Major Activities for 2015-2016:

The committee focused on the 2015 survey: getting it distributed, encouraging participation, analyzing the data, and marketing and distributing the survey results.

The email invitation to participate in the salary survey went out on July 7 asking the "head" librarian (including solo librarians) at each location to complete it by August 3. Reminders were sent on July 16, 23, and 30. To make it possible for the head librarian to save the answers for the next survey, each library type received a slightly different Excel spreadsheet as an option to use in completing the survey. On advice from ARI, the survey company, the instrument did not ask about changing the timing of the survey in the future. In early August the AALL president named a new committee chair to fill an unexpected vacancy.

An email from ARI announced the previously planned deadline extension to August 21. An email to all those invited to complete the survey went out on August 4 extending the deadline to August 21. On August 10 and 17, the chair sent out emails to directors/managers encouraging participation. The research company sent emails on August 11 and 18. On August 25 the chair emailed all Private Law Librarians & Information Professionals SIS (PLLIP) members to either complete the survey or encourage their director/manager to complete the survey by the extended due date of August 31.

In response to a law firm library director's suggestion, another column for location was added to the law firm spreadsheet to facilitate data entry for multiple office locations.

The true final call to participate was sent on Monday, August 24 with a final extension to August 31. After ARI compiled the results the committee reviewed and commented on the draft reports text, the press release announcing the survey results. This edition of the survey results included an executive summary to the report designed to help promote the salary survey.

After distribution of the survey results the committee reviewed the combined job titles for the online calculator.

Remainder of the year activities:

Test the calculator function, which had been suggested as a way to slice and dice the results and promote it to members.

How did this survey address all of the prior suggestions for improving the instrument? Explore incorporating suggestions received during this survey period. Encourage the PLLIP to submit suggestions sooner rather than later. Survey members for further comments and suggestions with two instruments: one to those who received the invitation and another to all members. This instrument will also ask about the best time to distribute the survey and whether the librarian is permitted to submit the survey (vs. a firm administrator).

Explore with stakeholder affiliate groups like HR and compensation directors and the Association of Legal Administrators to see what they really look for in salary surveys.

The committee activities supports:

(1) The Authority goal, specifically the objective "Increase members' ability to anticipate and adapt to evolving professional environments." The report certainly can be used to spot developing trends in the employment of librarians and their essential monetary value to their organizations. We serve another objective "Increase the recognition of law librarians as an essential part of the success of their institutions." The report demonstrates the value of all types of librarians. Institutions create positions (librarians) that serve the purposes of the institution. The first step in recognizing worth is the fact that librarians are part of the institution.

(2) The Advocacy goal of influencing legal and government information policies could relate to our work by applying the last objective "Promote the value of public law libraries a the local, state and federal levels including the need for adequate resources to ensure access to justice." Public law librarians are some of the best "resources" out there. The report provides the ability for interested parties to see how much it would cost to appoint a public law librarian and to see that these law librarians exist and are valued.

Proposed Activities for 2016-2017:

Study how the survey could be easier to complete and more meaningful. Identify and highlight best practices in completing the survey.

Review and compare the job titles/descriptions submitted by the library type SIS's with job postings in the AALL job-line and on other information professional jobsites.

Determine whether the timing of the survey should be advanced in the year or whether the survey should
be sent at different times based on library type.
Explore whether the survey should be conducted annually.
Consider revising the instrument to capture trends effecting the parent institution, such as who does the
library report to now.
Develop a plan to increase survey participation.
Do the instructions include tips on what you need at hand to complete the survey? Yes, including before
the actual survey link is delivered
Do we collect too much non-salary data or not-enough of the right kind of non-salary data? What can we
adapt from other survey instruments? Should we try to collect output/outcome measures from the library?
Namely, the kind of information the Task Force on Values recommended libraries collect and report? Is
there another way we could gauge the economic status of law librarians? Or, what else is important to our
economic status? Would publishing the price index for a region help in analyzing the quality/quantity of
compensation?
Consider writing an article exploring trends found in the salary surveys. For example, number of locations,
budgets, job descriptions/titles.
Explore a context survey this year separate from salary. This might be more open-ended rather than
structured questions.