Please enter your University name
40 institutions responded

Is your institution Public or Private:
28 (65.1%) Public
13 (30.2%) Private

Your institution is:
18 (41.9%) Two-Year
11 (25.6%) Four-Year
13 (30.2%) More than Four-Year

What is your student FTE? 41 responses

<table>
<thead>
<tr>
<th>250</th>
<th>620</th>
<th>950</th>
<th>1250</th>
<th>2000</th>
<th>3142</th>
<th>8545</th>
</tr>
</thead>
<tbody>
<tr>
<td>347</td>
<td>650</td>
<td>955</td>
<td>1318.3</td>
<td>2,505</td>
<td>3363</td>
<td>9,100</td>
</tr>
<tr>
<td>475</td>
<td>674</td>
<td>993</td>
<td>1,338</td>
<td>2600</td>
<td>4160</td>
<td>9,696</td>
</tr>
<tr>
<td>503</td>
<td>720</td>
<td>993</td>
<td>1,587</td>
<td>2750</td>
<td>4883</td>
<td>10,096</td>
</tr>
<tr>
<td>520</td>
<td>764</td>
<td>1100</td>
<td>1900</td>
<td>2769</td>
<td>5166</td>
<td>23,585 (Fall 2016)</td>
</tr>
<tr>
<td>613.33</td>
<td>946</td>
<td>1128</td>
<td>1950</td>
<td>2899</td>
<td>6,500</td>
<td></td>
</tr>
</tbody>
</table>

Do your students pay a library fee?
14 (32.6%) Yes
28 (65.1%) No

If yes, please explain how the amount is determined.
15 responses

- $1.50 per credit hour
- $2.7 Per Credit Hour
- $3.00 per credit hour
- $6 per academic credit hour as determined by the Board of Trustees
- It is $5 / credit hour. The amount was determined prior to my appointment.
- It is based on FTE. However, I do not know how the amount was originally determined.
- It is bundled into a student support fee, we get $2 per credit hour.
- Just set by Administrative Council
originally determined by fees at peer institutions, now we ask for increases based on inflation rate of our resources

Part of annual costs for students; no idea who set it or how

Per Credit Hour

Set fee for all students

Students pay $2.50 per credit hour.

The library fee is $11.95 per credit hour.

What percentage of your institution's total E & G (Education and General) allocation is allotted to your library? (This is the official budget percentage; do not include any end-of-year monies.)

<table>
<thead>
<tr>
<th>Percentage</th>
<th>0.02%</th>
<th>0.25%</th>
<th>0.88%</th>
<th>1.40%</th>
<th>1.50%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1.90%</td>
<td>2.13%</td>
<td>2.30%</td>
<td>2.50%</td>
<td>2.50%</td>
</tr>
<tr>
<td></td>
<td>3%</td>
<td>3%</td>
<td>1.5%</td>
<td>2.64%</td>
<td>2.71%</td>
</tr>
<tr>
<td></td>
<td>5.03%</td>
<td>2 percent</td>
<td>3.2%</td>
<td>2.93%</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

I have no idea of the percentage. N/A

To whom does the Library Director/Dean report (e.g., Vice President of Academic Affairs, President, etc.)?

Academic Affairs Chief Officer
Associate Provost (X2)
Associate Provost for Academic Affairs
Associate Provost for Collections and Archives
Associate Vice Chancellor for Learning and Instruction (X2)
Associate Vice Chancellor of Academics
CIO/Vice President of Information Systems & Technology
College Provost
Dean of Academic Affairs (X2)
Law School Dean
Provost - Vice Chancellor for Academic Affairs
Provost (X3)
Provost/Vice President for Academic Affairs

Does Your Library Director/Dean Serve on the budget or financial committee at your institution?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 (7.0%)</td>
<td>39 (90.7%)</td>
</tr>
</tbody>
</table>

Personnel - Status & Contracts

Please indicate the number of librarians who have the following contracts:

<table>
<thead>
<tr>
<th>Contract Type</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 month contracts</td>
<td>16 (37.2%)</td>
<td></td>
</tr>
<tr>
<td>11 month contracts</td>
<td>12 (27.9%)</td>
<td></td>
</tr>
<tr>
<td>10 month contracts</td>
<td>14 (32.6%)</td>
<td></td>
</tr>
<tr>
<td>12 month contracts</td>
<td>40 (93.0%)</td>
<td></td>
</tr>
</tbody>
</table>
Please indicate the number of librarians in each of the following ranks:

- **Assistant Librarian**: 27 (62.8%)
- **Associate Librarian**: 24 (55.8%)
- **Full Librarian**: 29 (67.4%)
- **Librarian I**: 12 (27.9%)
- **Librarian II**: 9 (20.9%)
- **Librarian III**: 9 (20.9%)
- **Instructor**: 13 (30.2%)

Please indicate the number of librarians for each gender:

- **Female**: 41 (95.3%)
- **Male**: 31 (72.1%)

Please indicate the number of employees (non-librarian/paraprofessional) in each of the following categories:

- **Full Time**: 39 (90.7%)
- **Part Time**: 30 (69.8%)
- **Student Worker**: 36 (83.7%)

Do your librarians have some type of faculty status?

- Yes: 24 (55.8%)
- No: 15 (34.9%)

If yes, are librarians eligible to serve on the faculty senate?

- Yes: 17 (39.5%)
- No: 11 (25.6%)
- N/A: 10 (23.3%)

Are librarians eligible to serve on campus-wide faculty committees (e.g., curriculum committees, grants committees)?

- Yes: 36 (83.7%)
- No: 4 (9.3%)
- N/A: 1 (2.3%)

If yes, do they have voting status?

- Yes: 23 (53.5%)
- No: 7 (16.3%)
- N/A: 3 (7.0%)

Are librarians eligible for tenure?

- Yes: 9 (20.9%)
- No: 27 (62.8%)

Please indicate the number of librarians in each of the following salary ranges who HAVE TENURE:

- 20,000 - 29,999: 7 (16.3%)
- 30,000 - 39,999: 6 (14.0%)
- 40,000 - 49,999: 13 (30.2%)
- 50,000 - 59,999: 12 (27.9%)
- 60,000 - 69,999: 10 (23.3%)
- 70,000 - 79,999: 11 (25.6%)
- 80,000 - 89,999: 8 (18.6%)
- 90,000 - 99,999: 8 (18.6%)
- 100,000 +: 8 (18.6%)

Please indicate the number of librarians in each of the following salary ranges who DO NOT HAVE TENURE:

- 20,000 - 29,999: 7 (16.3%)
- 30,000 - 39,999: 13 (30.2%)
- 40,000 - 49,999: 26 (60.5%)
- 50,000 - 59,999: 18 (41.9%)
- 60,000 - 69,999: 15 (34.9%)
- 70,000 - 79,999: 7 (16.3%)
- 80,000 - 89,999: 8 (18.6%)
- 90,000 - 99,999: 6 (14.0%)
- 100,000 +: 7 (16.3%)
What is the starting salary for an entry-level librarian at your institution?

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Number of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>$28,000</td>
<td>38</td>
</tr>
<tr>
<td>$38,000</td>
<td>38</td>
</tr>
<tr>
<td>$31,000</td>
<td>53</td>
</tr>
<tr>
<td>$32,000</td>
<td>53</td>
</tr>
<tr>
<td>$36,000</td>
<td>36</td>
</tr>
<tr>
<td>$35,000</td>
<td>35</td>
</tr>
</tbody>
</table>

What kind of salary increases do you get per year, on average by percentage?

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Number of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.20%</td>
<td>39</td>
</tr>
<tr>
<td>1.50%</td>
<td>39</td>
</tr>
<tr>
<td>3% (X2)</td>
<td>1</td>
</tr>
<tr>
<td>0% (X5)</td>
<td>1</td>
</tr>
</tbody>
</table>

As a state institution it is determined by the legislature and then a formula determined by HR and a formal evaluation.

Haven't received one in awhile.

Merit 2.5% - Equity 1.5%

Merit pay only if applicable.

N/A (X2)

No average increase. If administration believes there is money in the budget for a given fiscal year, they will increase all salaries campus-wide.

No increases the last few years, but this year we did receive a 1% increase.

None

None in past 4 years

None. Occasionally we have received a standard cost of living raise.

Raises have been scarce because our university has been in financial straits. From 1-2% when available. Same is true for merit pay below.

Since 2009, we've had one increase of 3%. Since 2009, we have had bonuses 3-4 years ranging from $750 - $1,500. The absolute minimum allowed varies.

Wide range: from 1% to 10% The university has raised salaries by up to 10% annually during the last two years to approach 90% of our CUPA median salaries for each faculty/librarian position.

Do you have merit pay?

17 (39.5%) Yes
25 (58.1%) No

If yes, how is your merit pay determined?

Annual evaluation
Annual Evaluation Ratings
Annual evaluations
Annual performance review
Based on Evaluation ratings and merit pool
Based on review
By annual evaluations.
By the state and extra funds amount.
By your end of the year evaluation
Director discretion, doesn't happen often; promotions usually have 5% increase

Evaluations
For every 10 years of service, $600
N/A

Paraprofessionals receive merit based on annual evaluations

Productivity Plan
We do have merit pay but only for classified employees
Within the library by ranking all librarians in terms of merit against the other librarians at the university

OPTIONAL - Please indicate the number of librarians at your institution identifying themselves as:

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caucasian</td>
<td>37</td>
<td>86.0%</td>
</tr>
<tr>
<td>Asian</td>
<td>9</td>
<td>20.9%</td>
</tr>
<tr>
<td>African American</td>
<td>16</td>
<td>37.2%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Island</td>
<td>6</td>
<td>14.0%</td>
</tr>
<tr>
<td>American Indian/Alaskan Native</td>
<td>6</td>
<td>14.0%</td>
</tr>
<tr>
<td>Latino/a or Hispanic</td>
<td>7</td>
<td>16.3%</td>
</tr>
<tr>
<td>Other</td>
<td>8</td>
<td>18.6%</td>
</tr>
</tbody>
</table>

If "other" please specify. 2 responses

<table>
<thead>
<tr>
<th>Other Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 multiracial</td>
<td></td>
</tr>
<tr>
<td>American Indian/Asian</td>
<td></td>
</tr>
</tbody>
</table>

Personnel - Rights & Privileges

Please indicate the following that apply:

17 (17.2%) Our librarians have maternity/paternity leave (NOT INCLUDING vacation/sick days).
36 (36.4%) Our librarians have tuition reimbursement or reduction policy for taking classes
7 (7.1%) Our librarians are eligible for sabbaticals or release time for research.
0 (0.0%) If yes: Our librarians have used said sabbatical or release time in the past two years.
37 (37.4%) Our librarians are eligible for travel funds.

If librarians are eligible for travel funds, where do the funds come from (e.g., library director, campus-wide committee, friends of the library, library committee)? 41 responses

<table>
<thead>
<tr>
<th>Source of Funds</th>
<th>Number of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>$500 stipend from Office of Academics</td>
<td>7</td>
</tr>
<tr>
<td>VP travel budget</td>
<td>1</td>
</tr>
<tr>
<td>budget for travel</td>
<td>1</td>
</tr>
<tr>
<td>Library Budget (X6)</td>
<td>6</td>
</tr>
<tr>
<td>Library budget only</td>
<td>6</td>
</tr>
<tr>
<td>Library budget; faculty development committee</td>
<td>6</td>
</tr>
<tr>
<td>Library dean's budget</td>
<td>7</td>
</tr>
<tr>
<td>Library Director (X6)</td>
<td>7</td>
</tr>
<tr>
<td>Library director and Development funds.</td>
<td>7</td>
</tr>
<tr>
<td>library fund</td>
<td>7</td>
</tr>
</tbody>
</table>

Travel funds are disbursed through the Finance Office.

From an annual library travel account; total of $1000 for annually for library
Library Director - who builds travel funds into the yearly budget.
Library Director and Friends of the Library (Dean and Directors)
Library line item budget (director), campus-wide committee, VPAA
Mostly from IS&T department where it is divided among several departments at the discretion of the CIO, a little from library funds.

Travel funds are distributed by the Vice Chancellor for Academics.

Travel funds for each librarian equal to other faculty travel budgets are allocated to the library budget each year.

Travel line in Library’s budget. Also, special professional development allocation by College Provost.

Two sources: the library director and faculty development funds available through Academic Affairs.

The funds used for travel come from the supply budget at the discretion of the library director.

The Vice Chancellor for Academics assumed control of all of Academics (faculty, library, industry outreach & continuing education) travel funds when she was hired a few years ago and she must individually approve things as they are requested instead of us making an annual request for Travel funds as it was done in the past. I used to receive a couple thousand a year and now I’m lucky if I get a couple hundred.

If librarians are eligible for travel funds, are there any restrictions on the types of conference that is funded or is there an expectation that the librarian will give something in return, such as a presentation?

- 11 (25.6%) Yes
- 28 (65.1%) No
- 2 (4.7%) NA

Indicate the following that apply - Librarians work:

- 25 (43.1%) Nights
- 18 (31.0%) Weekends

Building & Complex

How many hours are you open a week? 41 responses

<table>
<thead>
<tr>
<th>45</th>
<th>57 (X2)</th>
<th>70.75</th>
<th>80</th>
<th>91</th>
<th>102 (X2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>49.5</td>
<td>58.5</td>
<td>71</td>
<td>81</td>
<td>96</td>
<td>109</td>
</tr>
<tr>
<td>50 (X2)</td>
<td>60</td>
<td>72 (X4)</td>
<td>85.5</td>
<td>96.5</td>
<td>110</td>
</tr>
<tr>
<td>54</td>
<td>65</td>
<td>75 (X2)</td>
<td>86.5 (X2)</td>
<td>97 (X2)</td>
<td>130</td>
</tr>
<tr>
<td>54.5</td>
<td>66</td>
<td>78 (X2)</td>
<td>88.25</td>
<td>99</td>
<td>60.5 hours per week</td>
</tr>
<tr>
<td>55</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Indicate the following that apply - You:

- 42 (47.2%) Allow Community Patrons in your library
- 7 (7.9%) (if yes) Charge the Community Patrons a user fee
- 32 (36.0%) Allow food and drink in your library
- 7 (7.9%) Have a coffee shop in your library

Are the archives physically located within the library building or library complex?

- 32 (74.4%) Yes
- 2 (4.7%) No
- 8 (18.6%) NA

If yes, are the archives run by a separate professionally trained archivist?

- 12 (27.9%) Yes
- 21 (48.8%) No
- 9 (20.9%) N/A
Resources

What is your budget (in dollars) for each of the following resources/materials (if you do not specify specific budgets, please note that in the comments and fill in the amounts spent during the last fiscal year):

- Books: 34 (79.1%)
- eBooks: 22 (51.2%)
- Serials: 31 (72.1%)
- Databases: 31 (72.1%)
- Audiovisual: 20 (46.5%)
- Comments: 22 (51.2%)

What are your current holdings for each of the following resources/materials:

- Books (physical): 38 (88.4%)
- eBooks (purchased and subscribed): 36 (83.7%)
- Serials (print, mf, online): 35 (81.4%)
- Databases: 38 (88.4%)
- Audiovisuals: 37 (86.0%)

Do you maintain a separate print Reference collection?

- Yes: 36 (83.7%)
- No: 4 (9.3%)

Does your library have a Discovery Service/Platform?

- Yes: 20 (46.5%)
- No: 20 (46.5%)

If Yes, which one: 20 responses

<table>
<thead>
<tr>
<th>ALMA</th>
<th>EBSCO EDS</th>
<th>OCLC</th>
</tr>
</thead>
<tbody>
<tr>
<td>EBSCO (X3)</td>
<td>EDS (X5)</td>
<td>Primo (X2)</td>
</tr>
<tr>
<td>Ebsco Discovery</td>
<td>Encore</td>
<td>Summon (X2)</td>
</tr>
<tr>
<td>EBSCO Discovery</td>
<td>ExLibris Primo</td>
<td>WorldCat Discovery</td>
</tr>
</tbody>
</table>

If you have any additional comments on the status of librarians at your library and its impact on your institution, please use this space to comment:

12 responses

Currently, 3 of our 10 librarian positions are vacant (the data of 7 are reported here).
I don't have the percentage of the library's budget in the E&G number yet - will fill that in at a later date...
Librarians here do not have rank (assistant, associate, or full - of I, II, or III). All have the title "librarian."
Librarians, archivists, etc. have faculty status. We stopped giving tenure to library faculty in 2006. Two tenured faculty remain on staff. We do promote faculty through instruction, assistant professor, associate professor, and professor.
Library data needs to be reviewed for constancy especially online and print. The option to have librarian faculty status is great.

one of my biggest goals is have librarians recognized as faculty, however, I am looking for a model that grants faculty status but they are year round employees--including intersessions. If anyone knows of a similar model in Arkansas, please let me know.

Our archivist position is a librarian position but count her as a professionally trained archivist since she has a degree in Museum Studies and working on archivist certifications such as Digital Archivist Certification.

Our librarians are ranked in the same fashion as other faculty--Asst, Assoc, and Prof.--with the same access to committees and perks as any faculty.
Serials: 3,575 print titles; 601 microfilm titles; 20,484 online full-text titles.
The main problem at my library is not with status but the fact that I am the only one.

We are building our library from scratch do to the books were thrown away.

We're preparing one floor for a Learning Commons and weeding thousands of volumes of bound journals, monographs, and reference books. Whee!