AALL/Altman Weil, Inc.
Compensation Satisfaction Survey
Results March 2003

Number of Participants Solicited = 5,144
Number of Participants = 729
Percentage Rate of Response = 14%

Section I: Participant Information

1. Type of Employer:

Type of Employer		
Private Law Library/Corporate	55.9%	407
Academic Library	28.4%	207
Government, Court, or Public Law Library	14.1%	103
Association or Nonprofit Organization	1.1%	8
Vendor/Publisher	0.1%	1
Independent/Self-Employed/Unaffiliated/Other	0.3%	2
Totals	100.0%	728

2. Location: (check one only)

Location		
New England (CT, MA, ME, NH, RI, VT)	7.8%	57
Middle Atlantic (PA, NJ, NY)	11.8%	86
South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV)	20.6%	150
East South Central (AL, KY MS, TN)	3.6%	26
West South Central (AR, LA, OK, TX)	9.1%	66
East North Central (IN, IL, MI, OH, WI)	15.5%	113
West North Central (IA, KS, MN, MO, ND, NE, SD)	6.2%	45
Mountain (AZ, CO, ID, MT, NM, NV, UT, WY)	6.4%	47
Pacific (AK, CA, HI, OR, WA)	16.2%	118
Canada	2.2%	16
Outside U.S./Canada	0.7%	5
Totals	100.0%	729

3. Identify your title/position: (check one only)

Title/Position		
One-Person Library	12.4%	90
Director/Chief Librarian	27.7%	202
Associate/Deputy/Assistant Director, Chief of Branch	15.2%	111
Supervisory Librarian/Department Head	13.3%	97
Computer/Automation Librarian	1.8%	13
Foreign/International Librarian	1.0%	7
Government Documents/Legislative Librarian	1.0%	7
Reader Services Librarian	7.0%	51
Technical Services Librarian	4.3%	31
Generalist	4.1%	30
Library Assistant/Paraprofessional	1.2%	9
Library Clerk	0.0%	0
Computer Technician	0.0%	0
Access Services Librarian	0.1%	1
Access Services Librarian (Head of Dept.)	0.1%	1
Acquisitions Librarian	0.1%	1
Administrative - Research Librarian	0.1%	1
All functions	0.1%	1
American & Electronic Resources Librarian & Webmaster	0.1%	1
Assistant Librarian	0.3%	2
Assistant Librarian in 2-person library	0.1%	1
Assistant to Director	0.1%	1
Chief Researcher	0.1%	1
Collection Development/Acquisitions Librarian	0.1%	1
Collection Development/Electronic Resources	0.1%	1
Consultant	0.1%	1
Corporate Librarian (Research)	0.1%	1
Educational Programing Librarian	0.1%	1
Electronic Resources Librarian	0.5%	4
Electronic Services Librarian	0.4%	3
Head Librarian	0.1%	1
I am the sole librarian in our Chicago office with a half-time clerk	0.1%	1
ILL/Reference	0.3%	2
Information Resource Specialist (Reference Librarian)	0.1%	1
Information Specialist	0.3%	2
Legal Reference Librarian	0.1%	1
Librarian	0.1%	1
Librarian in one office of multi-office firm	0.1%	1
Librarian/Archivist	0.1%	1
Records Center Manager/Librarian	0.1%	1
Reference	0.4%	3
Reference and Electronic Services Librarian	0.4%	3

Reference Librarian	2.5%	18
Reference Librarian/Document Delivery	0.1%	1
Reference, Collection Development Librarian and Library Webmaster	0.1%	1
Reference/CALR/Gov. Docs Librarian	0.1%	1
Research Librarian	0.8%	6
Research Specialist	0.4%	3
Research, Business Development and Competitive Intelligence Specialist	0.1%	1
Research/Technology Librarian	0.1%	1
Senior Law Librarian - Research and Instructional Services	0.1%	1
Serials Librarian	0.1%	1
Systems Librarian	0.1%	1
Systems Librarian (Electronic Applications)	0.1%	1
Systems/Cataloger	0.1%	1
Training Coordinator	0.1%	1
Web Developer	0.1%	1
Totals	100.0%	728

Note: other titles/positions start at Access Services Librarian

4. Total years of library experience:

Library Experience		
0.0 to 5.0	12.7%	91
5.0 to 10.0	18.0%	129
10.0 to 15.0	15.6%	112
15.0 to 20.0	15.6%	112
20.0 to 25.0	15.8%	113
25.0 to 30.0	13.1%	94
30.0 to 35.0	7.7%	55
35.0 to 40.0	1.0%	7
40.0 to 45.0	0.4%	3
45.0 to 50.0	0.1%	1
Totals	100.0%	717
Mean		15.9
Minimum		0.5
Maximum		46.0

5. Total years in current library position:

Current Library Position		
0.0 to 5.0	50.1%	355
5.0 to 10.0	21.0%	149
10.0 to 15.0	10.3%	73
15.0 to 20.0	9.2%	65
20.0 to 25.0	6.1%	43
25.0 to 30.0	2.7%	19
30.0 to 35.0	0.4%	3
Other	0.1%	1
Totals	100.0%	708
Mean		7.4
Minimum		0.0
Maximum		36.0

6. Highest education level attained: (check one only)

MLS	52.8%	384
LLB/JD	3.7%	27
LLB/JD & MLS	25.0%	182
LLB/JD & PhD	0.7%	5
PhD	0.1%	1
MA/MS	2.1%	15
BA/BS	6.1%	44
Non-degreed	1.5%	11
30 credits towards MLS	0.1%	1
A/A Liberal Arts	0.1%	1
Also graduate level paralegal certificate	0.1%	1
Also MBA (and other grad work)	0.1%	1
Another subject Masters	0.1%	1
AS & Paralegal Certificate	0.1%	1
BA plus Library post-graduate qualifications	0.1%	1
Certificate in Preservation Administration (post-grad)	0.1%	1
Degree in Library Science	0.1%	1
Foreign JD	0.1%	1
Have JD; MS in Library Science in progress	0.1%	1
JD	0.3%	2
JD currently working toward MLIS	0.1%	1
JD plus 8/9ths of MLS done	0.1%	1
JD/LLM & MLS	0.1%	1
JD/MLS/MBA	0.3%	2
M.Ed.	0.1%	1
M.Phil/MLS	0.1%	1
M.S.L.S.	0.1%	1

MA plus 21 hrs. post grad in MLS program	0.1%	1
MA/JD	0.1%	1
MA/MLIS	0.1%	1
MBA	0.4%	3
MBA/MSOD	0.1%	1
MFA	0.1%	1
MIMS (Master of Info. Mgmt. and Systems) & Paralegal Cert.	0.1%	1
MLIS	0.1%	1
MLIS/MSIR	0.1%	1
MLS & 3L (JD in progress)	0.1%	1
MLS and Masters of Human Relations	0.1%	1
MLS and MS in Information Systems (2 separate degrees)	0.1%	1
MLS Completed, JD 3/4 complete	0.1%	1
MLS, MA(English), MA(Org Mgmt)	0.1%	1
MLS/LL.B.	0.1%	1
MLS/MA	0.6%	4
MLS/MBA	0.4%	3
MLS/MFA	0.1%	1
MLS/MMus	0.1%	1
MLS/MPA	0.3%	2
MLS/MS	0.6%	4
MM	0.1%	1
MS and Certificate of Advanced Study (Doctoral course work)	0.1%	1
Non-degreed, but some college level legal courses and library courses	0.1%	1
Paralegal	0.1%	1
Paralegal Certificate	0.1%	1
Totals	100.0%	727

Note: other highest education levels start at 30 credits toward MLS

7. Gender:

Gender:		
Male	24.7%	179
Female	75.3%	547
Totals	100.0%	726

8. Identify the title/position of the person to whom you directly report: (check one only)

Library Director	42.2%	307
IT Director	1.4%	10
Managing Partner(s)	6.5%	47
Executive/Management Committee	3.7%	27
Board of Directors	2.2%	16
Library Committee	2.2%	16
Office Manager/Administrator	17.4%	127
Dean of Law School/Other Academic Department	3.7%	27
Law School HR Department	0.0%	0
University HR Department	0.0%	0
City, State or County Government Executive (e.g., Mayor, Governor)	1.4%	10
Other/Not Applicable	9.5%	69
Assistant Branch Manager, Branch Manager	0.1%	1
Assistant Director for Public Services	0.1%	1
Associate Dean	0.1%	1
Associate Director	0.3%	2
Associate Director, Library Director	0.1%	1
Board of Trustees, District Court Administrator	0.1%	1
Branch Director	0.1%	1
Chair of Litigation, HR Administrator	0.1%	1
Chair, Library Committee & CFO	0.1%	1
Chief Counsel (Civil Servant Customer); Program Manager (Contract Manager)	0.1%	1
Chief Information, Knowledge Officer, Executive Director	0.1%	1
Chief Operating Officer	0.3%	2
Chief Operating Officer, Chief Marketing Officer	0.1%	1
CIO, Executive Director	0.1%	1
COO, Library Partner	0.1%	1
Coordinator of Instructional Services	0.1%	1
Dean of the Faculty of Law	0.1%	1
Deputy Director of Library	0.1%	1
Deputy Director, Head of Reference	0.1%	1
Deputy, Circuit Librarians	0.1%	1
Director of Administration, Firm Information Resources Director	0.1%	1
Director of Information Services, Local Office Manager	0.1%	1
Director, Head of Public Services	0.1%	1
Executive Director	0.1%	1
Executive Director, Library Committee	0.4%	3
Firmwide Library Director, Director of East Coast Operations	0.1%	1
General Manager, Research Lawyer	0.1%	1
Head of Public Services	0.1%	1
Head of Public Services, Library Director	0.1%	1

Head of Reference (who then reports to the Library Director)	0.1%	1
Head of Reference Services	0.3%	2
Head of Reference, Head of Access Services	0.1%	1
Head of Technical Services	0.3%	2
HR Manager	0.1%	1
Law Library Director, Assistant Director	0.1%	1
Library Committee Chair, Director of Administration	0.1%	1
Library Committee, Administrator	0.1%	1
Library Committee, COO	0.1%	1
Library Committee, Firm Administrator	0.1%	1
Library Committee, Office Manager/Administrator	0.1%	1
Library Director, Branch Business Manager	0.1%	1
Library Director, Branch Office Administrator	0.1%	1
Library Director, Chief Administrative Officer	0.1%	1
Library Director, Director of Administration	0.1%	1
Library Director, Executive Director	0.1%	1
Library Director, Head of Tech Services	0.1%	1
Library Director, Office Administrator	0.5%	4
Library Director, Office Manager	0.1%	1
Library Director, Office Manager/Administrator	0.1%	1
Library Partner, Office Administrator	0.1%	1
Managing Partner, Administration	0.1%	1
Managing Partner, Administrator	0.1%	1
Managing Partner, Research Partner	0.1%	1
Office Administrator, Library Committee	0.1%	1
Office Administrator, Library Director	0.1%	1
Office Librarian, Library Director	0.1%	1
Office Manager, Library Director	0.1%	1
Office Manager, Library Partner	0.1%	1
Partner, Director of Marketing	0.1%	1
Presiding Judge, County Executive	0.1%	1
Supervisor, Deputy Director	0.1%	1
Technical Services Manager, Reference Services Manager	0.1%	1
VP of Administration, Associate GC	0.1%	1
Totals	100.0%	728

Note: Dual report starts at Assistant Branch Manager, Branch Manager

Section II: Organization Information

1. Your organization's total information budget during your last complete fiscal year, if available:

Organization's Budget		
$0 to $100,000 inclusive	14.9%	43
$100,000 to $500,000 inclusive	32.2%	93
$500,000 to $1,000,000 inclusive	23.9%	69
$1,000,000 to $2,000,000 inclusive	19.0%	55
$2,000,000 to $5,000,000 inclusive	7.3%	21
Above $5,000,000	2.8%	8
Totals	100.0%	289

2. Total number of FTE employees of the library as of December 31, 2002:

FTE Employees Of The Library		
0.0 to 1.0 inclusive	9.9%	69
1.0 to 5.0 inclusive	35.0%	243
5.0 to 10.0 inclusive	17.8%	124
10.0 to 20.0 inclusive	22.7%	158
20.0 to 30.0 inclusive	9.1%	63
30.0 to 40.0 inclusive	2.2%	15
40.0 to 50.0 inclusive	0.6%	4
Above 50.0	2.7%	19
Totals	100.0%	695

3. Total number of FTE librarians in the library as of December 31, 2002:

FTE Librarians In The Library		
0.0 to 1.0 inclusive	24.2%	169
1.0 to 5.0 inclusive	38.1%	266
5.0 to 10.0 inclusive	27.1%	189
10.0 to 20.0 inclusive	8.6%	60
Above 20.0	2.0%	14
Totals	100.0%	698

4. Total number of lawyers/students/others served by library:

Number Of Lawyers/Students/Others Served By Library		
0 to 1 inclusive	1.2%	8
1 to 20 inclusive	1.5%	10
20 to 40 inclusive	4.0%	26
40 to 60 inclusive	5.5%	36
60 to 80 inclusive	5.2%	34
80 to 100 inclusive	6.7%	44
100 to 200 inclusive	18.9%	124
200 to 300 inclusive	8.8%	58
300 to 400 inclusive	8.4%	55
400 to 500 inclusive	8.2%	54
500 to 600 inclusive	5.3%	35
600 to 800 inclusive	8.2%	54
800 to 1,000 inclusive	5.5%	36
1,000 to 2,000 inclusive	7.0%	46
Above 2,000	5.6%	37
Totals	100.0%	657

Section III: Compensation

1. Under FSLA (Fair Labor Standards Act) are you:

Exempt	83.4%	563
Nonexempt	16.6%	112
Totals	100.0%	675

2. Your annual base salary as of December 31, 2002:

Annual Base Salary		
$0 to $10,000 inclusive	2.1%	15
$10,000 to $30,000 inclusive	2.1%	15
$30,000 to $40,000 inclusive	9.8%	70
$40,000 to $50,000 inclusive	21.9%	156
$50,000 to $60,000 inclusive	20.5%	146
$60,000 to $70,000 inclusive	16.2%	115
$70,000 to $80,000 inclusive	9.6%	68
$80,000 to $90,000 inclusive	5.9%	42
$90,000 to $100,000 inclusive	5.3%	38
$100,000 to $140,000 inclusive	5.2%	37
Above $140,000	1.3%	9
Totals	100.0%	711

3. Cash bonus (if any) awarded for 2002 performance:

Cash Bonus		
$0 to $100 inclusive	26.0%	117
$100 to $500 inclusive	10.0%	45
$500 to $1,000 inclusive	9.6%	43
$1,000 to $1,500 inclusive	8.9%	40
$1,500 to $2,000 inclusive	6.4%	29
$2,000 to $2,900 inclusive	4.7%	21
$2,900 to $4,000 inclusive	12.0%	54
$4,000 to $5,000 inclusive	5.8%	26
$5,000 to $7,000 inclusive	5.1%	23
$7,000 to $10,000 inclusive	6.4%	29
Above $10,000	5.1%	23
Totals	100.0%	450

4. Do you understand how your compensation is determined?

Compensation Is Determined		
Yes	75.8%	547
No	24.2%	175
Totals	100.0%	722

5. Are you given an opportunity to provide feedback on your compensation process?

Feedback On Compensation Process		
Yes	50.8%	362
No	49.2%	351
Totals	100.0%	713

6. Please rate your compensation by checking the most appropriate statement below: (check one only)

Rate Your Compensation		
Satisfactory in all respects	17.5%	127
Satisfactory in many respects	59.1%	429
Unsatisfactory in many respects	21.2%	154
Unsatisfactory in all respects	2.2%	16
Totals	100.0%	726

7. Please check the most appropriate descriptive phrase as it relates to your compensation: (check one only)

Phrase That Relates To Your Compensation		
Low, relative to my peers in the law librarian profession	29.2%	210
High, relative to my peers in the law librarian profession	11.5%	83
About the same relative to my peers in the law librarian profession	59.3%	427
Totals	100.0%	720

8. Please check the most appropriate descriptive phrase as it relates to your compensation: (check one only)

Descriptive Phrase As It Relates To Your Compensation		
Low, relative to my peers with the same or similar education level throughout my entire organization (not limited to the library)	50.7%	356
High, relative to my peers with the same or similar education level throughout my entire organization (not limited to the library)	5.6%	39
About the same relative to my peers with the same or similar education level throughout my entire organization (not limited to the library)	43.7%	307
Totals	100.0%	702

9. Please check the most appropriate descriptive phrase as it relates to compensation for law librarians overall: (check one only)

Descriptive Phrase As It Relates To Compensation For Law Librarians Overall		
Low, relative to professionals with the same or similar education level	68.4%	488
High, relative to professionals with the same or similar education level	5.2%	37
About the same relative to professionals with the same or similar education level	26.4%	188
Totals	100.0%	713

10. Please indicate the level of influence the following factors have on your compensation:

	Frequencies:											
	Very High		High		Neutral		Low		Very Low		Totals	
Factors Influence Compensation												
Merit	19.2%	137	41.7%	297	25.2%	180	9.1%	65	4.8%	34	100.0%	713
Cost-of-living	6.2%	44	30.7%	218	40.9%	291	12.8%	91	9.4%	67	100.0%	711
Years at organization	4.8%	34	36.9%	261	38.2%	270	12.4%	88	7.6%	54	100.0%	707
Years in profession	3.5%	25	24.3%	171	45.1%	318	15.3%	108	11.8%	83	100.0%	705
Market rates	11.2%	79	34.1%	241	31.2%	220	14.2%	100	9.3%	66	100.0%	706
Organization's information budget	8.1%	57	22.8%	160	44.0%	309	14.1%	99	11.1%	78	100.0%	703
Organization's profitability	14.7%	103	27.9%	196	29.3%	206	9.8%	69	18.3%	129	100.0%	703
Organization's recognition of value of library services	8.6%	61	34.7%	246	32.6%	231	12.1%	86	11.9%	84	100.0%	708

11. Please indicate the level of influence the following individual(s), committees, or divisions have in final decisions regarding compensation of law library professionals in your organization:

	Frequencies:											
	Very High		High		Neutral		Low		Very Low		Totals	
Title/Position Influence Compensation												
HR Director	13.4%	84	27.7%	173	27.8%	174	9.0%	56	22.1%	138	100.0%	625
HR Committee	3.2%	18	11.0%	61	41.9%	232	9.7%	54	34.1%	189	100.0%	554
Library Director	33.0%	203	31.7%	195	20.3%	125	5.7%	35	9.4%	58	100.0%	616
IT Director	2.3%	13	3.5%	20	29.6%	167	8.0%	45	56.6%	319	100.0%	564
Managing Partner(s)	16.6%	91	20.3%	111	31.8%	174	5.5%	30	25.9%	142	100.0%	548
Executive/Management Committee	18.8%	104	20.4%	113	30.1%	167	4.9%	27	25.8%	143	100.0%	554
Board of Directors	10.0%	50	8.4%	42	38.8%	194	5.8%	29	37.0%	185	100.0%	500
Library Committee	3.5%	18	8.3%	43	39.5%	205	8.7%	45	40.1%	208	100.0%	519
Office Manager/Administrator	24.7%	134	22.3%	121	23.4%	127	4.4%	24	25.1%	136	100.0%	542
Dean of Law School/Other Academic Department	15.9%	70	17.0%	75	32.4%	143	2.9%	13	31.7%	140	100.0%	441
Law School HR Department	0.3%	1	3.4%	13	43.9%	169	4.4%	17	48.1%	185	100.0%	385
University HR Department	2.6%	10	7.7%	30	41.6%	163	5.6%	22	42.6%	167	100.0%	392
City, State or County Government Executive (e.g., Mayor, Governor)	6.0%	23	9.4%	36	36.6%	141	1.8%	7	46.2%	178	100.0%	385
Other	66.7%	46	24.6%	17	7.2%	5	0.0%	0	1.4%	1	100.0%	69

Other Title/Position That Influences/Makes Final Decisions Regarding Compensation Of Law Library Professionals

Other = Very High

- U.S. Office of Personnel Management
- Provost
- General Manager
- Executive Director
- We have a union, and bargain for compensation
- Salary is assigned when hired or job title changes, then across the board raises - less than cost of living increases
- Controller
- Collective Bargaining Agreement
- Chief Information and Knowledge Officer, Executive Director
- Judicial Conference of the U.S.
- Firm Administrator
- Chief Operating Officer
- Executive Director
- Legislative Council
- How long the job has existed (regardless of who has held it) plays a very large role in determining compensation and raises
- Court personnel salary table
- Partners and Associates reviews of the Librarian's position
- Presiding Judge, Library Committee Chair, and County Executive
- State Librarian, State Personnel Board
- Executive Director of Law Society
- Collective agreement
- State legislature
- Faculty
- Administrative Partner has primary responsibility for my salary
- Personnel Board sets salary
- Coordinator of Instructional Services
- COO
- U.S. Government pay range and classification of position
- Program Manager (for the government contract)
- University Board of Trustees

- Government Schedules - Pay & Merit
- University Administration (President, Provost, Financial VP)
- Legislature and State Board of Higher Education
- Level of legislative funding
- Board of Trustees determines budget
- University's Board of Directors determine the salary raise as a %
- CFO
- Senior Vice President, Tech and OPS
- Legislature
- Assistant Office Manager
- State Civil Service
- Compensation is established in a "civil service" type of manner -- there is a compensation range for each law librarian classification, annual increments and cost of living adjustments (normally)
- Vice President for Finances
- Executive Director and Chief Administrative Officer
- Firmwide Administrative Partner
- Board of Trustees

Other = High

- Input from all partners
- Union
- Marketing Director
- U.S. Government
- Jail Administrator
- Chief Judge
- State legislative appropriate for university faculty salaries
- Court Executive
- County Board Finance Committee
- University President
- Chief Operating Officer (COO)
- Working within a division of the judicial branch of state government, every employee's compensation is restricted by "legislated" raises and the legislative appropriation to the judiciary
- Supervisor
- Immediate Supervisor - Head of Public Services
- Associate Library Director
- We are evaluated by up to six people in performance reviews
- CEO

Other = Neutral

- I have no idea how my compensation is determined -- I think the firm wants/likes it that way
- Dean of Law School sets faculty compensation
- Union
- Court Administrator fights for my salary increases
- Manager determines how I've done, and salary increases follow

Other = Very Low

- Hello?!? How about a "N/A" option here -- my firm has no HR Director, much less a Mayor

Other = No Answer

- There's a flaw in the survey - what if I have no idea what other people's salaries are or how they are determined and I am intentionally kept in the dark
- Two years ago the HR Director and HR Committee had very high control, now the dean has
- Based on scale with other professionals in county organization; my salary is related to that of County Library Director
- Govt. contractor - salary determined by employer
- I don't know
- I am not certain which individuals or committees have influence other than the Library Director and HR Director
- I don't know if I am making more or less compared to others; I don't know other people's salary
- Director of Information Services is my manager and has high input (manages firmwide Libraries and Records, Conflicts, Calendar)

12. Identify the one most significant barrier to increased compensation faced by law librarians in your organization: (check one only)

Most Significant Barrier To Increased Compensation Faced By Law Librarians		
Organization's failure to recognize the value of librarians and library services	47.2%	337
Organization's discrimination against the predominantly female profession of librarianship	3.6%	26
Inadequate organizational support for training and development	1.4%	10
Lack of strong negotiation skills of librarians	7.3%	52
Organization's lack of available resources	17.5%	125
Not applicable (law librarians are compensated at appropriate levels in your organization)	23.0%	164
Totals	100.0%	714

13. Identify the one most significant barrier to increased compensation faced by the law librarian profession as a whole: (check one only)

Most Significant Barrier To Increased Compensation Faced By The Law Librarian Profession As A Whole		
The legal profession's failure to recognize the value of librarians and library services	66.7%	475
The legal profession's discrimination against the predominantly female profession of librarianship	9.4%	67
Inadequate support for training and development of law librarians in firms and organizations that hire them	2.0%	14
Lack of strong negotiation skills of librarians	13.2%	94
Lack of available resources	4.8%	34
Not applicable (law librarians are compensated at appropriate levels as a whole)	3.9%	28
Totals	100.0%	712

14. Do you consider current levels of compensation in the law librarian profession overall to be satisfactory given the amount of training required for the profession?

Compensation in the Law Librarian Profession Overall to be Satisfactory		
Yes	14.4%	103
No	85.6%	610
Totals	100.0%	713

15. Do you believe that the current levels of compensation in the law librarian profession inhibit some individuals from seeking the necessary education to enter the profession who otherwise might do so?

Current Levels of Compensation Inhibit Some Individuals From Seeking Necessary Education To Enter The Profession		
Yes	83.8%	601
No	16.2%	116
Totals	100.0%	717

16. Have you personally forgone further educational opportunities that would have improved your law librarianship skills because your compensation as a law librarian would not provide an adequate return on your investment on further education?

Forgone Further Educational Opportunities		
Yes	36.7%	266
No	63.3%	458
Totals	100.0%	724

Section IV: Miscellaneous

1. Please rate the importance of the following added services that you provide to your organization as a law librarian.

	Frequencies:					
	Unimportant	Somewhat Unimportant	Neutral	Somewhat Important	Very Important	Totals
Services Provided As A Law Librarian						
Reducing time associated with library users' information retrieval	3 0.4%	8 1.1%	31 4.4%	169 24.1%	489 69.9%	700 100.0%
Reducing costs of library users' information retrieval	11 1.6%	9 1.3%	56 8.0%	182 26.1%	439 63.0%	697 100.0%
Helping ensure accuracy of library users' information retrieval	3 0.4%	5 0.7%	22 3.2%	129 18.5%	539 77.2%	698 100.0%
Ensuring comprehensiveness of available information resources	1 0.1%	5 0.7%	45 6.4%	221 31.7%	426 61.0%	698 100.0%
Maintaining currency of information resources	2 0.3%	3 0.4%	28 4.0%	145 20.7%	521 74.5%	699 100.0%
Evaluating quality and reliability of and selecting information resources	3 0.4%	9 1.3%	36 5.2%	199 28.6%	450 64.6%	697 100.0%
Budgeting expenditures on information resources	27 3.9%	27 3.9%	120 17.4%	217 31.4%	299 43.3%	690 100.0%
Organizing and classifying information resources to assure accessibility and ease of use	10 1.4%	28 4.0%	100 14.4%	260 37.5%	295 42.6%	693 100.0%
Providing instruction on use of information resources	5 0.7%	13 1.9%	52 7.5%	255 36.8%	368 53.1%	693 100.0%
Maintaining and resolving problems associated with information technology	10 1.4%	48 6.9%	124 17.8%	287 41.3%	226 32.5%	695 100.0%
Planning and managing projects relating to information resources and library facilities	11 1.6%	34 4.9%	119 17.3%	271 39.4%	253 36.8%	688 100.0%
Creating bibliographic tools and resources to assist library users	24 3.5%	62 9.0%	148 21.4%	285 41.3%	171 24.8%	690 100.0%
Facilitating resource sharing with other libraries and institutions	24 3.5%	50 7.3%	144 20.9%	269 39.0%	202 29.3%	689 100.0%

2. If you could be active in any type of organization other than AALL, which do you feel would be most beneficial for your career, your professional development, and/or your organization? (check all that apply)

Organization Other Than AALL Would Be Most Beneficial To Your Career		
Bar association	28.8%	200
Legal administrator organization	20.1%	140
Human resources professional association	4.5%	31
Other library association	57.3%	398
Information technology professional association	42.6%	296
Totals	*	*

* Note: Multiple answer percentage-count totals not meaningful.

3. Are you involved in your organization's: (check all that apply)

Are You Involved In Your Organization's		
Strategic planning process	34.0%	228
Financial planning/projections	36.7%	246
Personnel administration	31.7%	213
Knowledge/information management	55.7%	374
Technology management/administration	34.6%	232
Marketing/client development	35.8%	240
Website development	50.8%	341
Contract negotiation	33.8%	227
Market research	27.3%	183
Records management	18.3%	123
Docketing	5.5%	37
Acquisitions/collection development	76.0%	510
Employee training	62.7%	421
Competitive intelligence	25.9%	174
Firm publications	23.0%	154
Totals	*	*

* Note: Multiple answer percentage-count totals not meaningful.

4. Over the next 5 to 10 years, do you expect the need for law librarian positions in your organization to:

Need For Law Librarian Positions		
Increase	47.4%	332
Decrease	9.0%	63
Stay the same	43.7%	306
Totals	100.0%	701

5. Please rate the importance of the following professional issues that concern you the most.

	Frequencies:											
	Unimportant		Somewhat Unimportant		Neutral		Somewhat Important		Very Important		Totals	
Professional Issues												
Compensation level	0.1%	1	1.1%	8	6.1%	43	36.1%	253	56.5%	396	100.0%	701
Unfair compensation structure within organization	5.2%	36	6.8%	47	27.8%	193	28.5%	198	31.8%	221	100.0%	695
Inadequate benefits	7.3%	51	10.2%	71	36.0%	250	28.7%	199	17.7%	123	100.0%	694
Deterioration of quality of life in the workplace	7.4%	52	9.3%	65	31.4%	220	30.0%	210	22.0%	154	100.0%	701
Bottom-line mentality among managers/decision-makers	4.1%	29	8.3%	58	26.9%	188	31.1%	218	29.6%	207	100.0%	700
Work-life balance/long hours	6.1%	43	7.4%	52	23.6%	166	29.4%	207	33.5%	236	100.0%	704
Rapid change in information technology	2.1%	15	3.8%	27	13.8%	97	33.2%	234	47.0%	331	100.0%	704
Lack of professional respect	5.4%	38	6.3%	44	26.1%	183	35.2%	247	27.0%	189	100.0%	701
Lack of job security	9.1%	64	12.1%	85	36.9%	259	24.0%	168	17.8%	125	100.0%	701
Lack of promotional opportunities	4.0%	28	7.8%	54	28.7%	199	33.3%	231	26.1%	181	100.0%	693
Ambiguity in workplace roles/responsibilities	5.4%	38	9.6%	67	32.4%	226	30.9%	216	21.6%	151	100.0%	698
Other	0.0%	0	0.0%	0	0.0%	0	16.7%	3	83.3%	15	100.0%	18

Other Professional Issues

Other = Somewhat Important

- Academia is very hierarchal, only the director as faculty is well paid -- Academic librarians without JDs are very limited in their salary
- Excessive amount of clerical duties for professional position
- Not knowing where I fit in - am I staff, on secretary level, or on paralegal level

Other = Very Important

- Keeping up with all the changes in information products
- Reporting to manager who doesn't understand what I do
- Managerial incompetence/inertia
- Finding meaningful projects
- Members of AALL seem to have poor self-images - worry too much about our "image"
- Adequate staffing
- Professional attrition
- Marketing to organizational decision makers & achieving competency
- Law librarians retiring
- Lack of mandatory qualifications/accreditation for professional library positions
- Constantly increasing responsibilities
- "Graying" of the profession; need for additional librarians; price issues
- Understanding the role of librarians in terms of continuing digitalization of resources--what is the role of librarians in a more virtual world--also role of librarian in terms of cataloging Internet
- Staff safety (e.g., forced to deal with mentally ill general public)
- The assumption that IT (predominantly male role) is a more demanding role requiring higher compensation

Other = No Answer

- Libraries not willing to change with the times... stuck in old ways of doing things

- The overall compensation package was not explained to me properly - I am taking home $500 less a month than I expected and that hurts with a family of five
- Under utilizing my skills
- Failure of other law librarians to provide services previously offered to staff--telling staff to "do it themselves" -- this leads to increased costs and decreased quality of information retrieval
- Lack of communication from management to library
- Lack of leadership, no follow-through
- Management is convinced that technology will lead to the "Virtual Library," with the elimination of books and library staff
- Lack of good leadership and advocacy for library issues with law school administration
- I teach one credit and two credit courses, grade weekly assignments, prepare quizzes, exams, research projects, but I do not receive additional pay - I still have a 40 hour work week
- Lack of clarity around future role of (law) librarians in organizations
- Constant and continuing struggles with all departments, lack of colleagues in the workplace, nowhere to turn in organization whom you don't have to impress
- The persons we respond to have less education than we do (a Librarian with an MLS responds to a person with a BA/BS degree); the persons we respond to do not have a library background
- Most of these issues are my concern, but we have done well with most of them
- Lack of funding to attend conferences and professional development