2018 Census of Canadian Academic Librarians
User Guide and Results Summary

March 25, 2019

Canadian Association of Professional Academic Librarians CAPAL Advocacy Committee
Toronto, Ontario
Census Project Team:
Eva Revitt, MLIS, PhD Candidate, MacEwan University
Ebony Magnus, MA, MLIS, Southern Alberta Institute of Technology (SAIT)
Alvin Schrader, PhD, Professor Emeritus, University of Alberta
John Wright, MA, MLIS, PhD Candidate, University of Calgary
Please send comments to 2018 CAPAL Census Working Group

About the Canadian Association of Professional Academic Librarians

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

Introduction

The goal of the census is to build a comprehensive demographic picture of the profession of academic librarianship in Canada by collecting data about librarians working in college and university libraries in Canada. It is the intention of CAPAL to share that data for research, policy development, advocacy, and education purposes. It is hoped academic librarians and researchers can build on the data, cross analyze with other data sets, e.g. Statistics Canada, explore anomalies, and critically investigate issues within the profession including issues of diversity, gender, wage, and academic rights.

The first census of Canadian academic librarians was conducted in 2016. Anonymized microdata as well as summary reports are available open access via the University of Alberta dataverse repository, https://dataverse.library.ualberta.ca

Eva Revitt and Alvin Schrader from the 2016 census project team continued to participate in the 2018 initiative.

The Census Survey Instrument

The survey instrument was purposefully called a census. A census is an enumeration of a target population and questions typically include socio-demographic information such as occupation type, education level, marital status, number of dependents, and so on. The CAPAL census also included questions about sexual orientation. The census terminology is also used to underscore that this initiative is not an individual research project. The census is about us, the collective of Canadian academic librarians

The questionnaire had three components: (1) an introduction and consent form; (2) thirty 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. Approximately fifty academic librarians from across Canada, including members of the CAPAL Advocacy Committee and the CAPAL Board of Directors, were invited to field test the census instrument. The census project received ethics approval from MacEwan University on May 9, 2018 and from Southern Alberta Institute of Technology (SAIT) on June 18, 2018. The census survey was available in English and French. What follows is a descriptive summary of the data. Explanatory notes are added where deemed relevant; however, no attempt is made to analyze the data.

Target Audience

The target participants for the 2018 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. An academic librarian was defined as someone possessing an MLIS/MLS degree or equivalent and included administrative and non-administrative librarians.

Distribution List

A distribution list of 1827 names and email addresses was compiled by reviewing the library websites of member institutions of *Universities Canada* and of *Colleges* and *Institutes Canada*. The census was administered and distributed using SurveyMonkey, an online survey software, https://www.surveymonkey.com

Data Collection

The data was collected between July 11 and September 16, 2018. Four email reminders were sent during the period.

Academic librarians were invited to participate via a personalized email. A generic link to the census was also posted on the CAPAL website to provide an opportunity for librarians who might have been missed in the distribution list to participate in the census, 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): 1827
Total responses: 970
Completed responses: 920
Response rate: 50%
Completion rate: 95%

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 (920) divided by the total sample group (1827), 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 (920) divided by the number of respondents who entered the survey (970). The completion rate for the census is 95%. 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. A low completion rate, for example below 50%, may be indicative of participants' frustration with a survey instrument.

Anonymity

For anonymity purposes SurveyMonkey did not track or capture IP addresses, respondent location, browser, or operating system. The census survey did not collect any identifying information such 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 and in the aggregate.

In subsequent reports and microdata release, various anonymization techniques will be used to protect anonymity including isolating Question 8, "What is your job title?" from the rest of the data, eliminating outlier values, and collapsing variables such as individual provinces into regions, e.g. the Maritimes, to name a few.

Text Responses

Some questions included the option for a text response. 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." Responses that were from not academic librarians, six in total, were removed.

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

In the summary below both English and French responses are included. When French and English responses were clearly equivalent, they were combined with both terms separated by a slash; e.g. Librarian / Bibliothécaire.

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

Q1. In which province or territory do you work?
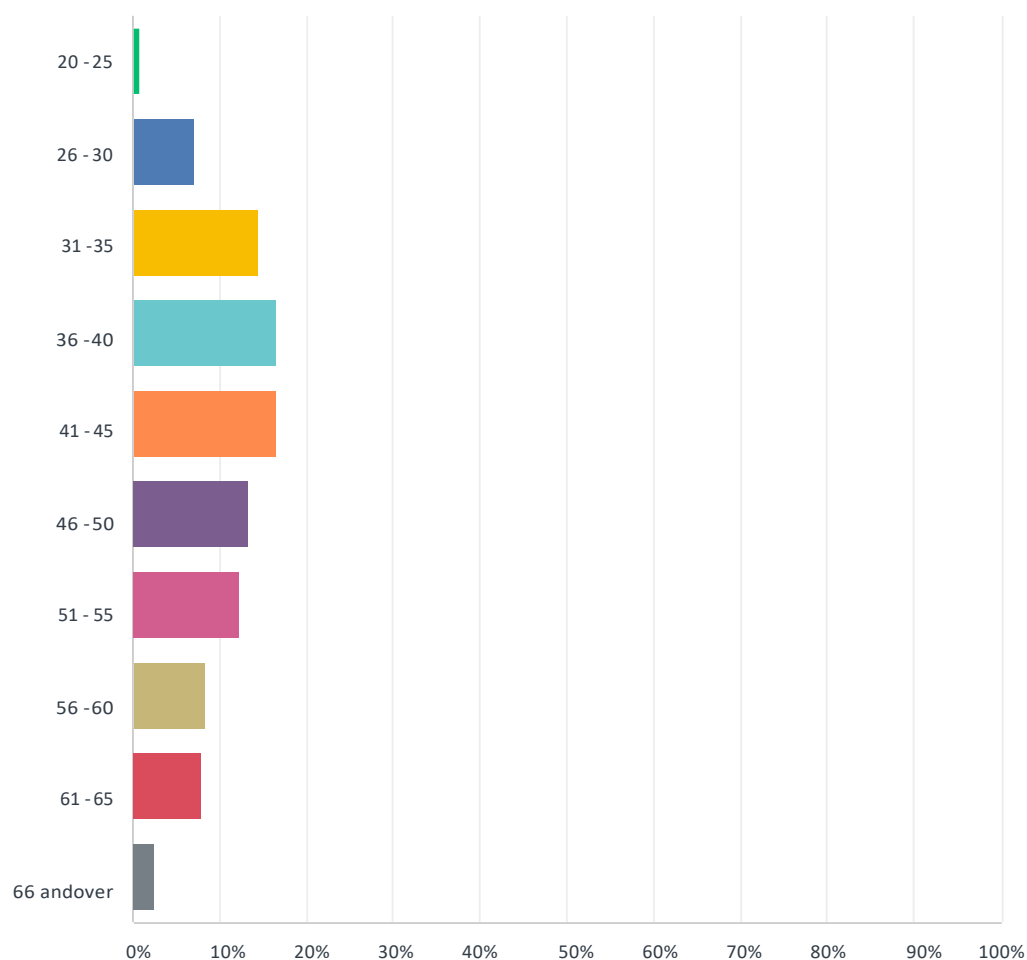
Answered: 906   Skipped: 64
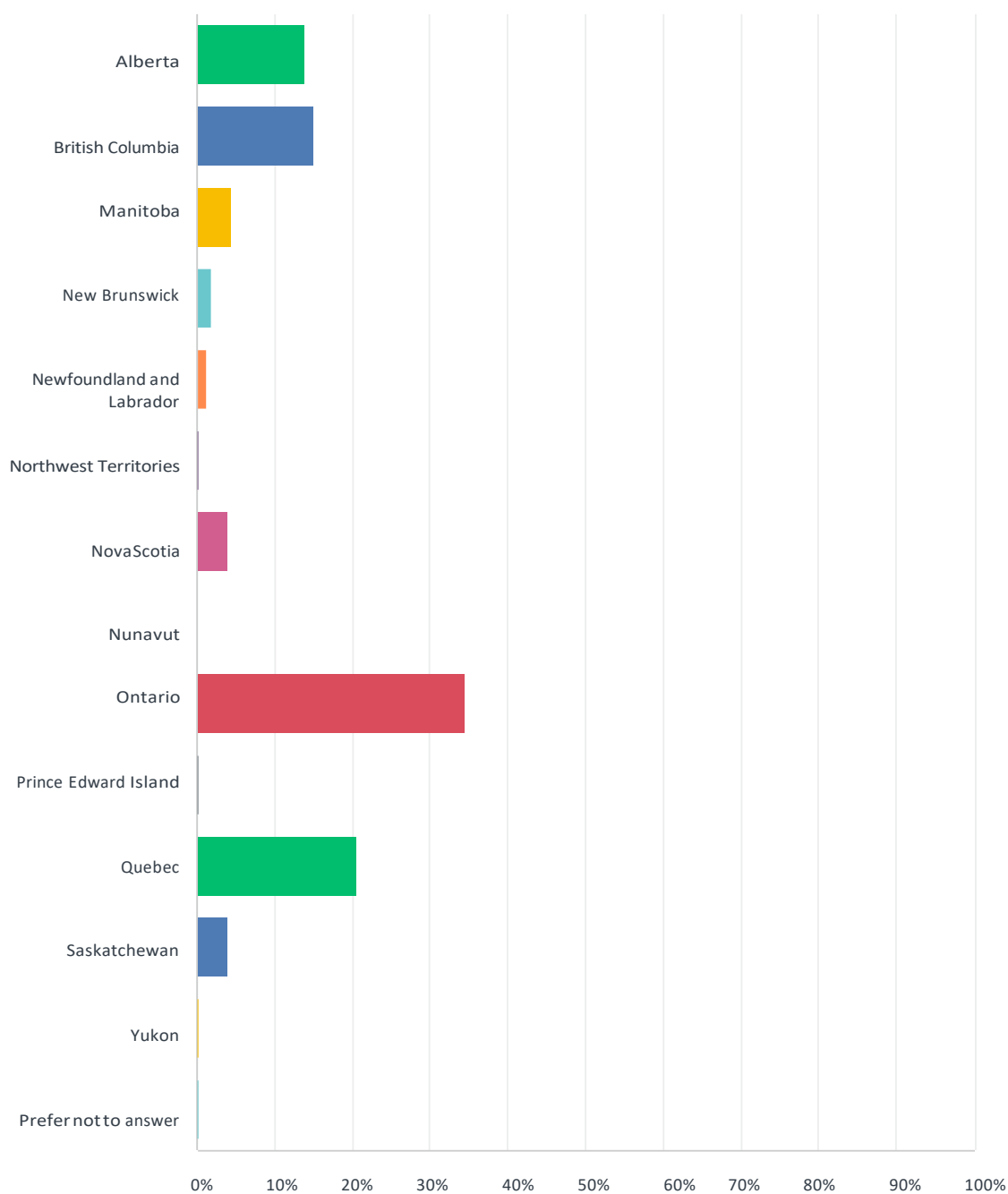
ANSWER CHOICES	RESPONSES	
Alberta	13.91%	126
British Columbia	15.12%	137
Manitoba	4.42%	40
New Brunswick	1.88%	17
Newfoundland and Labrador	1.21%	11
Northwest Territories	0.11%	1
Nova Scotia	3.97%	36
Nunavut	0.00%	0
Ontario	34.55%	313
Prince Edward Island	0.11%	1
Quebec	20.42%	185
Saskatchewan	3.97%	36
Yukon	0.11%	1
Prefer not to answer	0.22%	2
TOTAL		906

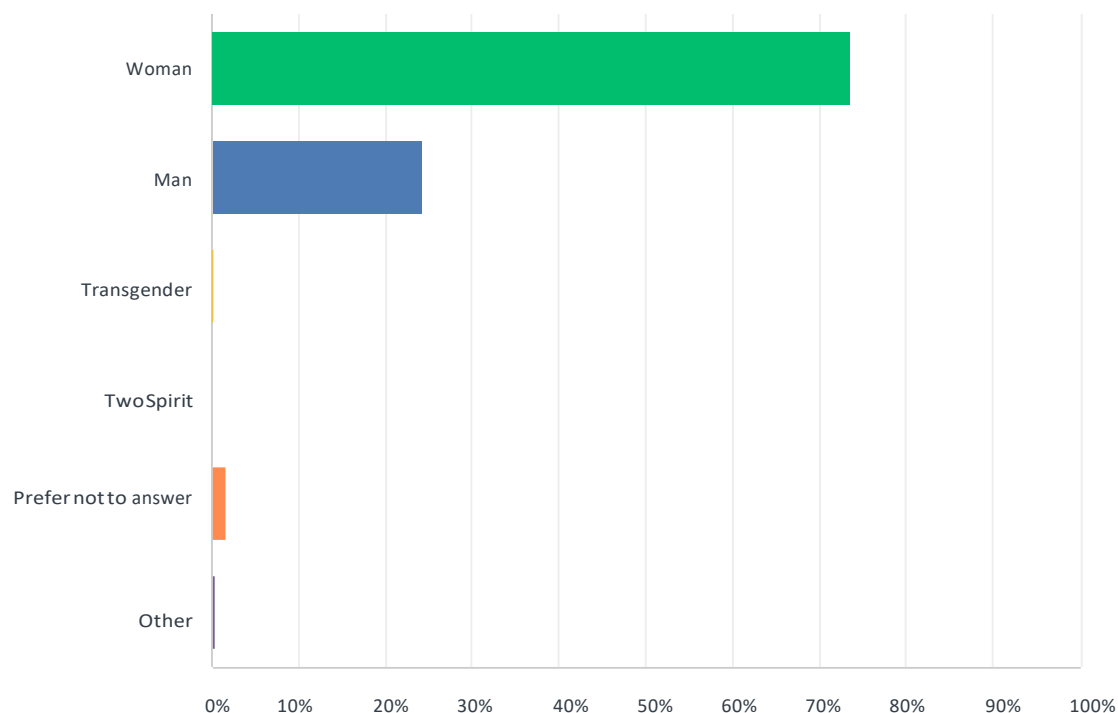# Q2. What is your age?

Answered: 897   Skipped: 73

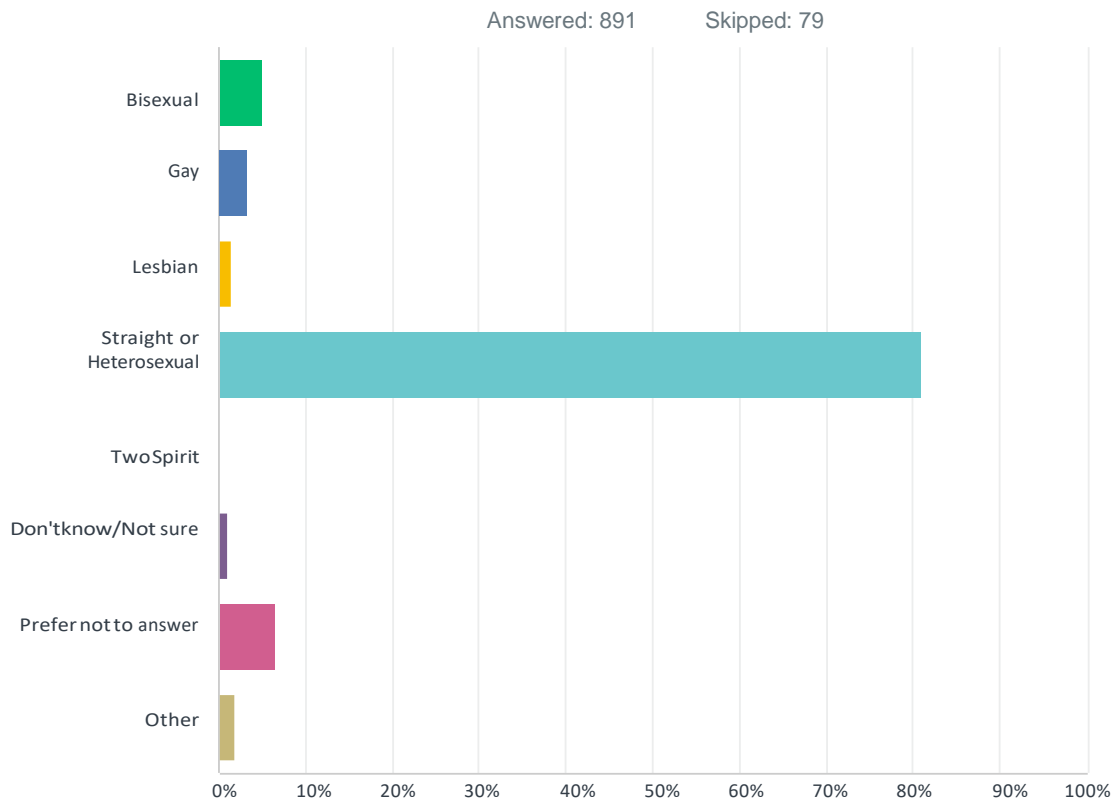| ANSWER CHOICES	RESPONSES	
20 - 25	0.78%	7
26 - 30	7.13%	64
31 - 35	14.49%	130
36 - 40	16.50%	148
41 - 45	16.50%	148
46 - 50	13.38%	120
51 - 55	12.26%	110
56 - 60	8.47%	76
61 - 65	8.03%	72
66 and over	2.45%	22
TOTAL		897

Q3. What is your gender identity?

Answered: 901   Skipped: 69

ANSWER CHOICES		RESPONSES
Woman	73.58%	663
Man	24.20%	218
Transgender	0.22%	2
Two Spirit	0.00%	0
Prefer not to answer	1.66%	15
Other (Elaborate if you wish)	0.33%	3
TOTAL		901
Other (Elaborate if you wish) responses:		
Queer		
Genderqueer (but not out about it)		
Non-binary transmasculine		

Q4. Do you consider yourself to be:

Answered: 891   Skipped: 79

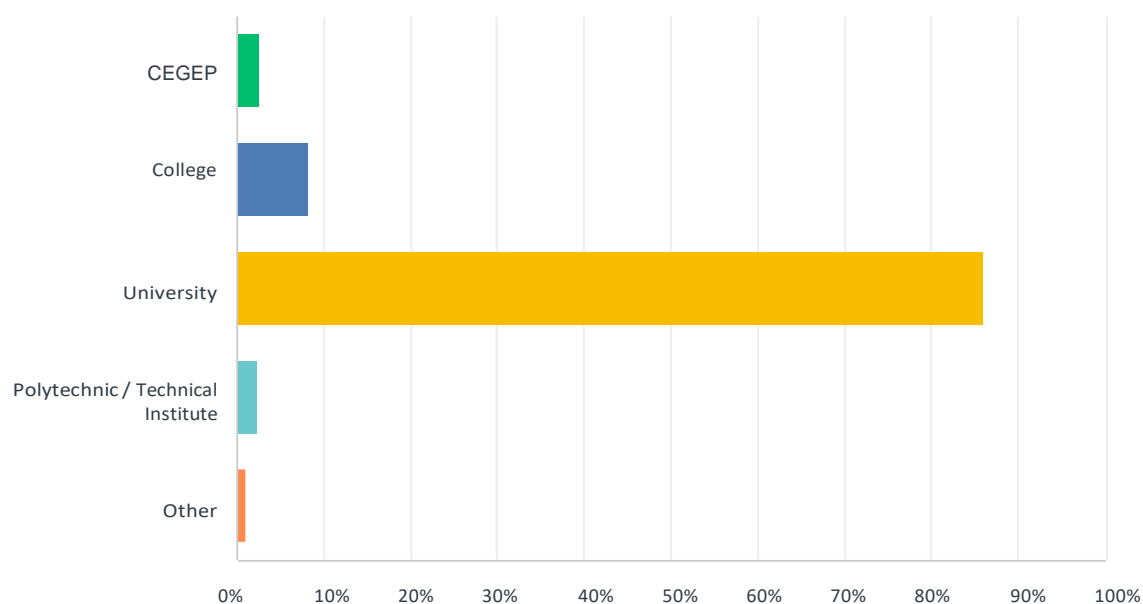| ANSWER CHOICES		RESPONSES
Bisexual	4.94%	44
Gay	3.37%	30
Lesbian	1.46%	13
Straight or Heterosexual	80.92%	721
Two Spirit	0.00%	0
Don't know/Not sure	1.01%	9
Prefer not to answer	6.51%	58
Other	1.80%	16
TOTAL		891
Other (Elaborate if you wish) responses:		
It's not black and white, I'm on the scale.		
Asexual (2)		
Queer/ace		
Queer (5)		
In a hetero relationship but likely Bi		
I do like / prefer the term queer (2)		
Pansexual (2)		

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

Answered: 904   Skipped: 66

ANSWER CHOICES		RESPONSES
CEGEP	2.54%	23
College	8.08%	73
University	85.95%	777
Polytechnic / Technical Institute	2.32%	21
Other (Please specify)	1.11%	10
TOTAL		904

#	Other (Please specify)
1	College-type post-secondary institution, but not officially considered a college
2	Hôpital universitaire
3	I am employed by a university, however, our library serves both the university and the college; I note that there are some questions about student FTE; where it is relevant, my responses will reflect that we are a shared resource - so for example, the student FTE will be a combined figure
4	Library consortium
5	Niveau secondaire élèves de 12 à 17 ans
6	Our library support both a College and a University
7	Private Christian college and seminary
8	University college / Établissement étant à la fois un collège et une université (2)
9	Bibliothèque en enseignement collégial qui dessert tout le réseau des cégeps et collèges privés francophones et anglophones du Québec

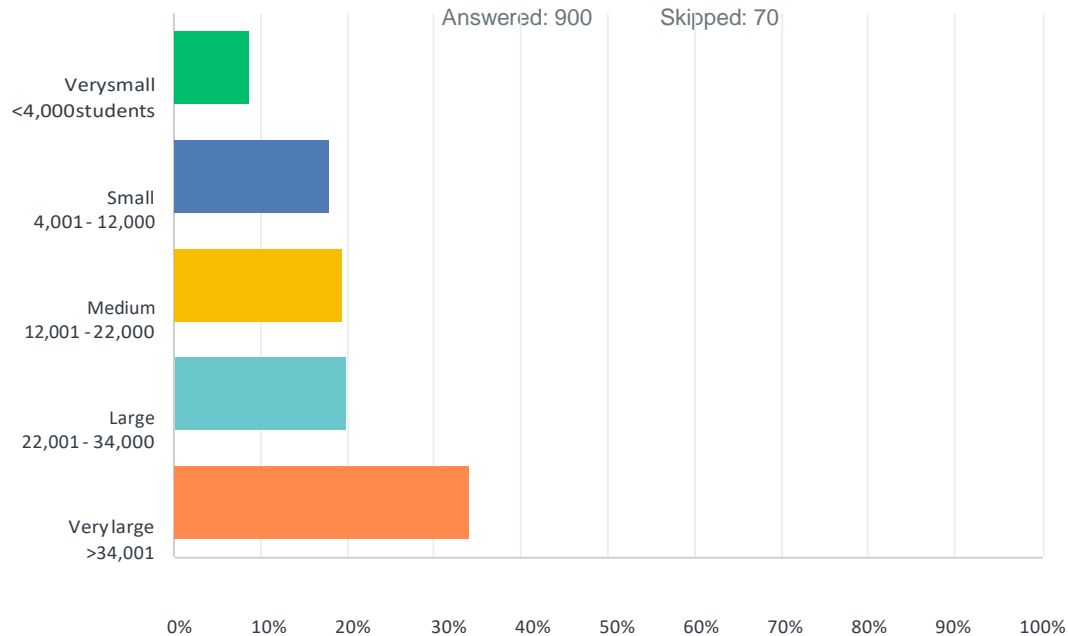# Q6. Is your institution primarily publicly funded?

Answered: 903   Skipped: 67
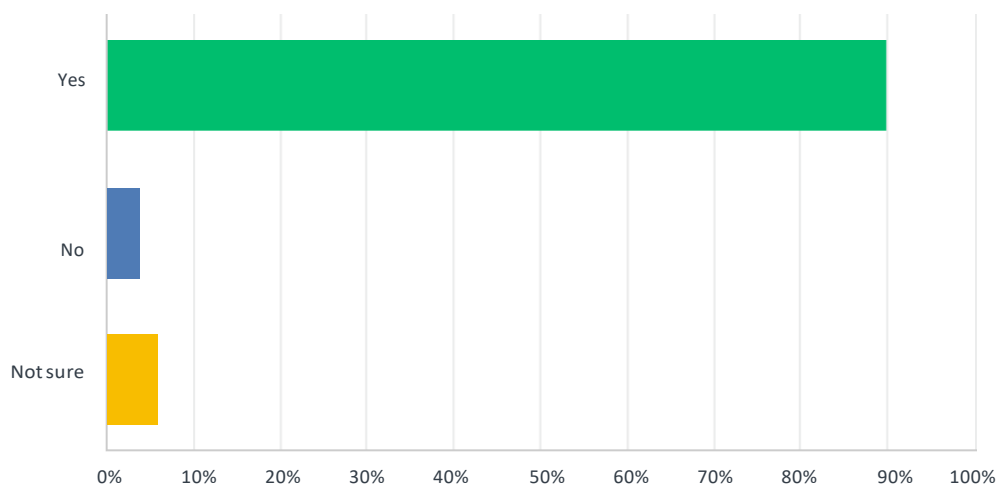
ANSWER CHOICES		RESPONSES
Yes	90.03%	813
No	3.88%	35
Not sure	6.09%	55
TOTAL		903

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

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

ANSWER CHOICES	RESPONSES	
Very small <4,000 students	8.78%	79
Small 4,001 - 12,000	17.89%	161
Medium 12,001 - 22,000	19.44%	175
Large 22,001 - 34,000	19.78%	178
Very large >34,001 students	34.11%	307
TOTAL		900

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.

Respondents' concern about anonymity may be reflected in the large number of generic titles such as "librarian / bibliothécaire." To protect anonymity, the below list will always stand on its own so that it cannot be cross-referenced with other data. Similar or identical responses are grouped with a number in brackets () indicating the total number of times the response appeared.

Answered: 846   Skipped: 124

#	RESPONSES
1	Aboriginal Engagement Librarian
2	Academic Librarian (2)
3	Academic Outreach Librarian
4	Access and User Services
5	Access Services Librarian (2)
6	Accessibility and Public Services Librarian
7	Acquisitions and Metadata Librarian
8	Acquisitions Librarian (2)
9	Acquisitions Librarian, Electronic Resources Librarian
10	Acquisitions Librarian, Research and Information Literacy librarian
11	Acting Head, Information Resources and Archives
12	Acting University Librarian
13	Aide-bibliothécaire
14	Architecture Librarian
15	Archives and Rare Books Librarian
16	Archivist and Assistant Librarian
17	Archivist and Special Collections Librarian
18	Archivist, Scholarly Communications Librarian
19	Archivist / Archiviste (3)
20	Archivist/Librarian
21	Art Librarian
22	Assessment and Communications Librarian
23	Assessment and User Experience Librarian
24	Assessment Librarian
25	Assessment Librarian and Collections Coordinator
26	Assessment, User Experience, Collections, Liaison, Marketing
27	Assistant Librarian (3)
28	Assistant Professor
29	Associate Chief Librarian (3)
30	Associate Dean (6)
31	Associate Librarian (4)

32	Associate Librarian, Liaison Librarian
33	Associate Librarian, Systems Librarian
34	Associate Librarian, Head of Information Resources
35	Associate Professor
36	Associate University Librarian (15)
37	Associate University Librarian for Digital Scholarship and Strategy
38	Associate University Librarian, Collection Services
39	Associate University Librarian, Content and Access
40	AUL Research, Head of X (for anonymity) Library
41	Bibliotécaire auprès des personnes handicapées
42	Bibliothécaire - diathécaire
43	Bibliothécaire - diffusion de la recherche
44	Bibliothécaire - évaluation continue
45	Bibliothécaire (affectée au services techniques - indexation)
46	Bibliothécaire au service des acquisitions
47	Bibliothécaire aux acquisitions
48	Bibliothécaire collection des livres anciens et rares
49	Bibliothécaire de liaison en éducation et psychoéducation, bibliothécaire responsable de la gestion courante
50	Bibliothécaire de référence (équivalent de bibliothécaire de liaison)
51	Bibliothécaire de référence (liaison)
52	Bibliothécaire de référence générale
53	Bibliothécaire de référence, anthropologie et sociologie
54	Bibliothécaire des données
55	Bibliothécaire disciplinaire (5)
56	Bibliothécaire en chef (2)
57	Bibliothécaire en science et génie
58	Bibliothécaire Formation à l'utilisation de l'information
59	Bibliothécaire responsable
60	Bibliothécaire responsable des acquisitions
61	Bibliothécaire responsable des initiatives numériques
62	Bibliothécaire responsable des services en français
63	Bibliothécaire services web
64	Bibliothécaire systèmes. Le titre officiel de mon poste est "Bibliothécaire"
65	Bibliothécaire Traitement documentaire / Gestion des systèmes
66	Bibliothécaire-conseil (5)
67	Bibliothécaire-conseil (équivalent de bibliothécaire de liaison)
68	Bibliothécaire-conseil (i.e. bibliothécaire de liaison)
69	Bibliothécaire-conseil, Bibliothécaire transdisciplinaire
70	Bibliothécaire-conseil, Promotion des services

71	Bibliothécaire-édimestre
72	Bibliothécaire, Cartothécaire
73	Bibliothécaire, Coordonnateur
74	Bibliothécaire, Indexeure
75	Bibliothécaire, Services aux usagers
76	Biomedical Librarian
77	Borrower Services, Librarian
78	Branch Head
79	Business and Economics Librarian
80	Business Librarian (7)
81	Campus Librarian (7)
82	Campus Librarian, Liaison Librarian
83	Catalogue Librarian
84	Cataloguing and Metadata Librarian
85	Cataloguing Librarian (5)
86	Chair, Liaison librarian
87	Circulation and Data Services Librarian
88	Circulation Services Manager
89	Clinical Outreach Librarian
90	Co-interim university librarian
91	Collection Development Coordinator
92	Collection Development Librarian (2)
93	Collection Development Librarian, Indigenous Studies Librarian, Economic Librarian
94	Collection Librarian
95	Collection Management Librarian
96	Collection Strategies Librarian (5)
97	Collections and Content Strategies Librarian (2)
98	Collections and Public Services Coordinator
99	Collections Coordinator (2)
100	Collections Librarian (6)
101	Collections Librarian / Bibliographer
102	Collections Librarian, Liaison Librarian (3)
103	Collections, Reference and Instruction Librarian (2)
104	College Librarian, Liaison Librarian for Cinema Studies
105	Communication Studies and Political Science Librarian
106	Communications and Liaison Librarian
107	Communications Librarian; Reference Librarian
108	Community Outreach Librarian, Student Engagement Librarian
109	Community Services Librarian
110	Consultant Librarian

111	Content Development Librarian (3)
112	Coordinator / Coordonnateur (3)
113	Coordinator Library Systems and Technical Services
114	Coordinator of Library Instruction
115	Coordinator of Teaching and Learning
116	Coordinator, E-Reserves
117	Coordinator, Library Services
118	Coordinator: Research Data Services, Data Librarian
119	Coordonnatrice du services des ressources didactiques et documentaires
120	Copyright Advisor
121	Copyright and Licensing Librarian
122	Copyright Librarian
123	Copyright Librarian, Liaison Librarian
124	Copyright Services Librarian (2)
125	Copyright Specialist
126	Copyright, Reference and eResources
127	Copyright/Digital Humanities Librarian
128	Data Librarian (4)
129	Data Services Librarian
130	Data Services Librarian, Liaison Librarian
131	Data Services Librarian, User Experience and Engagement Librarian, Liaison Librarian for Education and Child and Youth Study
132	Data Visualization Librarian
133	Data, GIS and Government Publications Librarian
134	Data/GIS Librarian
135	Dean of Libraries
136	Department Head (2)
137	Department Head Access Services, Copyright, Digital Services
138	Department Head of Access Services
139	Departmental Librarian
140	Deputy University Librarian
141	Digital Archives Librarian
142	Digital Archivist
143	Digital Infrastructure Librarian
144	Digital Initiatives and Scholarly Communications Librarian
145	Digital Initiatives Applications Librarian
146	Digital Initiatives Librarian (2)
147	Digital Initiatives Librarian, Associate Professor
148	Digital Initiatives Projects Librarian
149	Digital Library Services Coordinator

150	Digital Library Services Coordinator, Assistant Librarian
151	Digital Literacy Librarian
152	Digital Media Librarian (2)
153	Digital Preservation Coordinator
154	Digital Preservation Librarian
155	Digital Projects Librarian (2)
156	Digital Repositories Librarian
157	Digital Repository Librarian
158	Digital Resources Librarian (3)
159	Digital Scholarship Librarian (3)
160	Digital Scholarship Librarian, Engineering Subject Librarian
161	Digital Services Librarian (3)
162	Digital Services Librarian, Acting Head Map Data GIS, Acting Head Digital Scholarship Lab
163	Directeur Adjoint
164	Directeur de bibliothèques
165	Directeur du Service de la bibliothèque
166	Director - Science and Engineering, Liaison Librarian - Science and Engineering (2)
167	Director / Directeur (7)
168	Director Academic Innovation
169	Director Law Library
170	Director Learning Services (2)
171	Director Libraries and Learning
172	Director of Libraries
173	Director of Library Services
174	Director of Library Services/Associate Professor
175	Director of Services
176	Director, Assessment
177	Director, Libraries
178	Director, Library Services (5)
179	Director, Music Library
180	Director, Special Collections and University Archivist
181	Directrice (2)
182	Directrice de la Bibliothèque
183	Directrice des services aux usagers
184	Directrice générale des bibliothèques
185	Discovery and Access Librarian
186	Discovery and Web Services Librarian
187	Distance learning and research librarian
188	Division manager (Circulation, ILL, space management; acquisitions)
189	Durham Campus Librarian

190	E Learning Librarian, Accessibility Services Librarian
191	E-Resources and Assessment Librarian
192	Education and Liaison Librarian
193	eLearning Librarian
194	Electronic Resources and Systems Librarian
195	Electronic Resources Coordinator
196	Electronic Resources Librarian (5)
197	Electronic Resources Librarian, Collection Development Coordinator
198	Engagement and Copyright Services Librarian
199	Engineering Librarian
200	Executive Director Library Services
201	Faculty Liaison and Instruction Librarian
202	Faculty Librarian (2)
203	First Year Academic Skills Librarian
204	General Librarian (2)
205	Geography Librarian, GIS Librarian
206	Geospatial Data Services Librarian (2)
207	GIS and Maps Librarian
208	GIS Librarian
209	Government Information and Statistics Librarian
210	Government Publications Librarian, Reference and Subject Librarian
211	Grants and Awards Librarian, General Editor Libraries Publication Series
212	Head
213	Head (of a branch)
214	Head Bibliographic Services
215	Head Librarian (2)
216	Head Librarian (for a subject)
217	Head Librarian, Education Liaison Librarian
218	Head Library Systems
219	Head Music Librarian
220	Head of Cataloguing & Metadata (2)
221	Head of Collections
222	Head of Library
223	Head of Public Services
224	Head of Research and Information Services
225	Head of Technical Services
226	Head, Book and Serials Acquisitions
227	Head, Collections Services
228	Head, Design and Outreach (2)
229	Head, Discovery, Description, and Metadata

230	Head, Distance Library Services
231	Head, Education Library & Commons
232	Head, Interlibrary loans, Subject and Reference Librarian
233	Head, Learning and Curriculum Support
234	Head, Learning and Instructional Services
235	Head, Liaison Librarian (2)
236	Head, Librarian
237	Head, Library Publishing and Digital Production Services
238	Head, Library Reference and Instruction Services
239	Head, Library Technical Services & Collections
240	Head, Metadata Unit
241	Head, Reference Services
242	Head, Research and Scholarship
243	Head, Research Support (Arts and Special Collections)
244	Head, Research Support Services Librarian (2)
245	Head, Science and Engineering Libraries; Head, Student Learning Services
246	Head, Teaching and Learning
247	Head, Technical Services
248	Health and Biosciences Librarian
249	Health and Community Studies Librarian, Collection Assessment Librarian
250	Health Science Librarian (8)
251	Health Sciences Librarian, Research and Marketing Lead
252	Humanities Librarian; Head,
253	Indigenous Initiative Librarian and Librarian for First Nations Studies, Archaeology, Environment, and Resource and Environmental Management
254	Information Librarian
255	Information Literacy and Web Services Librarian
256	Information Literacy and Resource Access Librarian
257	Information Literacy Coordinator; Public Services Librarian
258	Information Literacy Instruction Coordinator, Liaison Librarian
259	Information Literacy Librarian (2)
260	Information Resources Librarian
261	Information Services Librarian (10)
262	Information Technology Librarian
263	Information Technology Librarian; Head Library Technology
264	Institutional Repositories Librarian
265	Instruction and Research Services Librarian
266	Instruction Librarian (6)
267	Instructional Design and eLearning Development Librarian
268	Instructional Librarian

269	Interdisciplinary Studies Librarian
270	Interim University Librarian (2)
271	Island Medical Program Librarian
272	Law Librarian / Bibliothécaire en droit (2)
273	Learning and Curriculum Support Librarian (5)
274	Learning and Instruction Librarian
275	Learning and Research Librarian (3)
276	Learning Services Librarian
277	Learning Support Coordinator
278	Legal Administrative Assistant
279	Liaison and 3D Printing Librarian
280	Liaison and Scholarly Communication Librarian
281	Liaison Librarian / Bibliothécaire de liaison (103)
282	Liaison Librarian (interim)
283	Liaison Librarian, Web Services Librarian
284	Liaison Librarian and Collections and Copyright Librarian
285	Liaison Librarian, Accessibility Librarian
286	Liaison Librarian, Associate Librarian
287	Liaison Librarian, Collections Coordinator
288	Liaison Librarian, Flexible Learning
289	Liaison Librarian, Game Design and Development
290	Liaison Librarian, Information Literacy Coordinator
291	Liaison librarian, Instructional Librarian,
292	Liaison Librarian, Public Service Manager
293	Liaison Librarian, Reference Librarian, Collection Librarian
294	Liaison Librarian, Research Commons Librarian
295	Liaison Librarian, Science and Engineering
296	Liaison Librarian, Social Media Coordinator
297	Liaison Librarian, User Experience Librarian
298	Liaison Librarian; Teaching and Learning
299	Liaison, Community Initiatives
300	Librarian, Public Services
301	Librarian / Bibliothécaire (68)
302	Librarian for Research Services
303	Librarian II
304	Librarian, Collections
305	Librarian, Copyright Consultant Librarian
306	Librarian; Indigenous Outreach Librarian
307	Librarian/Faculty
308	Library Assistant

| 309 | Library Director (6) |
310	Library Information Specialist
311	Library Instruction Coordinator
312	Management and Business Liaison Librarian, Entrepreneurship Librarian
313	Manager (2)
314	Map and GIS Librarian
315	Map Librarian
316	Media Collection and Student Outreach Librarian
317	Metadata Analyst Librarian
318	Metadata and Cataloguing Librarian
319	Metadata Coordinator
320	Metadata Librarian (3)
321	Metadata Librarian, Copyright Librarian
322	Metadata Librarian, Liaison Librarian, Selector
323	Metadata Management Librarian
324	Music Librarian
325	On-Call Reference, Instruction Librarian
326	Open Education Librarian
327	Open Scholarship Librarian
328	Outreach and Liaison Librarian
329	Outreach and Engagement Librarian
330	Outreach Librarian (2)
331	Outreach, Learning and Engagement Librarian
332	Professeur honoraire
333	Professional Librarian (3)
334	Project Librarian
335	Promotional Services Librarian
336	Prospect Research Analyst
337	Public Service Librarians (22)
338	Public Services Librarian, Copyright Officer
339	Reader Services and Instruction Librarian
340	Reader Services and Instruction Librarian, Acting Co-Head, Reader Services Department
341	Reference and Subject Librarian (3)
342	Reference and Instruction Librarian (2)
343	Reference and Technical Services Specialist
344	Reference Librarian / Bibliothécaire de reference (17)
345	Reference Librarian, Collection Development Librarian, Liaison Librarian
346	Reference Librarian, Data Librarian
347	Research and Learning Librarian (4)
348	Research and Curriculum Librarian

|	
349	Research and Instruction Librarian
350	Research and Learning Services Librarian
351	Research and Scholarly Communication Librarian
352	Research Commons Librarian (2)
353	Research Data Librarian
354	Research Data Management Librarian (2)
355	Research Impact Librarian, Public Services Librarian
356	Research Librarian
357	Research Services Librarian (2)
358	Resident Librarian
359	Résidente Bibliothécaire de Services Publiques
360	Responsable des Archives
361	Scholarly Communications and Copyright Outreach Librarian
362	Scholarly Communications and Copyright Librarian
363	Scholarly Communications and Copyright Services Librarian
364	Scholarly Communications Librarian (6)
365	Scholarly Communications Librarian, Social Sciences Librarian
366	Scholarly Publishing librarian
367	Scholarly Research Librarian
368	Science and Health Sciences Liaison Librarian
369	Science and Medicine Librarian
370	Science Liaison Librarian (2)
371	Science Librarian (2)
372	Science, Scholarly Resources
373	Serials Metadata Librarian
374	Services Librarian
375	Social Science, Humanities and Education Librarian
376	Social Sciences Librarian
377	Social Sciences Research Liaison Librarian (2)
378	Social Sciences Selector
379	Special Collections and Liaison Librarian
380	Special Collections Librarian (3)
381	Special collections Librarian, Liaison Librarian
382	Spécialiste en moyens et techniques d'enseignement (16)
383	Spécialiste en ressources documentaires
384	Student Engagement Librarian
385	Student Experience Librarian
386	Student Success Librarian
387	Subject Librarian (2)
388	Subject Librarian; Data Librarian

389	Subject Specialist Librarian
390	Subject/Reference Librarian
391	Systems and Technical Services Librarian
392	Systems and Access Services Librarian
393	Systems and Cataloging Librarian
394	Systems and Data Librarian
395	Systems Librarian / Bibliothécaire des systèmes (10)
396	Teaching and Learning Librarian (11)
397	Teaching and Learning Librarian, Disciplinary Coordinator (Health and Medicine)
398	Teaching and Learning, Liaison, Nursing and Biology librarian
399	Technical Services Librarian (3)
400	Technicien en documentation; formation ebsi, bibliothécaire professionnel
401	Theology and Rare Books Librarian
402	Theology Reference Librarian
403	Undergraduate Services Librarian
404	Unit Head
405	University Librarian (13)
406	User Experience Librarian (5)
407	User Services Assistant
408	User Services Coordinator
409	User Services Librarian
410	UX Librarian, Student Engagement and Outreach
411	Virtual Reference Services Librarian
412	Virtual Services Librarian
413	Visual Resources Librarian

Q9. What is your area of professional expertise? Check as many as apply.
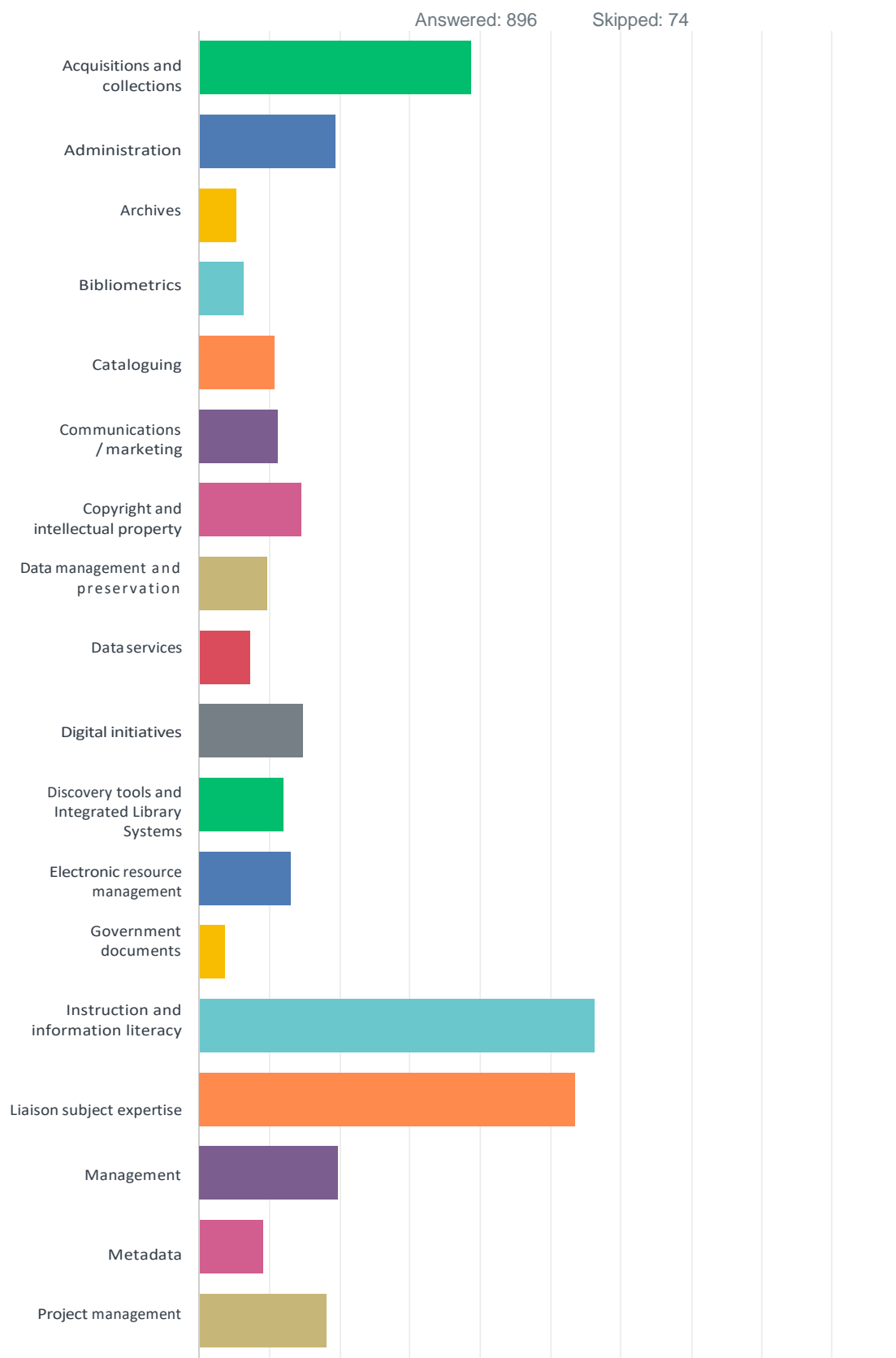
Answered: 896   Skipped: 74
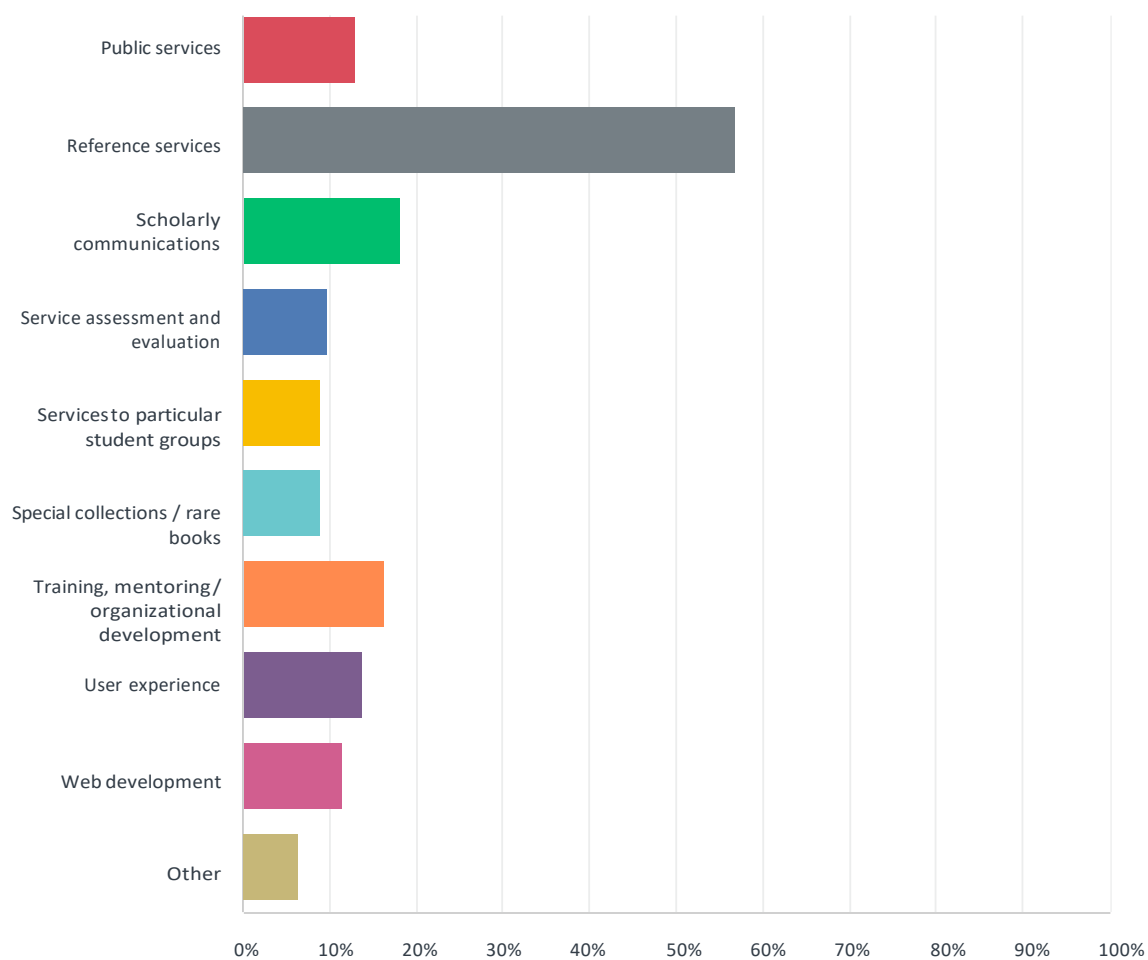
ANSWER CHOICES	RESPONSES	
Acquisitions and collections development	38.73%	347
Administration	19.53%	175
Archives	5.36%	48
Bibliometrics	6.58%	59
Cataloguing	10.83%	97
Communications / marketing	11.38%	102
Copyright and intellectual property	14.62%	131
Data management and preservation	9.93%	89
Data services	7.25%	65
Digital initiatives	14.96%	134
Discovery tools and integrated library systems	12.05%	108
Electronic resource management	13.28%	119
Government documents	3.68%	33
Instruction and information literacy	56.36%	505
Liaison subject expertise	53.46%	479
Management	19.98%	179
Metadata	9.15%	82
Project management	18.30%	164
Public services (borrower or circulation services, ILL)	13.06%	117
Reference services	56.81%	509
Scholarly communications	18.19%	163
Service assessment and evaluation	9.82%	88
Services to particular student groups (students with disabilities, international students)	8.93%	80
Special collections / rare books	9.04%	81
Training, mentoring / organizational development	16.41%	147
User experience	13.84%	124
Web development	11.61%	104
Other	6.47%	58
TOTAL		896

Similar or identical responses are grouped with a number in brackets () indicating the total number of times the response appeared.

| #	Other (Please specify)
1	Access and privacy; records management
2	Accessibility
3	Application development
4	Assessment / General assessment (2)
5	Assessment and research
6	Bibliothécaire disciplinaire
7	Change management
8	Children's Literature/Libraries
9	Circulation services
10	Co-researcher on systematic review projects
11	Collections audiovisuelles
12	Collections development
13	Community engagement
14	Currently I am mostly involved in digital initiatives and discovery tools and integrated library systems,
15	Développement de services
16	Digitization and digital collections development
17	Disciplinary librarian
18	Données géospatiales
19	First year experience
20	Geospatial, GIS, cartographic services
21	Gestion des données géospatiales
22	Gestionnaire
23	Gestionnaire de dépôts institutionnelles
24	GIS (2)
25	Grants, awards
26	Health librarianship
27	Indexation
28	Indigenous knowledges and collections
29	Information security
30	Infrastructure development
31	Institutional repository
32	Institutional repository management, media streaming service, journal production support
33	Instructional design, eLearning development, design
34	IT Management, Computing Hardware, Programming & Scripting, Systems Administration, Digital Archaeology, Digital Preservation
35	J'ai coché les domaines où je suis appelé à intervenir, mais les domaines dominants sont Enseignement à la maîtrise de l'information ; Liaison avec la Faculté d'éducation et Services de référence

36	Enseignement à la maîtrise de l'information; Liaison avec la Faculté d'éducation et Services de référence
37	Knowledge management
38	Knowledge synthesis
39	Knowledge synthesis ("if you are including new areas like digital initiatives, knowledge synthesis/systematic reviews should be a choice")
40	Labour issues, research methods
41	Liaison for graduate medicines, part of life sciences
42	Makerspace and emerging technology
43	Maps, air photos
44	Museums; maps and GIS
45	Open education; distance
46	Open education/OER and e-learning/flexible education
47	Outreach (2)
48	Pas de spécialisation
49	Philosophie, théologie, études anciennes, science politique, études internationales
50	Professional advocacy
51	Prospect research
52	Public engagement
53	Publishing
54	Quality Assurance / Team Coordinating
55	Rare book exhibitions
56	Rare book exhibitions, faculty outreach
57	Research
58	Research synthesis search methods like systematic reviews
59	Responsable didacthèque
60	Sole Librarian - acquisitions, collection development, instruction, reference, administration
61	Soutien à la chercheur (services offerts aux professeurs et chercheurs)
62	Strategic Planning
63	Structured documents, information design, digital edition
64	Student academic skills and support services such as writing, math, study skills, research, etc...
65	Systematic reviews (4)
66	Systems
67	Teaching and learning
68	Technology, publishing, knowledge transfer, research impact, security
69	Technologies en bibliothèque
70	Tout ce qui concerne les machines et applications. Mes usagers sont des employés.
71	Veille et recherche d'information
72	Virtual library

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).
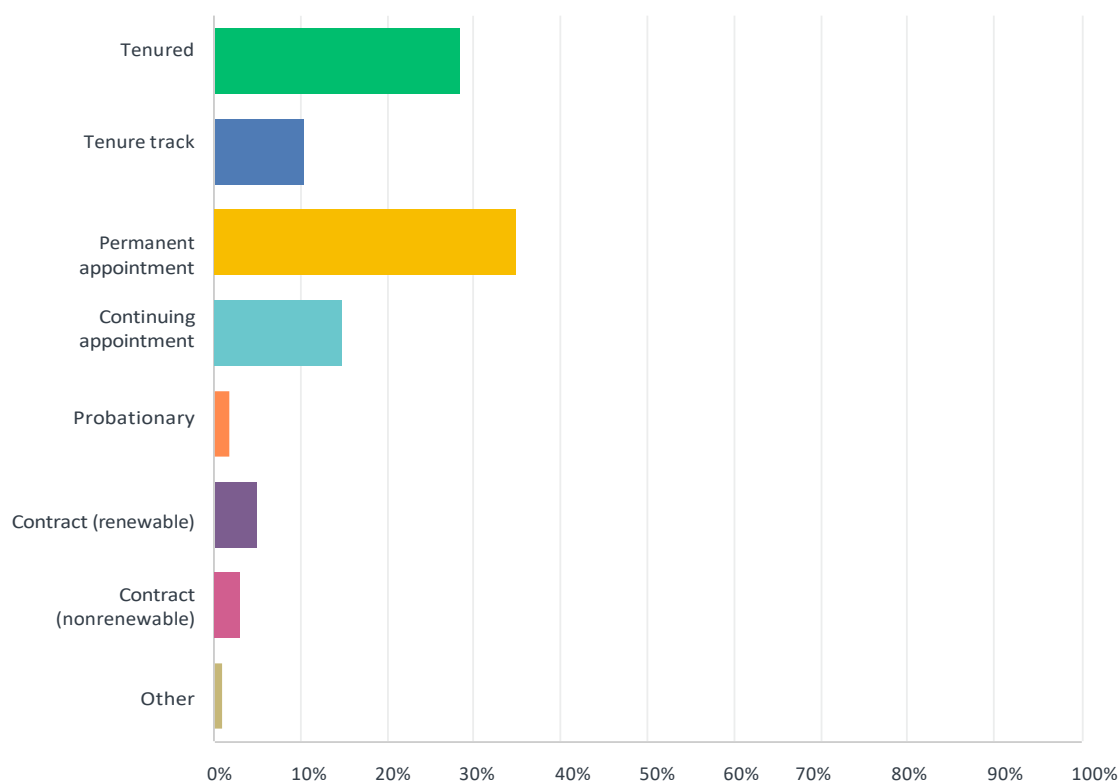
Answered: 864   Skipped: 106
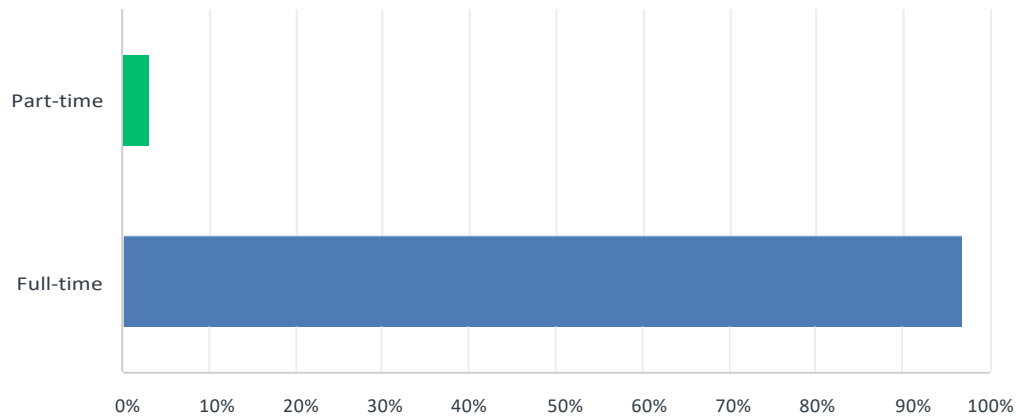
ANSWER CHOICES	RESPONSES	
Part-time	3.24%	28
Full-time	96.76%	836
TOTAL		864

Q11. What type of appointment do you have?

Answered: 871   Skipped: 99

| ANSWER CHOICES		RESPONSES
Tenured	28.36%	247
Tenure track	10.56%	92
Permanent appointment	35.02%	305
Continuing appointment	14.93%	130
Probationary	1.84%	16
Contract (renewable)	4.94%	43
Contract (non-renewable)	3.21%	28
Other	1.15%	10
TOTAL		871

#	OTHER: PLEASE SPECIFY
1	Almost off probation. Will be moving to permanent appointment
2	Appointment without term, current position is 5-year Associate Dean level appointment (out of union)
3	Contingent appointment
4	Continuing-appointment track
5	Exempt management
6	Faculty position (college level, no tenure process)
7	Full time administration (non-union)
8	Full-time
9	Full-time permanent staff
10	I have a continuing appointment but am in my current position on a 5-year mandate (renewable)
11	Intermittent (36 semaines/an)
12	Limited Term Appointment - 1 year, renewable
13	Maternity leave contract
14	On two years-probation before permanent
15	Permanent status appointment
16	Remplacement de congé de maternité
17	Remplacement de la titulaire du poste, en congé sans traitement
18	Residente, contrat non-renouvelable
19	Surnuméraire
20	Union (2)
21	Unsure if the contract is renewable or not.

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

Answered: 876   Skipped: 94
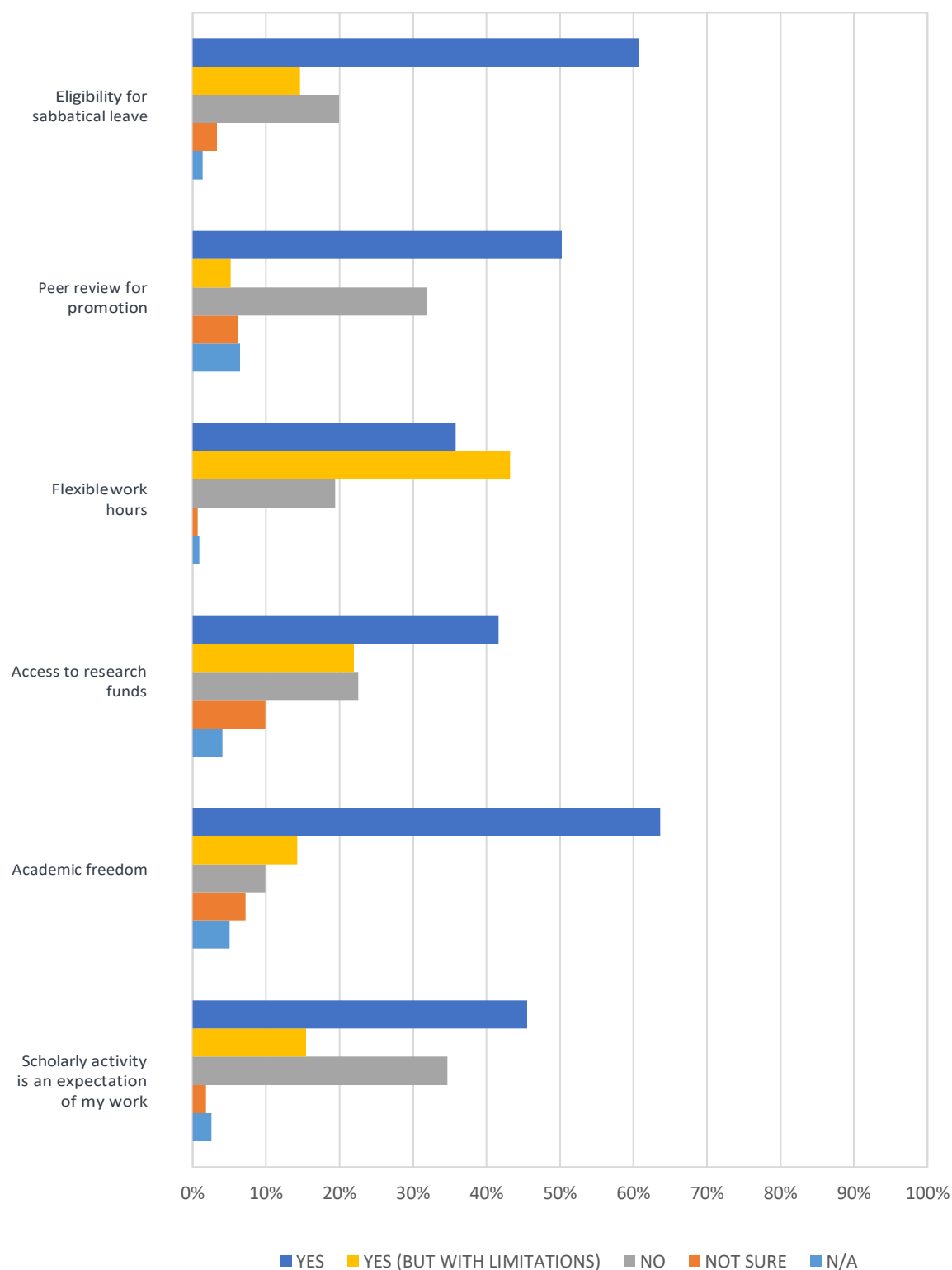
	YES	YES (BUT WITH LIMITATIONS)	NO	NOT SURE	N/A	TOTAL
Eligibility for sabbatical leave	60.80% (532)	14.63% (128)	19.89% (174)	3.31% (29)	1.37% (12)	875
Peer review for promotion	50.23% (435)	5.20% (45)	31.87% (276)	6.24%(54)	6.47% (56)	866
Flexible work hours	35.78% (312)	43.23% (377)	19.38% (169)	0.69% (6)	0.92% (8)	872
Access to research funds	41.61% (362)	21.95% (191)	22.53% (196)	9.89% (86)	4.02% (35)	870
Academic freedom	63.61% (554)	14.24% (124)	9.87% (86)	7.23% (63)	5.05% (44)	871
Scholarly activity is an expectation of my work	45.51% (395)	15.44% (134)	34.68% (301)	1.84% (16)	2.53% (22)	868

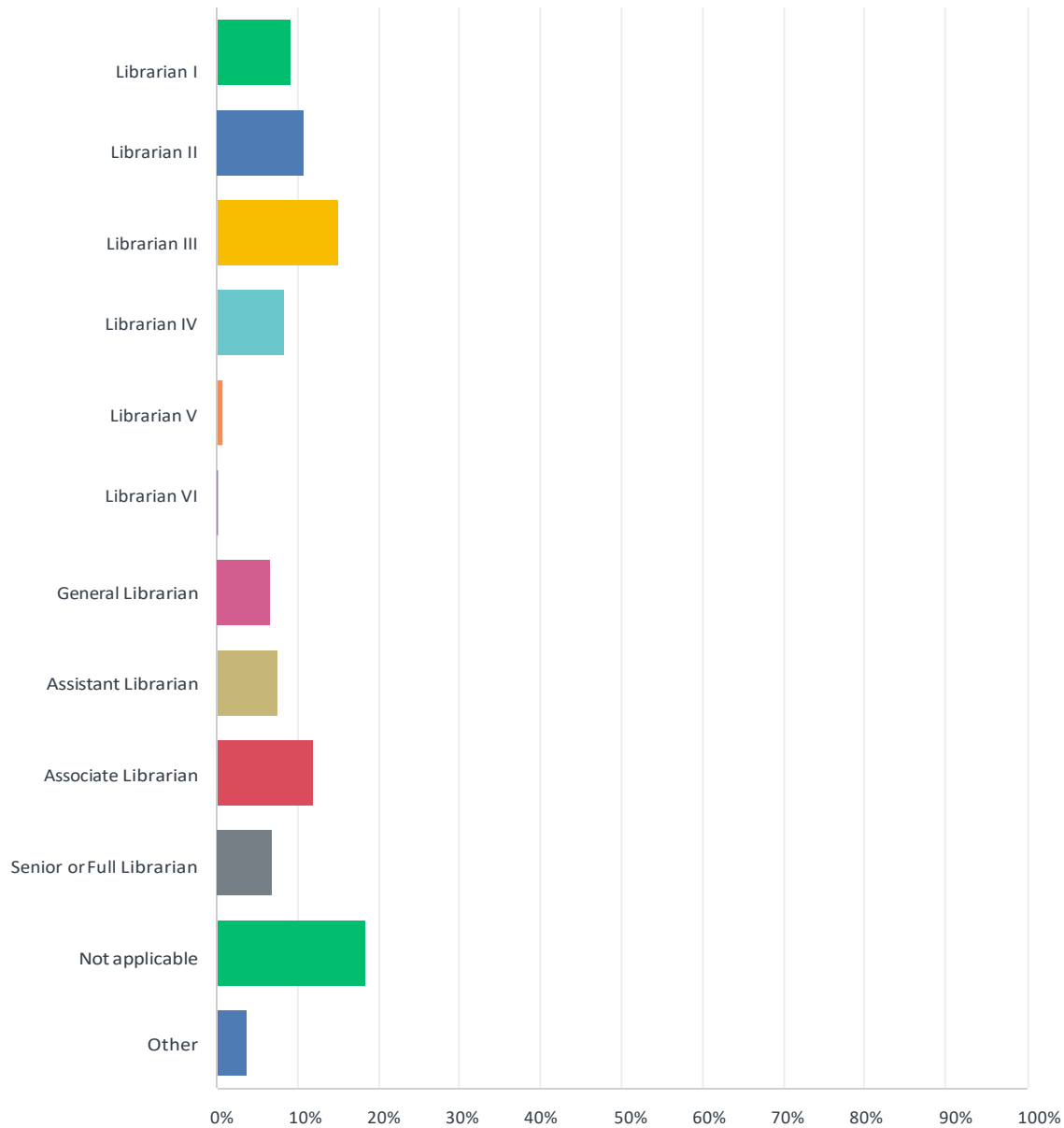## Q13. How many ranks does your institution have for academic librarians?

Answered: 869   Skipped: 101
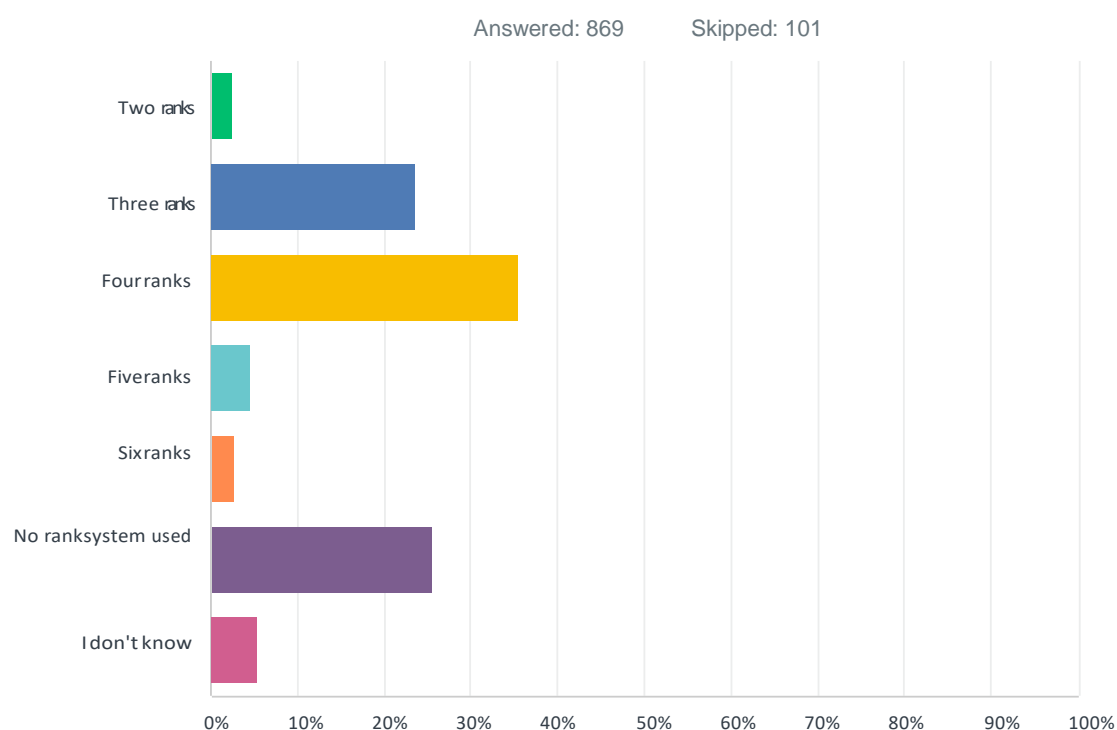
ANSWER CHOICES		RESPONSES
Two ranks	2.42%	21
Three ranks	23.59%	205
Four ranks	35.56%	309
Five ranks	4.60%	40
Six ranks	2.76%	24
No rank system used	25.55%	222
I don't know	5.52%	48
TOTAL		869

Q14. What is the current title of your rank or closest equivalent?

Answered: 862   Skipped: 108

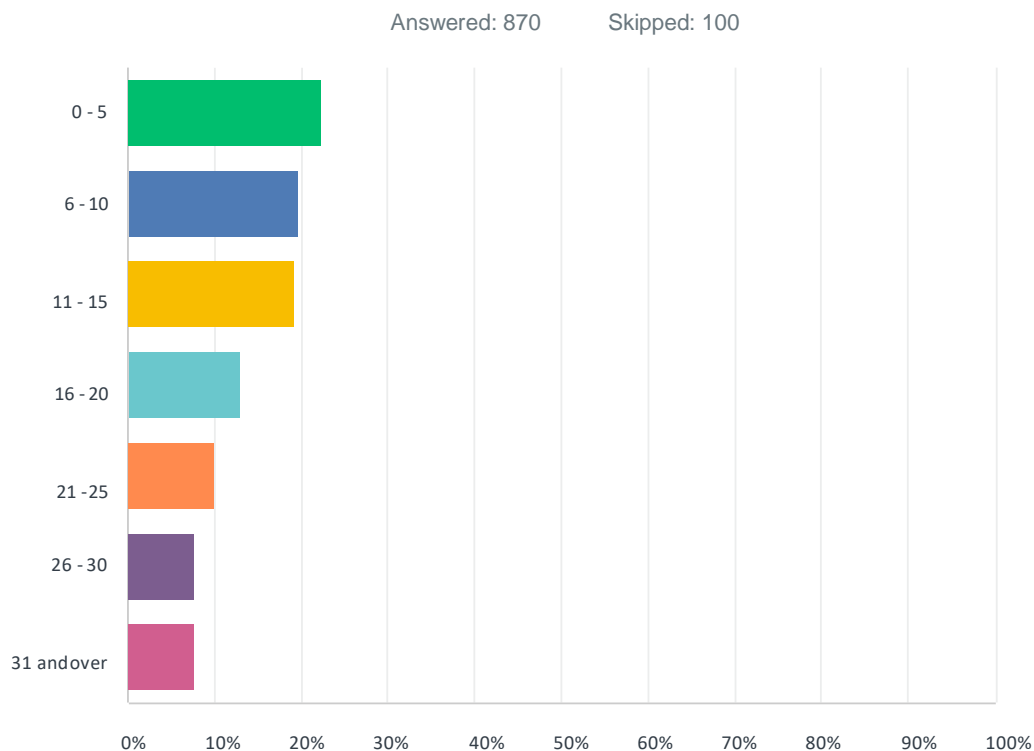| ANSWER CHOICES	RESPONSES	
Librarian I	9.28%	80
Librarian II	10.79%	93
Librarian III	15.08%	130
Librarian IV	8.47%	73
Librarian V	0.81%	7
Librarian VI	0.23%	2
General Librarian	6.73%	58
Assistant Librarian	7.54%	65
Associate Librarian	11.95%	103
Senior or Full Librarian	6.96%	60
Not applicable	18.33%	158
Other (Please specify)	3.83%	33
TOTAL		862

Similar or identical responses are grouped with a number in brackets () indicating the total number of times the response appeared.

#	OTHER: PLEASE SPECIFY*
1	Academic Staff Officer
2	Administration
3	All librarians share rank - Collegial, democratic management system
4	Assistant Professor (2)
5	Associate Professor
6	Associate University Librarian
7	Aucun système de rang
8	Bibliothécaire disciplinaire (2)
9	Bibliothécaire gestionnaire
10	Bibliothécaire responsable
11	Clarification: our ranks run II-IV so I'm in the middle rank at a III
12	Coordinator II
13	Dean
14	Directeur adjoint
15	Director / Library Director (4)
16	Director - not considered a librarian classification
17	Division Head
18	Don't know (3)
19	Faculty Librarian
20	I'm actually out of scope.

21	Il n'y a pas de rang pour les bibliothécaires.
22	Je ne connais pas le système de rang et peux donc difficilement m'y comparer.
23	Je suis permanente
24	Librarian
25	Librarians do not have ranks at my institution
26	Not sure
27	Not sure, since I'm the only librarian
28	Our ranks are tied to a position and you cannot be promoted through the ranks academically
29	Senior college management staff
30	Sessional librarian
31	Sessional librarian (is separate from the Librarian 1,2,3 ranking)
32	Spécialiste en moyens et techniques d'enseignement (SMTE) (2)
33	Subject librarian (Law Librarian)
34	Technicien en documentation
35	University Librarian (2)
36	We all have the same rank.
37	We do not have the title of librarian actually. They call us Specialist in documentary resources.
38	We don't use ranks
39	We have librarians I-IV
40	We have pay steps with each year of service, one year of service = pay step
41	We only have one librarian position who has faculty rank of Associate Professor

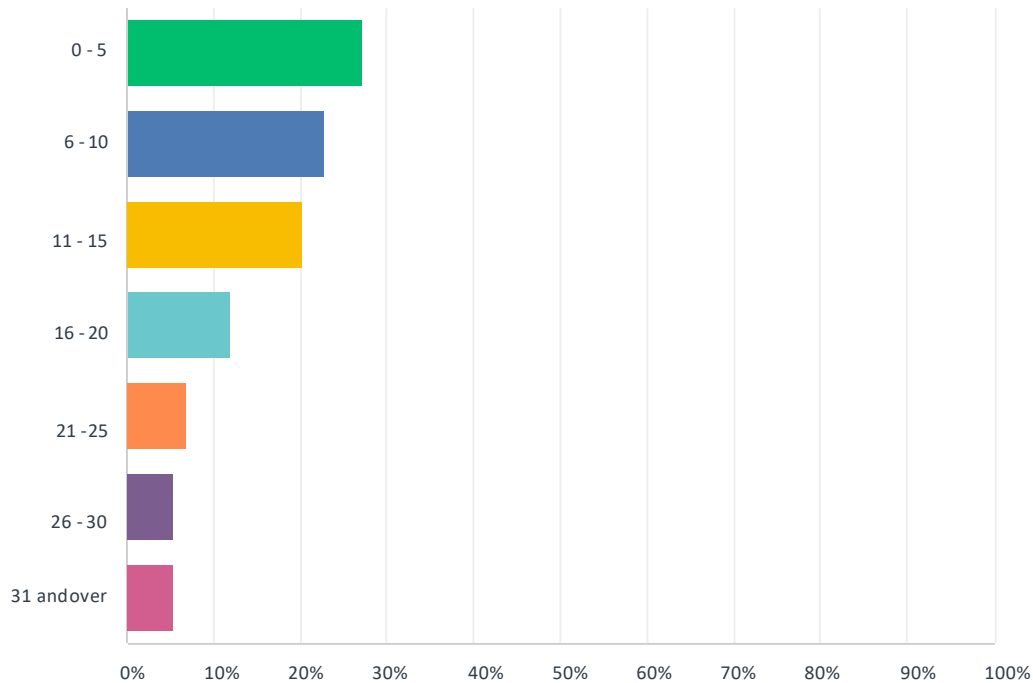## Q15. How many total years have you worked as a librarian?

Answered: 870   Skipped: 100

ANSWER CHOICES	RESPONSES	
0 - 5 years	22.30%	194
6 - 10 years	19.66%	171
11 - 15 years	19.31%	168
16 - 20 years	12.99%	113
21 - 25	10.11%	88
26 - 30	7.82%	68
31 and over	7.82%	68
TOTAL		870

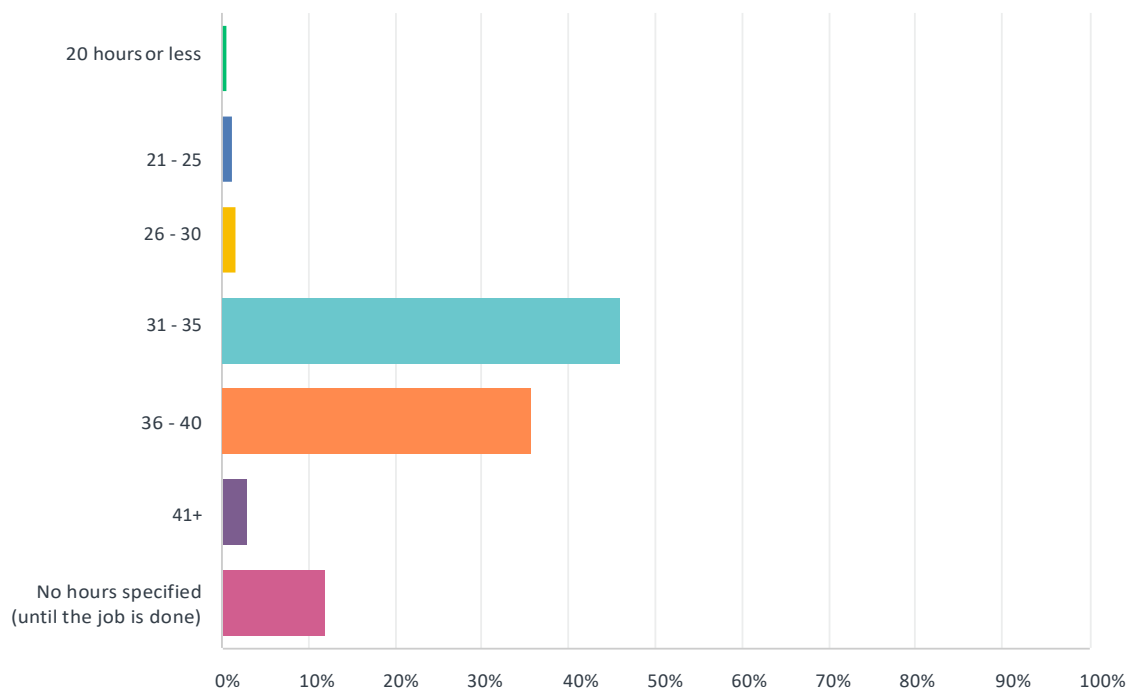## Q16. Of those years how many have you worked as an academic librarian?

Answered: 874   Skipped: 96

ANSWER CHOICES	RESPONSES	
0 - 5 years	27.12%	237
6 - 10 years	22.88%	200
11 - 15 years	20.37%	178
16 - 20 years	12.01%	105
21 - 25	6.86%	60
26 - 30	5.38%	47
31 and over	5.38%	47
TOTAL		874

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

Answered: 874   Skipped: 96

ANSWER CHOICES	RESPONSES	
20 hours or less	0.57%	5
21 - 25	1.26%	11
26 - 30	1.60%	14
31 - 35	46.00%	402
36 - 40	35.70%	312
41+	2.97%	26
No hours specified (until the job is done)	11.90%	104
TOTAL		874

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

Answering emails, scholarly activity, working on work related projects, etc.
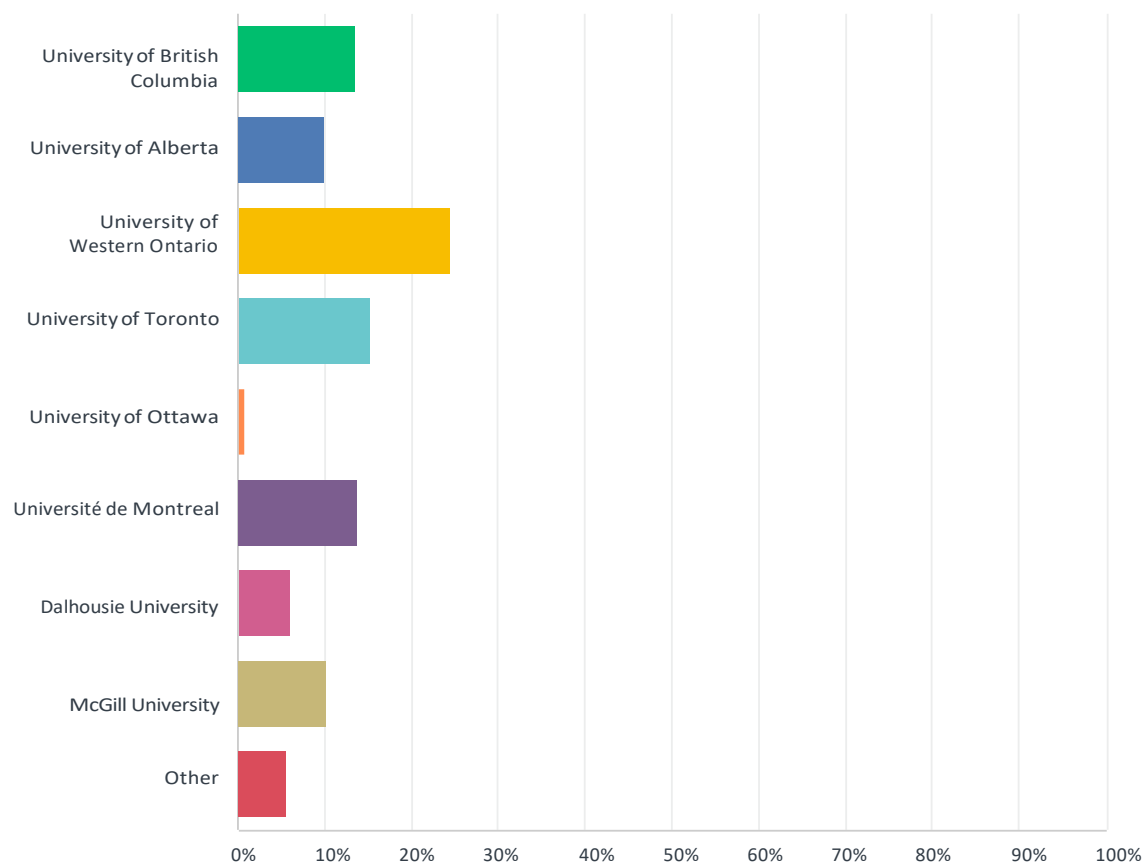
Answered: 864   Skipped: 106
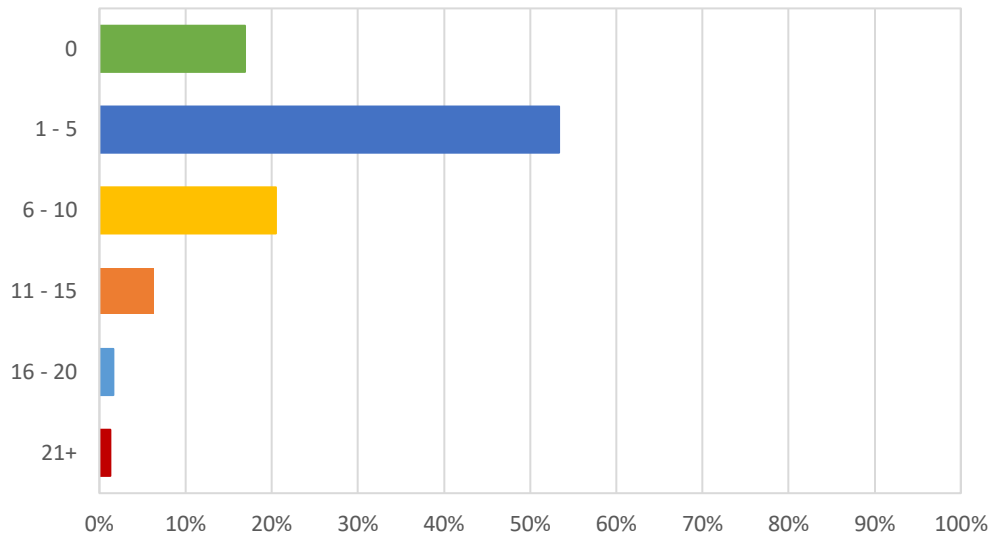
ANSWER CHOICES	RESPONSES	
0	16.90%	146
1 - 5	53.36%	461
6 - 10	20.49%	177
11 - 15	6.37%	55
16 - 20	1.62%	14
21+	1.27%	11
TOTAL		864

Q19. From which university did you obtain your MLIS / MLS degree or equivalent?

Answered: 869   Skipped: 101

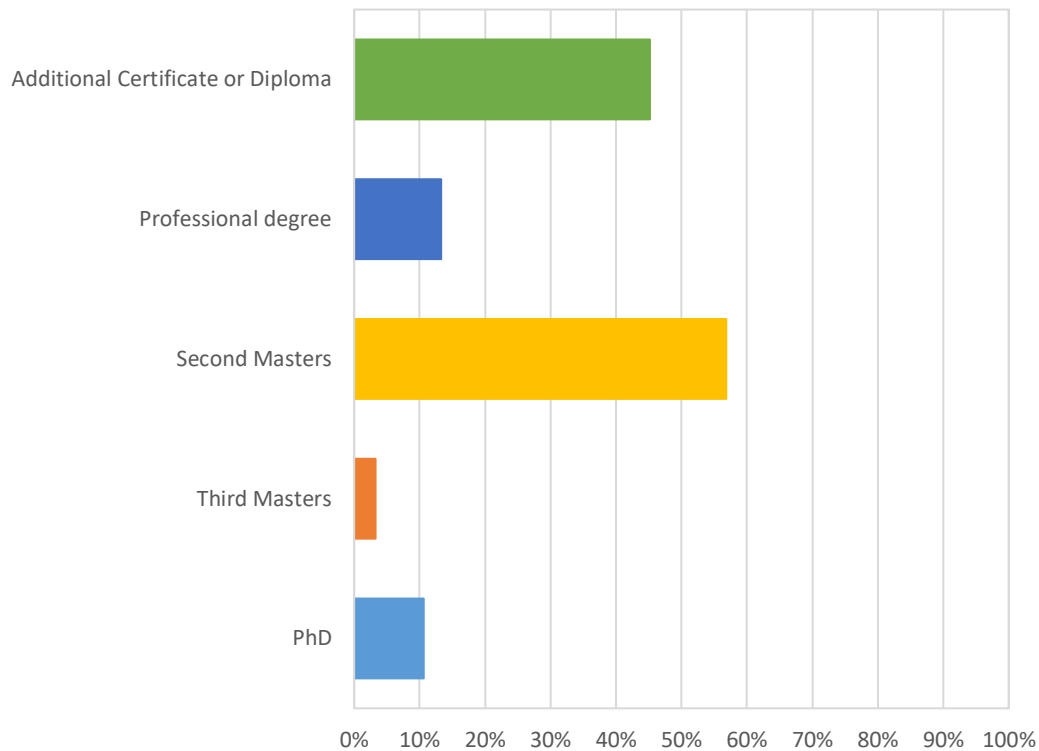| ANSWER CHOICES	RESPONSES	
University of British Columbia	13.58%	118
University of Alberta	10.13%	88
University of Western Ontario / Western University	24.51%	213
University of Toronto	15.19%	132
University of Ottawa / Université d'Ottawa	0.92%	8
Université de Montréal	13.81%	120
Dalhousie University	5.98%	52
McGill University	10.24%	89
Other (Please specify)	5.64%	49
TOTAL		869

Similar or identical responses are grouped with a number in brackets () indicating the total number of times the response appeared.

#	Other (Please specify):
1	a US university (2)
2	Charles Sturt University (Australia)
3	Columbia University
4	Currently in library school at U of A.
5	Geneseo
6	Indiana University (5)
7	Kent State University
8	Louisiana State University, US
9	Northern Illinois University, US
10	Outside of Canada
11	Conservatoire national des arts et métiers (CNAM), Institut national des techniques de la documentation (INTD), Paris
12	Prefer not to answer--it's in the UK
13	Robert Gordon University (2)
14	San Jose State University (3)
15	Simmons College
16	St. John's University, NY
17	State University of New York at Albany
18	SUNY Buffalo (2)
19	Syracuse University
20	University of California, Los Angeles (UCLA)
21	Université de Montréal
22	Université Paris (France)
23	University of Arizona
24	University of California Berkeley (2)
25	University of Illinois at Urbana Champaign
26	University of Iowa
27	University of Michigan (3)
28	University of North Texas
29	University of Rhode Island
30	University of Sheffield (England)
31	University of Wales, Aberystwyth (2)
32	University of Washington
33	Valdosta State University (Georgia, USA)
34	Wayne State University (3)

Q20. In addition to your MLIS / MLS degree or equivalent, indicate other credentials attained. (Skip to next question if not applicable)

Answered: 489   Skipped: 481

ANSWER CHOICES		RESPONSES
Additional Certificate or Diploma	45.19%	221
Professional degree	13.29%	65
Second Masters	56.85%	278
Third Masters	3.27%	16
PhD	10.63%	52
TOTAL Respondents: 489		632

Responses detailing Bachelor's degrees have been removed from the below list but are summarized here: Bachelor of Arts (72), Bachelor of Science (20), and Bachelor of Education (4).

Responses detailing Master's degree information were moved to the relevant section. Responses including multiple certificates or diplomas have been separated out. Similar or identical responses are grouped with a number in brackets () indicating the total number of times the response appeared.

#	Additional Certificate or Diploma (What type?)
1	Adult Learning
2	AHIP Senior member
3	Certificat en archivistique
4	Project Management Certificate
5	Second Language Certification
6	1 year post graduate certificate
7	2 Certificats en comptabilité
8	2 year certificate in Library Leadership, Evidence Based Medicine
9	3 /Associates: Gen. Bus, Ofc. Admin., Marketing
10	Academy of Health Information Professionals (AHIP) (2)
11	Adult Teaching and Learning Certificate
12	archival, records management
13	Archivistique et gestion des documents
14	Archivistique, anthropologie
15	Business Administration Certificate
16	Business Continuity Planning Certificate
17	Business Continuity
18	Business Diploma (2)
19	Business Management
20	Canadian Copyright Certificate
21	Canadian Securities Course
22	CELTA (language training certificate)
23	Certificat Arts et sciences
24	Certificat en archivistique (6)
25	Certificat en Cybermuséologie,
26	Certificat en droit (2)
27	Certificat en écologie;
28	Certificat en études pluridisciplinaire
29	Certificat en études russes
30	Certificat en gestion des ressources humaines
31	Certificate
32	Certificate in Adult Education
33	Certificate in Canadian Copyright Law

34	Certificate in Copyright
35	Certificate in GIS
36	Certificate in Instructional Technology / IT (2)
37	Certificate in Interdisciplinary Studies: Emerging Technologies for Learning
38	Certificate in Library Sector Leadership
39	Certificate in Management, Certificate Linux Server Administration
40	Certificate in Publishing
41	Certificate in Teaching English as a Second Language, Advanced Certificate in Adult Education
42	Certificate in Technical Writing
43	Certificate in University Teaching and Learning
44	Certificate of Public History
45	Certificates
46	Collaborative Program in Book History and Print Culture
47	College Certificate (Continuing Education)
48	College Diploma (2)
49	Communications Diploma
50	Community College Education Diploma (Teaching adults)
51	Conflict Resolution, Diploma Archives Technician (2)
52	Copyright Master Class
53	Corporate Communications post-graduate certificate
54	Critical infrastructure protection Certificate
55	Cytogenetics Technology Diploma
56	Dep en micro-informatique
57	Diploma in Creative Photography
58	Diploma in General Nursing
59	Diploma in Project Management
60	Diploma in Teaching English as a Second Language
61	Diploma Public Sector Management
62	Diplôme d'études collégiales en Arts et lettres, profil Théâtre
63	Diplôme d'études collégiales en Musique
64	E-learning
65	Education Science
66	Enseignement des mathématiques au secondaire
67	ESL Teacher Certificate
68	Event Planning
69	First Nations Curriculum Concentration
70	French as Second Language
71	Gestion
72	GIS Certificate (2)

73	GIS Diploma
74	Graduate Academic Certificate in Management
75	Graduate Certificate in Educational Research
76	Graduate Certificate in Financial Planning
77	Graduate Certificate in Technology-Based Distributed Learning (2)
78	Graduate Diploma in Information Studies
79	Graduate Diploma in Information Technology
80	Graduate Diploma, Clinical Epidemiology Research
81	Graduate Professional Certificate in Library Sector Leadership (2)
82	Graduate Studies Management Diploma
83	Human Resources
84	IM
85	Information Security Certificate
86	Infrastructure Protection
87	Journalism Diploma (2)
88	Law Certificate
89	Leadership and Conflict Resolution
90	Level 1 University Teaching Program
91	Library and Information Studies Diploma
92	Library and Information Technician Diploma (4)
93	Library Assistant Certificate
94	Library Media Specialist
95	Library Technician (2)
96	Library Technician's Diploma (7)
97	Library Techniques
98	Management
99	Managing Conflict in the Workplace, Mount Royal University
100	Masters Certificate in Library Leadership
101	Microprogramme en enseignement post secondaire
102	MOOC en gestion des données de recherche (En cours)
103	MOOC en Web de données (Web sémantique);
104	Not-for-profit management certificate,
105	Office Careers
106	PMP (2)
107	Post-Graduate Diploma in Library and Information Science
108	Post-Master's Certificate in Digital Archives and Records Management
109	Postgraduate certificate in GIS
110	Postgraduate Certificate in Publishing
111	Professional Certificate in Alternative Dispute Resolution

112	Professional Certificate in Leadership
113	Project Management
114	Provincial Instructor Diploma
115	Psychology
116	Publishing
117	Registered Nurse Diploma
118	Registered Respiratory Therapist
119	Research Data Management & Sharing Certificate
120	Research Methodology Certificate
121	Social Sciences Certificate
122	Software Support Specialist Certificate (almost completed)
123	Sommelier
124	Supervisory Training Certificate
125	Teaching English as a Second Language Certificate
126	TESL, Provincial Instructors Diploma
127	TESOL Diploma
128	Two Certificates
129	Web Design and Programming
130	DESS en gestion
131	DESS International law

#	Professional Degree (Law Degree, etc.) (What Degree?)
1	BA ENGL/HIST
2	BA History
3	BA, BComm
4	BA, BSC
5	Baccalauréat en chimie
6	Baccalauréat en histoire de l'art
7	Baccalauréat en philosophie, baccalauréat en histoire
8	baccalaureat en sciences de la santé
9	Bachelor of Applied Arts
10	Bachelor of Arts (Honours); Bachelor of Education (Honours)
11	Bachelor of Arts, English and Humanities
12	Bachelor of Commerce
13	Bachelor of Education (20)
14	Bachelor of Education - Primary and Junior Education
15	Bachelor of Education, Bachelor of Science Geosciences
16	Bachelor of Science
17	BFA

18	BSc, BEng
19	Certificat en communication et Certificat en sociologie
20	Dec en techniques de la documentation
21	Diplôme d'études supérieures spécialisées en gestion (D.E.S.S.G.)
22	diplôme en géographie
23	Diplôme en sciences administratives
24	Education
25	Education (Secondary) degree
26	Engineering
27	Enseignement post secondaire
28	Génie géologique
29	Géologie
30	J.D. (2)
31	Kinesiology
32	Langue et littérature
33	Law degree (J.D.)
34	Law degree (LLB) (2)
35	LLM
36	M. Div.
37	Master of Archival Studies — NB this is my *second* Master's
38	MBA
39	Microprogramme de 2ème cycle en formation à l'enseignement postsecondaire
40	MISt
41	MLIS
42	MSL, Master of Studies in Law
43	Professional degree
44	Programme court en anglais fonctionnel.
45	Professional degree
46	Programme court en anglais fonctionnel.
47	Translation

Responses including multiple masters degrees have been separated out. Similar or identical responses are grouped with a number in brackets () indicating the total number of times the response appeared.

#	Second and Third Masters (What Discipline?)
1	Ancient History
2	Anthropology (3)
3	Applied Language Studies
4	Applied Microbiology
5	Applied Sciences

6	Archaeology (2)
7	Archéologie classique
8	Archival Studies (6)
9	Art History (7)
10	Arts (13)
11	Atlantic Canada Studies
12	Biochemistry
13	Biologie moléculaire
14	Biology (3)
15	Business Administration (6)
16	Byzantine Art History (2)
17	Chemistry
18	Christian Studies
19	City Planning
20	Classics (2)
21	Communications and Cultural Studies
22	Communications, Media and Technology
23	Comparative Literature
24	Computer Engineering
25	Computer Science (2)
26	Conservation Biology
27	Continuing Education specializing in workplace learning
28	Creative Writing
29	Cultural Studies (2)
30	Digital Humanities (2)
31	Divinity
32	Drama (2)
33	Droit d'auteur
34	Earth Sciences
35	East Asian Studies
36	Economics
37	Education / Éducation (11)
38	Educational Technology
39	Electrical Engineering
40	English / English Literature / Litérature anglaise (47)
41	English and the Digital Humanities
42	Environement / Environmental Studies / Environnement / sciences de l'environnement (5)
43	Ethnomusicology
44	Études arabes

45	Études cinématographiques
46	Film Studies
47	Film Writing
48	Fine Arts (2)
49	French Language and Literature
50	French Studies
51	Geography (4)
52	Geology
53	German
54	German literature / German language and literature (2)
55	Heritage studies, Moving image specialization
56	History / Histoire (32)
57	History of Religions
58	Humanities (interdisciplinary)
59	Humanities Computing (2)
60	Industrial Relations
61	Information and Computer Science
62	Instructional Technology
63	International Relations
64	Jewish Education
65	Kinésiologie
66	Law / Studies in Law (2)
67	Linguistics (6)
68	Literature / Littérature (5)
69	Littérature comparée
70	Littérature française)
71	Maitrise en bibliothéconomie et science de l'information
72	Masters
73	Medieval Studies (3)
74	Microbiologie-immunologie
75	Microbiology and Infectious Diseases
76	MSc in Gender, Media and Culture
77	Museum Studies / Muséologie (4)
78	Music (voice performance)
79	Music / Musique (5)
80	Music and Culture (2)
81	Music Theory
82	Musicology (5)
83	Philology

| 84 | Philosophy (4) |
85	Physics / Physique (2)
86	Plant Systematics
87	Political Science / Science politique (5)
88	Psychoacoustics
89	Psychology / Psychologie (2)
90	Public Administration (3)
91	Public Administration and Policy Studies
92	Public History (2)
93	Relations industrielles
94	Religion and Culture
95	Religious Studies (3)
96	Russian and East Europeans Studies (Interdisciplinary)
97	Science (2)
98	Sciences du langage
99	Social Work
100	Sociology / Sociologie (8)
101	Th. M.
102	Théâtre
103	Theatre History
104	Theology (3)
105	Theology and Religious Studies
106	Traduction
107	Visual Arts
108	Women's Studies (2)
109	Zoology

* Similar or identical responses are grouped with a number in brackets () indicating the total number of times the response appeared.

#	PHD (WHAT DISCIPLINE?)
1	Acoustics
2	Biology
3	Biophysics
4	Chemistry
5	Classics (2)
6	Curriculum and Instruction
7	Economics
8	Education (Ed.D)
9	Education (3)

| 10	Educational Leadership and Policy
11	Elementary Education and LIS
12	English / Book History
13	English / English literature (3)
14	Histoire du livre
15	History / Histoire (2)
16	Honorary doctorate
17	Humanities
18	Interdisciplinary
19	Law
20	Library and Information Studies / Information Science / Information Studies (9)
21	Literary Studies
22	Medieval Studies
23	Music / Psychology
24	Musicology
25	Pharmacy
26	Philosophie ancienne
27	Philosophy (2)
28	Political Science
29	Psychologie
30	Theology

Q21. What is your gross (before taxes deducted) yearly salary from your employing library?

Answered: 868   Skipped: 102
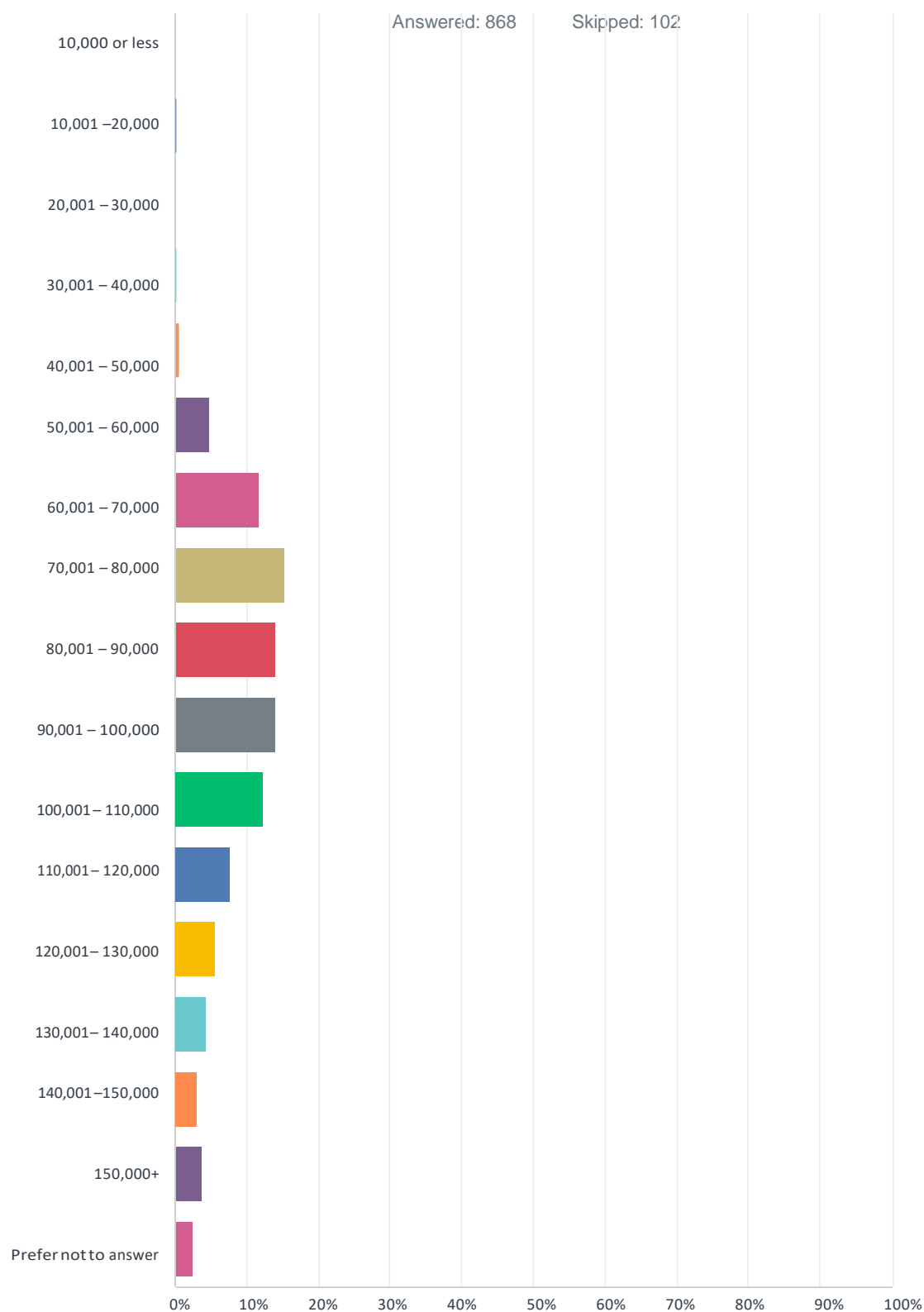
ANSWER CHOICES	RESPONSES	
10,000 or less	0.00%	0
10,001 – 20,000	0.12%	1
20,001 – 30,000	0.00%	0
30,001 – 40,000	0.23%	2
40,001 – 50,000	0.69%	6
50,001 – 60,000	4.84%	42
60,001 – 70,000	11.64%	101
70,001 – 80,000	15.32%	133
80,001 – 90,000	13.94%	121
90,001 – 100,000	13.94%	121
100,001 – 110,000	12.33%	107
110,001 – 120,000	7.72%	67
120,001 – 130,000	5.65%	49
130,001 – 140,000	4.38%	38
140,001 – 150,000	3.23%	28
150,000+	3.69%	32
Prefer not to answer	2.42%	21
TOTAL		868

Q22. Of which library or other professional association(s) are you a member of? Check all that apply.

Answered: 841   Skipped: 129
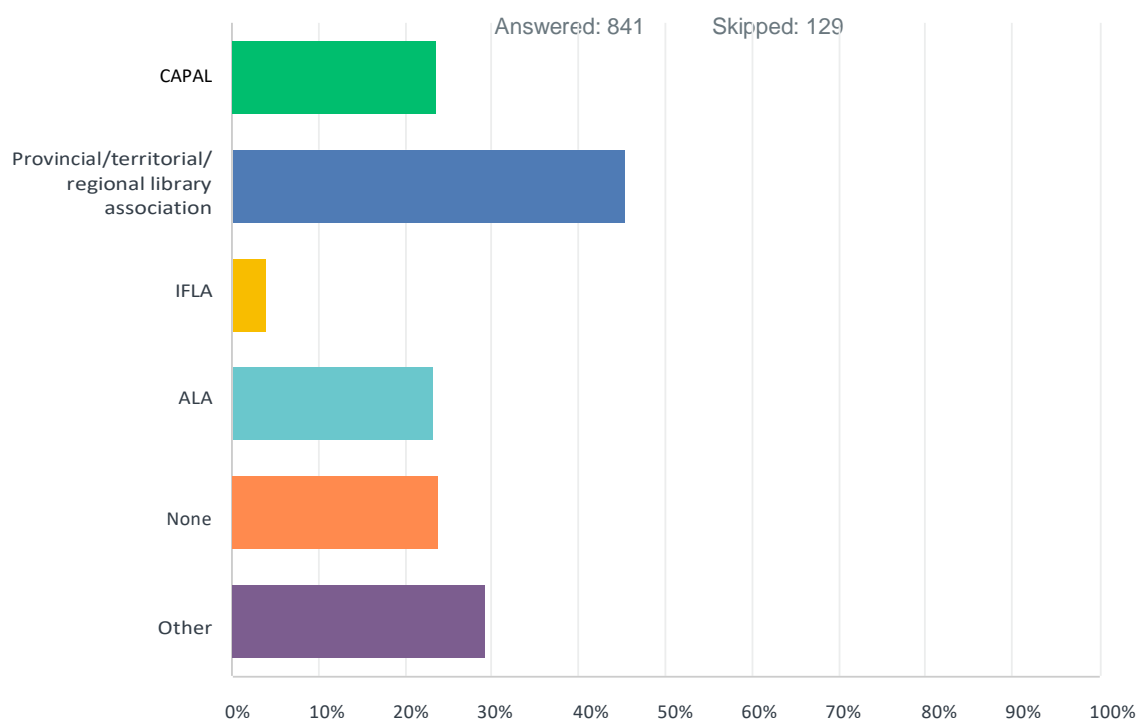
ANSWER CHOICES	RESPONSES	
Canadian Association of Professional Academic Librarians (CAPAL)	23.54%	198
Provincial / territorial / regional library association (e.g. British Columbia Library Association, Ontario Library Association)	45.42%	382
International Federation of Library Associations (IFLA)	4.04%	34
American Library Association (ALA)	23.19%	195
None	23.90%	201
Other (Please specify)	29.37%	247
TOTAL Respondents: 841		1257

Acronyms are spelled out where a reasonable level of accuracy of interpretation could be assumed. For example, it could be reasonably assumed that in writing ACRL the respondent was referring to the Association of College and Research Libraries. However, MLA could refer to the Medical Library Association, the Manitoba Library Association, or the Music Library Association. In such instances no attempts were made to infer the intended meaning.

References to institutional memberships such as the Canadian Association of Research Libraries (CARL) or the Canadian Federation of Library Associations (CFLA) have been removed.

Responses including multiple associations have been separated out. Similar or identical responses are grouped with a number in brackets () indicating the total number of times the response appeared.

#	Other (Please specify)
1	AAO
2	3 other national/international professional orgs related to my non-LIS research interests
3	AALL (2)
4	ABQLA (3)
5	ABSC
6	ACA
7	ACBD (2)
8	ACCUTE
9	ACH
10	ACM
11	ADEA
12	AIFBD
13	ALA (2)
14	Alcuin Society
15	ALISE (6)
16	Alliance of Digital Humanities Organizations
17	American Association for Slavic, East European, and Eurasian Studies
18	American association related to my subject areas
19	American Chemical Society (ACS) (2)
20	American Indian Library Association (3)
21	American Library Association
22	American Society for Engineering Education (ASEE) (4)
23	American Theological Library Association (ATLA) (3)
24	APALA
25	APLA
26	Apra Canada
27	APSDS
28	Archives and Documentation Centres (2)
29	Archives Association of Ontario
30	Archives Society of Alberta (2)
31	ARMA

32	Art Libraries Society of North America (ARLIS-NA) (12)
33	Art Libraries Society of North America, chapitre Montréal-Ottawa-Québec (3)
34	ASEE Engineering Libraries Division
35	Asian, African, and Middle Eastern Interest Group of ACRL
36	ASIST (4)
37	Association dès archiviste du Québec Conseil international des archives
38	Association des Bibliothécaires de France
39	Association des bibliothèques de la santé du Canada (3)
40	Association for Computing Machinery
41	Association of Architecture School Librarians (AASL)
42	Association of Asian Studies, Council of East Asian Libraries
43	Association of Canadian Archivists (8)
44	Association of Canadian Map Libraries and Archives (ACMLA) (11)
45	Association of Christian Librarians (3)
46	Association of College and Research Libraries (ACRL) (10)
47	Association of Computing Machinery (ACM)
48	Association of Recorded Sound Collections (ARSC)
49	ATLA
50	BCI
51	BCLA
52	BIALL
53	Bibliographical Society of Canada (7)
54	CAAH
55	CALJ
56	Canadian Association for the Study of Book Culture (CASBC)
57	Canadian Association for the Study of Higher Education
58	Canadian Association of Information Science (CAIS) (5)
59	Canadian Association of Law Libraries / Association canadienne des bibliothèques de droit / (CALL) (10)
60	Canadian Association of Music Libraries (CAML) (9)
61	Canadian Association of Slavists,
62	Canadian Book Binders and Artist Guild (CBBAG) (2)
63	Canadian Health Libraries Association (CHLA) (41)
64	Canadian Historical Association
65	Canadian Society for the History of Medicine
66	Canadian Society for the Study of Higher Education
67	Canadian Society of Digital Humanities
68	CASBC
69	CBPQ (3)
70	CEEA

| 71 | Charter Institute of Library and Information Professionals (CILIP) (4) |
72	Chinese American Librarians Association
73	Christian Library Consortium
74	CNI (2)
75	Code4Lib
76	College Faculty Association
77	Corporation des bibliothécaires professionnels du Québec (CBPQ) (16)
78	Corporation of Professional Librarians of Quebec Association pour l'avancement des sciences et des techniques de la documentation (ASTED) (9)
79	Council of Nova Scotia Archives
80	DH
81	Disaster Recovery Information Exchange
82	Disaster Recovery Institute (DRI)
83	EDUCAUSE
84	ELD
85	Ex Libris Association (2)
86	Foothills Library Association (2)
87	GHHLA
88	Greater Edmontong Library Associaiton (GELA) (2)
89	Health Libraries Association of British Columbia
90	HTA
91	IASA
92	IATUL
93	ICA
94	International Association of Music Libraries (IAML) (8)
95	International Association of Social Science Information Services & Technology (IASSIST) (16)
96	International Association of Sound Archives (IASA)
97	International Council of Archives (2)
98	International Society for the Scholarship for Teaching & Learning
99	Law Library Association (local chapter)
100	Library Association of Alberta (LAA)
101	local health librarian association
102	Manitoba Association of Health Information Professionals (MAHIP) (4)
103	Manitoba Association of Health Information Providers (2)
104	Manitoba Library Association
105	Manitoba Library Consortium
106	Manitoba Library Consortium Inc.
107	Maritimes Health Libraries Association (4)
108	Medical Libraries Association (MLA) (20)
109	Medieval Societies

110	Middle East Librarians Association
111	Middle East Librarians Committee
112	MLA
113	Modern Language Association (MLA)
114	Modern Language Association Feminist and Gender Studies
115	Mountain Plains Chapter (MP-MLA)
116	Municipal Library Association
117	Music Library Association (MLA) (8)
118	Music Library Association, local chapter
119	NASIG (2)
120	Native American & Indigenous Studies Association,
121	New York State-Ontario Chapter of MLA.
122	OHLA
123	Ontario College Teachers (OCT)
124	Ontario Library Association (OLA) (2)
125	Ottawa Valley Health Libraries Association,
126	OVHLA (2)
127	Patent and Trademark Resource Center Association
128	Patent Information Users Group
129	Percussive Arts Society (PAS).
130	PNLA
131	Progressive Librarians Guild (PLS) (3)
132	Project Management Institute (PMI) local chapter
133	Provincial, national archives associations
134	PRRLA
135	RBMS (3)
136	RDA (2)
137	Related to information security and infrastructure protection and information sciences
138	RUSA (2)
139	SAA
140	SALALM
141	Saskatchewan Health Libraries Association
142	SCUP
143	SLA (6)
144	Slow Food
145	Society for Teaching and Learning in Higher Education
146	Society for the History of Authorship, Reading and Publishing (SHARP) (7)
147	Society for the History of Psychology
148	Society of American Archivists

149	Society of Scholarly Publishers
150	SPARC
151	Special Libraries Association (SLA) (4)
152	SQACBM
153	STLHE
154	Subject specific library associations
155	SWAAC
156	The Alberta Library (consortium)
157	Toronto Association of Law Libraries (2)
159	Toronto Health Library Association
160	United States Agricultural Information Network (USAIN)
161	UNYOC

Q23. Do you consider yourself to be of Indigenous (First Nations, Metis, or Inuit) descent?
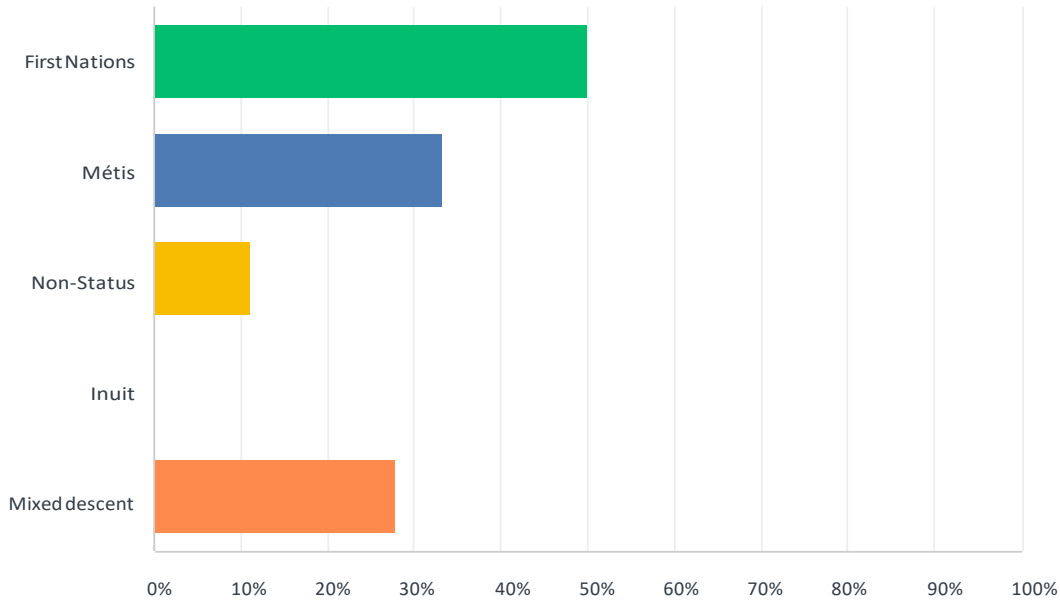
Answered: 871   Skipped: 99
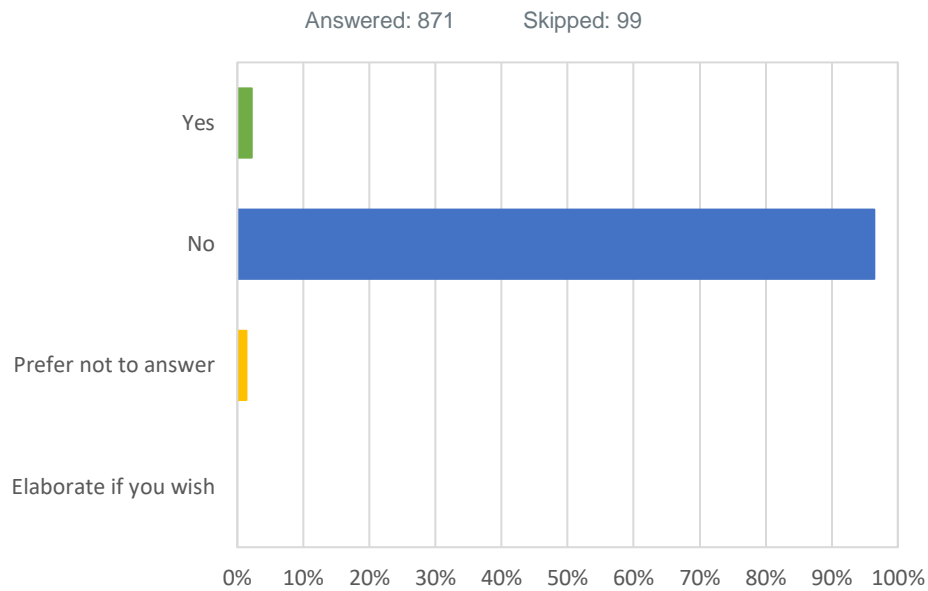
ANSWER CHOICES		RESPONSES
Yes	2.18%	19
No	96.44%	840
Prefer not to answer	1.38%	12
Elaborate if you wish	0.00%	0
TOTAL		871

Q23a. If you consider yourself to be of Indigenous descent, which of the following group(s) best describes you? (Select as many as apply)

Answered: 18   Skipped: 952

ANSWER CHOICES	RESPONSES	
First Nations	50.00%	9
Métis	33.33%	6
Non-Status	11.11%	2
Inuit	0.00%	0
Mixed descent	27.78%	5
TOTAL Respondents: 18		22
ELABORATE COMMUNITY OR ANCESTRY IF YOU WISH		
Grandfather was Mi'gmaw		
Cree		
Algonquin ancestry mixed with European and Chinese ancestry		
Interior Salish		

Q24. Of the following population groups, what group(s) fits you best?

(Select as many as apply. The following groupings are from Statistics Canada Classification of population group. For definitions of population groups see Visible minority of person and Population group of person).

Answered: 838   Skipped: 132

ANSWER CHOICES	RESPONSES	
White (only)	89.62%	751
South Asian (only)	0.72%	6
Chinese (only)	2.51%	21
Black (only)	0.84%	7
Filipino (only)	0.00%	0
Latin American (only)	0.60%	5
Arab (only)	0.00%	0
Southeast Asian (only)	0.48%	4
West Asian (only)	0.00%	0
Korean (only)	0.48%	4
Japanese (only)	0.24%	2
White and Chinese	0.60%	5
White and Black	0.72%	6
White and Filipino	0.12%	1
White and Latin American	0.48%	4
White and Arab	0.48%	4
White and Southeast Asian	0.12%	1
White and West Asian	0.12%	1
White and Korean	0.12%	1
White and Japanese	0.12%	1
White and multiple visible minorities	0.36%	3
Multiple visible minorities	0.84%	7
Other (Elaborate if you wish)	1.43%	12
Total Respondents: 838		

#	Other (Elaborate if you wish)
1	Blanc et Huron
2	Française
3	Francophone
5	Irish and Scots
6	Jewish
7	Minorities visible, but just barely
8	Others sometime think I'm from Morocco or Algeria
9	Polish/Irish heritage
10	Prefer not to answer (2)
11	Slavic
12	South Asian and Filipino
13	White and European
14	White and First Nations
15	White and Hispanic
16	White and Mi'gmaw

Q25. 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 orrecurring 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 reasonsof that impairment."

Answered: 864   Skipped: 106
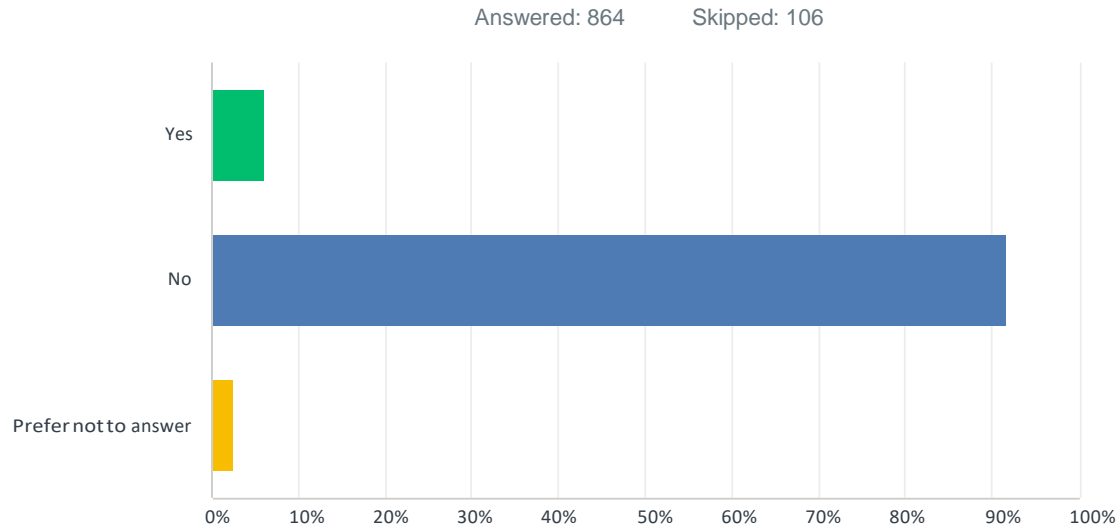
ANSWER CHOICES		RESPONSES
Yes	6.02%	52
No	91.55%	791
Prefer not to answer	2.43%	21
TOTAL		864

Q25a. If you consider yourself to have a disability, elaborate if you wish.

Answered: 32   Skipped: 938

Multiple conditions per single response have been separated out and listed individually. All answers are presented in both languages to eliminate geographical associations.

#	Responses
1	Mobility issues / Problèmes de mobilité
2	Anxiety and arthritis / Anxiété et arthrite
3	Bilaterally hearing impaired / Déficience auditive bilatérale
4	Crohn's disease / La maladie de Crohn
5	Depression and anxiety / dépression et anxiété (2)
6	Developing arthritis in my hands / Développe de l'arthrite dans mes mains
7	Dyslexia, dysgraphia, autism spectrum, chronic fatigue / Dyslexie, dysgraphie, spectre autistique, fatigue chronique
8	Fibromyalgia / Fibromyalgie
9	Generalized anxiety disorder, borderline personality disorder / Trouble d'anxiété généralisé trouble de la personnalité limite
10	Hearing disability / Hearing impaired / Déficience auditive (3)
11	Hearing loss / Perte auditive
12	I have a hidden disability (type 1 diabetes) so not sure if it exactly fits your definition, but could viewed as detrimental by an employers if they were aware of it. You may want to consider expanding the definition for the next survey / J'ai un handicap caché (diabée de type 1) donc je ne suis pas sûr qu'il corresponde exactement à votre définition, mais pourrait être perçue comme préjudiciable par un employeur s'il en avait connaissance. Vous voudrez peut-étre envisage d'élargir la définition pour la prochaine enquête.
13	I have several medical conditions that classify me as "disabled" according to Federal government definitions / J'ai plusieurs problèmes de santé qui me classifient comme "invalide" selon la définition du gouvernement fédéral
14	It is an obvious physical disability / C'est un handicap physique évident
15	Learning disabilities / Des troubles d'apprentissage (2)
16	Mental health condition or illness (6) / État de santé mentale ou maladie
17	Mild cerebral palsy / Paralysie cérébrale légère
18	Mostly energy level because of multiple chronic illnesses / Niveau d'énergie dû aux multiples maladies chroniques
19	Rheumatoid arthritis / La polyarthrite rhumatoide
20	Short term memory issues / Perte de mémoire à court terme
21	Significant learning disabilities, mostly spatial / Troubles d'appretissage importants, principalement spatiaux

Q26. What is your country of birth?

Answered: 859   Skipped: 111
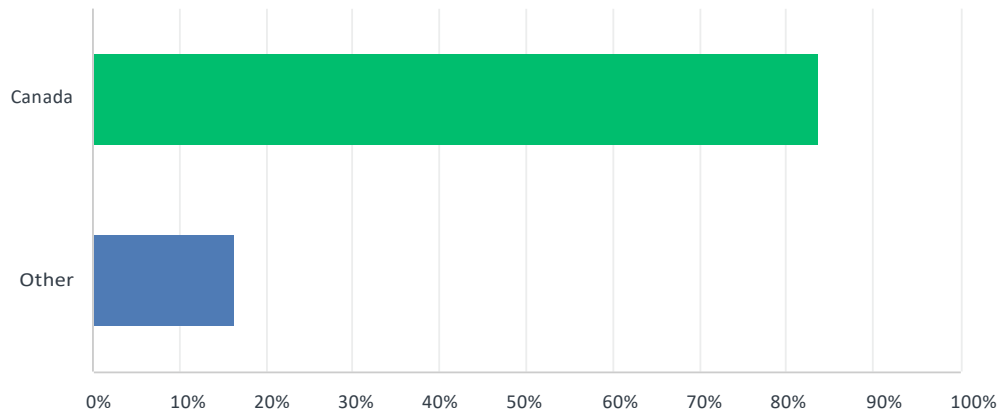
ANSWER CHOICES	RESPONSES	
Canada	83.70%	719
Other	16.30%	140
TOTAL		859

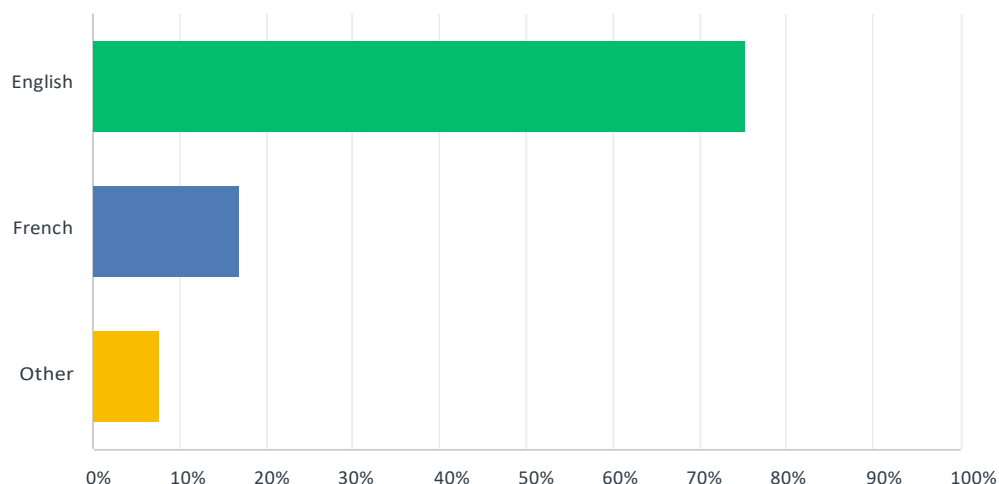| #	Other (Please specify)
1	Argentina
2	Australia
3	Belgique
4	Brazil / Brésil (2)
5	China (8)
6	Denmark (3)
7	England (2)
8	France (6)
9	Germany (4)
10	Guyana
11	Hong Kong (4)
12	India (5)
13	Ireland
14	Israel
15	Italy
16	Jamaica

17	Japan (2)
18	Kenya (2)
19	Korea (3)
20	Laos
21	Libya
22	Morocco
23	Mexico / Mexique (4)
24	Netherlands
25	Pakistan (2)
26	Panama
27	Poland (8)
28	Québec (2)
29	Roumanie
30	Russia
31	South Korea
32	South Sudan
33	Spain
34	Taiwan
35	Ukraine
36	United Kingdom / UK/ Great Britain (6)
37	United States / USA/ États-Unis d'Amérique (39)
38	Uzbekistan

Q27. What language do you consider as your first or native language?

Answered: 858   Skipped: 112

ANSWER CHOICES	RESPONSES	
English	75.41%	647
French	16.90%	145
Other	7.69%	66
TOTAL		858

#	PLEASE SPECIFY
1	Arabic
2	BOTH French and English / I consider myself fully bilingual / Les deux (anglais et français) (3)
3	Cantonese (2)
4	Chinese (8)
5	Croatian
6	Czech
7	Danish (2)
8	Dutch
9	Espagnol
10	Estonian
11	German (4)
12	Hindi
13	Italian
14	Japanese (2)
15	Korean (3)
16	Laotienne

17	Mandarin (2)
18	Norwegian
20	Plautdietsch
21	Polish (6)
22	Portuguese / Portugais (2)
23	Roumain
24	Russian (4)
25	Spanish (5)
26	Tamil
27	Ukrainian (4)
28	Urdu

Q28. Do you have a working knowledge of another language(s), other than your first or native language?

Answered: 862   Skipped: 108
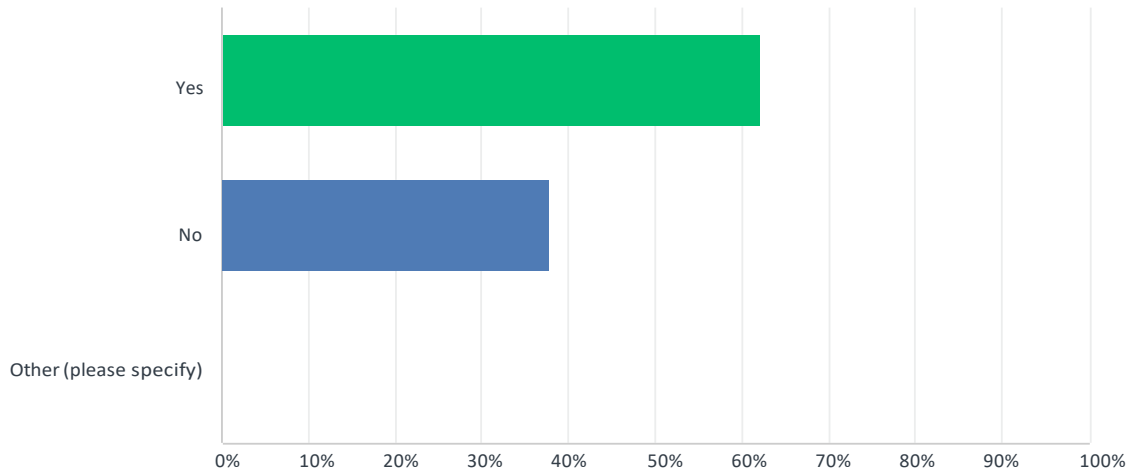
ANSWER CHOICES		RESPONSES	
Yes		62.06%	535
No		37.94%	327
Other (please specify)		0.00%	0
TOTAL			862

Q28a. What other language(s) do you have a working knowledge of?

Answered: 522   Skipped: 448

To facilitate data comprehension multiple languages per response were separated out. Forty-six (46) responses listed a working knowledge of three (3) or more languages. Twenty-two (22) responses listed a working knowledge of four (4) or more languages. Four (4) responses listed a working knowledge of five (5) or more languages.

#	RESPONSES	
1	Afrikaans	
2	American Sign Language / ASL (2)	
3	Ancient Greek	
4	Arabic / Arabe (3)	
5	Basque,	
6	British Sign Language	
7	Cantonese (3)	
8	Catalan	
9	Chinese (2)	
10	Classical Latin	
11	Cree	
12	Créole haïtien	
13	Croatian / Croati (2)	
14	Danish (3)	
15	Dutch / néerlandais (4)	
16	English / Anglais (178)	
17	Espagnol	
18	Esperanto (2)	
19	Finnish	
20	French / Français (296) / (French reading level (2) / French - basic/intermediate (1) / limited school French (1)	
21	German / allemand (70) / German reading only (1)	
22	Greek (4)	
23	Greek (ancient)	
24	Gujarati,	
25	Hebrew (6)	
26	Hungarian	
27	Italian / italien (33)	
28	Japanese (5)	
29	Korean (2)	
30	Langue des signes Québécoise / LSQ (3)	
31	Latin (10)	
32	Medieval Latin	

33	Middle English
34	Norwegian
35	Old English
36	Old Norse
37	Polish (6)
38	Portuguese / portugais, / portuguese (6)
39	Punjabi (2)
40	Russian / russe, (12) / un peu de russe (1) / some Russian (1)
41	Scottish Gaelic (2)
42	Spanish / espagnol (64) / a bit of Spanish (2) / Spanish reading (2)
43	Swahili (2)
44	Swedish (5)
45	Tamil
46	Telugu
47	Thai
48	Ukrainian (6)
49	Urdu (2)
50	Vietnamese
51	Yiddish

Q29. What is your current marital status?

It is hoped that answersto this question can facilitate labour policy development, and to gather information to inform and promote work / life balance issues.

Answered: 859   Skipped: 111
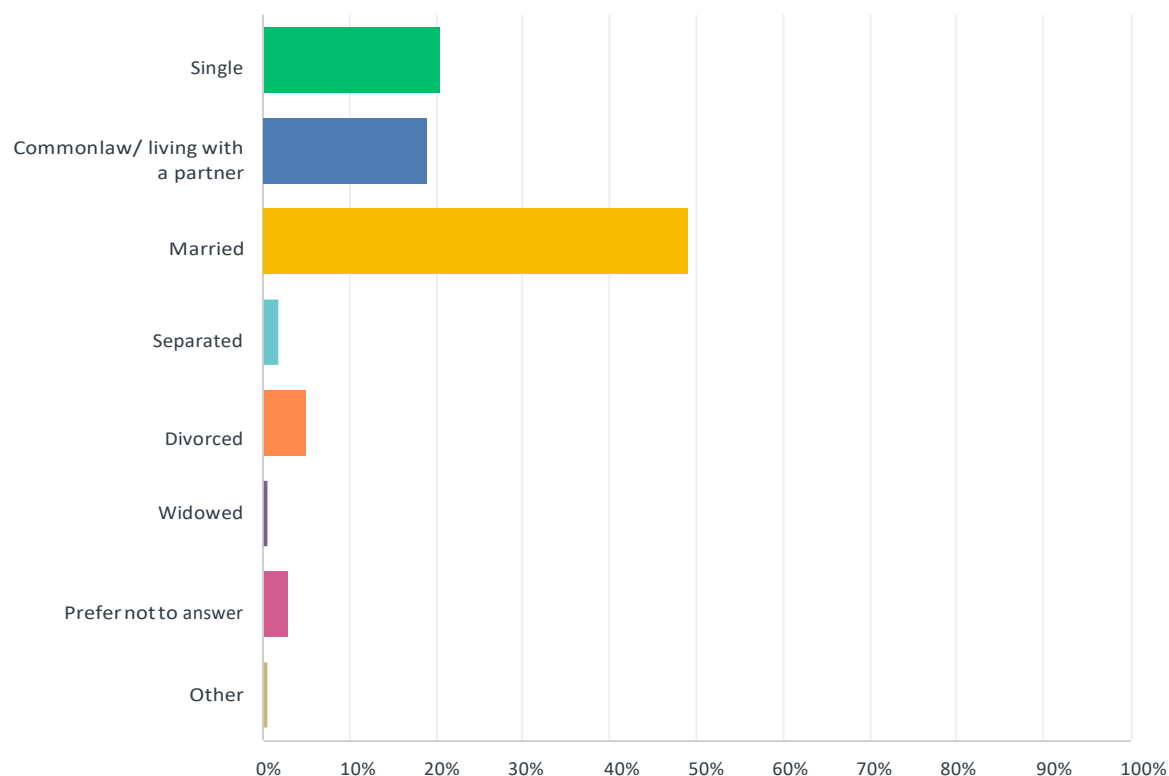
ANSWER CHOICES		RESPONSES
Single	20.49%	176
Common law / living with a partner	18.98%	163
Married	49.13%	422
Separated	1.86%	16
Divorced	5.12%	44
Widowed	0.70%	6
Prefer not to answer	3.03%	26
Other (Elaborate if you wish)	0.70%	6
TOTAL		859

#	Other (Elaborate if you wish)
1	Common law partner is living in another country
2	Although I do not have dependents living with me, I am a caretaker for elderly parents as well as a parent to my partner's 3 children verify
3	Engaged (2)
4	I am also separated.
5	I know I am assuming things, but note that single people still have obligations regarding people and pets. They might have kids. I think single needs pretty well what anyone else needs.
6	In a committed relationship
7	In a long-term relationship by not living together.
8	Partnered but live alone.

Q30. How many dependents are living with you?

It is hoped that answers to this question can facilitate labour policy development, andto gather information to inform and promote work / life balance issues.

Answered: 852   Skipped: 118
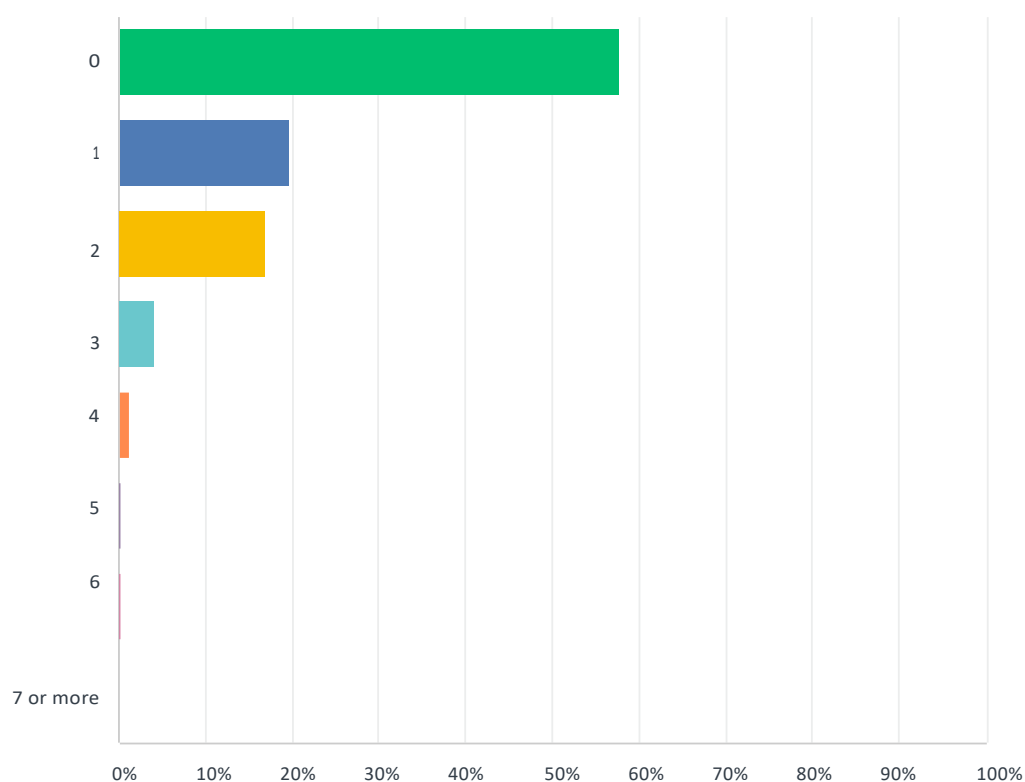
ANSWER CHOICES		RESPONSES
0	57.75%	492
1	19.60%	167
2	16.90%	144
3	4.23%	36
4	1.17%	10
5	0.23%	2
6	0.12%	1
7 or more	0.00%	0
TOTAL		852

Q31 Please give us your feedback about the census.

Answered: 88   Skipped: 882

#	Responses
1	Please respect this data and strip any identifying factors such as IP address out of the data
2	Thanks for doing this valuable work!
3	Good luck on a worthwhile project.
4	Interesting, but in french Quebec, we are always a status very different in comparaison with english communuty. Near of retirement, I will be happy to give the status nord-american for the quebec librarian. But it's impossible... It's my regret.
5	Covers a lot of demographic categories; good overall.
6	Thanks for doing this. I recognize the work involved. Much appreciated!
7	I am especially interested in hearing your report from this census on the demographic information related to contract/precarious work in the academic librarian community.
8	Excellent! J'ai hâte d'en connaître les résultats
9	The definition of disability is very limited. If you do not feel disadvantaged, then it is no. If you require an accommodation but feel this is unlikely to make you disadvantaged, then it is still no (even if you have a disability).
10	SVP partager les résultats avec le groupe de travail mis en place par l'Asted au Québec, sur la mise à jour du profil de compétences des professionnels de l'information, dont les travaux au lieu en ce moment
11	Though it isn't really applicable to me personally, I really appreciate the carefully thought out wording and inclusiveness of these questions. Would serve as a good example of best practice.
12	Looks like some interesting data will be generated - look forward to results published.
13	Short and sweet.
14	valuable effort, keep up the good work
15	Question about librarian levels should have an option to indicate a higher number of levels than 6; maybe change that answer to 6+? Also, some more information about what the survey meant by levels would have been helpful. I interpreted it to mean pay steps but I'm not sure if that is correct.
16	Plusieurs erreurs de traduction: Tous les Oui sont indiqués comme Qui, Transgender traduit par Transcende?? au lieu de Transgenre, etc.
17	It's fine
18	Choix de réponse "Qui" au lieu de "Oui".
19	Straight forward and easy to complete
20	Please provide a stronger justification in the future for asking personal questions. Thank you.
21	Some of the questions are difficult to answer. Choosing a rank of librarian is difficult because libraries have so many different varieties of ranking. A librarian II could be a junior librarian if there are several ranks or a leadership position in a library that has only three ranks. Also, putting two areas of expertise in the same Other box could individually identify someone.
22	Are cats dependents, LOL?
23	Nice and short, easy to fill out - kudos!
24	In terms of Aboriginal status, my Orcadian ancestor came to Canada with the HBC, and married a local indigenous woman; I suppose that confers a degree of Aboriginal status, but my family did not value that.
25	I and my professional colleagues working in archives and special collections hold masters degrees in archival studies - I assume we would be considered under "or equivalent degree" for the purposes of this survey ; we are classified as "librarians" under our collective agreement, which notes that "librarian" may include an "archivist"
26	I think this census is really important to mesure the evolution of the profession. Thanks for doing it !

27	I am very glad you are doing it.
28	It was good to have flexibility to answer or decline to answer questions.
29	I would like bilingual to be added to the language section. Some people are raised bilingual from birth, I think it would be interesting to document it that way.
30	Q30: The noun form of the word is spelled 'dependants'. It would help to include the study's definition of who qualifies as a dependant.
31	not clear of the rankings of academic librarian from I-VI, associate librarian, senior librarian etc. also includes AULs and ULs or whether you meant non-administrative librarians
32	Thanks for doing this.
33	Hope these data will be useful for research purposes and to inform the decision-making and collaboration!
34	You shoukd survey one way commute time. Many colleagues travel increasingly long commutes and that affects their health and work performance. Some folks have commutes that exceed 4 hours per day. Especially contract librarians. They lack the security to live near their current job.
35	While I fully participated in the study, several questions seemed irrelevant to my professional, e.g. sexual orientation, gender identity, & race. Question 29/30 states the intent to inform policy development of work/life balance issues, yet both fail to ask about work/life balance. The inference of work/life balance concerns, issues, problems, and barriers are not encapsulated in either of these two measures. Other measures that could help paint a picture of work/life balance issues might involve some of the following: time spent commuting to and from work time spent at work addressing non-commitments, RE: 30: if someone has dependents -- ask follow up of does your work allow for paid time away to care for a sick relative, attend doctors appointments, etc. Re: 29: asking the time spent addressing issues pertaining to one's marital status. If the respondent is in a relationship, is it a help or a burden to finding work/life balance. Re: 30 I suspect is trying to access ideas of significant non-work commitments. Perhaps, asking that more directly would have been more informative. As it stands, there will be a lot of conjecture on the part of drawing conclusions about the data collected.
36	Interested in correlation between rank/birthplace/gender - are male non-Canadians still being recruited or promoted above others?
37	Thank you for this valuable work! It's so important for us to understand the nature of our profession. Please consider asking for financial support from our institutions to ensure it can continue!
38	This looks like an excellent survey of demographic details regarding employment conditions of academic librarians that have, to my knowledge, never been collected through a single survey instrument. Am so very glad to see this association tackling this important deficit in our understanding of worklife conditions of academic librarians.
39	Dans le questionnaire, à chaque fois qu'on devrait voir le mot "Oui", il est en fait écrit "Qui". J'espère que les résultats pourront être consultés, ce serait intéressant d'avoir ce portrait de la profession au Canada.
40	This isn't a census, it's a voluntary survey. A census is a complete and official count with mandatory response. Libraries should use terminology correctly. CAPAL/ACBAP does not have the standing to perform an official count with mandatory response and I very much doubt it will get anything close to a 100% response rate.
41	several questions would be uniquely identifying if connected with my demographic info.
42	Thank you!
43	Thank you for continuing to survey us so we'll have some good data!
44	SVP révisez votre français! Au lieu de « oui », on a « Qui » dans les choix de réponse.. C'est affligeant...
45	Simple coquille à corriger : pour la version française, "Oui" et non "Qui"
46	Thank you for doing it!
47	Demographic data is interesting, to be sure. Perhaps some additional questions about beliefs, attitudes, skills, the future of libraries, etc... Otherwise, great work!
48	Questions were fine, I was not sure about the ranking question or the librarian type. Sole Librarian with not title other than librarian. My salary is not taxed so was not sure how to answer that question. Did not want to specifically identify my community as then others will know I answered this survey. Husband is my dependent.
49	Fairly straightforward and painless.
50	Really well designed.
51	Well done! I would ask a few equivalence questions around faculty status, similarities and differences between librarian vs faculty work expectations in areas such as research. Some librarians conduct

	research in "library-based" areas, whereas others are involved as information specialists and co-researchers on teams with faculty from various health or other disciplines.
52	Thanks for doing this. It's always interesting to get an idea of the changing demographics of Canadian academic librarians.
53	It was fine. I had to look up my salary on the grid as I was right on the border!
54	The potential for individual identification for certain individuals (especially those from queer, disabled communities and/or specialized areas where there are few in Canada (archivists, administrators, data librarians)) is very high through triangulation. This may need to be addressed in the anonymity section of your information.
55	Other questions about workload expectations, tenure, research/publication, etc would be helpful. Questions about job market would also be useful.
56	Great project and I am glad we are gathering this information.
57	I would love to know about the type of teaching librarians do: full credit courses vs non-credit, workshops, etc.
58	Thank you!
59	I find some of the questions overly specific and was not sure of their utility. Despite the ethics preamble, I feel that I would be easily identifiable if I answered all the questions as they were asked.
60	Glad you are doing this! - happy to participate
61	This is great, thanks for doing this.
62	Questions seem reasonable to me.
63	I think there are many personal questions that you should not have asked, but I answered because I trust that the info is anonymous.
64	Thank you for this well-designed and sensitively worded questionnaire.
65	I know you are using the Census categories for race, but if my ancestors were persecuted for being Irish why would I identify as white? "White" erases the fact that we are all "ethnic." I am also curious as to why there is no question on the economic class of my family of origin? Class is much more a barrier to academic success than race is in Canada, at least for non-aboriginal students. Also questions on previous professional background/careers would be very illuminating. Did we all go straight from undergrad to grad school or is librarianship a second or third career?
66	I intend to do my own survey on work-life balance issues. I found a lot of your questions to be relevant to the questions I would like to ask. May I use your questions for my own research? I have no problems giving up my anonymity for this purpose.
67	Simple to complete, I appreciate the many opportunities to add qualifying comments, eg.
68	I appreciate the importance of this census, thank you for conducting the census.
69	Please keep doing this survey! It's important to know who we are or are not. Our profession is still very homogeneous, but I look forward to seeing that change and reflected in future surveys.
70	Light blue on white is not a good colour choice for the question headers.
71	Thank you for elaborating on the reasons why certain Q's are asked, especially #29 and #30.
72	Am interested in checking out the results of the last one and this one when they become available. Thanks you!
73	Thank you for compiling this important information!
74	Good work!
75	Have you considered adding a question about support by institution for the tenure process or career development?
76	This was super easy to fill out!
77	Surprised you don't ask any questions about health, aside from disability. Obesity is a huge problem throughout our culture, and librarian jobs can often aggravate that with lots of time sitting at a desk. Other health conditions that might be common to librarians that relate to working in indoor buildings with lots of old musty books might also be prevalent, and a survey that asked about them might reveal something useful.
78	No problem, quick to complete. Hope to see final results.
79	Straight forward

80	Maybe do another survey about the job duties/ overlap between working academic librarians and MLIS grads working in paraprofessional roles (i.e. Library technicians) or non-librarians working in librarian roles.
81	Meilleure prise de données des langues officielles. Une question spécifique qui demande si la personne parle l'autre langue officielle.
82	Well done! The questions are very well crafted. Thank you.
83	I can see that you could put 3 data points together and determine my identity and so I choose not to complete this census.
84	Thank you for continuing to do this.
85	Not sure how some of the questions related to the "profession" of librarianship, for example sexuality. It would perhaps be more interesting to have a sense of career path, supervision responsibilities, research output.
86	Please research the options you have given on gender identity in order to understand the differences between "transgender" and "non-binary." Additionally, allow people to select more than one response for the gender identity question.
87	Thanks for doing this!
88	Very grateful to have access to this information - thanks for doing it!
89	"Transgender" is not usually a gender identity. Someone can be a woman and be transgender. I think this question means to ask if someone is non-binary. [Q3 Other: Comment]
90	This is an intrusive question. [Q4 Other: comment}
91	I know why you ask this, but these categorizations are pretty fraught (I'm obvs not asking for "colourblindness," a problematic term on many levels). Maybe find a better way of talking about racialized identity. [Q24 Other: comment]
92	Not my first language, but the one I'm most fluent in. [Q27 Other: comment]
93	How does marital status affect work/life balance issues? [Q29 Other: Comment]