



THE CANADIAN ASSOCIATION OF PROFESSIONAL ACADEMIC LIBRARIANS
L'ASSOCIATION CANADIENNE DES BIBLIOTHÉCAIRES EN ENSEIGNEMENT SUPÉRIEUR

**2025 Census of Canadian Academic Librarians
User Guide and Results Summary**

February 3, 2026

The Canadian Association of Professional Academic Librarians / L' Association canadienne des
bibliothécaires en enseignement supérieur (CAPAL/ACBES)

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About the Canadian Association of Professional Academic Librarians / L' Association canadienne des bibliothécaires en enseignement supérieur (CAPAL/ACBES)

The Canadian Association of Professional Academic Librarians / L' Association canadienne des bibliothécaires en enseignement supérieur (CAPAL/ACBES) is a national membership association representing the interests of professional academic librarians across Canada. CAPAL/ACBES 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/ACBES 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*.

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About the Census

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/ACBES to share that data for research, policy development, advocacy, and education purposes. It is hoped academic librarians and researchers can build on the data, utilize with other collected data, e.g., Statistics Canada, explore anomalies, and critically investigate issues within the profession including issues of diversity, gender, wage, and academic rights.

Previous iterations of the census of Canadian academic librarians were conducted in [2016](#) and [2018](#). Anonymized microdata as well as summary reports are available open access via the [University of Alberta Dataverse repository](#). The 2025 iteration of the Census only includes published aggregate data.

The research team would like to thank everyone who submitted their responses to this project. Over 1400 responses were submitted over the course of census, a drastic increase from previous iterations of the project.

The Census Survey Instrument

The survey instrument was purposefully labelled as a census in 2016 by the Census Project Research Team. A census is an enumeration of a target population, and questions explore socio-demographic areas. The census terminology was used to underscore that this initiative is not an individual research project. The census is about us, the collective of Canadian academic librarians.

All three iterations of the census instrument include three components: (1) an introduction and consent form; (2) sociodemographic questions; and (3) a final open text question requesting feedback about the census. All questions were optional. Questions deemed sensitive in nature included a “Prefer not to answer” option.

Similar to previous editions of the census project, the research team released a pilot of the survey in June 2025. Approximately thirty academic librarians from across Canada, including members of the CAPAL/ACBES Board of Directors, were invited to field test the census instrument. The census project received ethics approval from McGill University on April 16, 2025. The census survey was available in English and French. What follows is a descriptive summary of the data. Explanatory notes are included; however, no attempt will be made in this document to analyze the data.

Target Audience

The target participants for the 2025 census were academic librarians working at [Universities Canada](#) and [Colleges and Institutes Canada](#) member institutions; as well as academic librarians working at private and faith-based academic institutions. 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. This definition includes administrative and non-administrative librarians.

Distribution List

A distribution list of 2800 names and email addresses was compiled by reviewing the library websites of member institutions of [Universities Canada](#) and of [Colleges and Institutes Canada](#). The research team administered the Census using LimeSurvey, an online survey software: <https://www.limesurvey.org>.

Data Collection

The data was collected between July 21 and September 28, 2025. Four email reminders were sent during this period.

Academic librarians were invited to participate via personalized email token. A generic link to the census was also posted on the CAPAL/ACBES website to provide an opportunity for librarians who might have been missed in the distribution list to participate in the census, particularly academic librarians working at private and faith-based academic institutions, many of which are not members of [Universities Canada](#) or [Colleges and Institutes Canada](#).

Completion and Response Rates

Sample group (distribution list): 2797

Total responses: 1470

Completed responses: 1246

Response rate: 53%

Completion rate: 85%

Response rate refers to the proportion of participants of the total sample group that participated in the census survey. Response rate is the number of surveys filled out and submitted (1470) divided by the total sample group (2797), which in this case is the distribution list of potential participants.

The completion rate is a variously defined term used to describe the extent of participants' interaction with a survey. For the purposes of the census survey, the completion rate is the number of filled out and submitted surveys (1246) divided by the number of respondents who entered the survey (1470). The completion rate for the census is 85%. The calculation of completion rates is possible with digital survey platforms. The completion rate is reflective of participants' interaction with a survey and is irrespective of the sample group size.

Anonymity

For anonymity purposes, LimeSurvey did not track or capture IP addresses, respondent location, browser, or operating system information. The census survey did not collect any identifying information such as name, address, email, or name of employing institution. However, by combining numerous data points the potential exists for some individuals to be identified. In the present report, the data is presented per question in aggregate form only. Previous iterations of the Census have [released anonymized microdata](#); however, this iteration of the census will only include aggregate data.

Text Responses

Some questions included the option for a text response due to the sensitivity of their nature. Text responses listed below have been reviewed and any potentially identifiable information was removed. Text responses where it was obvious the question was misunderstood were removed. Text responses that were a commentary about the question are included with Question 31, “Tell us what you think about this survey.” 7 surveys completed by respondents who failed to meet inclusion criteria i.e., Academic Librarians possessing an MLIS/MLS degree or equivalent and working as a librarian or equivalent position in a post-secondary education institution in Canada were removed from the results. Responses deemed as hate speech¹ or mis/disinformation were counted only if the response included demographic information; however, qualitative responses were not included in the presented aggregate data.

To facilitate data comprehension, the text responses are sorted alphabetically, and efforts were made to uniformly present the data by correcting typographical errors (typos), editing for consistent capitalization, and spelling out acronyms where a reasonable level of accuracy could be assumed. Similar or identical responses are grouped in a Responses column with a number.

In this summary document, the English and French Census response submission totals have been aggregated to give a complete overview. All data in this document is presented in English. For the CAPAL 2025 Census French Summary Document please visit:
<https://borealisdata.ca/dataverse/uualberta-research/?q=CAPAL>

¹ Hate speech is defined by Canada’s Criminal Code (RSC , 1985, c. C-46, S. 319, ss. 1) as a “wilful promotion of hatred,” using words to vilify or target particular group of individuals by denying their existence, or rights.

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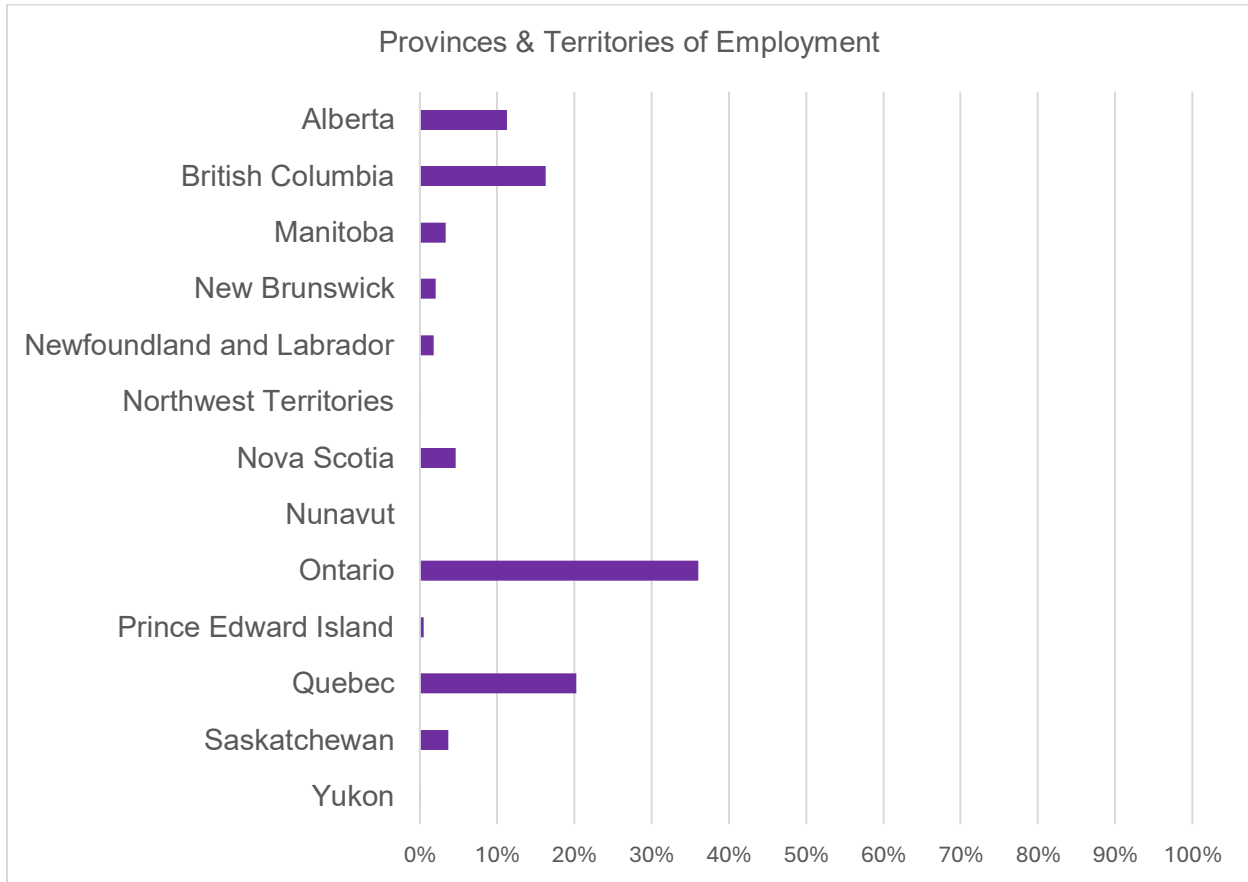
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Census Questions

Q1. In which province or territory do you work?

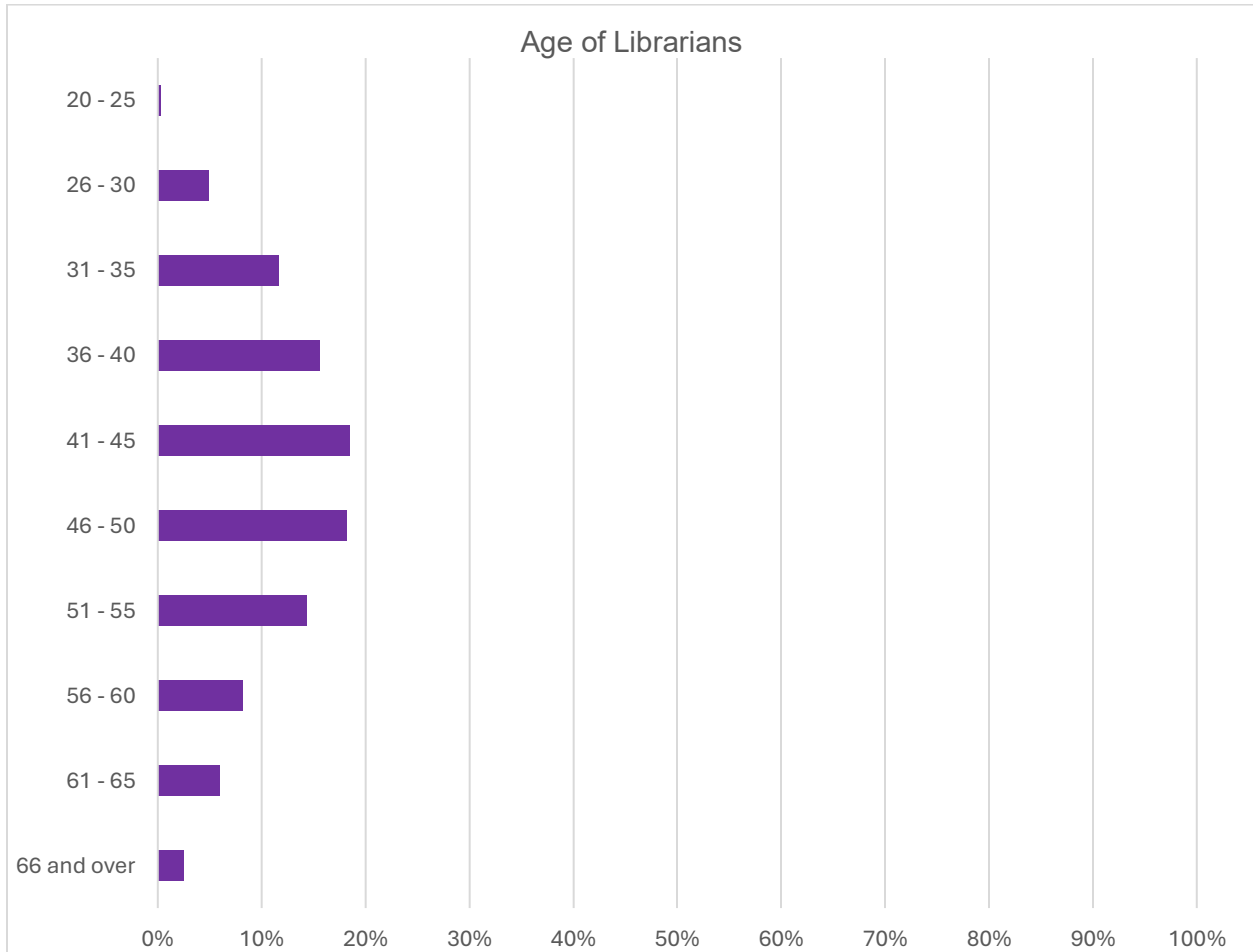
Answered: 1364 Skipped: 106



Provinces & Territories	Responses	Percentages
Alberta	154	11.29%
British Columbia	222	16.28%
Manitoba	45	3.30%
New Brunswick	28	2.05%
Newfoundland and Labrador	24	1.76%
Northwest Territories	1	0.07%
Nova Scotia	63	4.62%
Nunavut	0	0.00%
Ontario	492	36.07%
Prince Edward Island	7	0.51%
Quebec	276	20.23%
Saskatchewan	50	3.67%
Yukon	2	0.15%
Prefer Not to Disclose	0	0.00%

Q2. What is your age?

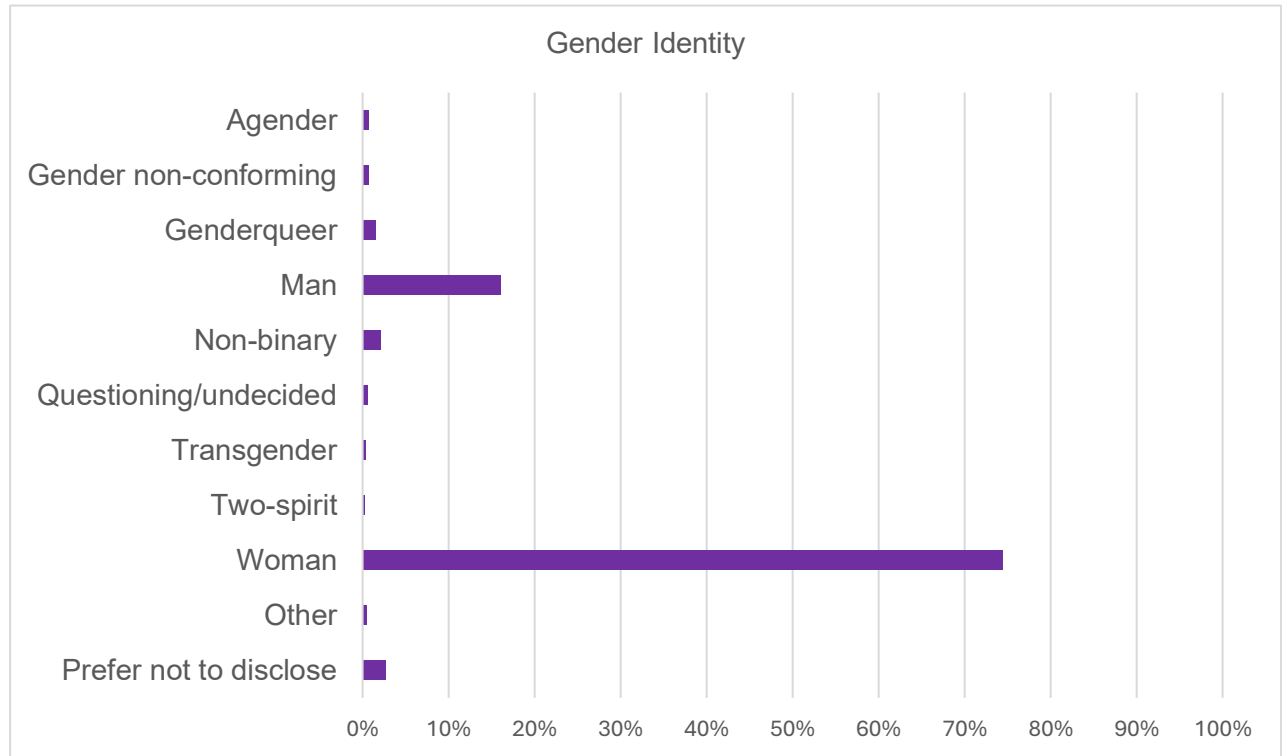
Answered: 1344 Skipped: 126



Age Categories	Responses	Percentages
20 - 25	3	0.22%
26 - 30	65	4.84%
31 - 35	157	11.68%
36 - 40	210	15.63%
41 - 45	248	18.45%
46 - 50	246	18.30%
51 - 55	192	14.29%
56 - 60	109	8.11%
61 - 65	80	5.95%
66+	34	2.53%

Q3. What is your gender identity?

Answered: 1349 Skipped: 121



Gender Categories	Responses	Percentages
Agender	9	0.65%
Gender non-conforming	9	0.65%
Genderqueer	20	1.44%
Man	308	22.11%
Non-binary	27	1.94%
Questioning/undecided	8	0.57%
Transgender	5	0.36%
Two-spirit	3	0.22%
Woman	966	69.35%
Prefer not to disclose	35	2.51%
Other	3	0.22%

Note: 1349 respondents answered this question; however, respondents could select more than one gender category. The chart above includes 1393 responses for this question as 24 respondents selected more than one category.

This question has been expanded since the 2016 and 2018 iterations of the Census. The research team consulted with experts to use terminology that is more reflective of varied gender identities and lived experiences. Definitions for all genders listed in the Census, as well as added by respondents in the “Other” section, are included in the Census [Glossary](#).

Gender Categories	Responses
Agender, gender non-conforming, non-binary, woman	1
Agender, genderqueer	1
Agender, genderqueer, gender non-conforming, non-binary, questioning/undecided	1
Agender, genderqueer, non-binary	1
Agender, non-binary	1
Agender, transgender	1
Gender non-conforming, non-binary, transgender	2
Genderqueer, gender non-confirming, non-binary	1
Genderqueer, gender non-conforming, non-binary, prefer not to disclose	1
Genderqueer, non-binary	1
Genderqueer, non-binary, transgender	1
Genderqueer, questioning/undecided, woman	1
Man, transgender	1
Non-binary, Questioning/undecided	1
Non-binary, woman	5
Questioning/undecided, woman	2
Two-spirit, woman	2

Note: 24 respondents self-identified by more than one category.

Other (elaborate if you wish) Responses:	Responses
Autigender	1
Cisgender	1
Does not believe in gender	1
Total	3

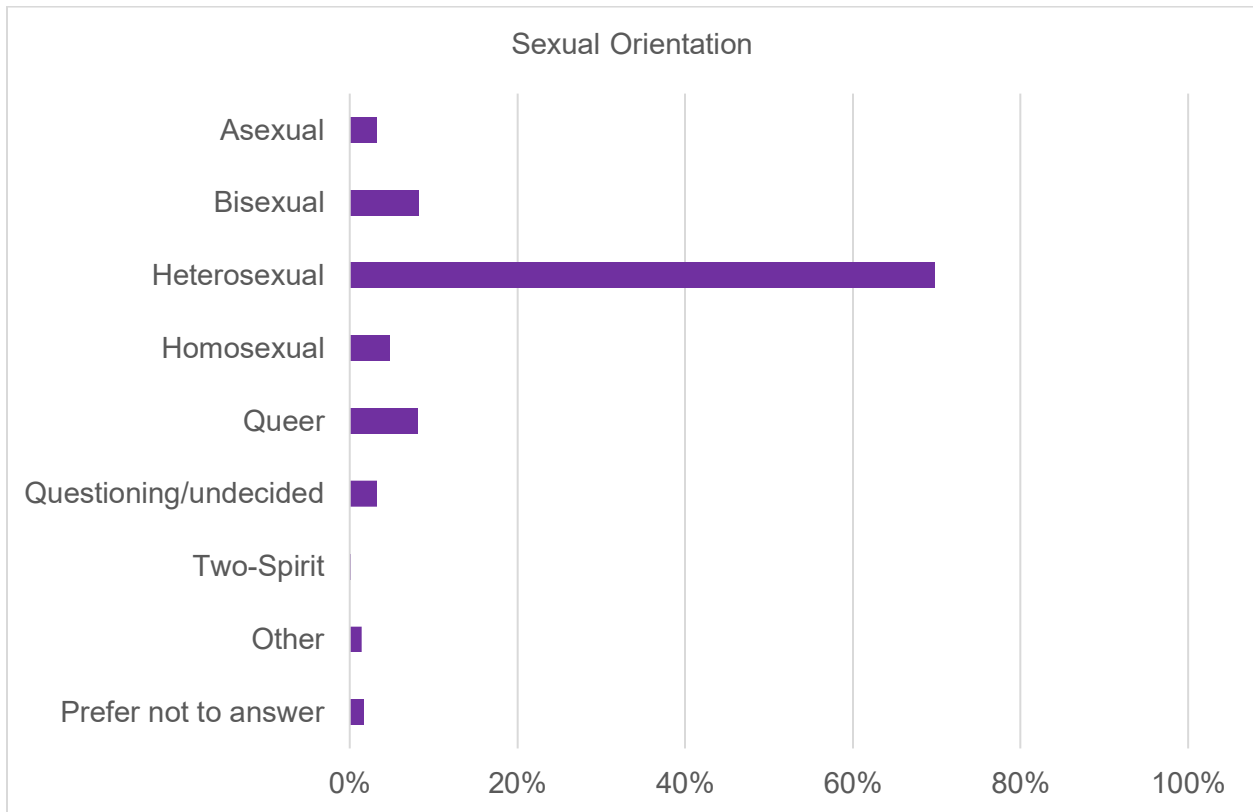
Note: Due to the sensitive nature of the question, respondents could select "prefer not to disclose" or "other" to express self-identification preferences not listed.

7 respondents selected "Other". The research team determined that four of these individuals (two male, two female) likely conflated gender orientation with biological sex. Based on their comments, these responses were reassigned to align with cisgender preferences, two men and two women.

Definitions of the gender categories have been added to the **Glossary** at the end of the Summary document to provide further clarity.

Q4. What is your sexual orientation?

Answered: 1265 Skipped: 205



Sexual Orientation Categories	Responses	Percentages
Asexual	44	3.23%
Bisexual	111	8.18%
Heterosexual	946	69.51%
Homosexual	65	4.78%
Queer	109	8.01%
Questioning/undecided	43	3.16%
Two-Spirit	2	0.15%

Note: 1265 respondents answered this question; however, respondents could select more than one sexual orientation category. The chart above includes 1320 responses for this question as 51 respondents selected more than one category.

This question has been expanded since the 2016 and 2018 iterations of the census. The research team consulted with experts to use terminology that is more reflective of varied sexual orientations and lived experiences.

Definitions for all sexual orientations listed in the census, as well as added by respondents in the “Other” section, are included in the Census [Glossary](#).

Sexual Orientation Categories	Responses
Asexual, bisexual	2
Asexual, bisexual, queer	2
Asexual, heterosexual	4
Asexual, heterosexual, queer	1
Asexual, homosexual	2
Asexual, homosexual, queer	1
Asexual, queer	2
Bisexual, homosexual	2
Bisexual, queer	16
Heterosexual, queer	1
Heterosexual, questioning/undecided	6
Homosexual, queer	11
Queer, two-spirit	1

Note: 51 respondents self-identified by more than one category.

Other (elaborate if you wish) Responses:	Responses
Aromantic	1
Bisexual Demiromantic	1
Gay	1
Gay/Lesbian	1
Gray Asexual (gray-ace)/Demisexual (demi)	1
Homoflexible	1
Indigiqueer	1
Lesbian	3
Pansexual	7
Unspecified	2
Total	19

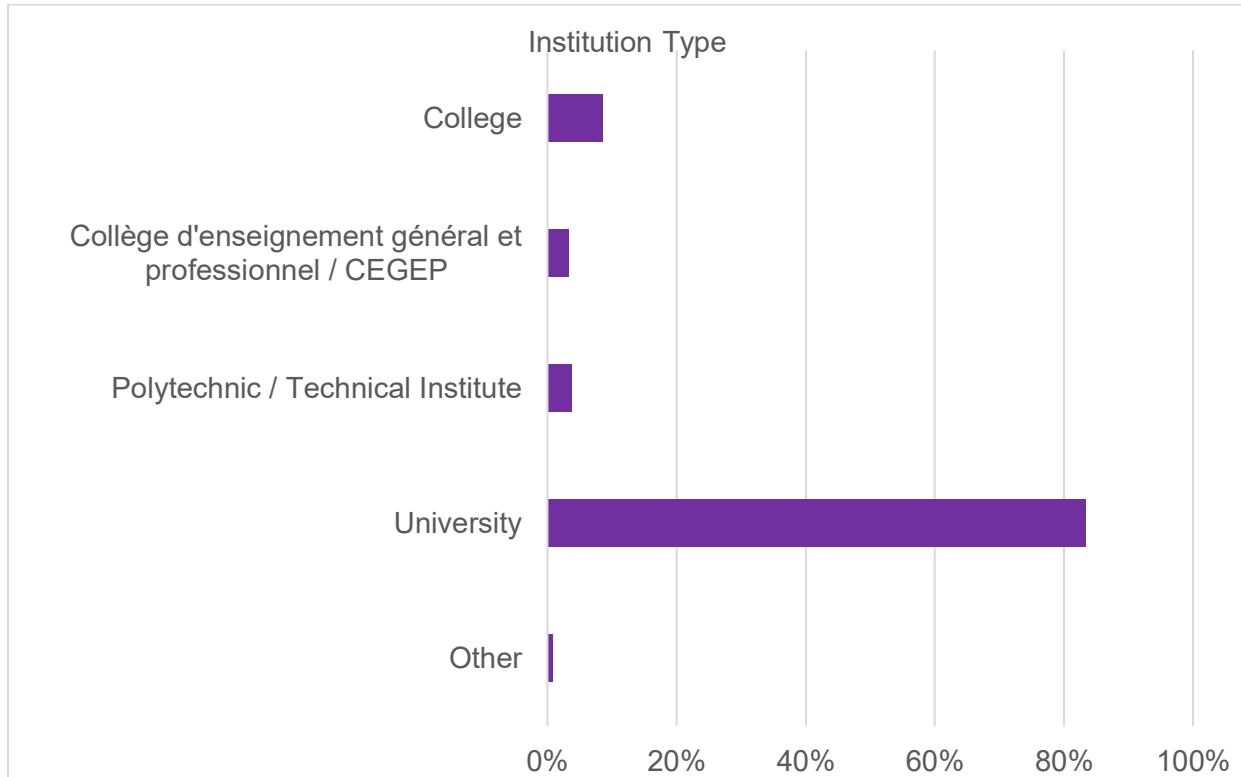
Note: Due to the sensitive nature of this question, the research team included an “Other” option to allow for self-identification preferences not listed. 19 respondents selected “Other”.

The question originally included a “prefer not to disclose” option; however, due to a technical issue with the LimeSurvey software, the category was unfortunately unintentionally removed. Thankfully respondents were able to use the “Other” option within the optional “Other (elaborate if you wish)” section to express their preference to “prefer not to disclose”. The research team was able to pull these responses from this section to include a “prefer not to disclose” category; 22 respondents selected this option.

Definitions of all listed sexual orientations have been added to the Census **Glossary** to provide further clarity.

Q5. Select the institution type where you are currently employed.

Answered: 1338 Skipped: 132

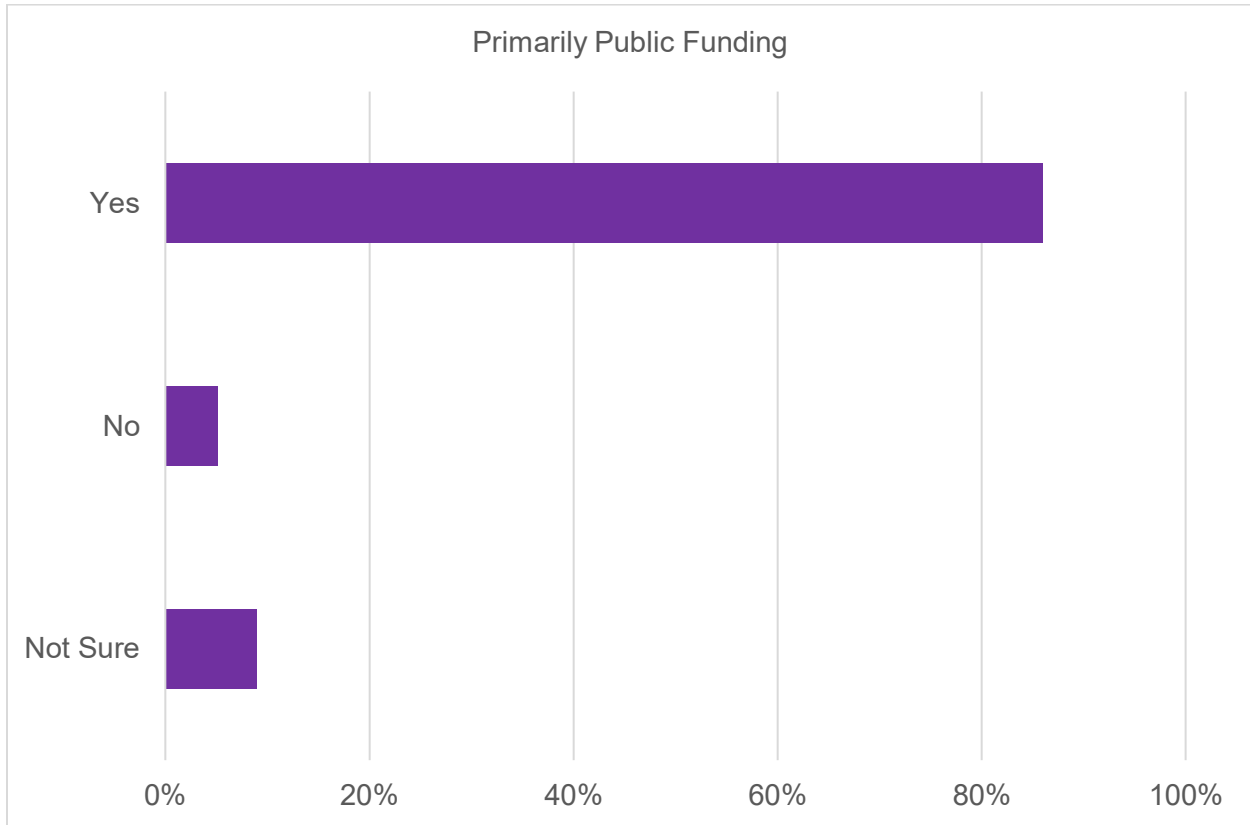


Institution Type	Responses	Percentages
College	115	8.59%
Collège d'enseignement général et professionnel / CEGEP	43	3.21%
Polytechnic / Technical Institute	52	3.89%
University	1116	83.41%
Other	12	0.90%

Other (please specify) Responses:	Responses
Academic consortium	2
Combined university college	4
Scientific research institute	1
Museum	1
Seminary	2
University College	1
(blank)	1
Total	12

Q6. Is your institution primarily publicly funded?

Answered: 1328 Skipped: 142

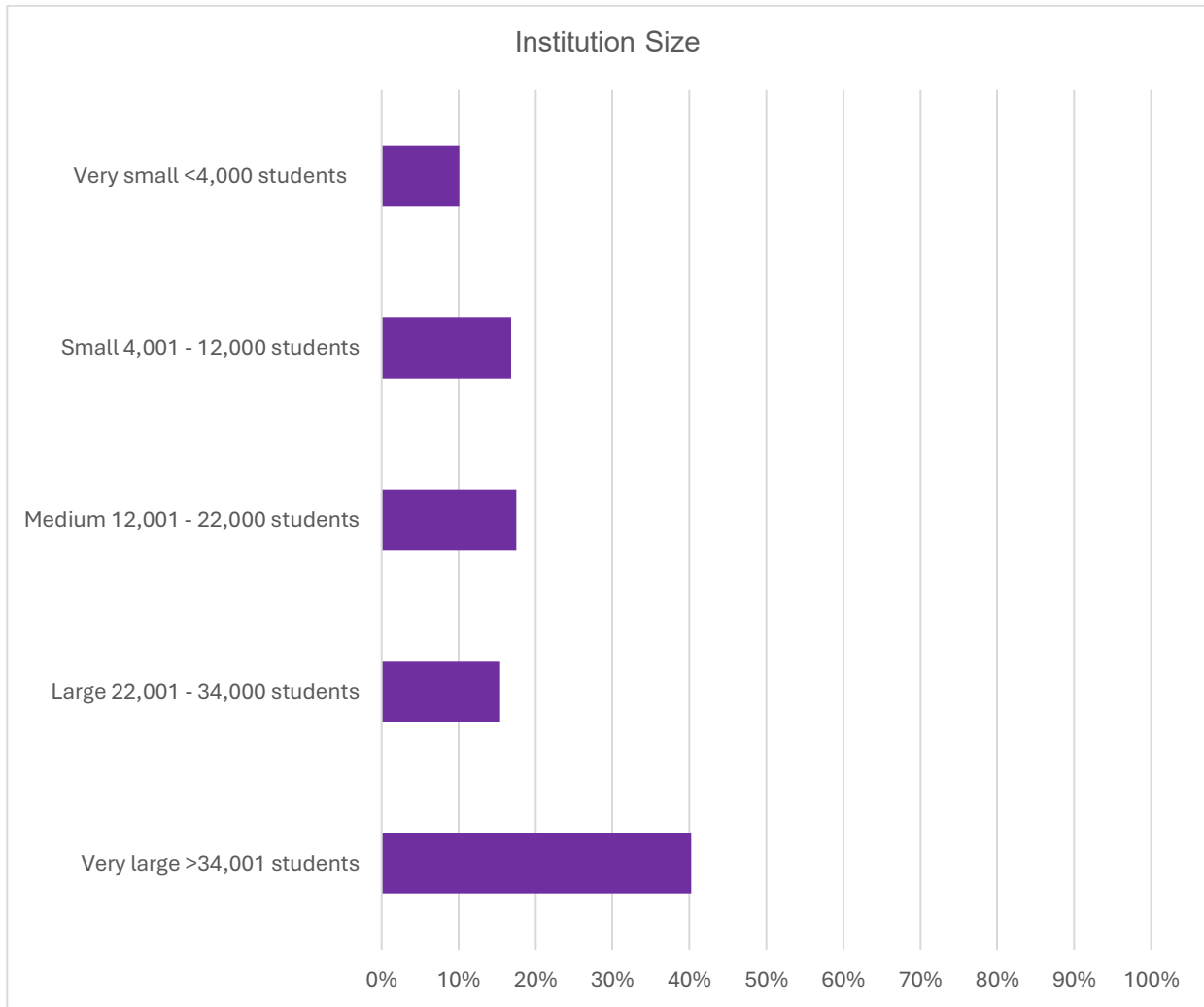


Public Funding	Responses	Percentages
Yes	1144	86.14%
No	67	5.05%
Not Sure	117	8.81%

Q7. What is the size of the institution where you are employed?

Institutional size categories are from Maclean's University Rankings survey and reflect full-time students.

Answered: 1322 Skipped: 148



Institution Size	Responses	Percentages
Very small < 4,000 students	133	10.06%
Small 4,001 - 12,000 students	222	16.79%
Medium 12,001 - 22,000 students	231	17.47%
Large 22,001 - 34,000 students	204	15.43%
Very large >34,001 students	532	40.24%

Q8. What is your current job title?

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

Answered: 1251 Skipped: 219

#	Job Title	Responses
1	Academic Director of Research Data Centre, Data, GIS and Maps Librarian	2
2	Academic Engagement Librarian, Humanities and Social Sciences Librarian, Reference and Instruction Librarian, Liaison Librarian	1
3	Academic Initiatives Librarian	1
4	Academic Librarian	60
5	Academic Librarian, Coordinator	1
6	Academic Librarian, Education Advisor	1
7	Academic Librarian, Subject Librarian	1
8	Academic Success Librarian	1
9	Access and Discovery Librarian, Metadata Librarian	1
10	Access Librarian	2
11	Access Services Coordinator	1
12	Access Services Librarian	2
13	Accessibility Services Librarian	1
14	Accessibility Services Librarian, eLearning Librarian, Liaison Librarian	1
15	ACL	1
16	Acquisitions and eResources Librarian	1
17	Acquisitions Librarian	2
18	Acting Department Head	1
19	Acting Division Head, Metadata Librarian	1
20	Acting Division Head, Public Services Librarian, Research Data Management Librarian	1
21	Acting Head, Acting Coordinator, User Services and Fulfillment Librarian	1
22	Acting Head, Health Sciences Librarian	1
23	Acting Unit Head, Systems Librarian	1
24	Acting University Librarian, Associate University Librarian Collections Services	1
25	AI Librarian, Law Librarian, Liaison Librarian	1
26	AI Librarian, Liaison Librarian, Subject Librarian	1
27	Archives and Rare Books Librarian	1
28	Archives and Records Management Coordinator, Public Services Librarian	1
29	Archives Processing Librarian	1
30	Archivist	15
31	Archivist, Academic Librarian	1
32	Archivist, Indigenous Support Librarian, Institutional Repository Librarian	1

33	Archivist, Liaison Librarian	1
34	Archivist, Records Manager	2
35	Archivist, Special Collections Librarian	2
36	Archivist, Teaching and Learning Librarian	1
37	Archivist, University Records Manager, Access and Privacy Officer, Head of Cataloguing	1
38	Art History Librarian, Education Librarian, Museum Studies Librarian, Liaison Librarian	1
39	Arts Librarian	1
40	Arts Librarian, Copyright Faculty Librarian, Liaison Librarian	1
41	Arts Librarian, Humanities and Social Sciences Librarian	2
42	Arts Librarian, Humanities and Social Sciences Librarian, Liaison Librarian	1
43	Arts Librarian, Liaison Librarian	1
44	Arts Librarian, Outreach Librarian	1
45	Arts Librarian, Student Experience Librarian	1
46	Assessment and Data Librarian	1
47	Assessment and User Experience Librarian, Department Chair	1
48	Assessment and UX	1
49	Assessment Librarian	1
50	Assessment Librarian, Liaison Librarian	1
51	Assistant Archivist	2
52	Assistant Dean, Collections and Discovery, Collections Strategy Librarian	2
53	Assistant Dean, University Archives and Special Collections	1
54	Assistant Director	1
55	Assistant Director of Library Service	1
56	Assistant Head of User Services, Head of Research and Education	1
57	Assistant Librarian	4
58	Assistant Librarian, Cataloguing Librarian	1
59	Assistant Librarian, Copyright and Education	1
60	Assistant Librarian, Sciences Librarian, Liaison Librarian	1
61	Assistant Library Director	1
62	Assistant Media Archivist	1
63	Assistant University Librarian	1
64	Associate Chief Librarian	1
65	Associate Dean	2
66	Associate Dean of Libraries for Collections and Content Strategy	1
67	Associate Dean of Library Services, Head of Library	1
68	Associate Dean of Research	1
69	Associate Dean, Library	1
70	Associate Dean, Teaching and Learning Innovations	1
71	Associate Director	1
72	Associate Director of Library Services	1
73	Associate Librarian	5

74	Associate Librarian of Research and Information Services	1
75	Associate Librarian, Liaison Librarian	1
76	Associate Librarian, Manager	1
77	Associate University Librarian	16
78	Associate University Librarian Collection Services	2
79	Associate University Librarian Engagement and Learning	1
80	Associate University Librarian Facilities, Infrastructure and Technology	1
81	Associate University Librarian for Research	1
82	Associate University Librarian Learning and User Services	1
83	Associate University Librarian Scholarly Resources	1
84	Associate University Librarian Teaching and Learning	1
85	Associate University Librarian Teaching, Learning and Engagement, Director of Learning Centre	1
86	Associate University Librarian, University Archivist	1
87	Associate Vice-President and University Librarian	1
88	Auxiliary Librarian	2
89	Bibliographer, Subject Specialist, Liaison Librarian	1
90	Business and Copyright Librarian, Liaison Librarian	1
91	Business and Data Librarian, Liaison Librarian	1
92	Business and Economics Librarian, Liaison Librarian	1
93	Business and Entrepreneurship Librarian	1
94	Business Librarian	1
95	Business Librarian, Liaison Librarian	1
96	Campus Librarian	10
97	Campus Librarian, Subject Librarian	1
98	Cartographic Resources Librarian	1
99	Cataloging and Metadata Coordinator	1
100	Cataloguing and Metadata Librarian	5
101	Cataloguing and Systems Specialist	1
102	Cataloguing Librarian	12
103	Cataloguing Librarian, Preservation Librarian, Management and Planning Librarian	1
104	Chemistry Librarian	1
105	Chief Information Officer	1
106	Chief Law Librarian	1
107	Chief Librarian	2
108	Chief Librarian, Director	1
109	Chief Librarian, Director of Special Collections	1
110	Circulation Supervisor	1
111	Collection Development Librarian	1
112	Collection Promotion and Development Librarian	1
113	Collection Services Operations Manager	1
114	Collection Strategies Librarian	7
115	Collections Analysis and Bibliometrics Librarian	1
116	Collections and Acquisitions Librarian	1

117	Collections and Content Librarian	1
118	Collections and Content Strategies Librarian	3
119	Collections and Copyright Librarian	1
120	Collections and Gifts Librarian	1
121	Collections and Instruction Librarian	1
122	Collections and Instruction Librarian, Library Technologist	1
123	Collections and Metadata Librarian	1
124	Collections and Resource Librarian	1
125	Collections Coordinator, User Services Librarian	1
126	Collections Development and Management Librarian	1
127	Collections Development Archivist	1
128	Collections Librarian	23
129	Collections Librarian, Education Librarian, Liaison Librarian	1
130	Collections Librarian, Indigenous Outreach Librarian	1
131	Collections Librarian, Liaison Librarian	2
132	Collections Librarian, Reference and Instruction Librarian	2
133	Collections Management Librarian, Liaison Librarian	1
134	Collections Project Librarian	1
135	Collections Services Librarian, Renewals and eResources	1
136	Collections, Administration	1
137	College Librarian	4
138	Community Engagement and Communications Librarian	2
139	Community Engagement and Partnerships Librarian	2
140	Community History Librarian, Liaison Librarian	1
141	Conservator	1
142	Consulting Librarian	3
143	Consulting Librarian, Liaison Librarian	1
144	Content Strategist	1
145	Coordinator	2
146	Coordinator of Access Services, Liaison Librarian	1
147	Coordinator of Collections Management, Academic Librarian	1
148	Coordinator of Outreach and Engagement, Liaison Librarian	1
149	Coordinator of User Services	2
150	Copyright Advisor	1
151	Copyright and Affordable Learning Librarian	1
152	Copyright and Data Services Librarian	1
153	Copyright and Licensing Librarian	1
154	Copyright Librarian	4
155	Copyright Librarian, Open Education Librarian, Liaison Librarian	1
156	Copyright Librarian, Scholarly Communications and Research Data Librarian	1
157	Copyright Officer, Head of InterLibrary Loans	1
158	Copyright Outreach Librarian, Scholarly Communications Librarian	1
159	Curator, Liaison Librarian	2

160	Customer Services Supervisor	1
161	Data and Digital Services Librarian	1
162	Data and GIS Librarian	2
163	Data and GIS Services Librarian, Liaison Librarian	1
164	Data Infrastructure Librarian	1
165	Data Librarian	3
166	Data Librarian, Reference Librarian	1
167	Data Management Librarian	1
168	Data Services Librarian	5
169	Data Services Librarian, Subject Librarian	1
170	Dean	3
171	Dean of Libraries	1
172	Department Co-Chair, Makerspace Librarian	1
173	Department Head	5
174	Department Head Access and Discovery, Copyright Librarian, Web Librarian	1
175	Department Head, Data Librarian	1
176	Deputy Chief Librarian	1
177	Digital Archivist	5
178	Digital Collections Librarian	1
179	Digital Content Librarian	1
180	Digital Curation Librarian	1
181	Digital Engagement Librarian	1
182	Digital Experience Manager, Digital Experience Librarian	1
183	Digital Fluency Librarian	2
184	Digital Initiatives and Data Services Librarian	1
185	Digital Initiatives Librarian	2
186	Digital Initiatives Librarian, Associate Professor	1
187	Digital Literacy Librarian	2
188	Digital Preservation Librarian	1
189	Digital Projects Librarian	2
190	Digital Projects Librarian, GIS Librarian	1
191	Digital Publishing Librarian	1
192	Digital Repository Librarian	4
193	Digital Research Centre Faculty Lead, Digital Initiatives Librarian	1
194	Digital Resources Librarian	3
195	Digital Scholarship and Innovation Librarian	1
196	Digital Scholarship Librarian	5
197	Digital Scholarship Librarian, Liaison Librarian	1
198	Digital Scholarship Technologies Librarian	1
199	Digital Services Librarian	3
200	Digital Systems and Services Librarian	1
201	Digitization and Special Collections Librarian	1
202	Digitization Librarian	1

203	Director	3
204	Director of Access Services, Associate Librarian	1
205	Director of Collections Management	1
206	Director of Collections Strategy and Scholarly Communications	1
207	Director of Digital Services	1
208	Director of Documentation Management Department	1
209	Director of Emerging Technologies	1
210	Director of Health Science and Sciences Libraries	1
211	Director of Learning Services and Student Success	1
212	Director of Libraries, Learning and Assessment Centers	1
213	Director of Library and Academic Services	1
214	Director of Library and Learning Commons	1
215	Director of Library Services	4
216	Director of Library Services and Operations	1
217	Director of Research and Digital Initiatives	1
218	Director of Service, Academic Librarian	1
219	Director of Special Collections, University Archivist	1
220	Director of Student Affairs	1
221	Director of Student Learning and Academic Success	1
222	Director, Academic Librarian	1
223	Director, College Librarian	1
224	Director, Liaison Librarian	1
225	Director, Music Library	1
226	Discovery and Information Technology Librarian	1
227	Discovery Services Librarian	1
228	Discovery Systems and Services Librarian	1
229	Discovery Systems Librarian	1
230	Discovery Technologies Librarian	1
231	Distance Learning and Research Librarian	1
232	Document Processing and Systems Librarian	1
233	Documentation Centre Coordinator	1
234	Education Librarian	2
235	Education Librarian, Health Sciences Librarian, Reference Librarian	1
236	Education Librarian, Liaison Librarian	1
237	Education Librarian, Reference Librarian	1
238	Education Librarian, Subject Librarian	1
239	eLearning Librarian	1
240	Electronic Licensing Librarian	1
241	Electronic Resources Access Manager	1
242	Electronic Resources Acquisitions Librarian, Liaison Librarian	1
243	Electronic Resources and Assessment Librarian	1
244	Electronic Resources and Discovery Librarian	1
245	Electronic Resources and Systems Librarian	1
246	Electronic Resources and Web Officer	1

247	Electronic Resources Coordinator	1
248	Electronic Resources Librarian	4
249	Electronic Resources Librarian, Scholarly Communications Librarian	1
250	Electronic Resources Librarian, Scholarly Communications Librarian	1
251	Embedded Librarian	1
252	Emerging Technology and Open Education Librarian	1
253	Engagement and Learning Librarian	1
254	Engagement and Learning Librarian, Liaison Librarian, Newspapers Librarian	1
255	Engineering and Computer Science Librarian, Teaching and Research Librarian	1
256	Engineering Librarian	2
257	Executive Director	3
258	Executive Director of Library and Learning Services	1
259	Executive Director of Library Services, University Librarian	1
260	Faculty Engagement Librarian	10
261	Faculty Liaison and Instruction Librarian	1
262	Faculty Librarian	1
263	First Year Experience Librarian	1
264	French Language Librarian and Lecturer, Arts Librarian, Education Librarian, Health Sciences Librarian	1
265	General Librarian	1
266	Geospatial Data Librarian, Liaison Librarian	1
267	Geospatial Data Services Librarian	1
268	GIS and Maps Librarian	1
269	GIS and Research Visualization Librarian	1
270	Government Documents Librarian	1
271	Government Information and Statistics Librarian	1
272	Government Information Librarian, Liaison Librarian	1
273	Government Information Librarian, Open Publishing Librarian	1
274	Graduate Studies Liaison Librarian	1
275	Graduate Studies Liaison Librarian, Open Educational Resources Librarian, Sciences Librarian, Scholarly Communications Librarian	1
276	Grants and Awards Librarian, Arts Librarian	1
277	Head	4
278	Head Education Librarian	1
279	Head Law Librarian	1
280	Head Librarian	6
281	Head Librarian, Liaison Librarian	1
282	Head Librarian, Rare Books and Special Collections Librarian	1
283	Head of Access Services	2
284	Head of Acquisitions and Electronic Resources	1
285	Head of Acquisitions and Metadata	1
286	Head of Archives and Special Collections	5
287	Head of Bibliographic Services	1

288	Head of Cataloguing and Metadata	3
289	Head of Cataloguing, Metadata, and Digitization	1
290	Head of Collections	1
291	Head of Collections and Digital Scholarship	1
292	Head of Collections Management and Digitization	1
293	Head of Collections Services	2
294	Head of Collections Services and Content Strategy	1
295	Head of Copyright and Course Resources	1
296	Head of Digital Production and Preservation Services	1
297	Head of Digital Repositories	1
298	Head of Digital Scholarship Services	1
299	Head of Digital Strategy and Technology, Digital Initiatives Librarian	1
300	Head of Faculty Engagement	1
301	Head of Inclusion, Accessibility, and Outreach	1
302	Head of Information Resources, Acting Electronic Resources Librarian	1
303	Head of Information Services and User Engagement	1
304	Head of Learning and Curriculum Support	1
305	Head of Libraries	2
306	Head of Libraries, Assistant Director of Learning and Student Success	1
307	Head of Library Instructional Strategies	1
308	Head of Library, Maps Librarian, Subject Librarian	1
309	Head of Metadata	1
310	Head of Metadata Services	1
311	Head of Metadata Strategies	1
312	Head of Open Publishing and Digitization Services	1
313	Head of Public Services	1
314	Head of Public Services, Liaison Librarian	1
315	Head of Reference Services	1
316	Head of Research and Infrastructure, IT Services	1
317	Head of Research and Instruction	2
318	Head of Research and Scholarship	1
319	Head of Special Collections and Archives, Associate Librarian	1
320	Head of Special Collections and Rare Books	1
321	Head of Systems, Digital Infrastructure Librarian	1
322	Head of Teaching and Learning	1
323	Head of Technical Services	1
324	Head of User and Access Services	1
325	Head of User Experience Design and Planning	1
326	Head of User Services and Engagement	1
327	Head of User Services, Academic Librarian	1
328	Head Research Partnerships and Collections, Acting Head Teaching Partnerships and Public Services	1
329	Head, Academic Librarian	1
330	Head, Medical Librarian	1

331	Head, Public Services Librarian	1
332	Head, Social Sciences Librarian, Business Librarian	1
333	Health and Biosciences Librarian	1
334	Health and Life Sciences Librarian, Liaison Librarian	1
335	Health Data Librarian, Health Liaison Librarian	1
336	Health Sciences Librarian	8
337	Health Sciences Librarian, Liaison Librarian	4
338	Health Sciences Librarian, Sciences Librarian	1
339	Health Sciences Librarian, Social Sciences Librarian	1
340	Health Sciences Librarian, Subject Librarian	1
341	Humanities and Social Sciences Librarian	2
342	Humanities and Social Sciences Librarian, Liaison Librarian	2
343	Humanities and Social Sciences Librarian, Liaison Librarian, Subject Librarian	1
344	Humanities and Social Sciences Librarian, Maps and Geospatial Data Librarian	1
345	Humanities and Social Sciences Librarian, Virtual Reference Librarian	2
346	Humanities Collection Development Librarian	1
347	Indigenous Studies or Initiatives librarian	3
348	Indigenous Studies or Initiatives librarian, Instruction Librarian	1
349	Indigenous Studies or Initiatives librarian, Social Sciences Librarian, EDIA Librarian, Liaison Librarian, Subject Librarian	1
350	Information Literacy and Instruction Coordinator	1
351	Information Literacy and Resource Access Librarian	1
352	Information Literacy Coordinator, Public Services Librarian	1
353	Information Literacy Librarian	4
354	Information Literacy Librarian, Research Data Management Librarian, Reference Librarian	1
355	Information Management Officer	1
356	Information Science and User Services Specialist	1
357	Information Science Specialist	26
358	Information Services and Instruction Librarian	2
359	Information Services Librarian	4
360	Information Specialist	1
361	Institutional Repository Administrator, Special Collections Librarian, Liaison Librarian	1
362	Instruction and Technologies Librarian	1
363	Instruction and Theology Librarian	1
364	Instruction Librarian	7
365	Instruction Librarian, Liaison Librarian	4
366	Instruction Librarian, Regional Librarian	1
367	Instruction Librarian, Subject Librarian	1
368	Instruction Librarian, User Experience Librarian	1
369	Instructional Development Librarian	1
370	Instructional Services Librarian	2

371	Interdisciplinary Studies Librarian	1
372	Interim Associate University Librarian of Research Services	1
373	Interim Head of User and Access Services, Liaison Librarian	1
374	Interim Head, University Archivist	1
375	Interim Scholarly Communications Coordinator	1
376	Intermediate Data Specialist	1
377	Knowledge Synthesis Librarian	1
378	Knowledge Synthesis Librarian, Reference Librarian	1
379	Language Studies Librarian	1
380	Law Librarian	4
381	Law Librarian, Professor	1
382	Lead of Library Engagement and Innovation Team, Faculty Engagement Librarian	1
383	Learning and Curriculum Support Librarian	3
384	Learning and Curriculum Support Librarian, Information Literacy Manager	1
385	Learning and Curriculum Support Librarian, Liaison Librarian	1
386	Learning and Instruction Librarian	1
387	Learning and Instruction Support Coordinator	1
388	Learning Commons Librarian	1
389	Learning Services Librarian	1
390	Learning Support Librarian, Liaison Librarian	1
391	Learning Support Librarian, Social Sciences Librarian, Liaison Librarian	1
392	Liaison and Education Librarian	2
393	Liaison and Instruction Librarian	1
394	Liaison and Outreach Librarian	1
395	Liaison Librarian	130
396	Liaison Librarian, Associate Professor	1
397	Liaison Librarian, Subject Librarian	3
398	Librarian Emeritus	2
399	Library and Access Success Centre Department Chair, Teaching and Learning Librarian	1
400	Library Branch Head	1
401	Library Branch Head, Subject Librarian	1
402	Library Collections Coordinator	1
403	Library Coordinator	6
404	Library Coordinator, Electronic Management and Web Development, Instruction Librarian, Marketing Role, Selector	1
405	Library Department Head	1
406	Library Director	10
407	Library Facilitator	2
408	Library Manager	1
409	Library Services Coordinator	3
410	Library Systems and Electronic Resources Librarian	1
411	Library Systems Coordinator	1

412	Library Technician, College Librarian	1
413	Library Technician*	9
414	Licensing and Course Reserves Library Associate	1
415	Limited Term Librarian	1
416	Limited Term Librarian, Subject Librarian	1
417	Makerspace Librarian	1
418	Manager	4
419	Manager of Academic Success	1
420	Manager of Acquisitions and Content Management	1
421	Manager of Acquisitions and Resources Management	1
422	Manager of Libraries and Learning Commons	3
423	Manager of Library and Information Services	1
424	Manager of Library Learning Commons User Engagement	1
425	Manager of Library Learning Commons, Academic Librarian	1
426	Manager of Library Literacies	1
427	Manager of Library Services	1
428	Manager of Research Support	1
429	Managing Librarian of Information Services	1
430	Maps Librarian	1
431	Media Librarian, Resource Sharing Librarian, Liaison Librarian	1
432	Medical and Knowledge Synthesis Librarian	1
433	Medical Librarian, Liaison Librarian	1
434	Metadata and Collection Management Librarian, Health Sciences Librarian, Liaison Librarian	1
435	Metadata and Collections Librarian, Liaison Librarian	1
436	Metadata and Data Services Librarian	1
437	Metadata and Digital Initiatives Librarian	1
438	Metadata and Discovery Librarian	1
439	Metadata Archivist	1
440	Metadata Librarian	6
441	Metadata Librarian, STEM Librarian, Liaison Librarian	1
442	Metadata Librarian, Systems Librarian	2
443	Metadata Management Librarian	2
444	Metadata Specialist	1
445	Monograph Acquisitions Librarian	1
446	Monograph Collections Librarian	1
447	Music Librarian	2
448	Online Services Librarian	1
449	Open Education Coordinator, Copyright Librarian, Reference and Instruction Librarian	1
450	Open Education Librarian	4
451	Open Education Librarian, Scholarly Communications Librarian, Liaison Librarian	1
452	Open Educational Resources and Digital Initiatives Librarian, Liaison Librarian	1

453	Open Educational Resources Coordinator	1
454	Open Educational Resources Librarian	1
455	Open Publishing and Open Education Librarian	1
456	Open Scholarship and Publishing Librarian	1
457	Open Scholarship Librarian	1
458	Open Scholarship Librarian, Sciences Librarian	1
459	Operations and Reference Archivist, Digital Archives Librarian	2
460	Operations Manager	1
461	Outreach and Copyright Librarian, Liaison Librarian	1
462	Outreach and Engagement Librarian	1
463	Outreach Librarian	6
464	Processing Archivist	1
465	Professional Librarian	2
466	Project Coordinator	1
467	Public Services Librarian	10
468	Public Services Librarian, Rare Books and Special Collections Librarian	1
469	Rare Books and Special Collections Curator	1
470	Rare Books and Special Collections Librarian	3
471	Rare books and Special Collections Librarian, Liaison Librarian	1
472	Rare Books Librarian	2
473	Rare Books Librarian, Religious Studies Librarian, Academic Librarian	1
474	Reference and Instruction Librarian	6
475	Reference Coordinator, Liaison Librarian	1
476	Reference Librarian	11
477	Reference Librarian, Liaison Librarian	2
478	Reference Librarian, Subject Librarian	1
479	Reference Services	1
480	Reference Team Lead, Data Librarian	1
481	Research and Curriculum Librarian	1
482	Research and Innovation Services Librarian	1
483	Research and Instruction Librarian	3
484	Research and Instruction Librarian, Online Learning Specialist	1
485	Research and Learning Librarian	1
486	Research and Learning Librarian, Bibliometrics and Research Impact Librarian	1
487	Research and Learning Services Librarian	1
488	Research and Scholarly Communications Librarian	3
489	Research and Scholarship Librarian	1
490	Research Commons Department Head, Digital Pedagogy Librarian	1
491	Research Data and Assessment Librarian	1
492	Research Data Librarian	3
493	Research Data Management and Digital Preservation Librarian	1
494	Research Data Management Librarian	9
495	Research Data Management Librarian, Liaison Librarian	1

496	Research Data Management Librarian, Scholarly Research Librarian	1
497	Research Data Management Specialist	1
498	Research Impact Librarian, Liaison Librarian	1
499	Research Librarian	18
500	Research Librarian, Subject Librarian	1
501	Research Services and Engagement Librarian	1
502	Research Services Librarian	3
503	Research Support Librarian	1
504	Research Support Services Coordinator, Liaison Librarian	1
505	Research, Instruction and Online Learning Librarian	1
506	Resource Management Librarian	1
507	Resource Sharing Librarian	1
508	Scholarly Communications and Copyright Librarian	2
509	Scholarly Communications and Copyright Librarian, Liaison Librarian	1
510	Scholarly Communications and Copyright Services Librarian	1
511	Scholarly Communications Librarian	10
512	Scholarly Communications Librarian, Copyright Librarian	1
513	Scholarly Communications Librarian, Health Sciences Librarian	1
514	Scholarly Communications Librarian, Liaison Librarian	3
515	Scholarly Publishing and Platforms Librarian	1
516	Scholarly Publishing Librarian	2
517	Scholarly Publishing Librarian, Liaison Librarian	1
518	Scholarly Resources and Metadata Librarian	1
519	Scholarly Resources Librarian	2
520	Science and Engineering Librarian	6
521	Science and Math Librarian, Liaison Librarian	1
522	Science and Medicine Librarian	1
523	Science and Technology Librarian, Scholarly Communications Librarian	1
524	Sciences and Engineering Librarian, Computer Science Librarian	1
525	Sciences Librarian	3
526	Sciences Librarian, Subject Librarian	1
527	Senior Archivist	1
528	Serials and Database Acquisitions Librarian, Liaison Librarian	1
529	Social Science, Humanities and Education Librarian Coordinator	1
530	Special Collections and Archives Librarian	2
531	Special Collections Librarian	3
532	Special Collections Librarian, Liaison Librarian	1
533	STEM Librarian	1
534	STEM Research Librarian	1
535	Student Experience and Outreach Librarian, Humanities and Social Sciences Librarian, Liaison Librarian	1
536	Student Success Librarian	2
537	Subject Librarian	14
538	Subject Librarian, Liaison Librarian	1

539	Subject Librarian, Reference Librarian, Liaison Librarian	1
540	Subject Librarian, Subject Area Coordinator	1
541	Subject Librarian, User Services Librarian	1
542	Subject Specialist	1
543	Systems and Access Services Librarian	1
544	Systems and Technical Services Librarian	3
545	Systems Librarian	13
546	Systems Librarian, Liaison Librarian	1
547	Teaching and Learning Librarian	20
548	Teaching and Learning Librarian, Arts Librarian, Humanities and Social Sciences Librarian	1
549	Teaching and Learning Librarian, eLearning Librarian	1
550	Teaching and Learning Librarian, Health Sciences Librarian, Knowledge Synthesis Librarian, Liaison Librarian	1
551	Teaching and Learning Librarian, Health Sciences Librarian, Math and Sciences Librarian	1
552	Teaching and Learning Librarian, Open Educational Resources Librarian, STEM Librarian	1
553	Teaching and Learning Librarian, STEM Librarian	1
554	Teaching and Learning Services Coordinator	1
555	Teaching and Learning Services Librarian	1
556	Teaching and Learning Unit Coordinator, Nursing Librarian, Liaison Librarian	1
557	Teaching and Research Librarian	3
558	Teaching and Scholarly Communications Librarian	1
559	Team Leader, Information Science Specialist	1
560	Technical Services Coordinator	1
561	Technical Services Librarian	2
562	Technology Management Librarian	1
563	Technology Management Librarian, Liaison Librarian	1
564	Term Special Collections Archivist	1
565	Theology Librarian	1
566	Undefined Library Employee	4
567	Undergraduate Liaison Librarian	1
568	Unit Coordinator, Scholarly Communications Librarian, Liaison Librarian	2
569	Unit Head	2
570	Unit Head, Academic Librarian	1
571	University Archivist	2
572	University Archivist, Head of Special Collections	1
573	University Archivist, Liaison Librarian	1
574	University Archivist, Special Collections Librarian	1
575	University Librarian	18
576	University Librarian and Archivist, Academic Integrity Officer, Copyright Officer, Records Manager	1
577	University Librarian, Copyright Officer	1

578	University Officer of Records and Information Management	1
579	User Experience and Assessment Librarian	1
580	User Experience and Collections Librarian	1
581	User Experience and Digital Accessibility Librarian	1
582	User Experience and Student Success Librarian	1
583	User Experience Librarian	4
584	User Experience Librarian, Student Engagement and Outreach Librarian	1
585	User Services and Student Experience Coordinator, Academic Librarian	1
586	User Services Librarian	6
587	User Services Supervisor	2
588	Web and Communications Librarian	1
589	Web and Discovery Services Librarian	1
590	Web and User Services Librarian	1
591	Web Librarian	1
592	Web Services and Library Technology Coordinator	1
593	Web Services Librarian	1
594	Western Region Librarian	1
595	Writing Centre Librarian, Liaison Librarian	1
596	Zine Librarian, Scholarly Communications Librarian, Liaison Librarian	1

Note: Our team identified 596 different job titles. Duplicates have been removed and are represented by a number in the right column.

Some titles or job designations in this list have been modified to respect the anonymity of respondents.

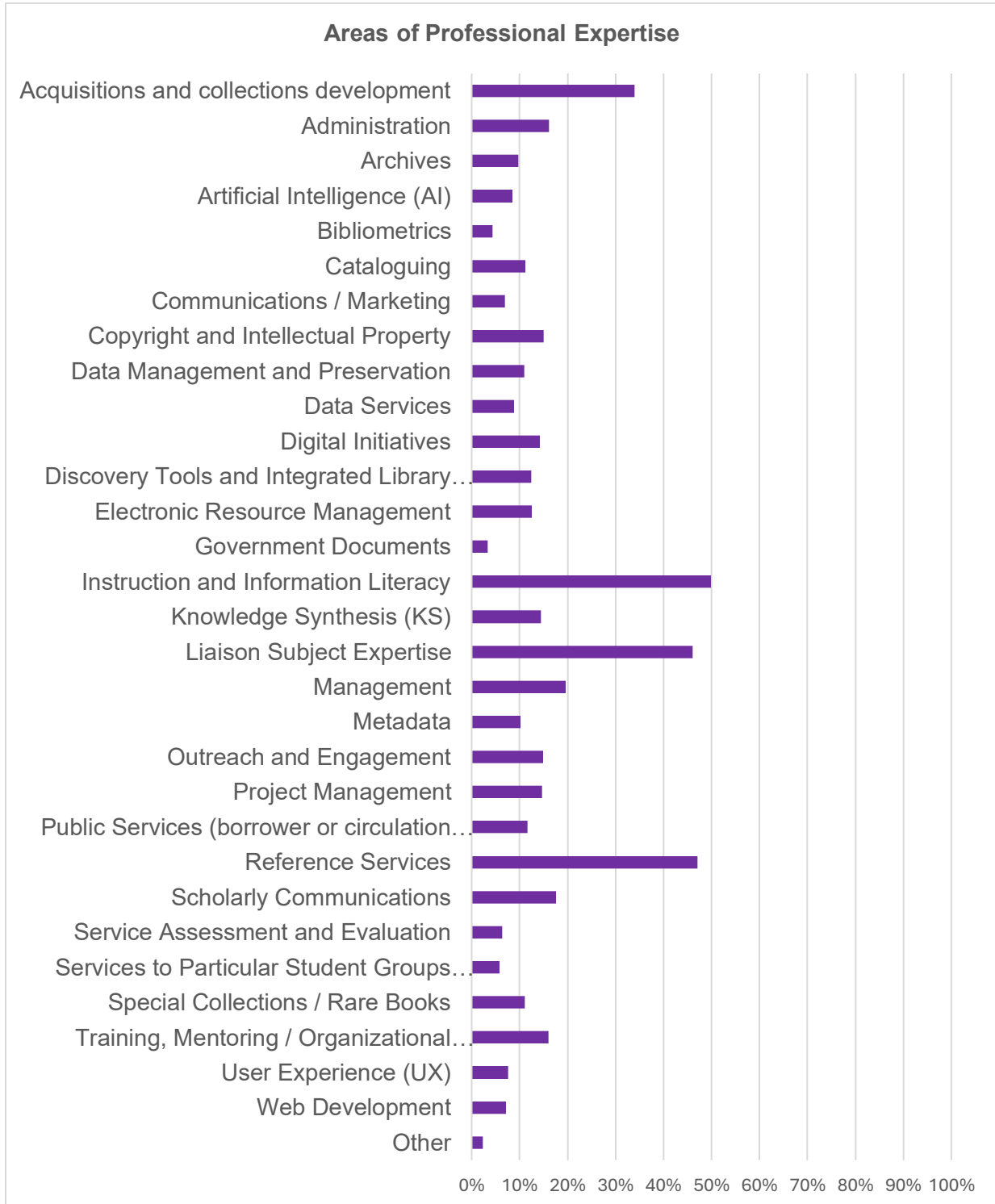
Library Technicians*	Responses
Teaching and Learning Technician	1
Cataloguer, Library Technician	1
Documentation Technician	1
Library Access Services Technician	1
Library Services Assistant	1
Library Technician	1
Library Technologist	1
Metadata Technician	1
Teaching and Learning Technician	1
Total	9

Note: Respondent job title responses that reference their role primarily as an assistant, technician, or technologist have been integrated in the main list under “Library Technician*”. Sometimes College, Technical Institute, and CEGEP technicians are considered librarians or comparable; however, as this was not clarified, our team felt the designation was important to note. We have listed respondent’s individual designations underneath the main job titles list as a way to capture these results.

Q9. What is your area of professional expertise?

(Check as many as apply).

Answered: 1278 Skipped: 192



Professional Expertise	Responses	Percentages
Acquisitions and collections development	434	33.96%
Administration	206	16.12%
Archives	125	9.78%
Artificial Intelligence (AI)	109	8.53%
Bibliometrics	56	4.38%
Cataloguing	143	11.19%
Communications / Marketing	88	6.89%
Copyright and Intellectual Property	191	14.95%
Data Management and Preservation	140	10.95%
Data Services	113	8.84%
Digital Initiatives	181	14.16%
Discovery Tools and Integrated Library Systems	159	12.44%
Electronic Resource Management	160	12.52%
Government Documents	42	3.29%
Instruction and Information Literacy	638	49.92%
Knowledge Synthesis (KS)	185	14.48%
Liaison Subject Expertise	589	46.09%
Management	250	19.56%
Metadata	130	10.17%
Outreach and Engagement	190	14.87%
Project Management	188	14.71%
Public Services (borrower or circulation services ILL)	149	11.66%
Reference Services	602	47.10%
Scholarly Communications	225	17.61%
Service Assessment and Evaluation	81	6.34%
Services to Particular Student Groups (ie. students with disabilities, international students)	74	5.79%
Special Collections / Rare Books	141	11.03%
Training, Mentoring / Organizational Development	204	15.96%
User Experience (UX)	97	7.59%
Web Development	92	7.20%
Other	30	2.35%

Note: Respondents were able to select multiple selections for this question to best identify their job duties.

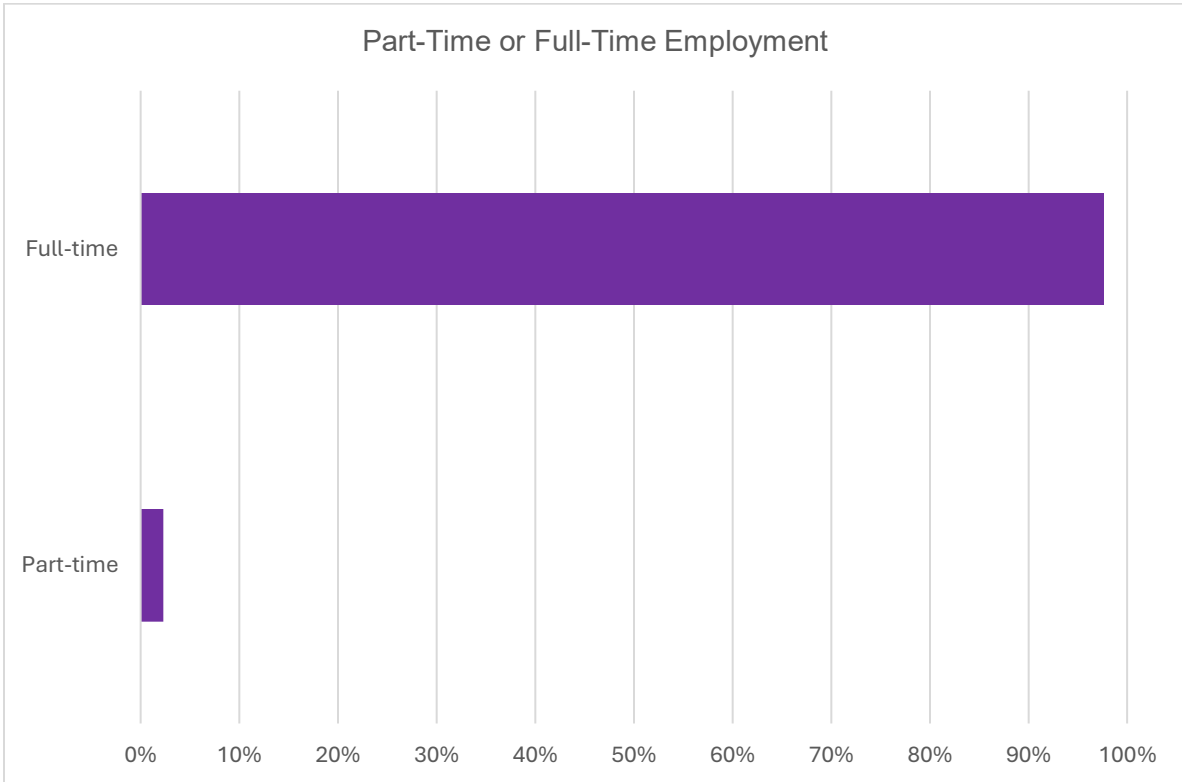
137 responses highlighted “Other” job duties. Of these 124 matched previously listed categories. Only 30 responses fit the “Other” designation. The responses are listed below.

Other (please specify)	Responses
Accessibility	3
Audio-visual preservation	1
Consortial Services	1
Donations	1
Equity, diversity & inclusion	1
Generalist	7
GIS (geographic information systems)	2
GIS (geographic information systems) and Maps	1
Indigenous	1
Makerspace	8
Quality Assurance	1
Space Management	2
Undeclared	1
Total	30

Q10. 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).

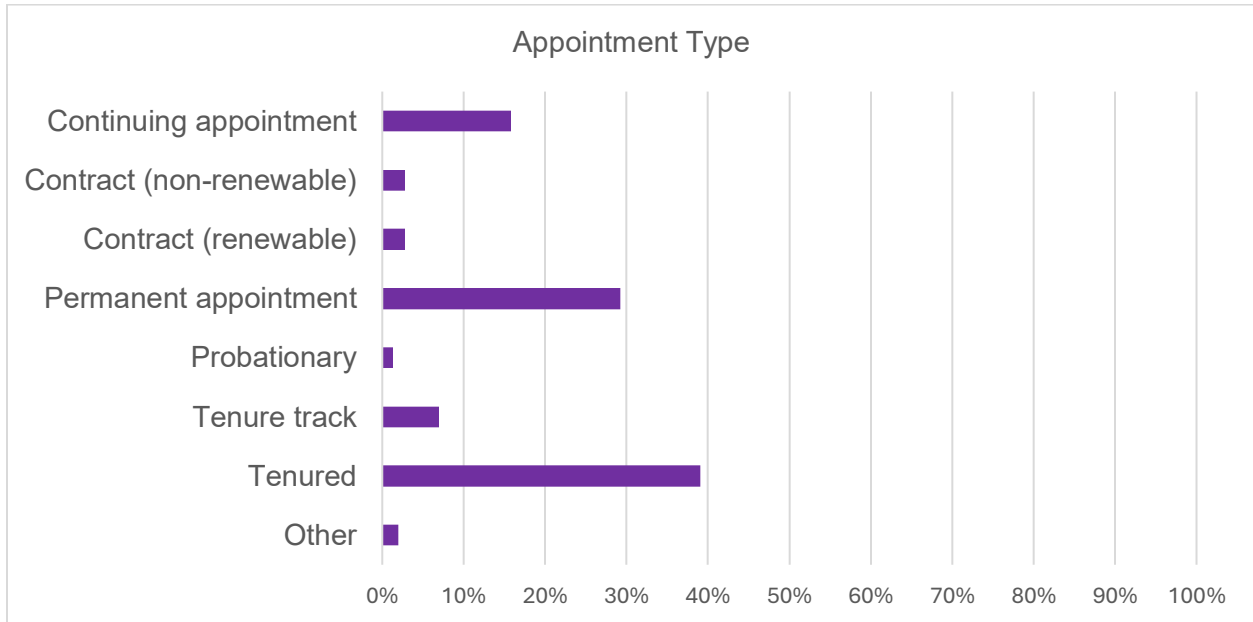
Answered: 1301 Skipped: 169



Full-time or Part-time Employment	Responses	Percentages
Full-time	1271	97.63%
Part-time	30	2.30%

Q11. What type of appointment do you have?

Answered: 1289 Skipped: 181



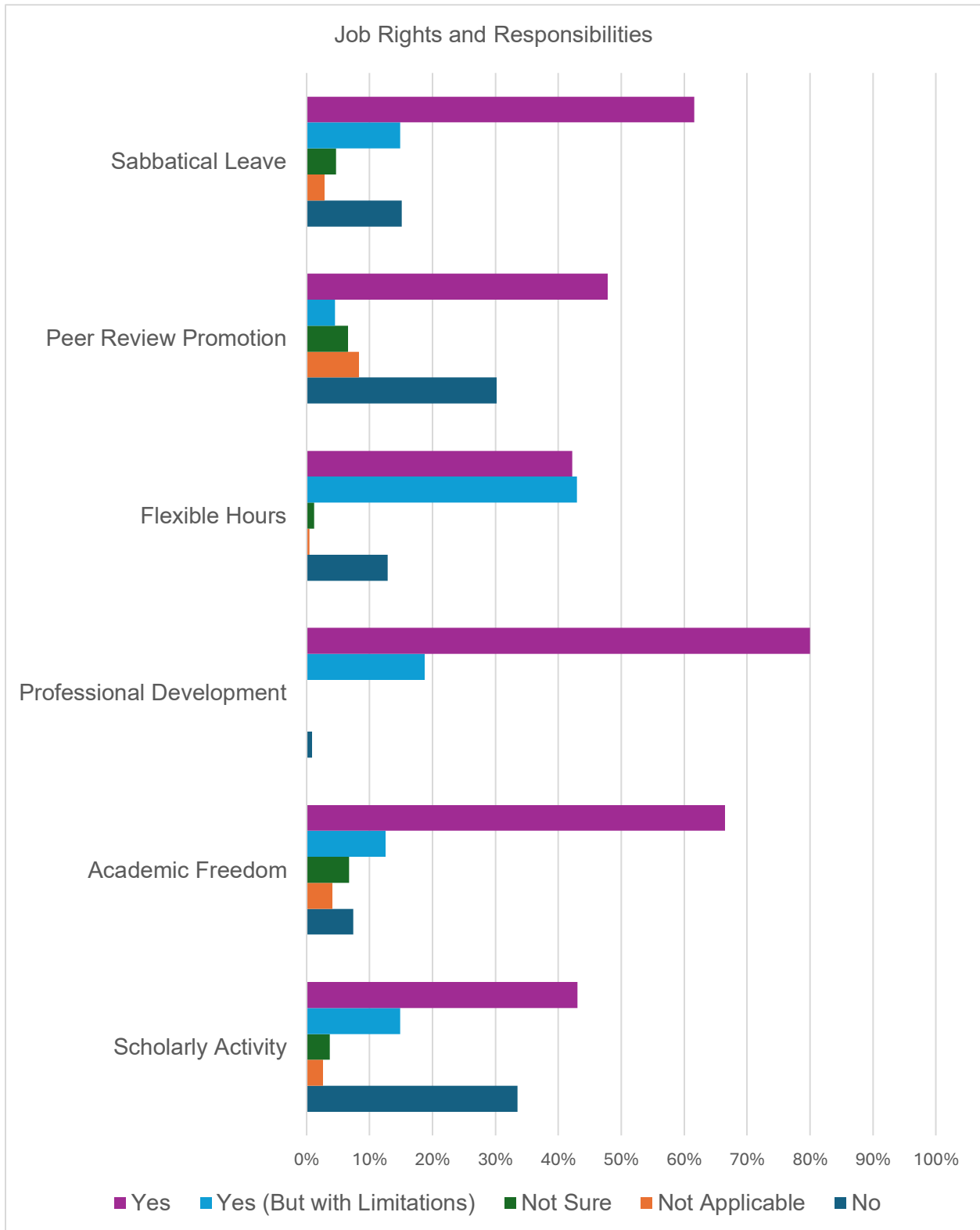
Appointment Type	Responses	Percentages
Continuing appointment	205	15.90%
Contract (non-renewable)	36	2.79%
Contract (renewable)	36	2.79%
Permanent appointment	385	29.87%
Probationary	18	1.40%
Tenure track	90	6.98%
Tenured	504	39.10%
Other	15	1.16%

Other (please specify)	Responses
Administrative contract with tenure	2
Administrative non-renewable contract with tenure	1
Contract with undefined appointment	2
Limited appointment	2
Special appointment	2
Staff	1
Undefined appointment	5
Total	15

Note: 25 respondents identified as "Other". 10 responses could be reclassified into pre-existing categories. 15 responses have been concatenated to remove identifying comments.

Q12. At my institution I have the following rights and responsibilities:

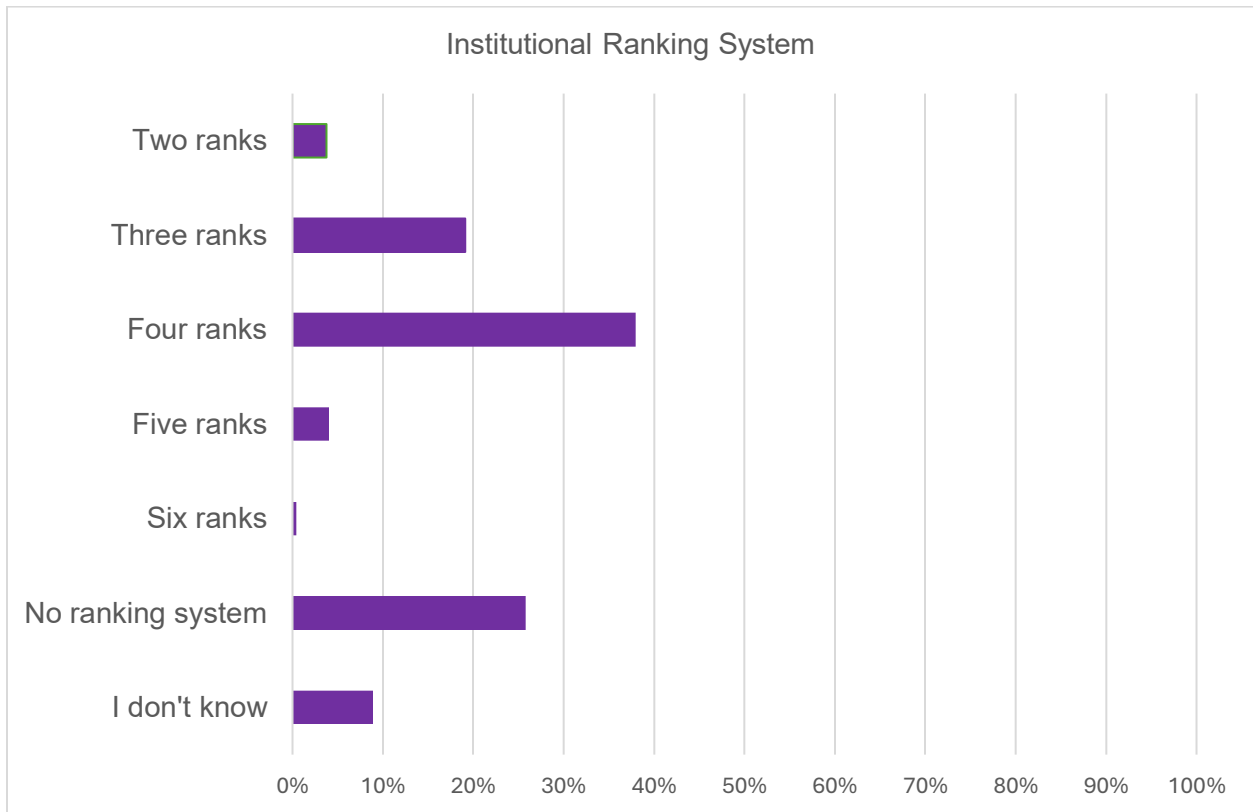
Answered: 1293 Skipped: 177



	Yes	Yes (But with limitations)	No	Not Sure	N/A	Total
Eligibility for sabbatical leave	61.64% (797)	14.85% (192)	15.16% (196)	4.64% (60)	2.86% (37)	1282
Peer review for promotion	47.87% (619)	4.49% (58)	30.16% (390)	6.57% (85)	8.35% (108)	1260
Flexible work hours	42.23% (546)	42.92% (555)	12.92% (167)	1.16% (15)	0.46% (6)	1289
Professional development	80.05% (1035)	18.79% (243)	0.85% (11)	0.15% (2)	0.08% (1)	1292
Academic freedom	66.51% (860)	12.53% (162)	7.42% (96)	6.73% (87)	4.10% (53)	1258
Scholarly activity is an expectation of my work	43.08% (557)	14.85% (192)	33.49% (433)	3.71% (48)	2.63% (34)	1264

Q13. How many ranks does your institution have for academic librarians?

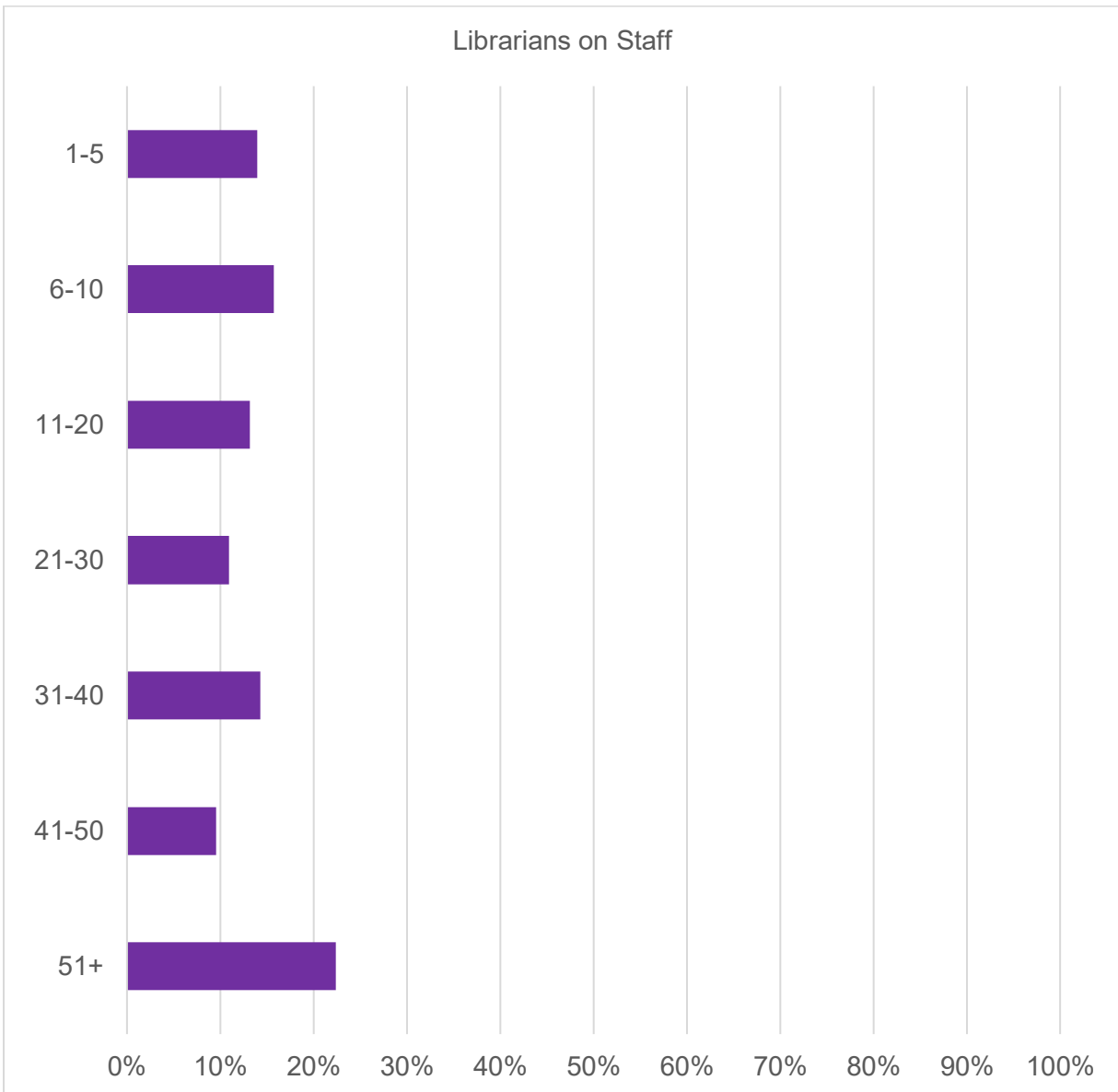
Answered: 1271 Skipped: 199



Ranking System	Responses	Percentages
Two ranks	48	3.78%
Three ranks	243	19.12%
Four ranks	485	38.16%
Five ranks	52	4.09%
Six ranks	5	0.39%
No ranking system	328	25.81%
I don't know	110	8.65%

Q14. How many librarians work at your institution?

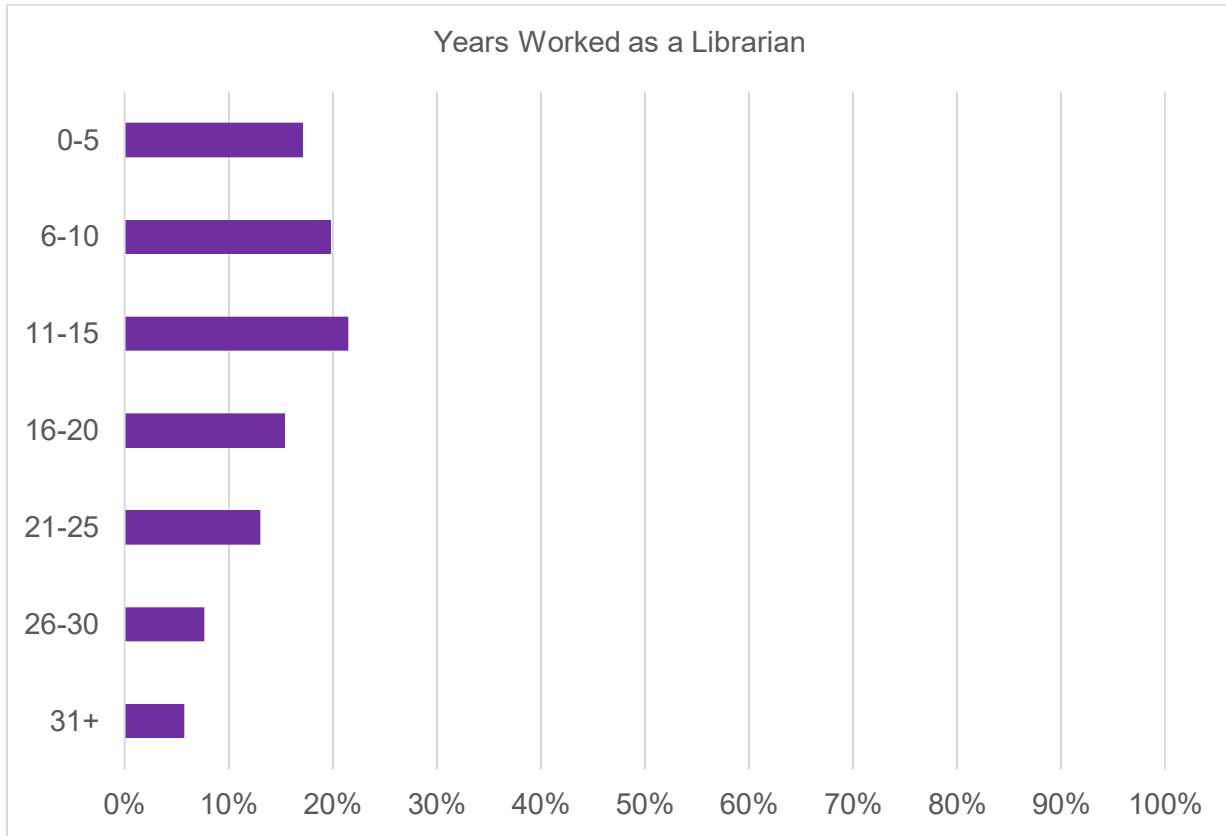
Answered: 1238 Skipped: 232



Number of Librarians	Responses	Percentages
1-5	173	13.97%
6-10	195	15.75%
11-20	163	13.17%
21-30	135	10.90%
31-40	177	14.30%
41-50	118	9.53%
51+	277	22.37%

Q15. How many total years have you worked as a librarian?

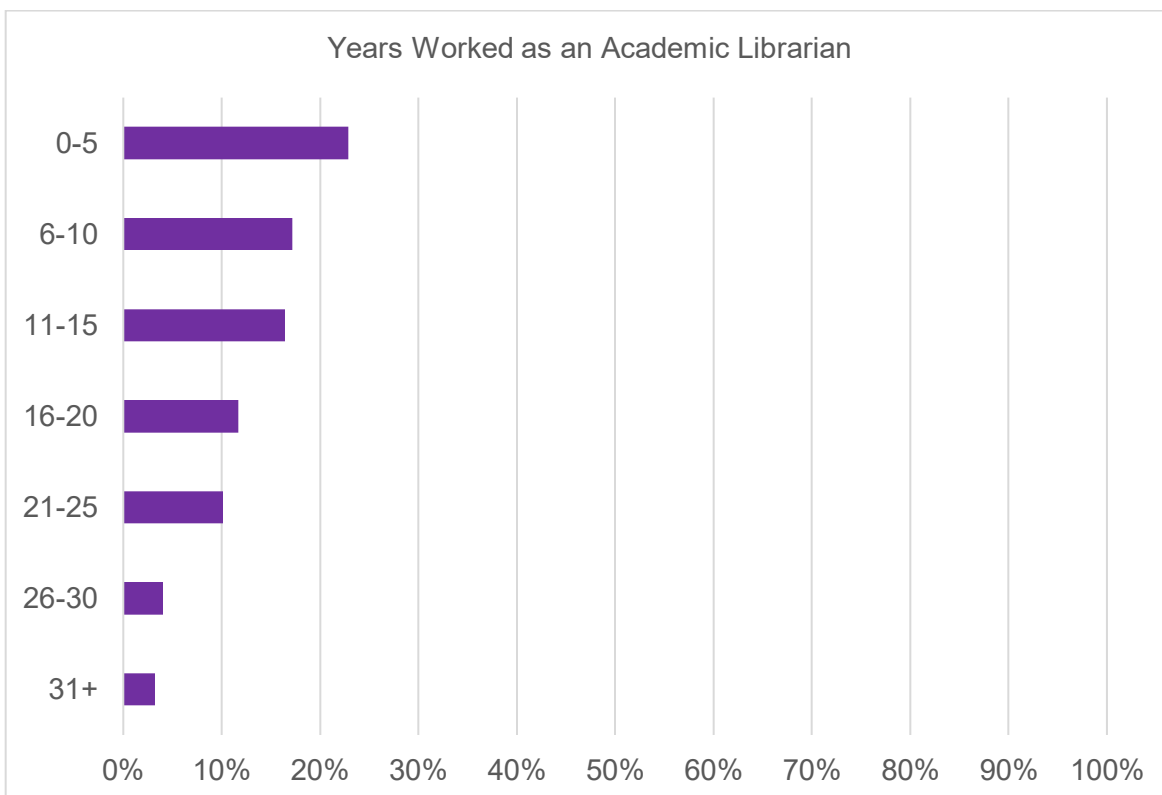
Answered: 1266 Skipped: 204



Years as Librarian	Responses	Percentages
0-5	214	17.14%
6-10	251	19.83%
11-15	272	21.48%
16-20	195	15.40%
21-25	165	13.03%
26-30	97	7.66%
31+	72	5.77%

Q16. Of those years how many have you worked as an academic librarian?

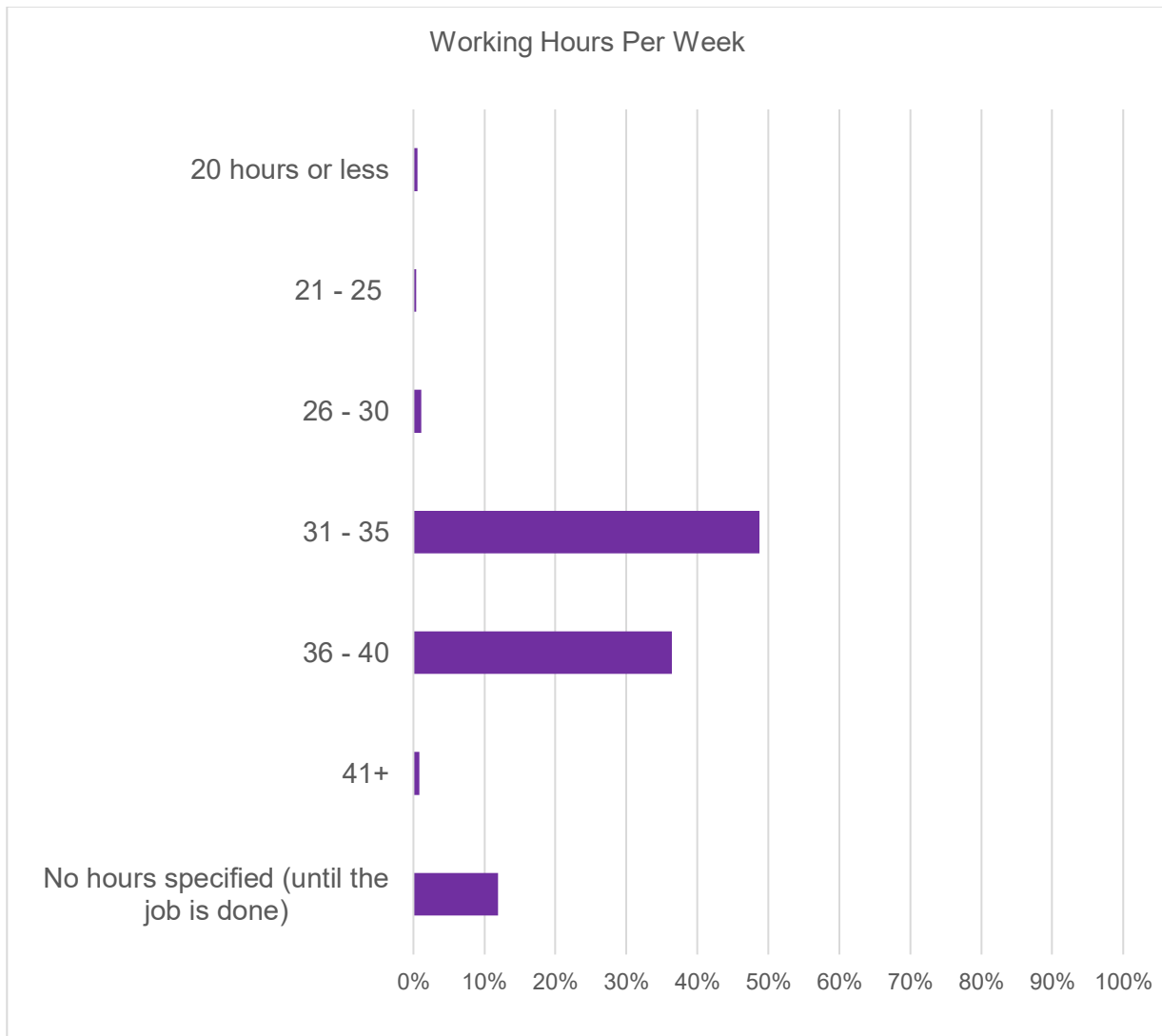
Answered: 1262 Skipped: 208



Years as Academic Librarian	Responses	Percentages
0-5	335	26.78%
6-10	254	20.13%
11-15	243	19.26%
16-20	173	13.71%
21-25	150	11.89%
26-30	60	4.75%
31+	47	3.80%

Q17. Approximately how many hours are you expected to work per week?

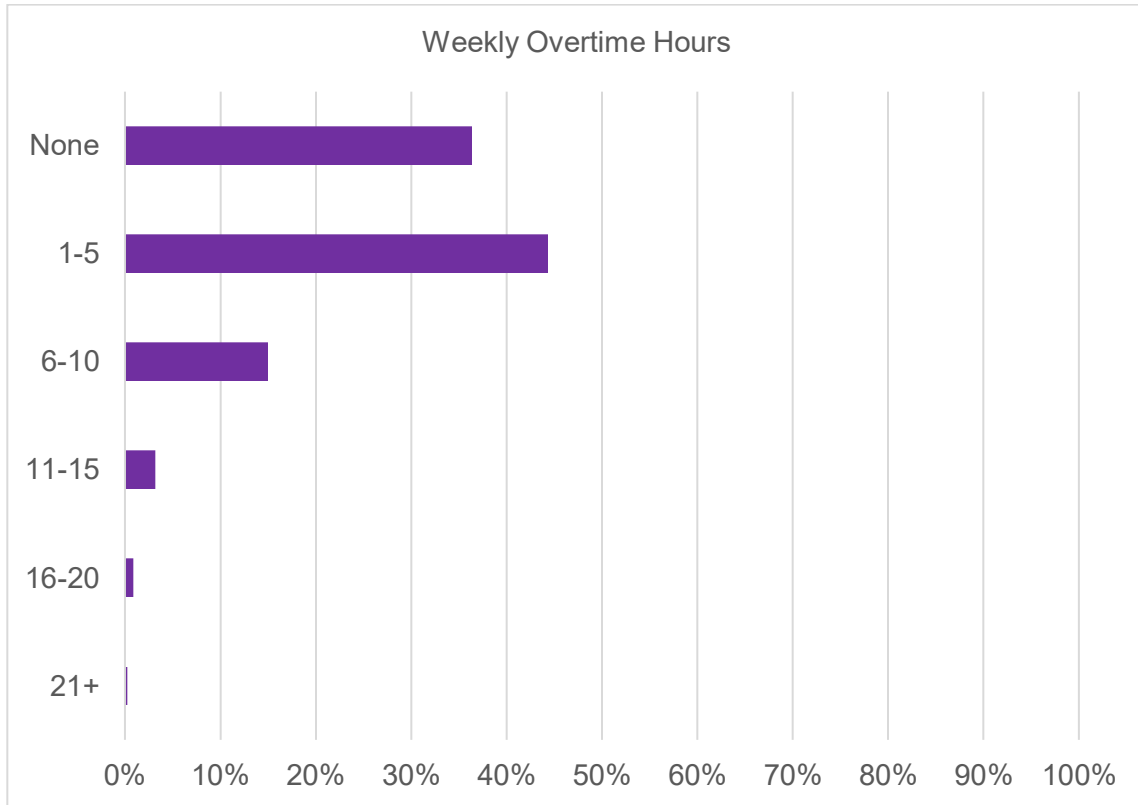
Answered: 1263 Skipped: 207



Number of Librarians	Responses	Percentages
20 hours or less	150	11.88%
21 - 25	11	0.87%
26 - 30	460	36.42%
31 - 35	616	48.77%
36 - 40	14	1.11%
41+	5	0.40%
No hours specified (until the job is done)	7	0.55%

Q18. Approximately how many hours per week do you work in addition to your regular working hours?

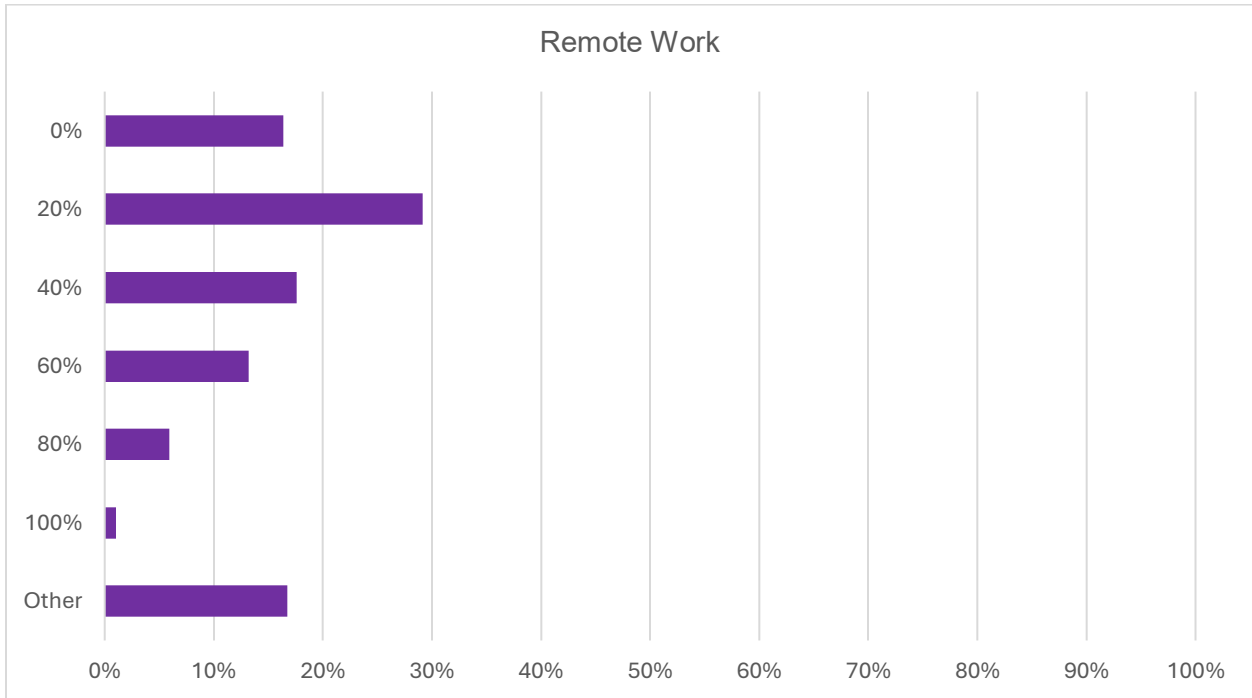
Answered: 1174 Skipped: 296



Overtime Hours	Responses	Percentages
None	428	36.37%
1-5	521	44.38%
6-10	176	14.99%
11-15	37	3.15%
16-20	10	0.85%
21+	3	0.26%

Q19. What percentage of your time is spent working remotely?

Answered: 1266 Skipped: 204



Remote Work	Responses	Percentages
0%	207	16.35%
20%	369	29.15%
40%	223	17.61%
60%	167	13.19%
80%	75	5.92%
100%	13	1.03%
Other	212	16.75%

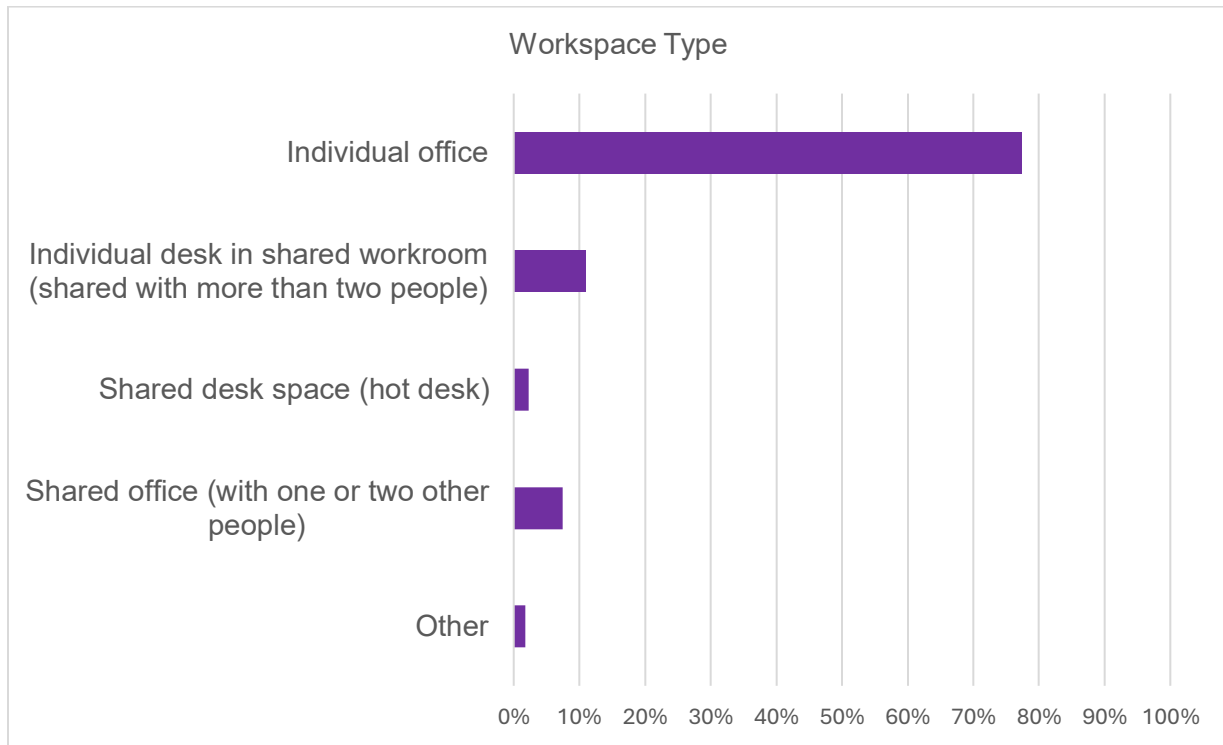
Note: 217 respondents selected “Other”; the research team matched 5 responses to existing work designations. The 212 responses provide insights into variations in remote schedules, institutional allowances, and other factors affecting remote work capabilities

Other (elaborate if you wish)	Responses
0% during term, 20% outside of term	1
0% during term, 40% outside of term	1
0% during term, 80% outside of term	1
0-10%	4
0-10%, by request	1
0-100%	1
0-15%	1
0-20%	10
0-20% during term by request only, 20%+ outside of term	1
0-20% during term, 80% outside of term	1
0-30%	1
0-40%	1
0-5%	3
0-60%	1
0-80%	1
1-2%	1
1% due to accommodations	1
2%	3
2-5%	1
5%	21
5-10%	10
10%	44
10-15%	1
10-20%	2
10-60%	1
15%	5
20% due to accommodations, remote work not permitted by institution	1
20% during term, 60% outside of term	1
20% summer only	2
20%, with 10-20 research days per year	1
20%+	2
20-30% during term, 80% outside of term	1
20-40%	2
20-40% intersession only	1
20-60%	1
30%	4
40-60%	3
40-80%	1
50%	8
60-80%	1
70%	2
90%	2
95%	4
By request only, as needed	4
By request only, intersession only	1
Institution does not permit remote work	2

Institution permits 100% remote work; employee requested office, onsite 100% by choice	1
Institution permits 24 days per year	1
Institution permits 40-60% remote work, in practice works remotely 5-10% by choice	1
Institution permits 40% remote work, in practice less opportunity	1
Institution permits 40% remote work, in practice works remotely 60%	1
Institution permits 50% remote work, varies by demand	1
Institution permits remote work 20-40%, chooses not to	1
Institution permits remote work 40%, chooses not to	1
Institution permits remote work, chooses not to	5
Occasional, as needed	6
Occasional	9
Occasional during term, 80% outside of term	1
Occasional, 3 days per year part of contract	1
Varies by semester, by request	1
Varies unspecified	11
Varies unspecified, due to accommodation	1
Varies unspecified, as needed	1
Varies unspecified, by employee discretion	4
Varies unspecified, summer only	1
Total	212

Q20. What type of workspace do you have?

Answered: 1267 Skipped: 203



Workspace Type	Responses	Percentages
Individual desk in shared workroom (shared with more than two people)	139	10.97%
Individual office	981	77.43%
Shared desk space (hot desk)	29	2.29%
Shared office (with one or two other people)	95	7.50%
Other	23	1.82%

Note: Originally 48 respondents identified their workspaces as “Other”; however, upon review the research team reclassified 24 of these results into the pre-existing categories.

Of the 48 respondents, 4 Respondents outlined lack of privacy as a concern due to their shared workspaces, 1 respondent indicated that the condition and location of their individual office was suboptimal. 16 respondents highlighted working in cubicles of various types, and 5 respondents mentioned they have a home office, but did not provide specifications of their workspace when working onsite.

Of the remaining “Other” designations, 5 respondents have more than one designated onsite workspace while 9 responses highlight four new categories that vary from pre-existing options, “Bookable individual office”, “Individual desk in public access space”, “Individual office (walls do not go to ceiling)”, and “ Shared office (walls do not go to ceiling)”. 9 Respondents did not provide any specifications, these entries fall under the “Other, unspecified” category.

Other (elaborate if you wish)	Responses
Bookable individual office	1
Individual desk in public access space	6
Individual office (walls do not go to ceiling)	1
Shared office (walls do not go to ceiling)	1
Other, unspecified	9
Total	18

Multiple Workspace Types	Responses
Individual office and individual desk in shared workroom (shared with more than two people)	1
Individual office and shared desk space (hot desk)	2
Individual office and shared office (with one or two other people)	1
Multiple workspaces: Individual office, Shared Office (with one or two other people), and Shared desk space (hot desk)	1

Q21. From which university did you obtain your MLIS / MLS degree or equivalent?

Answered: 1241 Skipped: 229

Masters University	Responses	Percentages
Dalhousie University	86	6.93%
McGill University	126	10.15%
University of British Columbia	161	12.97%
University of Alberta	128	10.31%
University of Western Ontario / Western University	276	22.24%
University of Toronto	187	15.07%
University of Ottawa	13	1.05%
Université de Montréal	170	13.70%
Other	94	7.57%

Note: 94 respondents selected the “Other” designation which included 32 Institutions in the United States, 7 institutions in the United Kingdom, 4 institutions in France, 1 institution in Australia, and 18 unspecified responses.

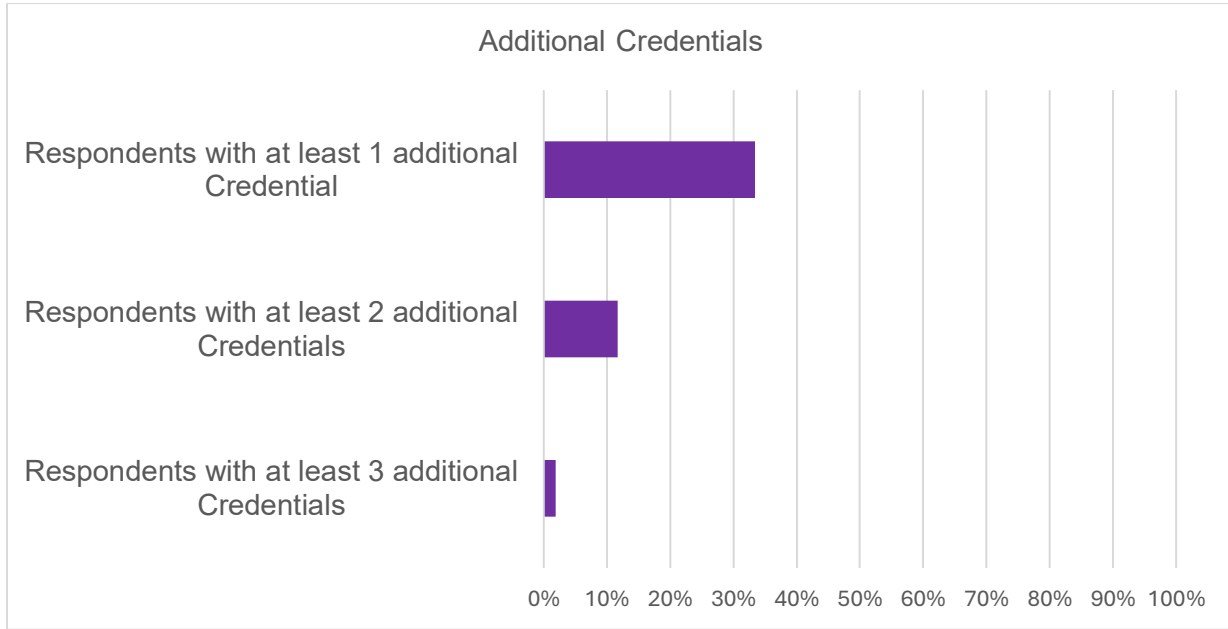
Other (please specify)	Responses
Catholic University of America (United States)	1
Charles Sturt University (Australia)	1
City St George’s, University of London (England, United Kingdom)	1
Conservatoire national des Arts et Métiers (France)	1
Dominican University-Illinois (United States)	1
Indiana University Bloomington (United States)	1
Kent State University (United States)	1
Northern Illinois University (United States)	1
Pratt Institute (United States)	1
Queens College, City University of New York (United States)	1
Robert Gordon University (Scotland, United Kingdom)	4
Royal Melbourne Institute of Technology (Australia)	1
Rutgers University (United States)	1
San José State University (United States)	19
Simmons University (United States)	2
St. John’s University (United States)	1
State University of New York at Albany (United States)	1
State University of New York at Buffalo (United States)	1
Université Paris-I-Panthéon-Sorbonne (France)	1
Université Paris-Nanterre (France)	1
University College London (England, United Kingdom)	1
University of Aberystwyth (Wales, United Kingdom)	2
University of Alabama (United States)	2
University of California, Los Angeles (United States)	3
University of Glasgow (Scotland, United Kingdom)	1
University of Illinois (United States)	2

University of Illinois Urbana-Champaign (United States)	3
University of Iowa (United States)	1
University of Kentucky (United States)	1
University of Maryland (United States)	1
University of Michigan (United States)	4
University of Missouri (United States)	1
University of North Carolina-Chapel Hill (United States)	1
University of Northumbria (England, United Kingdom)	1
University of Pittsburgh (United States)	1
University of Sheffield (England, United Kingdom)	1
University of South Carolina (United States)	1
University of Texas at Austin (United States)	2
University of Washington (United States)	1
University of Wisconsin (United States)	1
University of Wisconsin-Milwaukee (United States)	1
Unspecified Institution	2
Unspecified, Institution (Canada)	1
Unspecified, Institution (France)	3
Unspecified, Institution (United States)	2
Unspecified, Institution Outside of Canada	2
Valdosta State University (United States)	1
Wayne State University (United States)	1
(blank)	8
Total	94

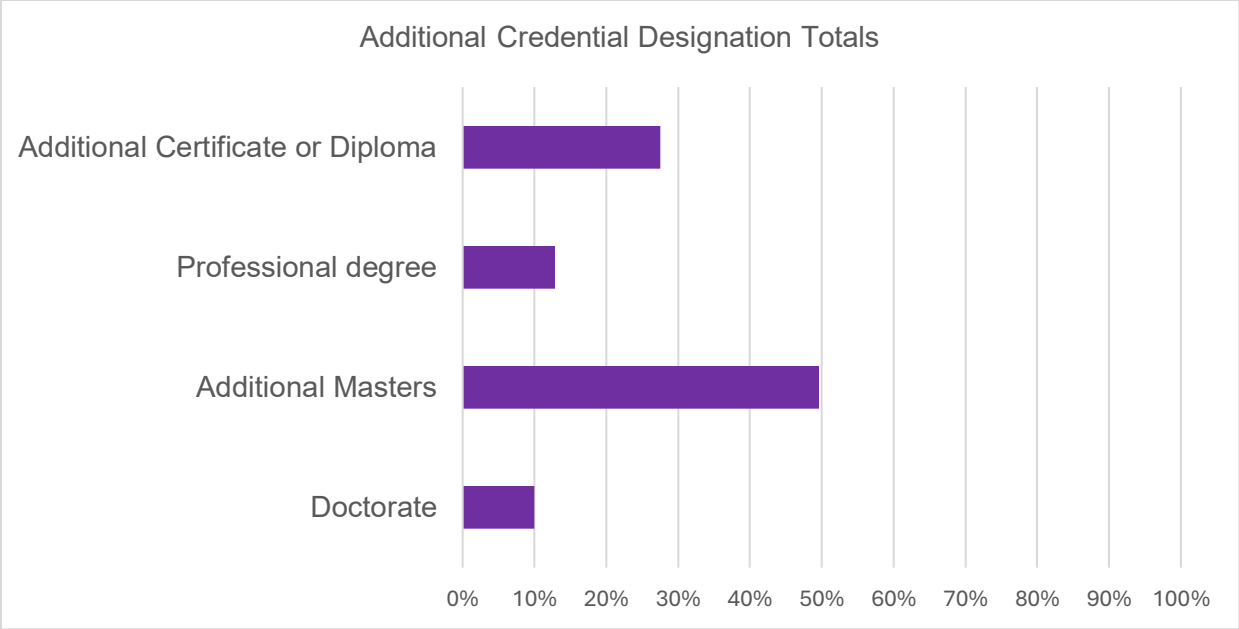
Q22. What graduate degrees in addition to your MLS/MLS degree or equivalent have you obtained?

(Skip to next question if not applicable)

Answered: 690 Skipped: 780



Multiple Credentials	Responses	Percentages
Respondents with at least 1 additional Credential	491	33.40%
Respondents with at least 2 additional Credentials	172	11.70%
Respondents with at least 3 additional Credentials	27	1.84%



Additional Credentials	Responses	Percentages
Additional Certificate or Diploma	275	27.53%
Professional Degree	128	12.81%
Additional Master Degrees	496	49.65%
Doctorate Degrees	100	10.01%

Note: Respondents hold 275 Certificate/Diplomas, 128 Professional Degrees, 496 Second, Third or More Master’s Degrees, and 100 Doctorate Degrees.

During data cleanup the Research Team recategorized degrees that were incorrectly inputted by respondents and moved these entries into their correct sections. Responses that included multiple credential entries have been separated in the results to capture individual totals. Similar responses have been concatenated with the total number of results for each entry listed in the Responses column of each chart.

Respondents identified 155 different Certificate and Diploma programs.

#	Additional Certificate or Diploma (What type?)	Responses
1	Academy of Health Information Professionals Certification (AHIP)	1
2	Academy of Health Information Professionals Certification (AHIP), Distinguished Level	1
3	Administration Certificate	1
4	Adult Education Program College Certificate	1
5	Advanced Diploma in Integrated Studies, Geographic Information Systems (GIS) and Remote Sensing	1
6	Advanced Diploma in Remote Sensing	1

7	Advanced Graduate Certificate in Digital Assets and Services	1
8	Advanced Information Diploma in Archives	1
9	AI and the Law Certificate	1
10	Applied Communication Arts Certificate	1
11	Applied Media Certificate	1
12	Archives Society of Alberta (ASA) Archives Institute Certificate	1
13	Archives Technician Diploma	2
14	Artist Diploma in Vocal Performance	1
15	Assaulted Women and Children's Counsellor and Advocate Diploma	1
16	Associate Diploma in Integrated Media	1
17	Blended and Online Learning and Teaching Certificate	1
18	Bookbinding Certificate	1
19	Bookkeeping Diploma	2
20	Canadian Healthcare Management Certificate	1
21	Certificate in Alternative Dispute Resolution	1
22	Certificate in Archival Studies	6
23	Certificate in Archival Studies with Major in Digital Media	1
24	Certificate in Book History and Print Culture	4
25	Certificate in Canadian Copyright Law	1
26	Certificate in Digital Curation	1
27	Certificate in Digital Information Management	3
28	Certificate in Education Sciences	1
29	Certificate in Finance	1
30	Certificate in Higher Education	1
31	Certificate in History	2
32	Certificate in Human Resources Management	1
33	Certificate in Indigenous Knowledges and Experiences	1
34	Certificate in Indigenous Studies	2
35	Certificate in Information Literacy	1
36	Certificate in Intercultural Relations	2
37	Certificate in Law	5
38	Certificate in Newfoundland and Labrador Studies	1
39	Certificate in Open Copyright	1
40	Certificate in Philanthropy	1
41	Certificate in Professional Management	1
42	Certificate in Project Management	1
43	Certificate in Psychology	1
44	Certificate in Records and Information Management	1
45	Certificate in Technology Based Learning	2
46	Certificate in Translation	1
47	Certificate in University Teaching	1
48	Certificate in Writing	1
49	Certificate of Criminology	1
50	Certificate of Open Education Resources Librarianship	1
51	Certificate of Strategic Change	1
52	Certificate of University Teaching and Learning	1
53	Civil Engineering Technology College Diploma	1

54	Computer Diploma	1
55	Computer Programming Technical Program	1
56	Continuing Education Certificate	1
57	Copyright Certificate	1
58	Creative Commons (CC) Certificate	1
59	Digital Archives Specialist Certificate	2
60	Digital Imaging Advanced Diploma	1
61	Digital Information Management Certificate	1
62	Diploma in Adult Education	3
63	Diploma in Art History	1
64	Diploma in Children's Literature	1
65	Diploma in East Asian Studies	1
66	Diploma in General Studies, Creative and Technical Writing	1
67	Diploma in Honours Standing, Philosophy	1
68	Diploma in Humanities	1
69	Diploma in Music	1
70	Diploma Intercultural Education and Training	1
71	Diploma of University Teaching	1
72	e-Learning Certificate	1
73	Event Planning Certification	1
74	Executive Certificate in Higher Education Leadership (ECHE)	1
75	Fashion Arts Diploma	1
76	Graduate Certificate	2
77	Graduate Certificate in Cybersecurity, Certificate in web design	1
78	Graduate Certificate in Digital Humanities	1
79	Graduate Certificate in Educational Technology	1
80	Graduate Certificate in Information Technologies	1
81	Graduate Certificate in Labour Relations	1
82	Graduate Certificate in Special Collections	1
83	Graduate Certificate in Teacher/Trainer Online Learning	3
84	Graduate Certificate in Teaching and Learning	1
85	Graduate Diploma in Cultural Organization Management	1
86	Graduate Diploma in Environmental and Civil Engineering	1
87	Graduate Diploma in Information Studies	2
88	Graduate Diploma in Instructional Technology	1
89	Graduate Diploma in Journalism	1
90	Graduate Diploma in Management	1
91	Graduate Diploma, Geographic Information Systems (GIS)	1
92	Graduate Microprogram in Educational Counselling	1
93	Graduate Microprogram in Higher Education	2
94	Graduate Microprogram in Teaching through Children's Literature	1
95	Graduate Professional Certificate in Library Sector Leadership	1
96	Graduate Studies Certificate in Knowledge Management and E-Learning in Business	1
97	Graphic Design Diploma	1
98	Human Resources Certificate	1
99	Information Access and Privacy Protection (IAPP) Certificate	1
100	Information Governance Professional Designation Certificate	1

101	Instructional Skills Workshop (ISW) Certificate	1
102	Knowledge Democracy in Higher Education Certificate	1
103	Latin Certificate	1
104	Leadership and Inclusion Certificate	1
105	Leadership Essentials Certificate	1
106	Leadership Essentials Diploma	1
107	Library and Information Technology Diploma	28
108	Licentiate in Medieval Studies	1
109	Media Copywriting Certificate	1
110	Microprogram Certificate in German Language	1
111	National Library of Medicine Associate Fellowship Program	1
112	Notarial Law Diploma	2
113	Open Education Leadership Certificate	1
114	Open Education Leadership Program	1
115	Open Education Program Certificate	1
116	Organizational Coaching Certificate	1
117	Photography Diploma	1
118	Post Graduate Certificate	5
119	Post Graduate Certificate Applied Digital Geography and GIS	1
120	Post Graduate Certificate in Book and Magazine Publishing	1
121	Post Graduate Certificate in Book Publishing	2
122	Post Graduate Certificate in Laws	1
123	Post Graduate Certificate in Library Sector Leadership	1
124	Post Graduate Certificate in Publishing	2
125	Post Graduate Diploma Arts and Social Sciences Research	1
126	Post Graduate Diploma in Communications/PR	1
127	Post Graduate Diploma in Corporate Communications	1
128	Post Graduate Diploma in Library and Information Science	1
129	Post Graduate Diploma in Rare Book Studies	1
130	Post Graduate Health Communication Certificate	1
131	Post-Graduate Diploma in International Law	2
132	Practising NAAB Appraiser (PNA) Masterclass	2
133	Professional Certificate in e-Learning	1
134	Professional Designation Certificate for Information Managers	1
135	Professional Editing Standards Certificate	1
136	Professional Studies Certificate	1
137	Professional Writing Certificate	1
138	Project Management Certificate	1
139	Project Management Professional (PMP®) Certificate	2
140	Quebec Bar	2
141	Radio and Television Arts Diploma	1
142	Record Management Certificate	1
143	Records Management Graduate Diploma	1
144	Royal Conservatory Associate Diploma (ARCT)	1
145	Specialized Graduate Diploma in Adult Education and Training	1
146	Specialized Graduate Diploma in Higher Education	1
147	Sustainable Librarianship: Core Competencies and Practices eCourse	1

148	Systematic Review Services Medical Library Association (MLA) Specialization	1
149	Teachers of English as a Second Language Association (TESL) Certificate	1
150	Teachers of English as a Second Language Association (TESL) Post Graduate Certificate	1
151	Teaching and Learning in Higher Education Diploma	1
152	Textile Arts Diploma	1
153	The Fundamentals of OCAP® Certificate	2
154	User Experience (UX) Design Certificate	3
155	Women in Leadership Certificate	1
156	Unspecified Credential, Access, Privacy, and Information Management	1
157	Unspecified Credential, Archaeology	1
158	Unspecified Credential, Archives and Records Management	1
159	Unspecified Credential, Arts Management	1
160	Unspecified Credential, Biblical Studies	1
161	Unspecified Credential, Bibliography	1
162	Unspecified Credential, Bibliometrics	1
163	Unspecified Credential, Business Continuity Planning	1
164	Unspecified Credential, Catechetics	1
165	Unspecified Credential, Computers	1
166	Unspecified Credential, Conflict Resolution	1
167	Unspecified Credential, Creative Book Publishing	1
168	Unspecified Credential, Creative Writing	1
169	Unspecified Credential, Culinary School Pastry Chef	1
170	Unspecified Credential, Cytogenetics	1
171	Unspecified Credential, Data Science	1
172	Unspecified Credential, Digital Humanities	1
173	Unspecified Credential, Diversity and Inclusion	1
174	Unspecified Credential, E-learning	1
175	Unspecified Credential, Education	1
176	Unspecified Credential, Event planning	1
177	Unspecified Credential, Evidence Based Medicine	1
178	Unspecified Credential, Fashion Design and Technology	1
179	Unspecified Credential, Geographic Information Systems (GIS)	2
180	Unspecified Credential, German and European Studies	1
181	Unspecified Credential, Informatics	1
182	Unspecified Credential, Information Security	1
183	Unspecified Credential, Infrastructure Protection	1
184	Unspecified Credential, Journalism	1
185	Unspecified Credential, Knowledge Synthesis Methodologies	1
186	Unspecified Credential, Leadership	2
187	Unspecified Credential, Library Assistant Program	1
188	Unspecified Credential, Library Technician	1
189	Unspecified Credential, Library technology	1
190	Unspecified Credential, Licence Communication	1
191	Unspecified Credential, Museum and Gallery Studies	1
192	Unspecified Credential, Music Performance	1

193	Unspecified Credential, Philosophy and Theology	1
194	Unspecified Credential, Project Management	3
195	Unspecified Credential, Publishing	1
196	Unspecified Credential, Sommelier	1
197	Unspecified Credential, Statistics and Research Methodology	1
198	Unspecified Credential, Teaching and Learning for Adults	1
199	Unspecified Credential, Training and Development	1
200	Unspecified Credential, Translation	1
201	Unspecified Credential, Turfgrass Management	1
202	Unspecified Credential, Web Accessibility Specialist	1
203	Unspecified Credentials, Ontario Certified Teacher	1

Note: The Professional Degree classification section caused a lot of confusion for respondents. The research team used Statistics Canada’s definition of Professional Degree for the purposes of this research.

According to [Statistics Canada](#), a Professional Degree is any [university obtained] “undergraduate degree and post-baccalaureate non-graduate degree programs[...], such as Law, Medicine, Dentistry, Veterinary Medicine, Optometry, Pharmacy”.

Respondents identified 61 different Professional Degrees.

#	Professional Degree (Law Degree, etc.) (What Degree?)	Responses
1	Associate of Art	1
2	Bachelor of Anthropology	1
3	Bachelor of Art Honours	1
4	Bachelor of Arts	18
5	Bachelor of Arts Anthropology and Sociology	1
6	Bachelor of Arts Communication and Publishing	1
7	Bachelor of Arts Honours in English Literature and Theatre Studies	1
8	Bachelor of Arts Honours in Library and Information Science	1
9	Bachelor of Arts Honours in Russian Studies and History	1
10	Bachelor of Arts in Archaeology	1
11	Bachelor of Arts in Art History	2
12	Bachelor of Arts in Classical Studies	1
13	Bachelor of Arts in Digital Animation	1
14	Bachelor of Arts in English Literature	2
15	Bachelor of Arts in English Literature and Linguistics	1
16	Bachelor of Arts in French and Spanish	1
17	Bachelor of Arts in French Literature	1
18	Bachelor of Arts in French Studies	1
19	Bachelor of Arts in Geography	1
20	Bachelor of Arts in History	4
21	Bachelor of Arts in History, American Studies	1
22	Bachelor of Arts in History, Minor in Arts and Sciences	1
23	Bachelor of Arts in History, Minor in Communications	1

24	Bachelor of Arts in Journalism and Communication	1
25	Bachelor of Arts in Literary and Cultural Studies	1
26	Bachelor of Arts in Multidisciplinary Studies	1
27	Bachelor of Arts in Political Science and Philosophy	1
28	Bachelor of Arts in Professional Translation	1
29	Bachelor of Arts in Theatre Studies	1
30	Bachelor of Arts Literary Studies	3
31	Bachelor of Arts with Honours in English Literature, Minor in History	1
32	Bachelor of Business Administration	1
33	Bachelor of Business Communication	1
34	Bachelor of Commerce	1
35	Bachelor of Communication Sciences	3
36	Bachelor of Computer Science	2
37	Bachelor of Design	1
38	Bachelor of Economics	1
39	Bachelor of Education	26
40	Bachelor of Education in Secondary Education	1
41	Bachelor of Education in Teaching English as a Second Language	1
42	Bachelor of French and Film Studies	1
43	Bachelor of Laws	7
44	Bachelor of Music	3
45	Bachelor of Music with a Certificate in Arts Management	1
46	Bachelor of Musicology	1
47	Bachelor of Philosophy	1
48	Bachelor of Political Science	1
49	Bachelor of Science	2
50	Bachelor of Science in Administration	1
51	Bachelor of Science in Biology	2
52	Bachelor of Science in Engineering, Unspecified	1
53	Bachelor of Science in Health Sciences	1
54	Bachelor of Science in Kinesiology	1
55	Bachelor of Science in Nursing	1
56	Bachelor of Science in Pharmacy	1
57	Bachelor of Science, Bachelor of Education	1
58	Bachelor of Science, Technology, and Society	1
59	Combined Degree, Bachelor of Arts and a Bachelor of Education	1
60	Combined Degree, Bachelor of Arts and Honours Business Administration	1
61	Unspecified Bachelor's Degree	6

Note: Respondents identified 163 different Masters Degrees.

#	Second and Third Masters (What Discipline?)	Responses
1	Interdisciplinary Master of Arts in Cultural Studies	2
2	Interdisciplinary Master of Arts in Ethnomusicology	3
3	Interdisciplinary Master of Arts in Literary Studies	1
4	Interdisciplinary Master of Arts in Regional Studies	1
5	Interdisciplinary Master of Philosophy in Humanities	1
6	Master of Archival Studies	16
7	Master of Art	1
8	Master of Art and Visual Culture	1
9	Master of Art in Art History	1
10	Master of Art in Byzantine Art History	1
11	Master of Art in East Asian Studies	1
12	Master of Arts	8
13	Master of Arts Honours	1
14	Master of Arts in Anthropology	4
15	Master of Arts in Art History	13
16	Master of Arts in Atlantic Canada Studies	1
17	Master of Arts in Book and Digital Media Studies	1
18	Master of Arts in Canadian Studies and Indigenous Studies	1
19	Master of Arts in Classics	1
20	Master of Arts in Communications	2
21	Master of Arts in Communications and Culture	1
22	Master of Arts in Comparative Literature	1
23	Master of Arts in Conflict Studies	1
24	Master of Arts in Conservation Prevention	1
25	Master of Arts in Criminology and Criminal Justice Policy	1
26	Master of Arts in Digital Humanities	10
27	Master of Arts in East Asian Studies	1
28	Master of Arts in Economics	1
29	Master of Arts in Education	2
30	Master of Arts in English Literature	18
31	Master of Arts in English Literature, Specialization in Romance Literature	1
32	Master of Arts in English Philology	1
33	Master of Arts in European Studies	1
34	Master of Arts in Film, Photography Preservation and Collections Management	1
35	Master of Arts in French Language and Literature	1
36	Master of Arts in French Literature	1
37	Master of Arts in French Literature and Women's Studies	1
38	Master of Arts in French Literature, Specialization in 18 th Century	1
39	Master of Arts in French Studies	1
40	Master of Arts in Gender, Human Sexuality and Women's Studies	1
41	Master of Arts in Geography	4
42	Master of Arts in German	1

43	Master of Arts in History	57
44	Master of Arts in History and Philosophy of Science and Technology	1
45	Master of Arts in History and Women's Studies	1
46	Master of Arts in History of Medicine	1
47	Master of Arts in History of Religion	1
48	Master of Arts in Humanities Computing	4
49	Master of Arts in Labour Studies	1
50	Master of Arts in Language and Culture	1
51	Master of Arts in Leadership	1
52	Master of Arts in Linguistics	9
53	Master of Arts in Literary Studies	2
54	Master of Arts in Media Studies	1
55	Master of Arts in Medieval Studies	3
56	Master of Arts in Modern Art: Critical and Curatorial Studies	1
57	Master of Arts in Modern Languages	1
58	Master of Arts in Music and Culture	1
59	Master of Arts in Musicology	5
60	Master of Arts in Performing Arts	1
61	Master of Arts in Philosophy	3
62	Master of Arts in Photographic Preservation and Collections Management	1
63	Master of Arts in Political Science	3
64	Master of Arts in Psychoeducation	1
65	Master of Arts in Psychology	2
66	Master of Arts in Religion and Culture	2
67	Master of Arts in Religious Studies	4
68	Master of Arts in Religious Studies in Anthropology	1
69	Master of Arts in Religious Studies in Western Esotericism	1
70	Master of Arts in Russian Linguistics	1
71	Master of Arts in Sociology	8
72	Master of Arts in Spanish Literature	1
73	Master of Arts in Theatre Studies	2
74	Master of Arts in Theology Studies	3
75	Master of Arts in Theory and Criticism	1
76	Master of Arts in United States History	1
77	Master of Arts in Visual and Cultural Studies	1
78	Master of Arts in Women's Studies	1
79	Master of Business	2
80	Master of Business Administration	8
81	Master of Cinema and Media Studies	1
82	Master of Conservation, Restoration of Cultural Property	1
83	Master of Cooperation and Development	1
84	Master of Design	1
85	Master of Divinity	3
86	Master of Divinity in Biblical Studies and Biblical Languages	1
87	Master of East Asia Studies	1
88	Master of Education	26
89	Master of Education in Adult Education	1

90	Master of Education in Curriculum, Teaching and Learning	2
91	Master of Education in Post-Secondary Education	1
92	Master of Education in Teaching and Learning	1
93	Master of Educational Technology	2
94	Master of Engineering	2
95	Master of English and Cultural Studies	1
96	Master of English Language and Literature	3
97	Master of English Literature	45
98	Master of English Literature, Rhetoric and Composition	1
99	Master of Environmental Sciences	7
100	Master of Fine Arts	1
101	Master of Fine Arts in Creative Writing	1
102	Master of Fine Arts in Film Studies	1
103	Master of Fine Arts in Fine and Media Arts	1
104	Master of Fine Arts in Writing	1
105	Master of History, Specialization in Archives	1
106	Master of Industrial Relations	1
107	Master of Jewish Education	1
108	Master of Laws	5
109	Master of Laws, Specialization in Intellectual Property Law and Copyright	1
110	Master of Library and Information Science from non-ALA Accredited University	1
111	Master of Medieval History	1
112	Master of Medieval Studies, Book History and Print Culture	1
113	Master of Modern Languages and Cultural Studies	1
114	Master of Museum Studies	6
115	Master of Music	11
116	Master of Music History	1
117	Master of Music in Music Theory	2
118	Master of Music in Performance	3
119	Master of Music in Performance, Specialization in Cello Performance	1
120	Master of Philosophy	9
121	Master of Physics	1
122	Master of Planning and Development	1
123	Master of Political Communications	1
124	Master of Professional Communication	1
125	Master of Public Administration	3
126	Master of Public Health	1
127	Master of Public History	2
128	Master of Religion	1
129	Master of Research in the History of the Book	1
130	Master of Resource and Environmental Management	1
131	Master of Science	9
132	Master of Science in Applied Computing	1
133	Master of Science in Applied Microbiology	1
134	Master of Science in Archaeological Science	1
135	Master of Science in Biochemistry	1

136	Master of Science in Biology	2
137	Master of Science in Biophysics	1
138	Master of Science in Chemistry	1
139	Master of Science in Computer Engineering	1
140	Master of Science in Computer Science	3
141	Master of Science in Earth Science	1
142	Master of Science in Finance	1
143	Master of Science in Health Policy and Economics	1
144	Master of Science in Historic Preservation	1
145	Master of Science in Information Systems	1
146	Master of Science in Management	1
147	Master of Science in Mathematics	1
148	Master of Science in Microbiology and Infectious Diseases	1
149	Master of Science in Molecular Biology and Biochemistry	1
150	Master of Science in Nursing	1
151	Master of Science in Project Management	1
152	Master of Science in Psychology	1
153	Master of Science in Water Engineering	1
154	Master of Social Anthropology	2
155	Master of Spanish and Italian Philology	1
156	Master of Spatial Analysis	1
157	Master of Studies in Law	1
158	Master of Theological Studies	5
159	Master of Theological Studies, Specialization in the Hebrew Bible	1
160	Master of Theology	3
161	Master of Theology in Old Testament Studies	1
162	Master of Translation Studies	1
163	Master of Urban Studies	1
164	Unspecified Master's Degree	3
165	Unspecified Master's Degree Creative Writing	1
166	Unspecified Master's Degree History	1
167	Unspecified Master's Degree Human Resources	1
168	Unspecified Master's Degree in Adult Education	1
169	Unspecified Master's Degree in Archaeology	1
170	Unspecified Master's Degree in Architecture	1
171	Unspecified Master's Degree in Classical Dance Instruction	1
172	Unspecified Master's Degree in Conservation	1
173	Unspecified Master's Degree in Humanities	2
174	Unspecified Master's Degree in Law	6
175	Unspecified Master's Degree in Leadership	1
176	Unspecified Master's Degree in Management	1
177	Unspecified Master's Degree in Music	1
178	Unspecified Master's Degree in Organization Management	1
179	Unspecified Master's Degree in Social Sciences	1
180	Unspecified Master's Degree in Sociology	1
181	Unspecified Master's Degree in Teaching	1
182	Unspecified Master's Degree in Theology/Religious Studies	1

183	Unspecified Master's Degree in Urban Planning	1
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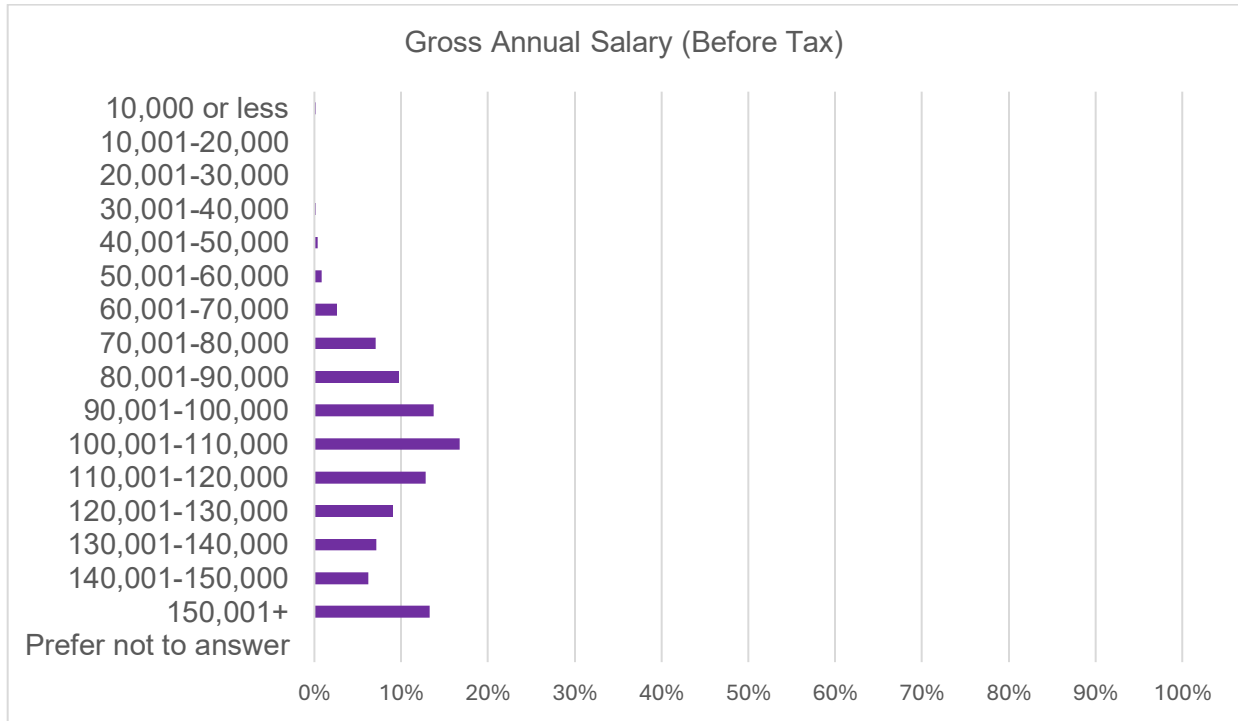
Note: Respondents identified 50 different Doctorate Degrees.

#	Additional Doctorate Degrees	Responses
1	Doctorate in Anthropology	1
2	Doctorate in Archeology	1
3	Doctorate in Biophysics	1
4	Doctorate in Canadian History	1
5	Doctorate in Communications	1
6	Doctorate in Computer Science	1
7	Doctorate in Cultural Studies	2
8	Doctorate in Digital Transformation and Innovation	1
9	Doctorate in Economics	1
10	Doctorate in Education	9
11	Doctorate in Educational Policy Studies	2
12	Doctorate in Educational Research	1
13	Doctorate in English Literature	7
14	Doctorate in English Literature and Theatre Studies	1
15	Doctorate in Environmental Sciences	1
16	Doctorate in Epidemiology	1
17	Doctorate in French Studies and Book History and Print Culture	1
18	Doctorate in Gender Studies	1
19	Doctorate in Higher Education	2
20	Doctorate in History	8
21	Doctorate in History of Medicine and Science	1
22	Doctorate in History, Specialization in Native-Newcomer Relations	1
23	Doctorate in Humanities, Art History	1
24	Doctorate in Industrial and Organizational Psychology	1
25	Doctorate in Information Science	7
26	Doctorate in Law	1
27	Doctorate in Leadership and Higher Adult Education	1
28	Doctorate in Library and Information Sciences	6
29	Doctorate in Linguistics	1
30	Doctorate in Literary Studies	1
31	Doctorate in Management	2
32	Doctorate in Medieval Education	1
33	Doctorate in Medieval Studies	2
34	Doctorate in Music	1
35	Doctorate in Music Theory	1
36	Doctorate in Musicology	1
37	Doctorate in Philosophy	3
38	Doctorate in Political Science	1
39	Doctorate in Psychology	2
40	Doctorate in Romance Linguistics	1
41	Doctorate in Science and Technology Studies	1
42	Doctorate in Social and Political Thought	1

43	Doctorate in Sustainable Development and Diplomacy	1
44	Doctorate in Theology	1
45	Doctorate in Theory and Criticism	1
46	Doctorate in Visual and Cultural Studies	1
47	Interdisciplinary Doctorate	3
48	Interdisciplinary Doctorate in Educational Policy Studies and Library and Information Studies	1
49	Interdisciplinary Doctorate in Human Ecology and Library and Information Studies	1
50	Juris Doctor	7
51	Unspecified Doctorate	2

Q23. What is your gross (before taxes deducted) yearly salary from your employing library?

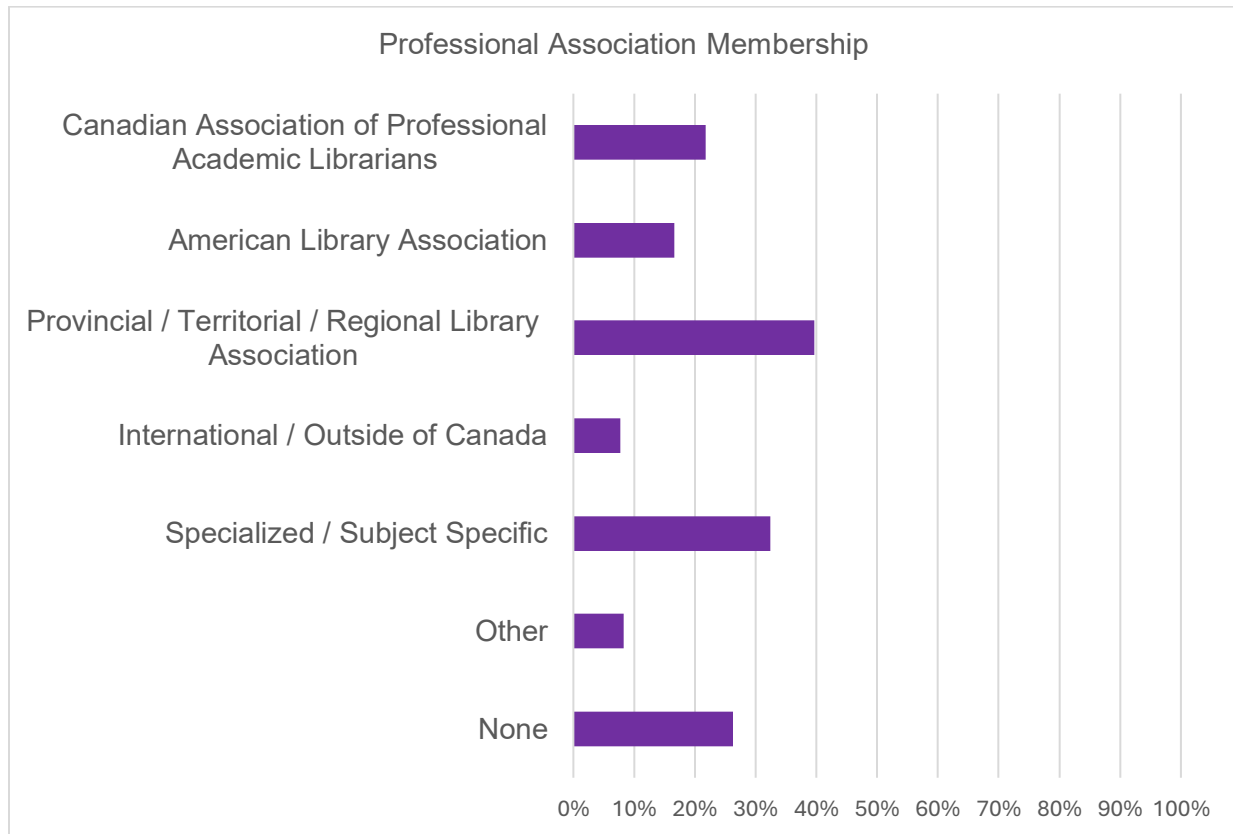
Answered: 1224 Skipped: 246



Gross Annual Salary	Responses	Percentages
10,000 or less	2	0.16%
10,001-20,000	0	0.00%
20,001-30,000	1	0.08%
30,001-40,000	2	0.16%
40,001-50,000	5	0.41%
50,001-60,000	10	0.82%
60,001-70,000	32	2.61%
70,001-80,000	86	7.03%
80,001-90,000	119	9.72%
90,001-100,000	168	13.73%
100,001-110,000	205	16.75%
110,001-120,000	157	12.83%
120,001-130,000	111	9.07%
130,001-140,000	87	7.11%
140,001-150,000	76	6.21%
150,001+	163	13.32%
Prefer not to answer	0	0.00%

Q24. Of which library or other professional association(s) are you a member?
(Check all that apply.)

Answered: 1260 Skipped: 210



Professional Association Membership	Responses	Percentages
Canadian Association of Professional Academic Librarians	274	21.75%
American Library Association	209	16.59%
Provincial / Territorial / Regional Library Association	500	39.68%
International / Outside of Canada	97	7.70%
Specialized / Subject Specific	408	32.38%
Other	105	8.33%
None	331	26.27%

Note: 1260 respondents answered this question; however, respondents could select more than one professional member category. The chart above includes 1924 responses for this question as 471 respondents selected more than one category.

Note: 105 Respondents selected “Other.” The free text responses for “Other” are listed below. Responses that included multiple associations have been separated in the results to capture 221 individual responses. The Research Team identified 95 different associations. 14 responses did not provide association details; these responses were assigned an “Unspecified” designation.

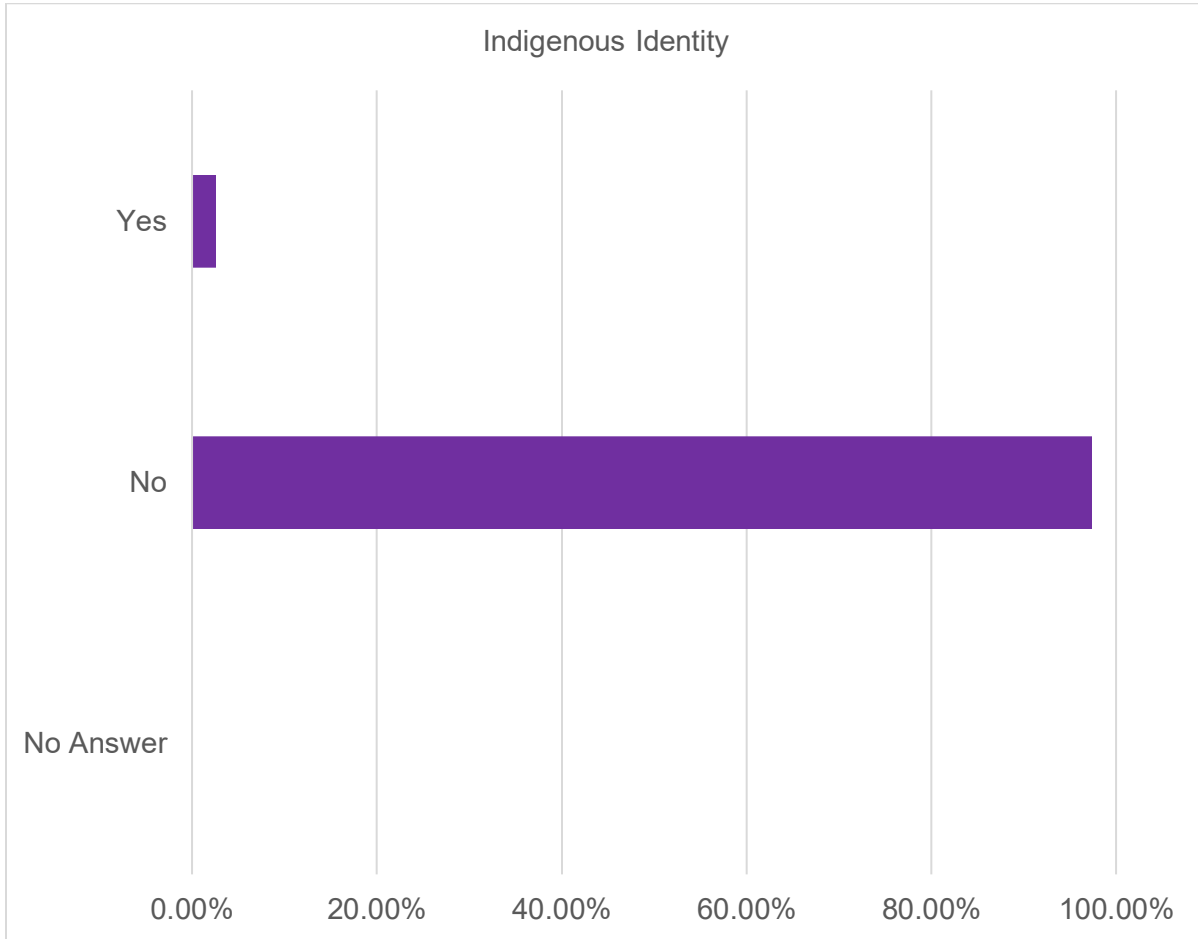
#	Other Association Membership	Responses
1	Academy of Certified Archivists	1
2	Alberta Association of Health Librarians	1
3	American Association for the Advancement of Science	1
4	American Association of Law Libraries	1
5	American Society for Engineering Education (ASEE)	1
6	American Society for Engineering Education, Engineering Libraries Division (ASEE-ELD)	1
7	American Theological Library Association (ATLA)	4
8	Arca Administrative Centre	1
9	Archives Association of British Columbia	1
10	Archives Association of Ontario (AAO)	11
11	Archives Society of Alberta	4
12	Art Libraries Society of North America	8
13	Asian Pacific American Librarians Association	2
14	Association for Computing Machinery (ACM)	1
15	Association for Information Science and Technology (ASIS&T)	1
16	Association of Archivists of Quebec	1
17	Association of Canadian Archivists (ACA)	30
18	Association of Canadian Conservation	1
19	Association of Christian Librarians	4
20	Association of College and Research Libraries (ACRL)	4
21	Association of College and Research Libraries (ACRL), North Dakota Manitoba Chapter	1
22	Association of College and Research Libraries (ACRL), Rare Books and Manuscripts Section (RBMS)	1
23	Association of Creative Technologies in Academic Libraries	1
24	Association of Law Libraries of Montréal	2
25	Association of Records Managers and Administrators (ARMA) International	3
26	Atlantic Health Libraries Association	3
27	Atlantic Provinces Library Association	3
28	Beta Phi Mu Honor Society	1
29	Bibliographical Society of Canada	5
30	British Columbia Electronic Library Network	2
31	British Columbia Library Association (BCLA)	2
32	Business Librarians of British Columbia	1
33	Canadian Association for Information Science	1
34	Canadian Association for the Study of Higher Education	1
35	Canadian Association of Academic Librarians	2
36	Canadian Association of Law Libraries	3
37	Canadian Association of Music Libraries, Archives & Documentation Centres (CAML/ACBM)	4
38	Canadian Association of Music Libraries, Archives and Documentation Centres, Quebec Chapter (SQACBM/CAML)	1
39	Canadian Bookbinders and Book Arts Guild	1
40	Canadian Evaluation Society	1
41	Canadian Federation of Library Associations	1
42	Canadian Health Libraries Association	1

43	Canadian Historical Association	1
44	Canadian Research Knowledge Network	1
45	College Book Arts Association	1
46	Corporation of Professional Librarians of Québec	5
47	Council Atlantic Academic Libraries (CAAL/CBPA)	1
48	Council of Nova Scotia Archives	3
49	Council of Ontario Educational Developers	1
50	Council of Post Secondary Library Directors of British Columbia	1
51	Council of Prairie and Pacific University Libraries	2
52	Educational Developers Community of Canada	1
53	Ex Libris Association	1
54	Federation of Associations and Institutions (FMD)	3
55	French-Canadian Association for the Advancement of Science (ACFAS)	1
56	Greater Edmonton Library Association	1
57	Health Libraries Association of British Columbia	2
58	Institute of Electrical and Electronics Engineers (IEEE)	1
59	International Association for Social Science Information Service and Technology (IASSIST)	3
60	International Association of Accessibility Professionals	1
61	International Association of Music Libraries, Archives and Documentation Centres (IAML)	3
62	International Council on Archives	1
63	International Federation of Library Associations and Institutions (IFLA)	2
64	International Francophone Association of Librarians and Information Professionals (AIFBD)	1
65	International Society of Scholarship of Teaching and Learning	1
66	Library Freedom Project	1
67	Medical Library Association (MLA)	2
68	Modern Language Association	1
69	Music Library Association	2
70	Music Online Computer Library Center Users Group (MOUG)	1
71	National Archival Appraisal Board	2
72	National Indigenous Knowledge and Language Alliance (NIKLA)	3
73	Neuro-GLAM-erous Canada	1
74	North American Serials Interest Group (NASIG)	1
75	Nova Scotia Library Association	1
76	Online Audiovisual Catalogers Inc. (OLAC)	1
77	Ontario College of Teachers	2
78	Ontario Library Association	3
79	Ontario Teacher Education Library Association (OTELA)	2
80	Ottawa Valley Health Libraries Association	1
81	Pacific Northwest Library Association	1
82	Patent Information Users Group	1
83	Polar Libraries Colloquy	1
84	Project Management Institute	1
85	Seminar on the Acquisition of Latin American Library Materials (SALALM)	2
86	Society for Standardization Professionals	1
87	Society for the History of Authorship, Reading, and Publishing	2

88	Society of American Archivists (SAA)	5
89	Special Libraries Association	2
90	Toronto Association of Law Libraries	1
91	United Kingdom Serials Group (UKSG)	1
92	United States Agricultural Information Network (USAIN)	1
93	Unofficial Government Information Professionals Network	1
94	Victorian Studies Association of Ontario	1
95	Visible Minority Librarians of Canada (ViMLoC)	4
96	Unspecified Association	1
97	Unspecified Bibliographical Society	1
98	Unspecified International Archival Association	2
99	Unspecified Library Association	2
100	Unspecified Literary Society	1
101	Unspecified Non-Library Association	1
102	Unspecified Provincial, Territorial, and Regional Library Association	2
103	Unspecified Subject Specific Library Association	4
Total		221

Q25. Do you consider yourself to be of Indigenous (First Nations, Metis, or Inuit) descent?

Answered: 1242 Skipped: 228

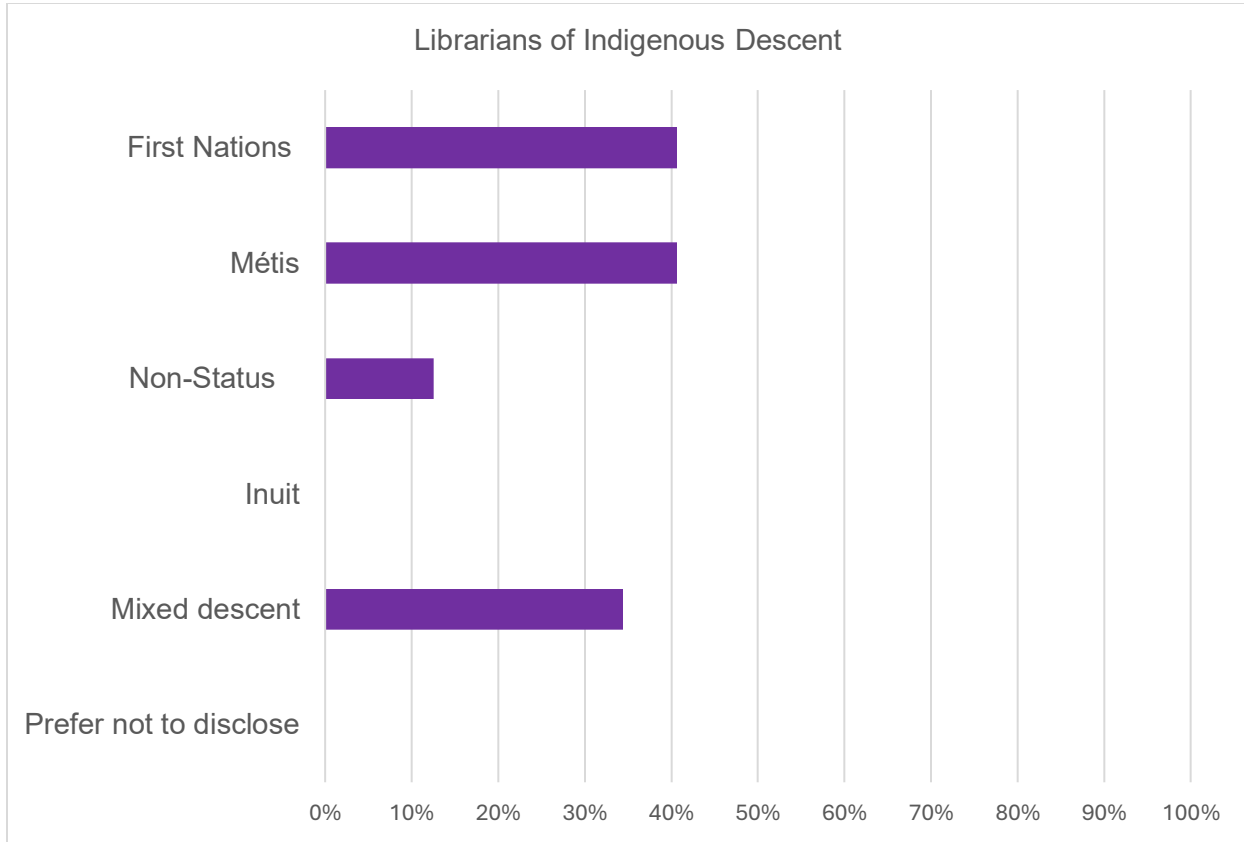


Indigenous Descent	Responses	Percentages
Yes	32	2.58%
No	1210	97.42%
No Answer	0	0.00%

Q25a. If you consider yourself to be of Indigenous descent, which of the following group(s) best describes you?

(Select as many as apply)

Answered: 32 Skipped: 1438



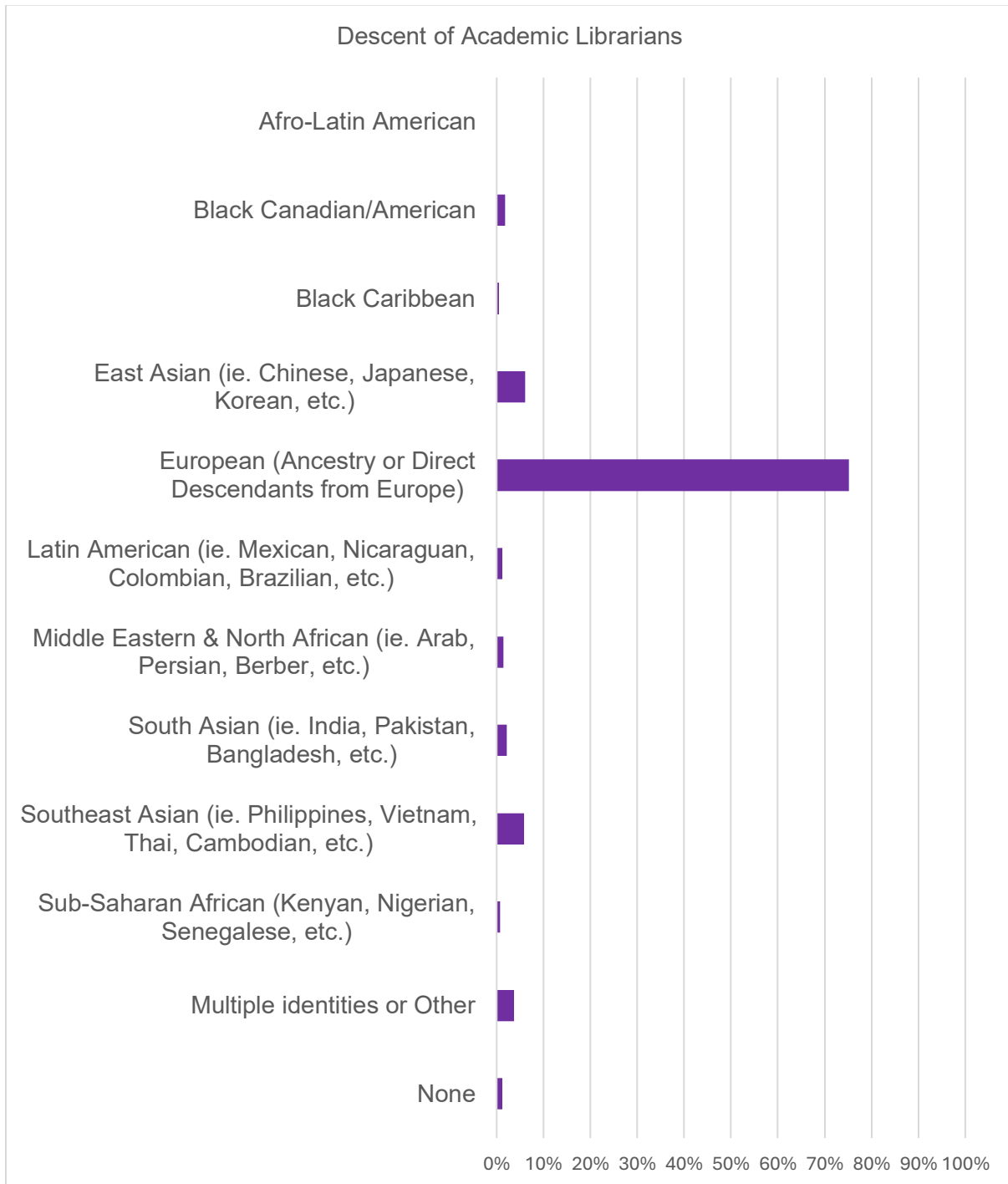
Indigenous Descent	Responses	Percentages
First Nations	13	40.63%
Métis	13	40.63%
Non-Status	4	12.50%
Inuit	0	0.00%
Mixed descent	11	34.38%
Prefer not to disclose	0	0.00%

Note: 32 respondents self-identified as having indigenous descent, respondents were able to select multiple identity categories. This question also included an “Elaborate if you wish” section for comments.

The Research Team received 4 comments to further self-identify: two comments related to pre-existing identity categories. 2 respondents named their Nations.

Q26. Of the following population groups, what group(s) fits you best?
 (Select as many as apply.) The following groupings have been slightly altered from Statistics Canada Classification of population group. For definitions of population groups see Visible minority of person and Population group of person.

Answered: 1206 Skipped: 264



Descent	Responses	Percentages
Afro-Latin American	1	0.08%
Black Canadian/American	21	1.74%
Black Caribbean	6	0.50%
East Asian (i.e. Chinese, Japanese, Korean, etc.)	74	6.14%
European (Ancestry or Direct Descendants from Europe)	907	75.21%
Latin American (i.e. Mexican, Nicaraguan, Colombian, Brazilian, etc.)	15	1.24%
Middle Eastern & North African (i.e. Arab, Persian, Berber, etc.)	17	1.41%
South Asian (i.e. India, Pakistan, Bangladesh, etc.)	26	2.16%
Southeast Asian (i.e. Philippines, Vietnam, Thai, Cambodian, etc.)	70	5.80%
Sub-Saharan African (Kenyan, Nigerian, Senegalese, etc.)	9	0.75%
Multiple identities or Other	45	3.73%
None	15	1.24%

Note: The Research Team reworked this question from previous editions of the Census to more accurately capture lived experiences of Canadian Academic Librarians. The team used the Statistics Canada classifications as an outline. Due to perceived biases with the classifications, the research team decided to alter terminology of the classifications to reflect regional ancestry identity rather than national identity or religion. The Research Team received two responses that did not meet the criteria for inclusion in our geographically based categories; these responses have been reclassified as “Unspecified”. The Research Team has also made note to include a question on religion for future iterations of the Census.

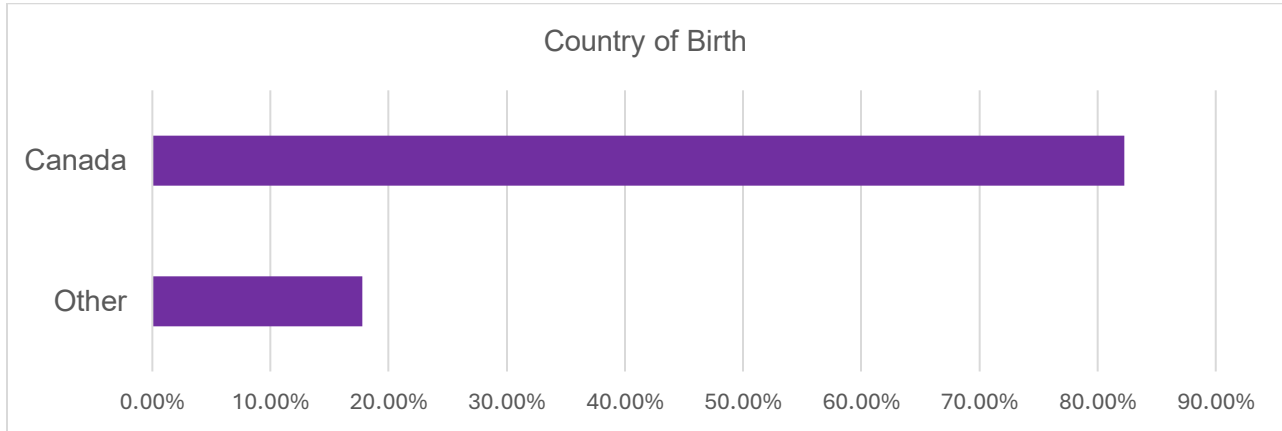
The diasporic term “European” was used to capture individuals who have Germanic, Celtic, Romance, Scandinavian, and/or Slavic ancestry. 74 respondents identified as “Other” or “None” but specified European ancestry within the comments. These responses have been moved into the “European” designation to more accurately capture these results.

Note: 53 respondents originally identified as “Multiple Identities or Other”; however, during data cleanup, the research team was able to separate these results. 6 respondents identified as Black from the Caribbean. The categories have been updated to include this identity category in the results.

Multiple Identities or Other	Responses
Black	1
Black Canadian/American, European	2
Black Canadian/American, Southeast Asian, South Asian, European	1
Black Canadian/American, Sub-Saharan African	2
Caribbean, European	2
Caribbean, Latin American, European	1
Caribbean, South Asian	1
East Asian, European	8
East Asian, Latin American	1
East Asian, Middle Eastern & North African, European	1
East Asian, Southeast Asian	1
European, Unspecified	3
Indigenous, European	1
Latin American, European	6
Middle Eastern & North African, European	1
Middle Eastern & North African, Unspecified	1
Middle Eastern, European	1
South Asian, European	2
Southeast Asian, European	2
Southeast Asian, South Asian	2
Southeast Asian, South Asian, European	1
Sub-Saharan African, European	2
Unspecified	2
Total	45

Q27. What is your country of birth?

Answered: 1216 Skipped: 254



Country	Responses	Percentages
Canada	1000	82.24%
Other	216	17.76%

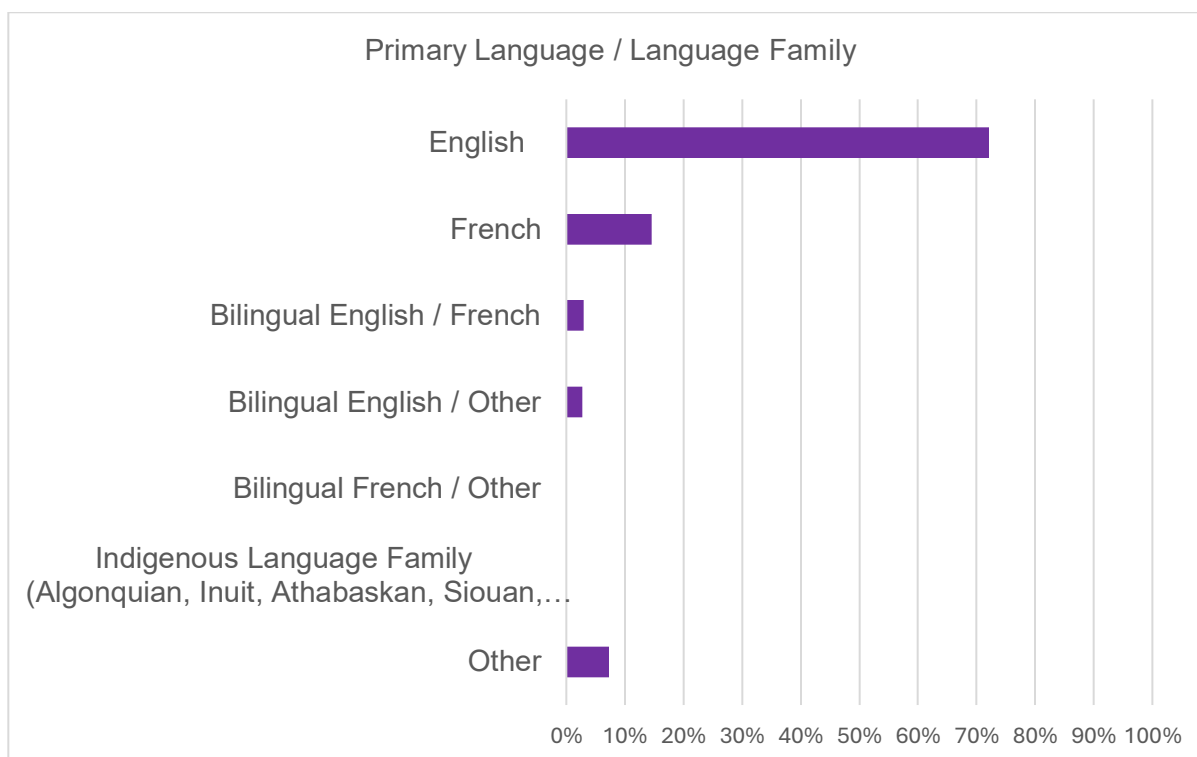
216 respondents identified as “Other”.

Other (Please specify)	Responses
Albania	1
Algeria	2
Australia	2
Bahamas	1
Brazil	1
Cameroon	1
Chile	1
China	22
Ecuador	1
England	5
France	11
Germany	6
Haiti	1
India	7
Ireland	1
Israel	1
Italy	2
Jamaica	1
Japan	1
Kenya	2

Libya	1
Mexico	4
Morocco	1
Netherlands	2
New Zealand	1
Nigeria	1
Pakistan	1
Panama	1
Philippines	2
Poland	8
Romania	2
Serbia	1
South Africa	2
South Korea	9
South Sudan	1
Spain	2
Sri Lanka	1
Taiwan	1
Trinidad and Tobago	2
Ukraine	2
United Kingdom	8
United States	61
Unspecified: Europe	2
Vietnam	1
Unspecified	29
Total	216

Q28. What language do you consider as your first or primary language / language family?

Answered: 1232 Skipped: 238



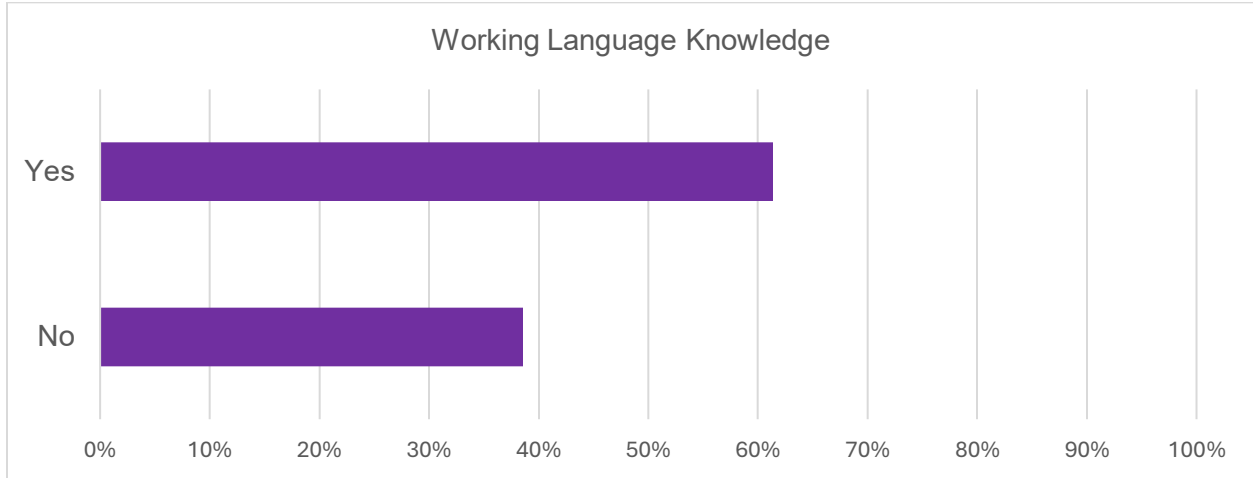
Language(s)	Responses	Percentages
English	888	72.08%
French	180	14.61%
Bilingual English / French	37	3.00%
Bilingual English / Other	34	2.76%
Bilingual French / Other	2	0.16%
Indigenous Language Family (Algonquian, Inuit, Athabaskan, Siouan, Salish, Tsimshian, Wakashan, Iroquoian, Michif, Tlingit, Kutenai, and Haida)	1	0.08%
Other	90	7.31%

Note: 90 Respondents selected “Other” as their First or Primary Language. The additional 31 languages identified by respondents are listed below.

Other (Please specify)	Responses
Albanian	1
Arabic	1
Armenian	1
Cantonese	10
Chinese (Unspecified)	7
Czech	1
Dutch	1
Estonian	1
Filipino	2
German	5
Greek	3
Hebrew	1
Hindi	1
Irish Gaelic	1
Italian	1
Japanese	1
Korean	5
Mandarin	4
Polish	4
Portuguese (Brazil)	1
Punjabi	1
Romanian	1
Russian	2
Serbo-Croatian	1
Slovenian	1
Spanish	10
Tagalog	1
Ukrainian	2
Urdu	3
Vietnamese	1
Unspecified	15
Total	90

Q29. Do you have a working knowledge of another language(s), other than your first or primary language?

Answered: 1228 Skipped: 242



Working Knowledge Second Language	Responses	Percentages
Yes	754	61.40%
No	474	38.60%

Q29a. What other language(s) do you have a working knowledge of?

Answered: 716 Skipped: 754

Note: 716 respondents identified they had Working Knowledge of two or more languages. 492 respondents indicated they had working knowledge of a second language that is not their First / Primary language. 140 respondents listed a working knowledge of two (2) or more languages; 55 respondents listed a working knowledge of three (3) or more languages. 19 responses listed a working knowledge of four (4) or more languages. 3 respondents listed a working knowledge of five (5) or more languages; 2 respondents indicated six (6) or more languages; 1 respondent indicated seven (7) or more languages, 2 respondents indicated eight (8) or more languages; 2 respondents indicated eleven (11) or more languages.

Responses that included multiple languages have been separated in the results to capture 1084 individual responses and 69 languages.

#	Languages	Responses
1	Afrikaans	1
2	Anishinaabemowin	2
3	Arabic	7
4	Armenian	2
5	Basque	1
6	Bulgarian	1
7	Cantonese	7
8	Catalan	3
9	Chinese (Unspecified)	2
10	Cree	1
11	Croatian	2
12	Danish	2
13	Dutch	14
14	English	251
15	Esperanto	2
16	Estonian	2
17	Farsi (Persian)	1
18	Finnish	3
19	Flemish	1
20	French	417
21	Frisian	1
22	Gaelic	1
23	Galegan (Galician)	1
24	Georgian	1
25	German	72
26	Greek	6

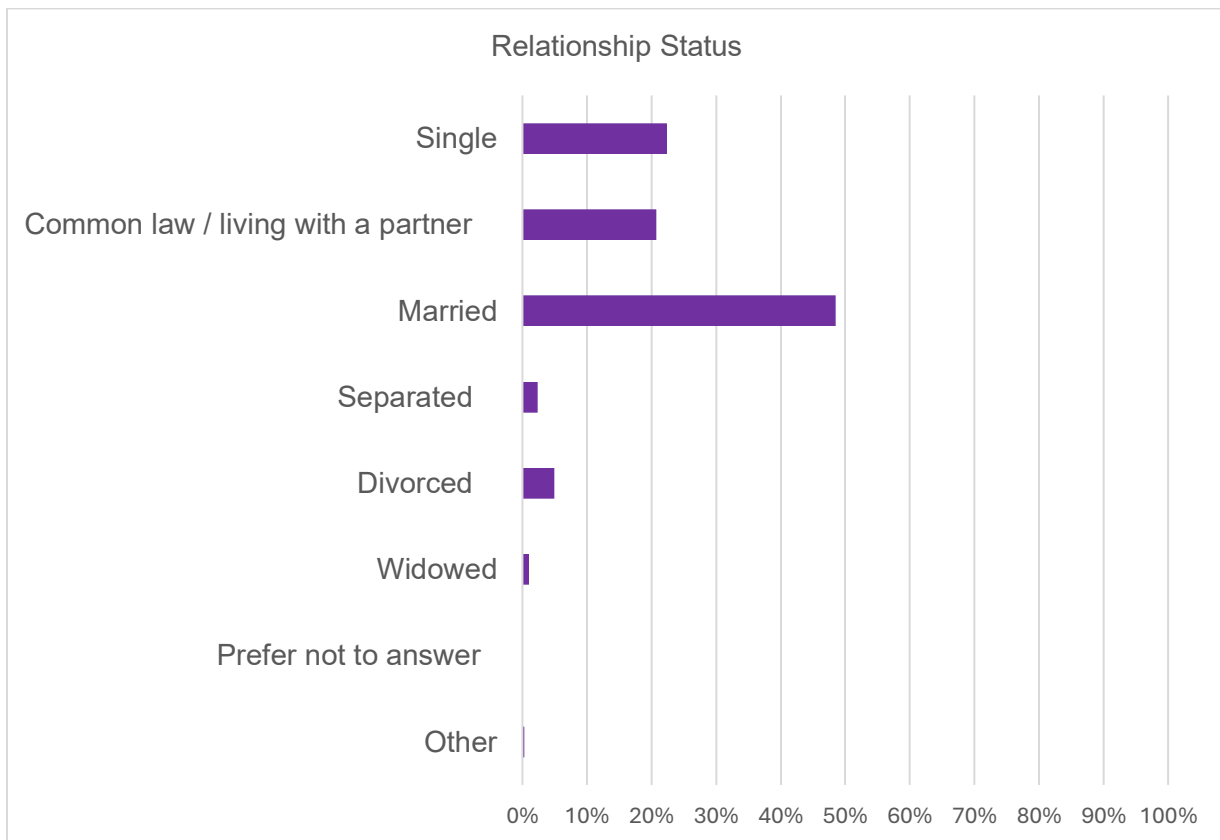
27	Gujarati	4
28	Haitian Creole	1
29	Hebrew	7
30	Hindi	5
31	Hungarian	1
32	Irish	1
33	Irish Gaelic	1
34	Italian	44
35	Japanese	14
36	Kabyle	1
37	Kikuyu	1
38	Korean	4
39	Lithuanian	2
40	Malayalam	1
41	Mandarin	9
42	Michif	1
43	Norwegian	3
44	Polish	7
45	Portuguese	11
46	Punjabi	5
47	Romanian	2
48	Russian	15
49	Slovak	1
50	Spanish	90
51	Spanish (Castilian)	1
52	Swahili	2
53	Swedish	4
54	Telugu	1
55	Ukrainian	5
56	Unspecified	4
57	Urdu	3
58	Welsh	1
59	Yiddish	1
#	Extinct Languages	Responses
1	Ancient Greek	1
2	Classical Greek	2
3	Medieval Greek	2
4	Latin	15
5	Medieval Latin	2
#	Languages Supporting Accessibility	Responses
1	Braille	1

2	American Sign Language (ASL)	1
3	British Sign Language (BSL)	1
4	Québec Sign Language (QSL)	2
Total		1084

Q30. What is your current marital status?

(It is hoped that answers to this question can facilitate labour policy development, and to gather information to inform and promote work/life balance issues. This question will provide a greater overview of librarian family life which can help with bargaining to support folks needing time off to care for loved ones, childcare, better sick leave, and greater benefits).

Answered: 1202 Skipped: 268



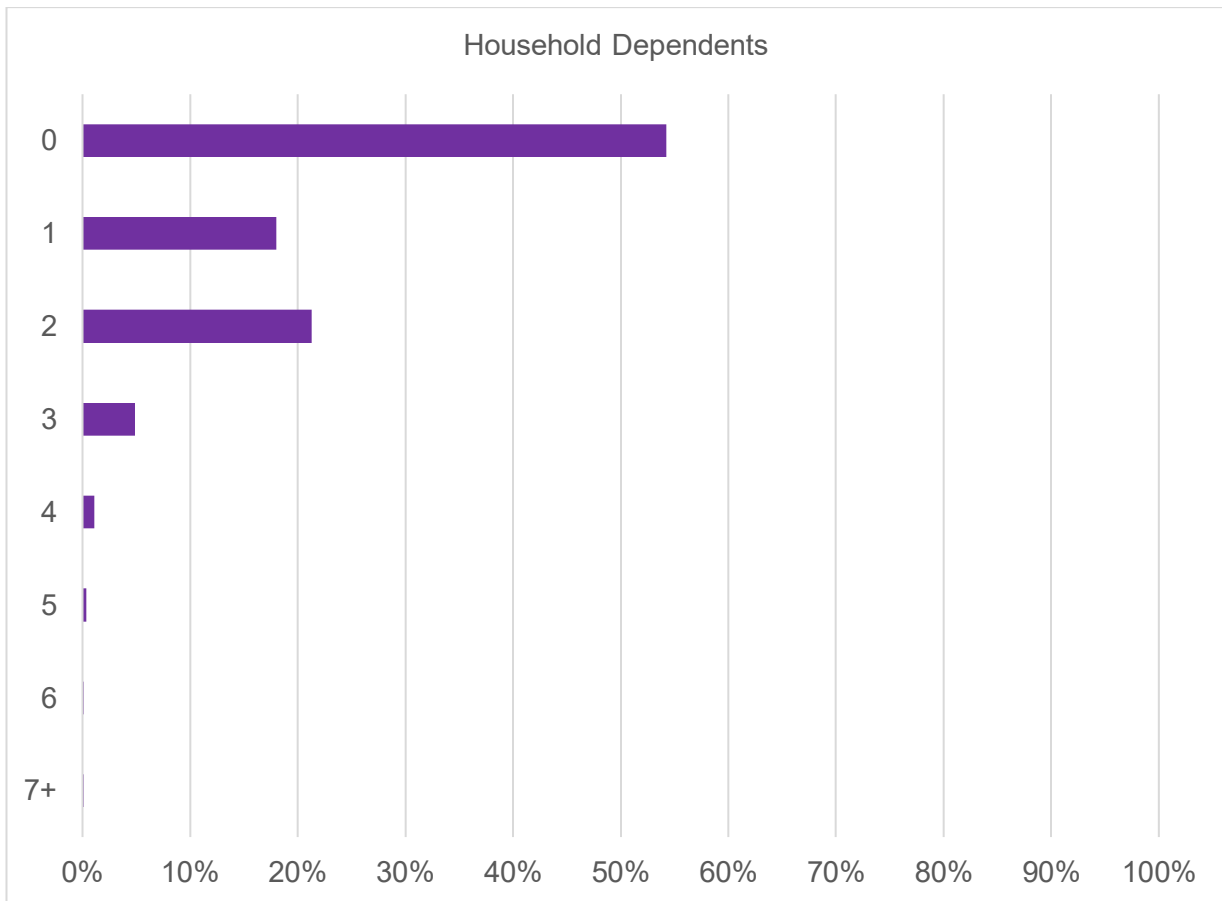
Marital Status	Responses	Percentages
Single	269	22.38%
Common law / living with a partner	249	20.72%
Married	583	48.50%
Separated	28	2.33%
Divorced	59	4.91%
Widowed	12	1.00%
Prefer not to answer	0	0.00%
Other	2	0.17%

Note: 2 respondents selected "Other" for Marital Status. 1 response highlights a long-term, long-distance relationship, while the second entry was left blank.

Q31. How many dependents are living with you?

(It is hoped that answers to this question can facilitate labour policy development, and to gather information to inform and promote work / life balance issues. This question will provide a greater overview of librarian family life which can help with bargaining to support folks needing time off to care for loved ones, childcare, better sick leave, and greater benefits).

Answered: 1215 Skipped: 255

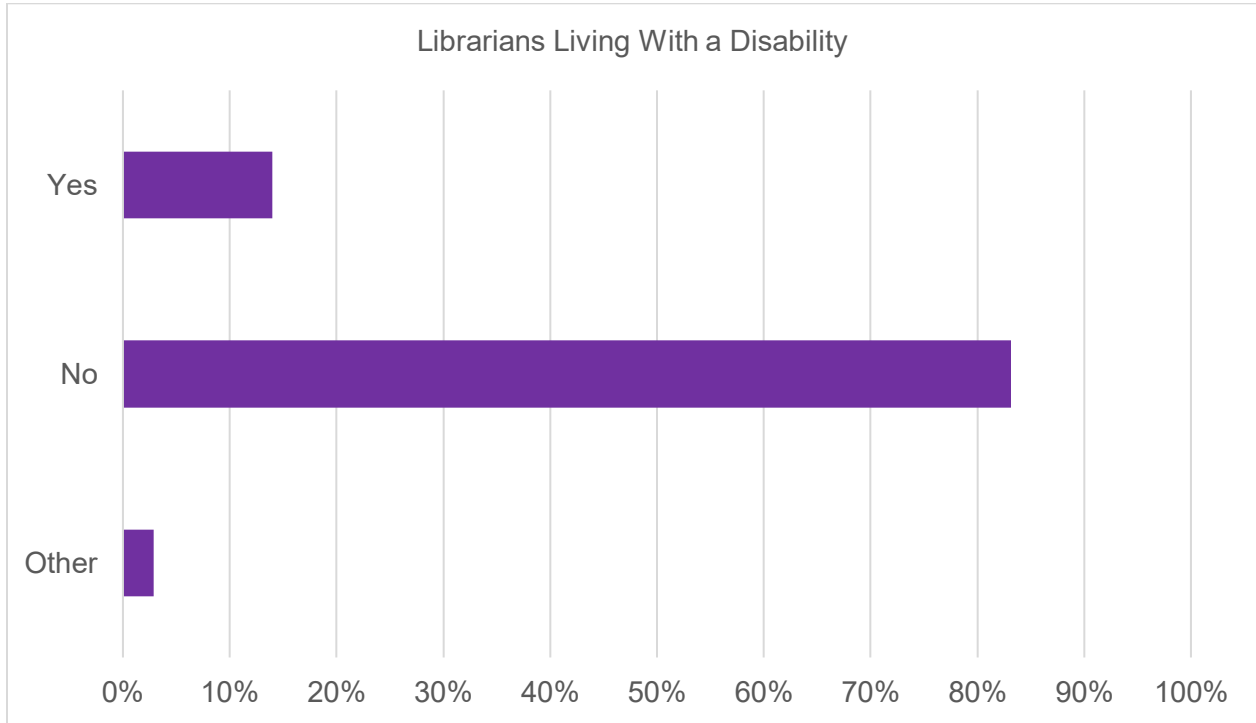


Number of Dependents	Responses	Percentages
0	659	54.24%
1	219	18.02%
2	259	21.32%
3	59	4.86%
4	13	1.07%
5	4	0.33%
6	1	0.08%
7+	1	0.08%

Q32. Do you consider yourself to have a disability?

(The Canadian Public Service Commission and the Employment Equity Act define "persons with disabilities" as "persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment who 1) consider themselves to be disadvantages in employment by reason of that impairment, or 2) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reasons of that impairment").

Answered: 1215 Skipped: 255



Living With a Disability	Responses	Percentages
Yes	170	13.99%
No	1010	83.13%
Other	35	2.88%

Note: 205 respondents answered “Yes” or “Other” to living with one or more disabilities. 102 of 170 who answered “Yes” and all 35 respondents who answered “Other” provided more information. Responses that included multiple diagnoses have been separated in the results to remove identifying information.

Research Team members are not medical professionals, for this reason the results have not been separated by disability type.

#	Disability	Responses
1	Anaphylaxis (Severe Allergic Reaction)	1
2	Ankylosing spondylitis (AS)	1
3	Anorexia Athletica	1
4	Arthritis	4
5	Attention-Deficit/Hyperactivity Disorder (ADHD)	38
6	Auditory Processing Disorder (APD)	1
7	Autism Spectrum Disorder (ASD)	26
8	Bilateral Hearing Loss	1
9	Bipolar Disorder	1
10	Cerebral Palsy (CP)	1
11	Crohn's Disease	3
12	Chronic Illness	1
13	Chronic Migraine	3
14	Chronic Pain	2
15	Complex Post-Traumatic Stress Disorder (c-PTSD)	2
16	Deaf and Hard of Hearing (DHH)	2
17	Diabetes	3
18	Dyscalculia	1
19	Dysgraphia	1
20	Dyslexia	2
21	Epilepsy	1
22	Essential Tremor (ET)	1
23	Fibromyalgia (FM)	2
24	Generalized Anxiety Disorder (GAD)	14
25	Herniated Disk	1
26	Irritable Bowel Syndrome (IBS)	1
27	Long Covid	2
28	Major Depressive Disorder (MDD)	15
29	Ménière's Disease (MD)	1
30	Multiple Sclerosis (MS)	2
31	Myalgic Encephalomyelitis/Chronic Fatigue Syndrome (ME/CFS)	2
32	Neuropathy	1
33	Nystagmus	1
34	Obsessive-Compulsive Disorder (OCD)	4
35	Persistent Depressive Disorder (PDD)	1
36	Post-Concussion Syndrome Light Sensitivity	1
37	Post-Traumatic Stress Disorder (PTSD)	4
38	Premenstrual Dysphoric Disorder (PMDD)	1
39	Rheumatoid Arthritis (RA)	3
40	Sensory Processing Disorder (SPD)	1
41	Tourette syndrome (TS)	1
42	Unspecified	4
43	Unspecified: Autoimmune Disorder	1
44	Unspecified: Autoimmune Disorder	1
45	Unspecified: Birth Defect, Missing Limb	1
46	Unspecified: Chronic Illness	6

47	Unspecified: Chronic Pain	3
48	Unspecified: Disability	6
49	Unspecified: Hearing Impairment	5
50	Unspecified: Learning Disability	6
51	Unspecified: Long Term Effects of Cancer Treatment	2
52	Unspecified: Mental Illness	8
53	Unspecified: Mobility Disability	2
54	Unspecified: Mood Disorder	1
55	Unspecified: Neurodivergence	8
56	Unspecified: Neurological Disorder	2
57	Unspecified: Neuromuscular Disease	1
58	Unspecified: Physical Disability	1
59	Unspecified: Physical Impairment	2
60	Unspecified: Respiratory Disorder	1
61	Unspecified: Seizure Disorder	1
62	Unspecified: Sleep Disorder	1
63	Unspecified: Visible Deformity	1
64	Unspecified: Vision Loss	1
65	Unspecified: Visual Impairment	4
Total		224

Glossary

This glossary is intended to be used strictly to provide basic understanding of the terminology used in the census by the researchers and respondents. These definitions are not all encompassing in terms of genders or sexual orientations, nor are these definitions to be considered complete as Self-identity and expression is very personal. For further information, please check out [MacEwan University's Centre for Sexual and Gender Diversity list](#) and [Indigenous Pride LA](#) website for more extensive definition lists.

Gender: Performative expression of masculine or feminine traits, or some mixture of both along a spectrum. Associated with particular characteristics, behaviours, and societal conventions.

Agender: A form of gender expression wherein the individual does not identify as fully masculine or feminine, the individual might instead identify as some mixture of both or neither, in essence considering themselves to be genderless.

Autigender: A form of gender expression wherein the individual associates their physical expression of gender as heavily influenced by their lived experience as a person living with autism.

Cisgender: An expression of gender which aligns with the sexual identity assigned to the individual at birth.

Gender non-conforming: Outward physical expressions or characteristics of gender which do not align with traditional societal expectations of gender.

Genderqueer: Or gender diverse, is an umbrella term for outward physical expressions of gender that fall outside of the gender-binary. Individuals may use this term to identify under multiple gender categories or if their sexual identity differs from the conventional binary, such as intersex or varietal sex.

Non-binary: An umbrella term for self-expressions of gender that fall outside of being strictly masculine or feminine. A non-binary individual may identify as multiple genders or as genderless. However, they may or may not still conventionally align with the gender they were assigned at birth.

Questioning/undecided: A process of exploring gender in which an individual has yet to decide how they would like to identify or they might be curious about non-traditional expressions of gender.

Transgender: An expression of gender which does not align with the sexual identity assigned to the individual at birth.

Sexual Orientation: An individual's emotional, physical, or sexual attraction to other persons. This description can include preferences relating to severity, frequency, and intention of attraction along a spectrum.

Allosexual: An individual who experiences sexual attraction.

Aromantic: A sexual orientation in which an individual experiences little or rare to no romantic connection. They can still feel other types of love strongly including platonic love, aesthetic, sensual and physical attraction, and familial love.

Asexual: An individual who experiences little or rare to no sexual attraction. They can still feel other types of love including platonic love, romantic non-sexual intimacy, and familial love.

Bisexual: A sexual orientation in which an individual is emotionally, romantically, and/or sexually attracted to more than one gender.

Demiromantic: A sexual orientation in which an individual will only develop romantic attraction after first establishing an emotional bond or close friendship.

Demisexual: A sexual orientation in which an individual will only develop sexual attraction as a secondary bond, after first establishing an emotional bond or close friendship.

Gray-Asexual: A sexual orientation in which an individual may experience limited amounts of sexual attraction. Their sexuality falls in the gray area somewhere along the spectrum between asexual and allosexual.

Heterosexual / Straight: A sexual orientation in which an individual is emotionally, romantically, and/or sexually attracted to individuals of the opposite sex.

Homoflexible: A sexual orientation in which an individual is primarily emotionally, romantically, and/or sexually attracted to individuals of the same sex but may experience intermittent attraction to individuals of the opposite sex.

Homosexual / Gay: A sexual orientation in which an individual is emotionally, romantically, and/or sexually attracted to individuals of the same sex.

Lesbian: A woman who is emotionally, romantically, and/or sexually attracted to members of the same sex.

Indigiqueer: An Indigenous person living in North America whose personhood encompasses pan sexual spiritual, qualities, roles, and genders. Although indigiqueer individuals may see their identity as intersectional, their identity does not involve to holding specific community roles or spiritual roles.

Pansexual: A sexual orientation in which an individual is attracted to individuals, regardless of gender.

Queer: An identity in which an individual's sexual attraction may fluctuate, they may be attracted to individuals of multiple genders, but not all genders. Queer can also relate to an individual's self-expression of gender and orientation within society.

Questioning/undecided: A process of exploring sexual identity in which an individual has yet to decide how they would like to identify, or they might be curious about non-traditional expressions of sexual identity.

Two-Spirit: An Indigenous person living in North America whose multifaceted identity encompasses masculine and feminine spiritual qualities, roles, genders, and/or sexual identities. Two-Spirit individuals can have specific cultural, spiritual or ceremonial roles.

Acknowledgements

The Research Team wants to thank Eva Revitt for her support and guidance throughout the project, Brett Liu for his work developing coding to pull the institutional email addresses for the project, Julie Morris for their insights on terminology and language preferences, and review support, as well as everyone who participated in the Census Pilot. This project would not have been possible without community support, feedback, and participation.