial Data Librarian
211.	Gestionnaire l'accès aux services et accès aux espaces
212.	GIS & Map Librarian, Librarian for Geography
213.	GIS and Data Services Librarian
214.	GIS and Digital Resources Librarian
215.	Government Publications Librarian
216.	Head - Collection Services
217.	Head (of a branch library within the university library)
218.	Head (of a Faculty Library)
219.	Head [Subject] Librarian
220.	Head Law Librarian
221.	Head Learning & Instructional Services
222.	Head Librarian (9)
223.	Head Librarian & Mgr. Academic Supports
224.	Head Library Technical Services and Collection, Database manager
225.	Head Music Librarian
226.	Head of Cataloguing/Reference Librarian
227.	Head of Collections and Technical Services
228.	Head of Information Services, liaison librarian
229.	Head of Outreach Services
230.	Head of Public Service
231.	Head of Technical Services (2)
232.	Head to two separate units.
233.	Head, Access and Information Services
234.	Head, Access Services (2)
235.	Head, Archival and Special Collections
236.	Head, Book and Serials Acquisitions
237.	Head, Business Library
238.	Head, Collection Development
239.	Head, Collection Development & Assessment
240.	Head, Content Development

241.	Head, Distance Learning and Research
242.	Head, Health Sciences Libraries
243.	Head, Humanities & Social Sciences Library and Law Library
244.	Head, Information Services & Resources
245.	Head, Liaison Services
246.	Head, Library Instruction and Data Services
247.	Head, Management Library (Interim)
248.	Head, Reference Dept.
249.	Head, Reference Services
250.	Head, Special Collections & Archives
251.	Head: Research & Information Services
252.	Health & Community Studies Librarian
253.	Health and Bioscience Librarian
254.	Health Sciences Liaison Librarian, Web Services Librarian
255.	Health Sciences Librarian (4)
256.	Hospital Librarian (2)
257.	Humanities Librarian
258.	I.T. Librarian
259.	Indexeur
260.	Indigenous and Urban Services Librarian
261.	Indigenous Health Librarian and Liaison Librarian for Community Health Sciences
262.	Indigenous Initiatives Librarian, Librarian for First Nations Studies, Archaeology, Environment, and Resource & Environmental Management
263.	Indigenous Services; Liaison Librarian
264.	Information Literacy and Web Services Librarian
265.	information Literacy Coordinator
266.	Information literacy librarian
267.	Information literacy reference librarian
268.	Information Resources Librarian - Collections
269.	Information Resources Librarian (Sciences)
270.	Information Services Librarian (10)
271.	Information Technology Librarian

272.	Information Technology Librarian; Head Library Systems and IT
273.	Institute Librarian
274.	Instruction & Reference Librarian
275.	Instruction & Research Services Librarian
276.	Instruction Coordinator
277.	Instruction Librarian (2)
278.	Instruction, Liaison
279.	Instructional and Research Librarian
280.	Instructional Librarian
281.	Interim University Librarian
282.	Interlibrary Loan and Liaison Librarian
283.	IT and Emerging Technologies Librarian
284.	ITS Project Librarian
285.	Judaica Specialist
286.	Korean Studies Librarian
287.	Law Librarian (3)
288.	Law Library Assistant
289.	Lead Instruction Librarian
290.	Learning & Instruction Librarian
291.	Learning & Liaison Librarian (2)
292.	Learning & Research Librarian
293.	Learning & Research Librarian (Physics & Astronomy, Chemistry, Earth & Ocean Sciences, Biology & Forest Biology, Anthropology); Research Data Librarian – Sciences; Research & Development Librarian (Digitization & Discovery Projects)
294.	Learning and Curriculum Support Librarian (2)
295.	Learning and Research Librarian: political science, medieval studies, metadata
296.	Learning Commons Librarian
297.	Liaison Librarian (86)
298.	Liaison Librarian and Assessment Librarian
299.	Liaison Librarian and Flexible Learning Coordinator
300.	Liaison Librarian, Accessibility Librarian
301.	Liaison Librarian, and Branch Manager
302.	Liaison Librarian, Game Design and Development

303.	Liaison Librarian, Information Literacy Coordinator
304.	Liaison Librarian, Liaison Librarian Coordinator
305.	Liaison Librarian, Media Librarian, Marketing and Outreach
306.	Liaison Librarian, Medicine
307.	Liaison Librarian, Public Services Librarian
308.	Liaison Librarian/Scholarly Communications Librarian
309.	Liaison, Department Head
310.	Liaison, Instruction Librarian, Associate Professor
311.	Liaison/Scholarly Communication Librarian
312.	Librarian (areas: Business and Local History)
313.	Librarian / Archivist (2)
314.	Librarian / Assistant Professor
315.	Librarian / Bibliothécaire (61)
316.	Librarian at the Acquisitions Dept.
317.	Librarian for Research Services
318.	Librarian, Collections Assessment Librarian
319.	Librarian, Head of Learning & Research Services
320.	Librarian, Information Services Librarian
321.	Librarian, Institute for Management & Innovation
322.	Librarian, Learning & Research Services
323.	Librarian, Reference and Research
324.	Library Coordinator (2)
325.	Library Director (2)
326.	Library Director and Director of Student Learning Enhancement Projects
327.	Library Head
328.	Library Information Specialist
329.	Library Manager
330.	Library Reference Assistant
331.	Library Technician
332.	Licensing & Copyright Librarian
333.	Manager Library and Information Services, Librarian
334.	Manager Library Services

335.	Manager, Archives & Access Services
336.	Manager, Client Services & Operations
337.	Manager, Electronic Resources
338.	Manager, Library Services
339.	Manager/Librarian
340.	Map and GIS Librarian
341.	Map Librarian
342.	Mathematics and Biology Librarian
343.	Medical Librarian
344.	Metadata & Cataloguing Librarian
345.	Metadata Coordinator
346.	Metadata Librarian
347.	Music Librarian
348.	Music Librarian
349.	Music Reference, Collections, Instructional Librarian
350.	Online Learning
351.	Physical Sciences Librarian
352.	Professional Librarian (2)
353.	Professor, Communications Librarian
354.	Projects Librarian
355.	Public Services and Research Librarian
356.	Public Services Librarian (26)
357.	Public Services Manager, Subject Librarian
358.	Reader Services and Instruction Librarian
359.	Reference / Instructional Librarian
360.	Reference / Technical Services Librarian
361.	Reference & Instruction Librarian (6)
362.	Reference & Instruction Librarian, Strategic Projects Librarian
363.	Reference & Research Support Specialist
364.	Reference & Subject Librarian (4)
365.	Reference and Electronic Services Librarian
366.	Reference Librarian (18)

367.	Reference Librarian – Medical Education
368.	Reference, Government documents, data
369.	Regional Librarian
370.	Research & Curriculum Librarian (2)
371.	Research & Instructional Services Librarian (11)
372.	Research & Instructional Services Librarian for the Health Sciences
373.	Research and Instruction Librarian (2)
374.	Research and Instructional Librarian - Health Sciences
375.	Research and Instructional Services Librarian
376.	Research and Learning Services
377.	Research and Scholarship Librarian (2)
378.	Research Assessment Librarian
379.	Research Liaison Librarian
380.	Research Librarian – Data Analytics, Economics Liaison Librarian
381.	Research Librarian (2)
382.	Research Librarian, Subject Librarian
383.	Research Services Librarian (2)
384.	Responsable de la bibliothèque
385.	Responsable de la division des services aux usagers, de la gestion des collections et des espaces
386.	Scholarly Communications Librarian (11)
387.	Scholarly Communications Librarian, Liaison Librarian
388.	Science Librarian (7)
389.	Science Reference Librarian
390.	Science Research Liaison Librarian
391.	Science, Engineering and Energy Systems Liaison Librarian, Applied Sciences, Apprenticeship and Trades Librarian
392.	Section Head, Liaison Librarian
393.	Selector/Bibliographer, Reference Librarian
394.	Senior Manager
395.	Serials Cataloguing Librarian
396.	Sessional instructor
397.	Social Sciences Librarian

398.	Social Sciences Research Liaison Librarian
399.	Special Collections & Archives Librarian
400.	Special Collections Librarian (5)
401.	Special Projects Librarian (2)
402.	Specialist in teaching methods and techniques
403.	Spécialiste en moyen et technique de l'enseignement (4)
404.	Spécialiste en ressources documentaires
405.	St. Boniface Hospital and Winnipeg Regional Primary Care Program Librarian
406.	Subject and Reference Librarian
407.	Subject Librarian (5)
408.	Subject Librarian, Head Interlibrary Loans
409.	Subject Reference librarian
410.	System, Data and GIS, Subject Liaison, Collection Development and Public Services Librarian
411.	Systems & Acquisitions Librarian
412.	Systems and Access Services Librarian
413.	Systems and Technical Services Librarian
414.	Systems Librarian (10)
415.	Teaching & Learning Librarian (5)
416.	Teaching and Learning Librarian, Liaison Librarian
417.	Teaching Support Librarian and Liaison Librarian
418.	Technical Services Librarian (3)
419.	Theology and Rare Books Librarian
420.	Theology Reference Librarian
421.	Trent University Durham Librarian
422.	Undergraduate Services Librarian
423.	Undergraduate Services Librarian, Liaison Librarian
424.	Unit Head (7)
425.	University Archivist (3)
426.	University Archivist, Digital Curator
427.	University Librarian (14)
428.	Usability Librarian

429.	User Experience Librarian (3)
430.	User Services Coordinator, Liaison Librarian
431.	User Services Librarian
432.	User's Services Librarian / bibliothécaire aux services aux usagers
433.	Visual Resource Librarian
434.	Web Development Librarian (2)
435.	Web Initiatives Librarian
436.	Web Services Librarian (2)

Canadian Academic Librarians 2016 Census

Purpose of the Census

You are invited to take part in Canada's first census of Canadian academic librarians. A census is an enumeration of a population. For the purposes of this census an academic librarian is anyone possessing an MLIS/MLS degree or equivalent and working as a librarian in a post-secondary education institution in Canada.   Canadian Association of Professional Academic Librarians / L'Association canadienne des bibliothécaires académiques professionnels (CAPAL/ACBAP) collects data on academic librarians in Canada to provide a comprehensive picture of the profession. Data collected includes characteristics such as age, sex, marital status, language, ethnicity, education, rank and salary.

Collection of this data over time will enable the studying of demographics of Canadian academic librarians, allow for the tracking of trends, comparisons with other professions, support qualitative / quantitative inquiry and inform policy development.

Data Collection Procedures

The data is being collected using Fluidsurveys, an on-line survey software, http://fluidsurveys.com/. Data collection will commence in the spring of 2016 and continue every two years thereafter. The census is being distributed via listservs and direct mailing lists. University or Chief Librarians and Library Directors working at the 98 member universities of Universities Canada (formerly AUCC) and a the 126 member colleges of Colleges and Institutes Canada (formerly ACCC) will also be contacted with a request to distribute the census survey. Once collected, the data will be downloaded as a csv and excel file, checked to make sure no identifiable information is present, uploaded and stored on a Canadian server, housed at the University of Alberta, and made available via the Dataverse data repository, https://dataverse.library.ualberta.ca/dvn/.

Anonymity and Confidentiality

Participants' anonymity will be assured in two ways - the census is not collecting any identifying information of individual participants (e.g. name, address, email, name of institution where you work), and data relating to each question will be released independently so that links between individual question cannot be made where potential exists to identify individuals. Confidentiality will be respected by limiting access to the data and information collected by Fluidsurveys. Although the census initiative is being overseen by the CAPAL/ACBAP Advocacy Committee and the CAPA/ACBAP Board of

Directors, only the three investigators (contact information below) will have access to the Fluidsurveys account set up specifically for the purpose.

The Right to Withdraw

Your participation is voluntary and you can answer only questions that you are comfortable with. All academic librarians working in Canada are encouraged to fill out the census. Participation from CAPAL/ACBAP members, and academic librarians working at Canadian Association University Teachers (CAUT), Universities Canada (formerly AUCC) and Colleges and Institutes Canada (formerly ACCC) member institutions is actively encouraged. Participants may withdraw from the census at any time without explanation or penalty of any sort. However, once a participant clicks on the "Submit" button at the end of the survey, the responses are completed and the data cannot be withdrawn because there will be no identifying markers.

Potential Risks

The potential risk for participating in the census is deemed to be minimal. As members of society we routinely fill out forms and questionnaires that pertain to individual demographic data such as employment status, marital status or age. All questions are optional. Furthermore, to minimize potential anxiety or uneasy for participants in answering questions deemed sensitive in nature, such as one's sexual identity, the option "prefer not to answer" is included.

Open Data

CAPAL/ACBAP is committed to open data meaning that anyone is free to use, reuse and redistribute collected and anonymized census data with attribution to the organization. The data will be published in machine readable XML and CSV formats. The data will be stored on Canadian servers, housed at the University of Alberta, and made available via the Dataverse data repository. https://dataverse.library.ualberta.ca/dvn/

Questions or Concerns about Ethical Conduct

This project has been approved on ethical grounds by the MacEwan University Research Ethics Board on [date]. Any questions regarding your rights as a participant may be addressed to the Board at 780-633-3274 or reb@macewan.ca.

Questions or Concerns about the Census

Please contact:

Eva Revitt, MacEwan University, 780-497-4350 or revitte@macewan.ca.

Dr. Alvin Schrader, University of Alberta, 780-719-4907 or alvin.schrader@ualberta.ca

Amy Kaufman, Queen's University, 613-533-2843 or kaufman@queensu.ca

Terms and Conditions

By completing and submitting your responses, you signify that you:

· Have read the information about the census,

· Understand what the census is about and what you are asked to do,

· Understand that you are free to withdraw from the census survey at any time.

I agree

The Census Survey

1. **In which province or territory do you currently work?**
   - Alberta
   - British Columbia

     ….
   - Prefer not to answer

2. **What is your age?**
   - 20-25
   - 26-30

     ...
   - 65+

3 **What is your gender identity?**
   - ◯ Female
   - ◯ Male
   - ◯ Transgender
   - ◯ Two Spirit

- ○ Other (please elaborate if you wish)
- ○ Prefer not to answer

4 Do you consider yourself to be:
- ○ Bisexual
- ○ Gay
- ○ Lesbian
- ○ Straight or Heterosexual
- ○ Two Spirit
- ○ Don't know/ Not sure
- ○ Other (please elaborate if you wish)
- ○ Prefer not to answer

5. Select the institution type where you are currently employed.
- ○ CEGEP
- ○ College
- ○ University
- ○ Other (please specify if you wish)

6. Is your institution primarily publicly funded?
- ○ Yes
- ○ No
- ○ Not sure

7. What is the size of the institution where you are employed?

Size ranges are adapted from MacLeans University Rankings.

- ○ Very small (< 4000 students)
- ○ Small (4,001 - 12,000 students)
- ○ Medium (12,001 - 22,000 students)
- ○ Large (22,001 - 34,000 students)
- ○ Very large (> 34,001 students)

8. What is your current job title?

For example: Scholarly Communications Librarian, Metadata Librarian, Liaison Librarian etc. If you have more than one title please separate with a comma.

9. What is your area of professional expertise?

Check as many as apply.

- ☐ Acquisitions and collections development
- ☐ Administration
- ☐ Cataloguing
- ☐ Copyright and intellectual property
- ☐ Data management and preservation
- ☐ Data services
- ☐ Digital initiatives
- ☐ Discovery tools and integrated library systems
- ☐ Electronic resource management
- ☐ Government documents
- ☐ Instruction and information literacy
- ☐ Liaison subject expertise
- ☐ Management
- ☐ Metadata
- ☐ Public services (borrower or circulation services, ILL)
- ☐ Reference services
- ☐ Scholarly communications
- ☐ Service assessment and evaluation
- ☐ Services to particular student groups (students with disabilities, immigrant populations)
- ☐ Training, mentoring and /or organizational development

10. Are you presently working in a job that does not require a MLIS or equivalent?

For example: circulation clerk or library technician.

- ○ Yes (please elaborate if you wish)

- ○ No

11a. Are you employed part time or full time?

Statistics Canada defines part time as working less than 30 hours per week (see Statistics Canada, Classification of Full-time and Part-time Work Hours).

○ Part time

○ Full time

11b. What type of appointment do you have?

○ Tenured

○ Permanent

○ Continuing

○ Contract (renewable)

○ Contract (non-renewable)

○ Emerita/Emeritus

○ Other (please specify)

12. At my institution I have the following faculty rights and responsibilities.

Please select all that apply.

	Yes	Yes (but with limitations)	No	Not sure	Not applicable
Eligibility for sabbatical leave	○ Yes	○ Yes (but with limitations)	○ No	○ Not sure	○ Not applicable
Peer review for promotion	○ Yes	○ Yes (but with limitations)	○ No	○ Not sure	○ Not applicable

	Yes	Yes (but with limitations)	No	Not sure	Not applicable
Flexible work hours	⭕ Yes	⭕ Yes (but with limitations)	⭕ No	⭕ Not sure	⭕ Not applicable
Equivalent salary to teaching faculty	⭕ Yes	⭕ Yes (but with limitations)	⭕ No	⭕ Not sure	⭕ Not applicable
Access to research funds	⭕ Yes	⭕ Yes (but with limitations)	⭕ No	⭕ Not sure	⭕ Not applicable
Academic freedom	⭕ Yes	⭕ Yes (but with limitations)	⭕ No	⭕ Not sure	⭕ Not applicable
Scholarly activity is an expectation of my work	⭕ Yes	⭕ Yes (but with limitations)	⭕ No	⭕ Not sure	⭕ Not applicable

13a. How many ranks does your institution have for academic librarians.

For example: Assistant Librarian, Associate Librarian, Full Librarian; or Librarian I, II, III, IV

- ⭕ Two ranks
- ⭕ Three ranks
- ⭕ Four ranks
- ⭕ Five ranks
- ⭕ No rank system used
- ⭕ I don't know

13b. What is the current title of your rank or closest equivalent?

- ◯ Librarian I
- ◯ Librarian II
- ◯ Librarian III
- ◯ Librarian IV
- ◯ Librarian V
- ◯ General Librarian
- ◯ Assistant Librarian
- ◯ Associate Librarian
- ◯ Senior or Full Librarian
- ◯ Other (please specify)
- ◯ Not applicable

14a. How many total years have you worked as a librarian
- 0-5
- 6-10
  …
- 25+

14b. Of those years how many have you worked as an academic librarian?
- 0-5
- 6-10
  …
- 25+

15. Approximately how many hours are you expected to work per week?
- 20 hours or less
- 21-25
- …
- No hours specified (until the job is done)

16. Approximately how many hours per week do you work in addition to your regular working hours? Answering emails, scholarly activity, working on work related project, etc.
- 0
- 1-5
- ….

- 20+

17. From which university did you obtain your MLIS/MLS degree or equivalent?

◯ University of British Columbia

◯ University of Alberta

◯ University of Western Ontario /Western University

◯ University of Toronto

◯ University of Ottawa

◯ Universite de Montreal

◯ Dalhousie University

◯ McGill University

◯ Other (please specify if you wish)

18. In addition to your MLIS/MLS degree or equivalent indicate other education attained.

Select all that apply.

- ☐ Professional degree (law degree etc.)
- ☐ Second Masters Degree (what discipline?)
- ☐ Third Masters Degree (what discipline?)
- ☐ PhD (what discipline?)
- ☐ Additional Certificate or Diploma (please specify)
- ☐ Other
- ☐ Not applicable

19. What is your gross (before taxes) yearly salary from your employing library?

- 10,000 or less

- 10,001 – 20,000
- ….
- 150,001+
- Prefer not to answer

20. To which library or other professional association(s) are you a member of?

Select all that apply.

- ☐ Canadian Association of Professional Academic Librarians/L'Association canadienne des bibliothécaires académiques professionels
- ☐ Provincial/territorial library association (e.g. British Columbia Library Association, Ontario Library Association)
- ☐ International Federation of Library Associations
- ☐ American Library Association
- ☐ Other (please specify)

21a. Do you consider yourself to be a Canadian of Indigenous (First Nations, Metis or Inuit) descent?

- ◯ Yes
- ◯ No
- ◯ Prefer not to answer

21b. If yes, which of the following best describes you?

- ◯ First Nations (please elaborate if you wish)
- Inuit
- ◯ Metis
- ◯ Prefer not to answer
- ◯ Not applicable

22. The *Canadian Employment Equity Act* defines members of visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour." (see Statistics Canada, [Immigration and Ethnocultural Diversity in Canada](#)). What group do you belong to or which group fits you the best?

If you do not consider yourself to be a member of a visible minority group, please choose "Not applicable."

- ○ Chinese
- ○ South Asian
- ○ Black
- ○ Arab
- ○ West Asian
- ○ Filipino
- ○ Southeast Asian
- ○ Latin American
- ○ Japanese
- ○ Korean
- ○ Other (please elaborate if you wish)
- ○ Prefer not to answer
- ○ Not applicable

23. What is your country of birth?

- ○ Canada
- ○ Other (please elaborate if you wish)

24. Do you consider yourself to have a disability?

- ○ Yes (please elaborate if you wish)
- ○ No

25a. What language do you consider as your first or native language?

- ○ English

- ◯ French
- ◯ Other (please specify)

25b. Do you have a working knowledge of another language or languages, other than your first or native language?

Select all that apply.

- ☐ English
- ☐ French
- ☐ Other (please specify)
- Not applicable

26. What is your marital status?

- ◯ Single
- ◯ Common law / living with a partner
- ◯ Married
- ◯ Separated
- ◯ Divorced
- ◯ Widowed
- ◯ Other (please elaborate if you wish)

27. How many dependents are living with you?

This may be children or other family members who rely on you for aid, caregiving and/or financial support.

- 0
- 1
- ….
- 6+

28. Please give us your feedback about the census.

Submit