

2016 Census of Canadian Academic Librarians
Cross Tables

June 16, 2017

Canadian Association of Professional Academic Librarians

CAPAL Advocacy Committee

Toronto, Ontario

Census Project Team

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Please send comments to [2016 CAPAL Census Working Group](#)

About the Canadian Association of Professional Academic Librarians

The Canadian Association of Professional 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.

In fall of 2015 a census project team was created to design, test and conduct the census survey. A twenty-eight (28) question census survey was emailed to 1,730 academic librarians working in colleges, universities and other institutions across Canada. The census was open between June and September, 2016 and garnered 904 responses.

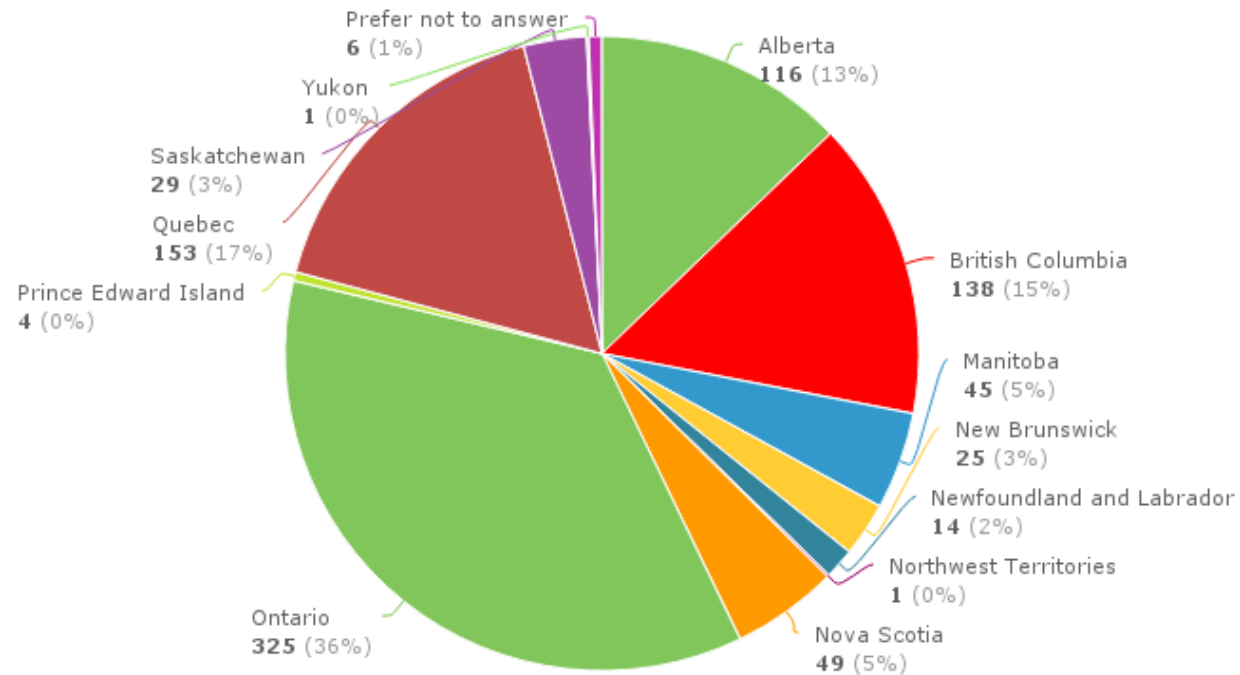
A [User Guide and Results Summary](#) report presenting aggregate findings was compiled and shared with the community in December, 2016.

What follows are some preliminary attempts to represent relationships from the census data including:

- Librarians' geographic, visible minority, ethnicity, and sexual orientation distribution
- Gender identity and age group
- Percentage of respondents who are Indigenous (First Nations, Metis or Inuit) and age group
- Additional hours to regular work week and age group
- Appointment type and age group
- Appointment type and additional hours of work
- 5 most common areas of expertise by age group
- Most common areas of expertise overall distributed and age group
- Least common areas of expertise overall distributed and age group
- Where graduates of Canadian library schools work across Canada
- Eligibility for sabbatical leave and type of institution
- Salary ranges and province or region
- Salary ranges and type of institution
- Salary ranges and size of institution
- Salary ranges and years of librarianship experience
- Salary ranges and sexual orientation
- Salary ranges and librarians reporting a disability versus librarians without a disability

The above are just some examples of graphs and tables that explore the relationship between different variables. The CAPAL census includes over 23,000 data points. The possibilities to discover new insights are considerable. Anonymized microdata files for the census are deposited in the University of Alberta [dataverse](#) repository.

Geographic Distribution of Academic Librarians

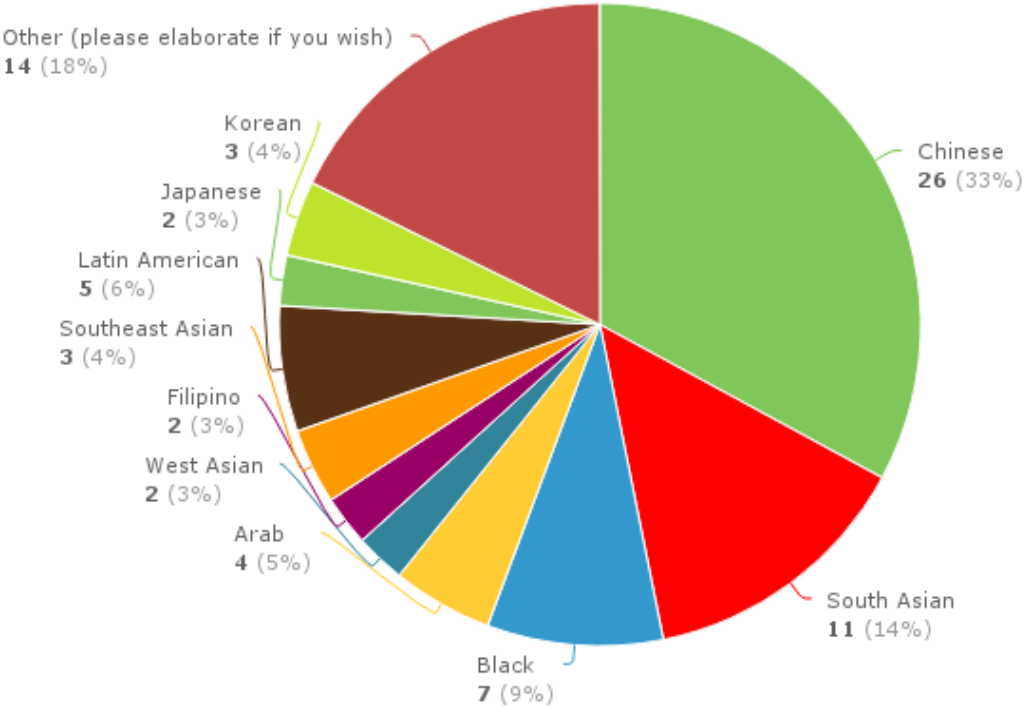


*Because of rounding, the Northwest Territories' percent of 0.2%, Prince Edward Island of 0.4% and Yukon of 0.1% were rounded to 0 but still appear in the graph.

Percentage of Librarians Who Identify as a Member of a Visible Minority Group

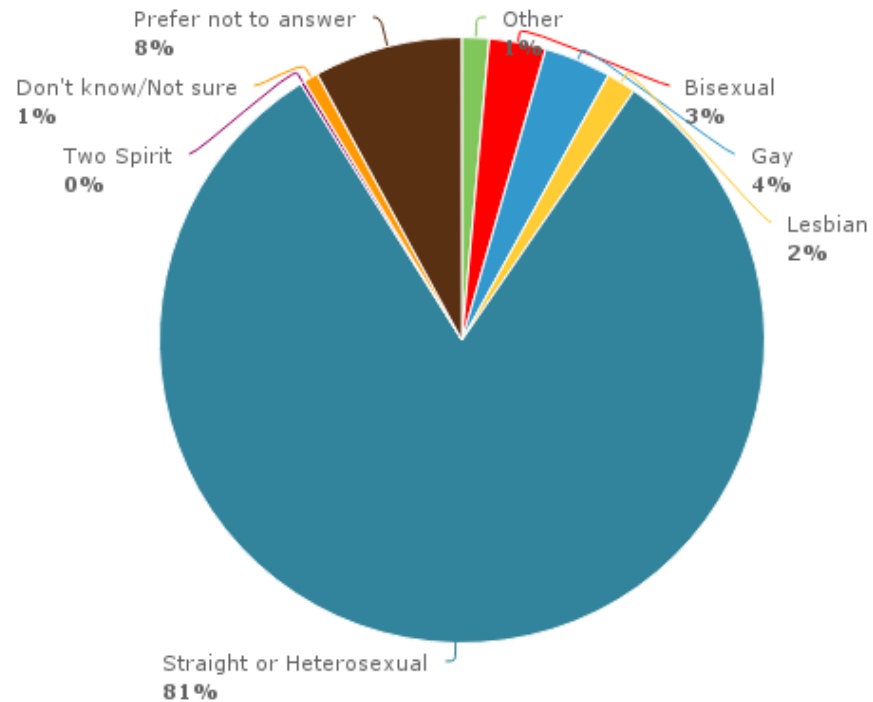
Province/Territory	Percent
British Columbia	15%
Saskatchewan	10%
Ontario	9%
New Brunswick	8%
Québec	7%
Alberta	6%
Nova Scotia	6%
Manitoba	5%
Newfoundland and Labrador	0%
Prince Edward Island	0%
Northwest Territories, Nunavut, and Yukon	Too few answers to report while preserving anonymity

The Ethnicity of Librarians Who Identify as a Member of a Visible Minority Group



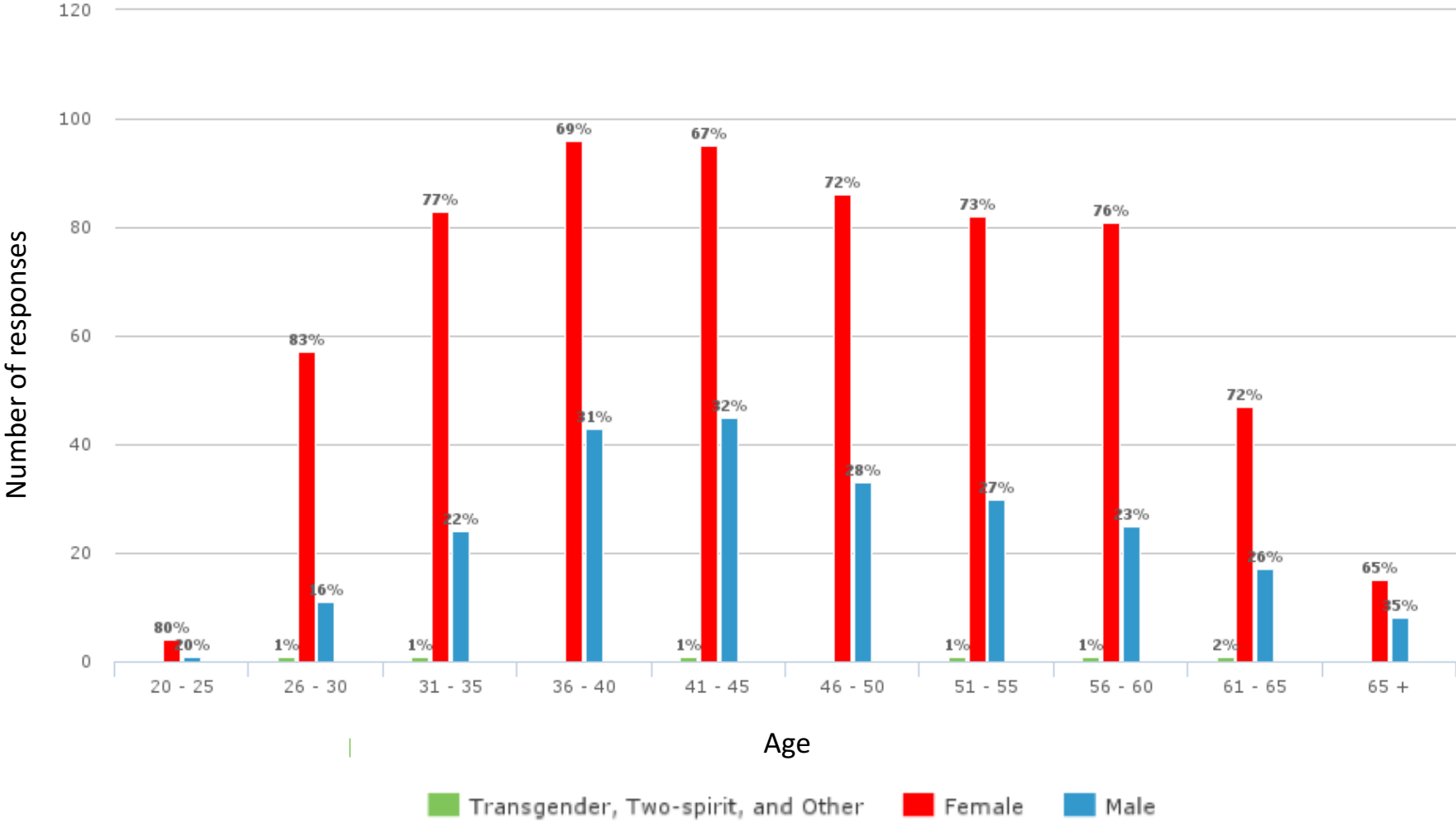
*Responses for "Prefer not to answer" and "Not applicable" are excluded.

Sexual Orientation



*Because of rounding, the actual percent for Two Spirit (0.2) was rounded to 0 but still appears in the graph.

Gender Identity by Age Group

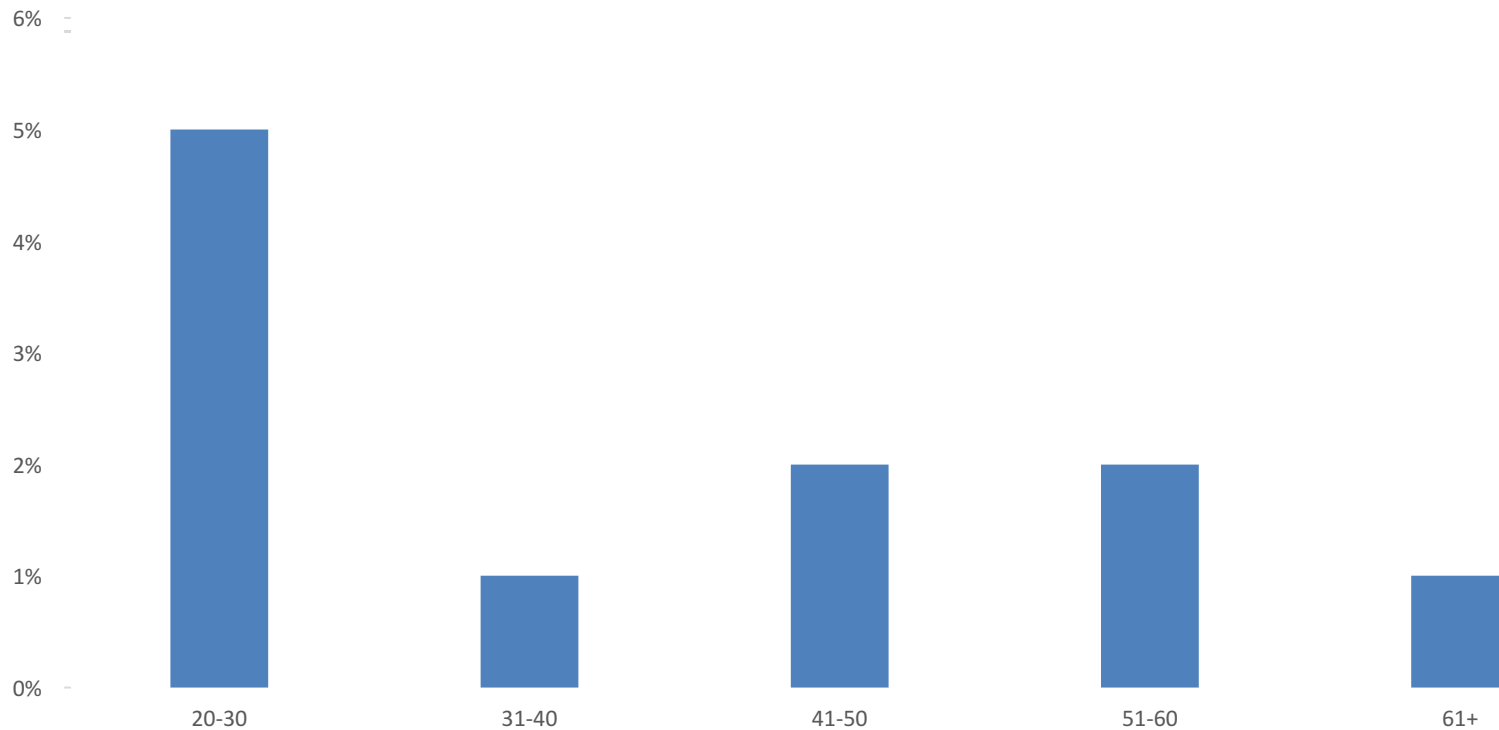


Graph example:

In the 41 – 45 age group, 1% of librarians identify as Transgender, Two Spirit and Other, 67% identify as female and 32% identify as male.

*Responses of “Not sure” and “Not applicable” are excluded.

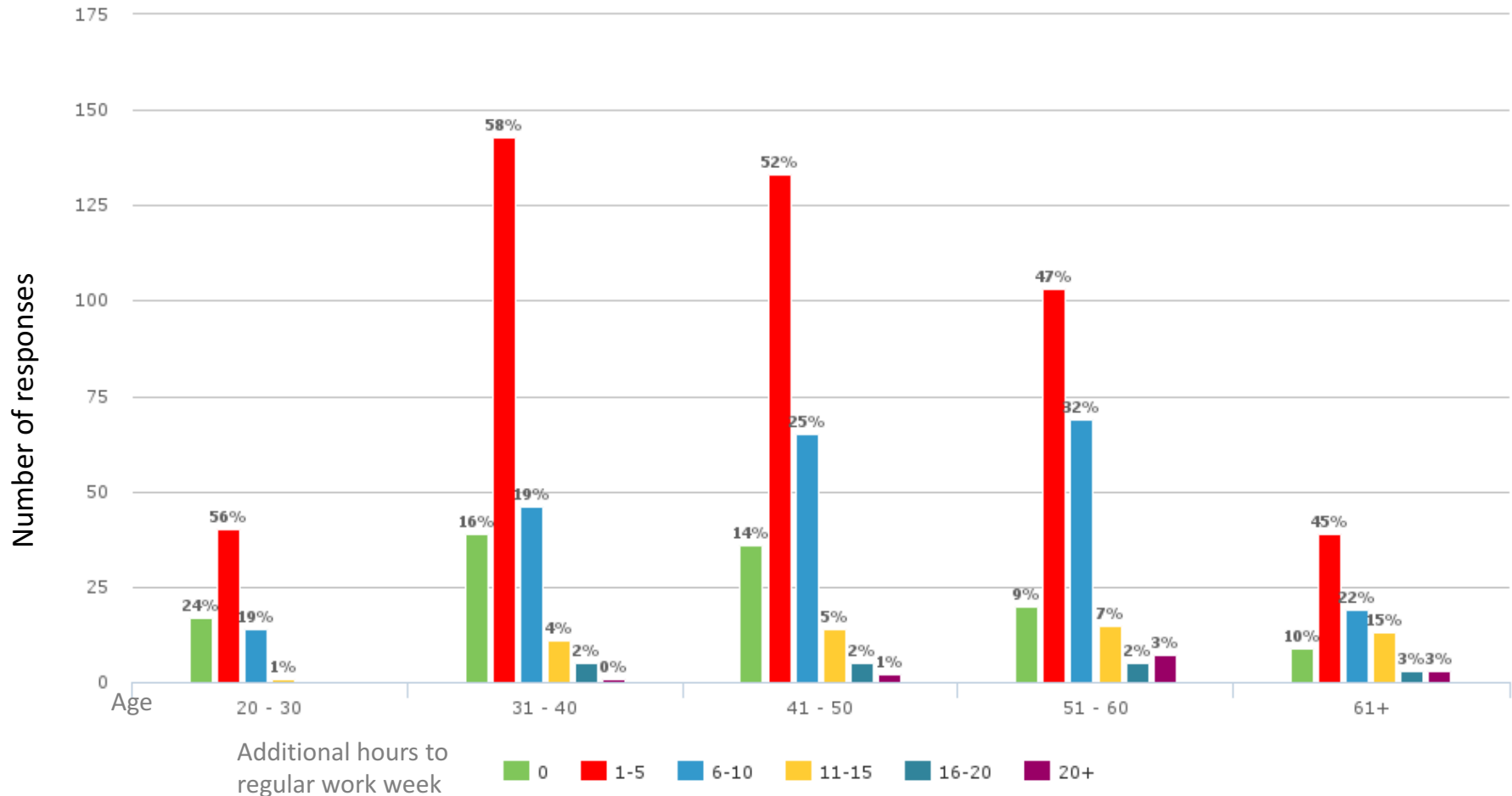
Percentage of Respondents who are Indigenous (First Nations, Metis or Inuit) by Age Group



Graph Example:

About 1% of academic librarians over age 60 are Indigenous. About 5% of academic librarians aged 20-30 are Indigenous.

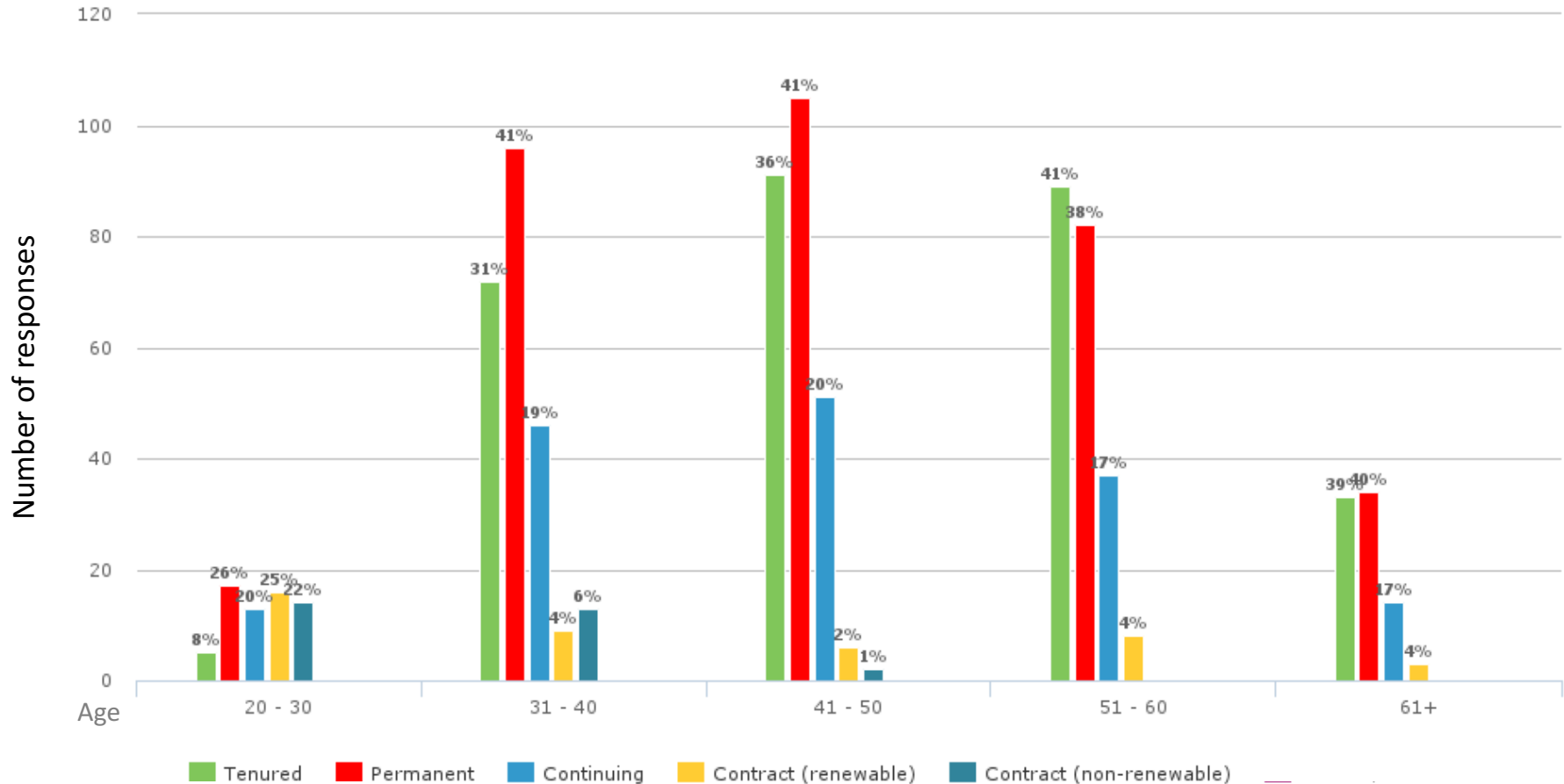
Additional Hours to Regular Work Week by Age Group



Graph Example:

58% of librarians between the ages of 31-40 report working an additional 1 to 5 hours on top of their regular work week.

Appointment Type by Age Group

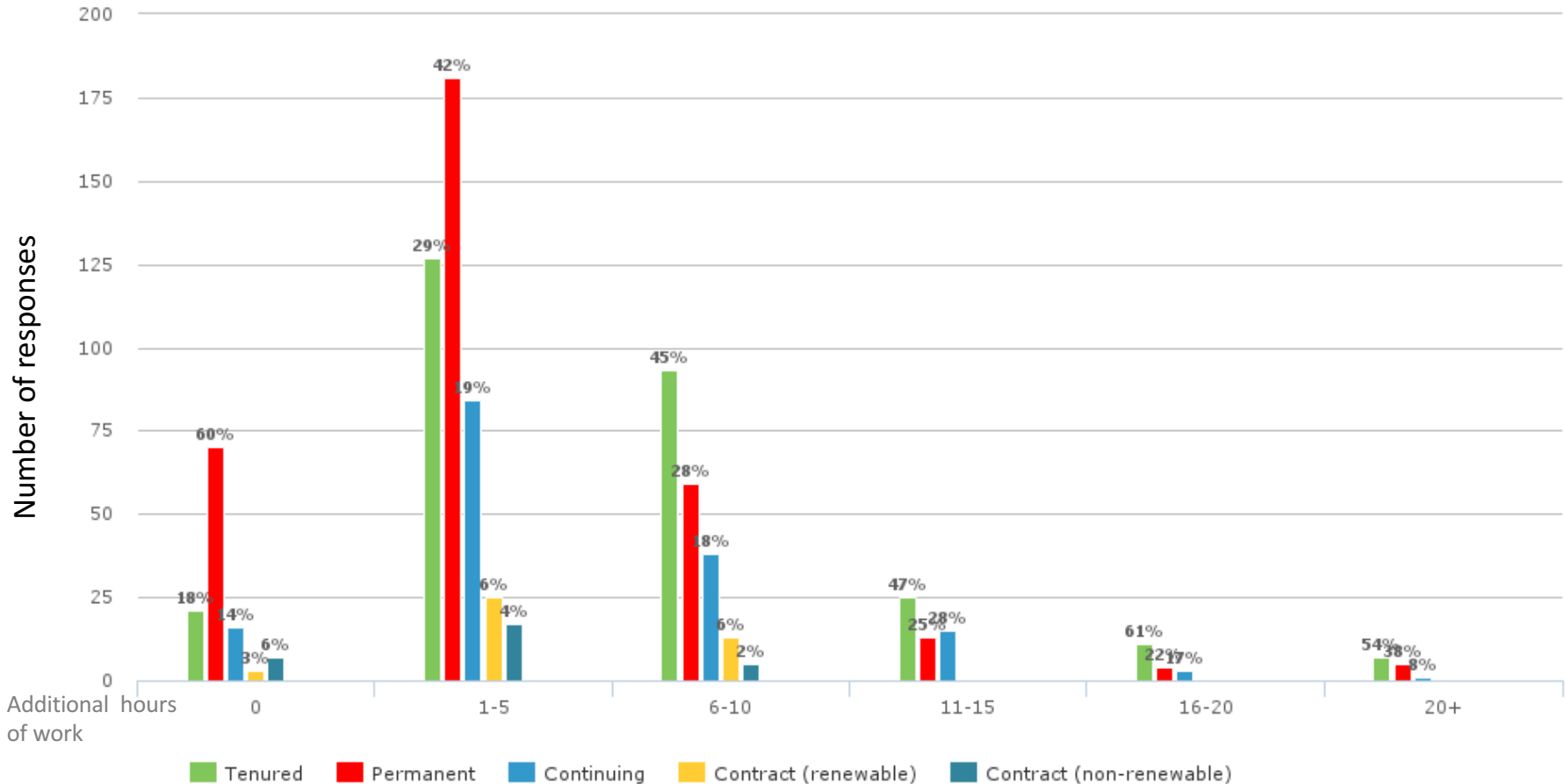


Graph Example:

47% of librarians between the ages of 20 – 30 are in contract (renewable) or contract (non-renewable) positions.

*Responses for “Other (please specify)” and Emerita/Emeritus are excluded.

Appointment Type by Additional Hours of Work



Graph Example:

Of librarians who report working an additional 16-20 hours per week, 61% are in tenured positions.

*Responses for "Other (please specify)" and Emerita/Emeritus are excluded.

5 Most Common Areas of Expertise by Age Group

20-30	31-40	41-50	51-60	61+
Instruction & Information Literacy 18%	Reference Services 14%	Reference Services 13%	Reference Services 12%	Reference Services 14%
Reference Services 16%	Instruction & Information Literacy 14%	Instruction & Information Literacy 12%	Acquisitions & Collection Development 10%	Instruction & Information Literacy 10%
Liaison Subject Expertise 16%	Liaison Subject Expertise 12%	Liaison Subject Expertise 11%	Liaison Subject Expertise 9%	Liaison Subject Expertise 10%
Acquisitions & Collection Development 8%	Acquisitions & Collection Development 9%	Acquisitions & Collection Development 9%	Instruction & Information Literacy 9%	Acquisitions & Collection Development 10%
Scholarly Communications 5%	Scholarly Communications 4%	Administration 5%	Administration 8%	Administration 7%

Graph Example:

18% of librarians aged 20 to 30 identify instruction and information literacy as an area of expertise.

*Responses of "Not sure" and "Not applicable" are excluded.

Most common areas of expertise overall distributed by age group

Area of Expertise	20-30	31-40	41-50	51-60	61+	Total number
Reference Services	8%	28%	29%	24%	11%	574
Instruction & Information Literacy	10%	30%	30%	20%	9%	527
Liaison Subject Expertise	10%	28%	31%	22%	10%	487
Acquisitions & Collection Development	6%	25%	29%	29%	11%	406
Management	1%	18%	30%	41%	11%	227

Graph Example:

Of the 574 librarians who identify reference as an area of expertise, 8% are between the ages of 20 and 30.

*Percentages are rounded.

Least common areas of expertise overall distributed by age group

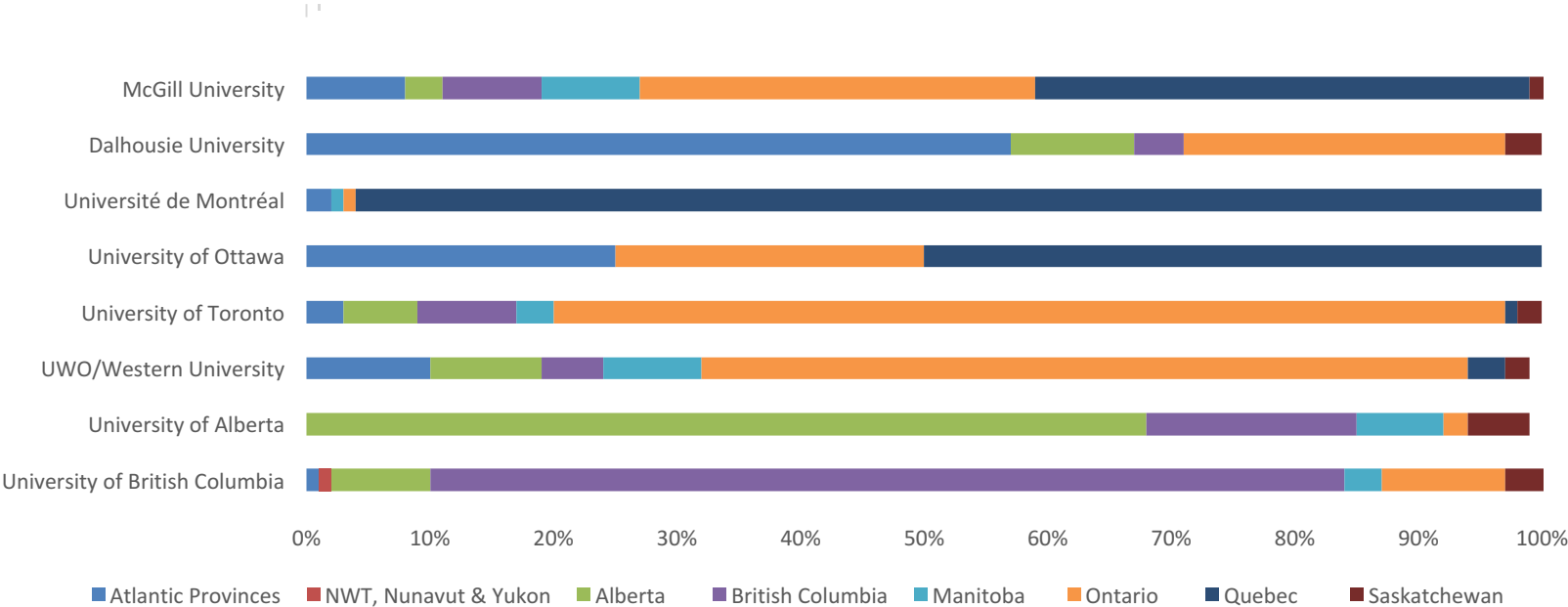
Area of Expertise	20-30	31-40	41-50	51-60	61+	Total number
Government Documents	3%	16%	29%	33%	19%	58
Data Services	7%	32%	36%	17%	8%	75
Services to Particular Student Groups (e.g. students with disabilities, immigration populations)	4%	33%	35%	21%	7%	75
Metadata	6%	28%	35%	22%	9%	86
Data Management & Preservation	6%	29%	33%	24%	8%	98

Graph Example:

Of the 58 academic librarians who identify government documents as an area of expertise, 3% are between the ages of 20 and 30.

*Percentages are rounded.

Where Graduates of Canadian Library Schools Work Across the Country

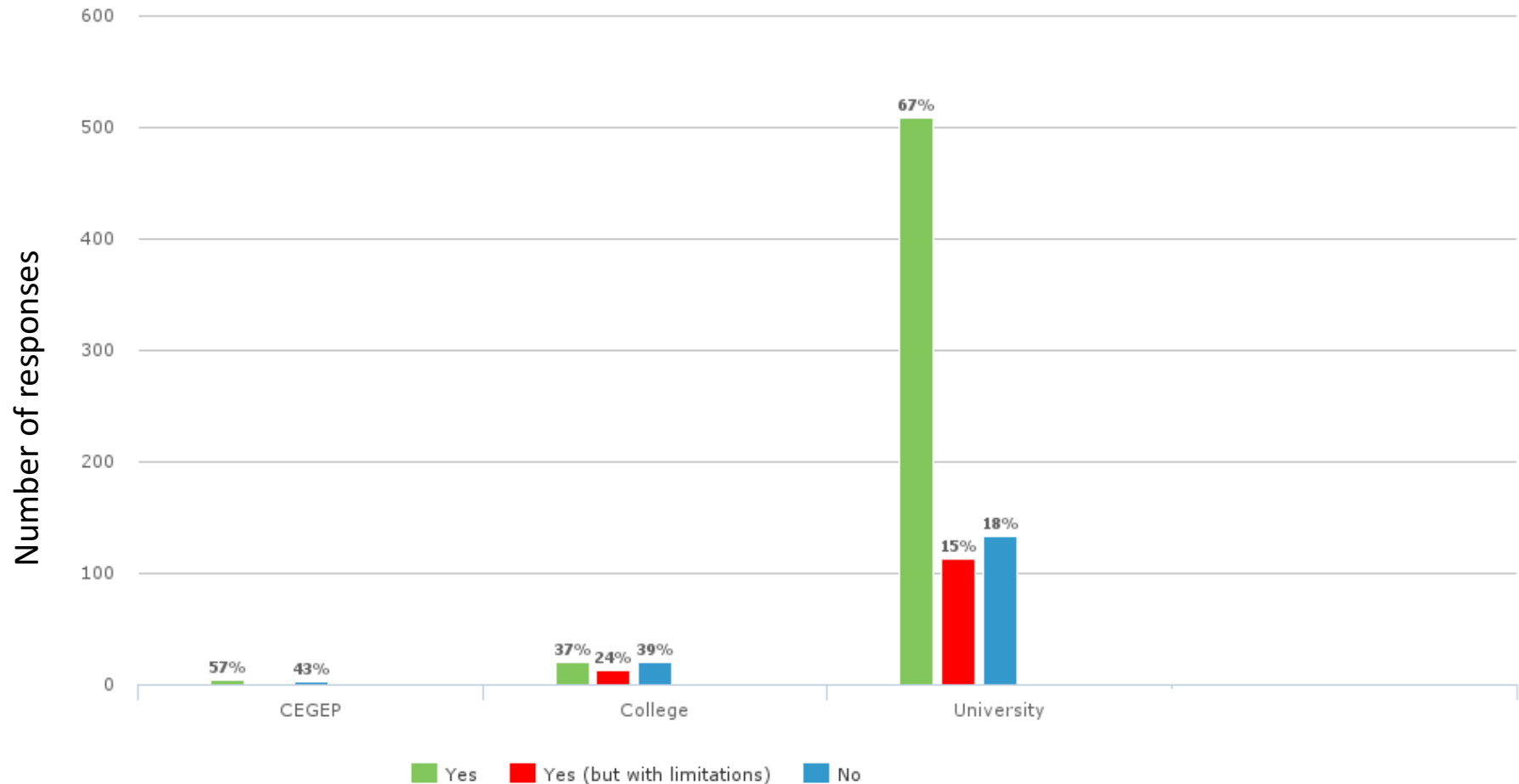


Graph Example:

About 10% of graduates of Dalhousie’s Library School work in Alberta. About 7% of graduates of University of Alberta work in the Atlantic Provinces.

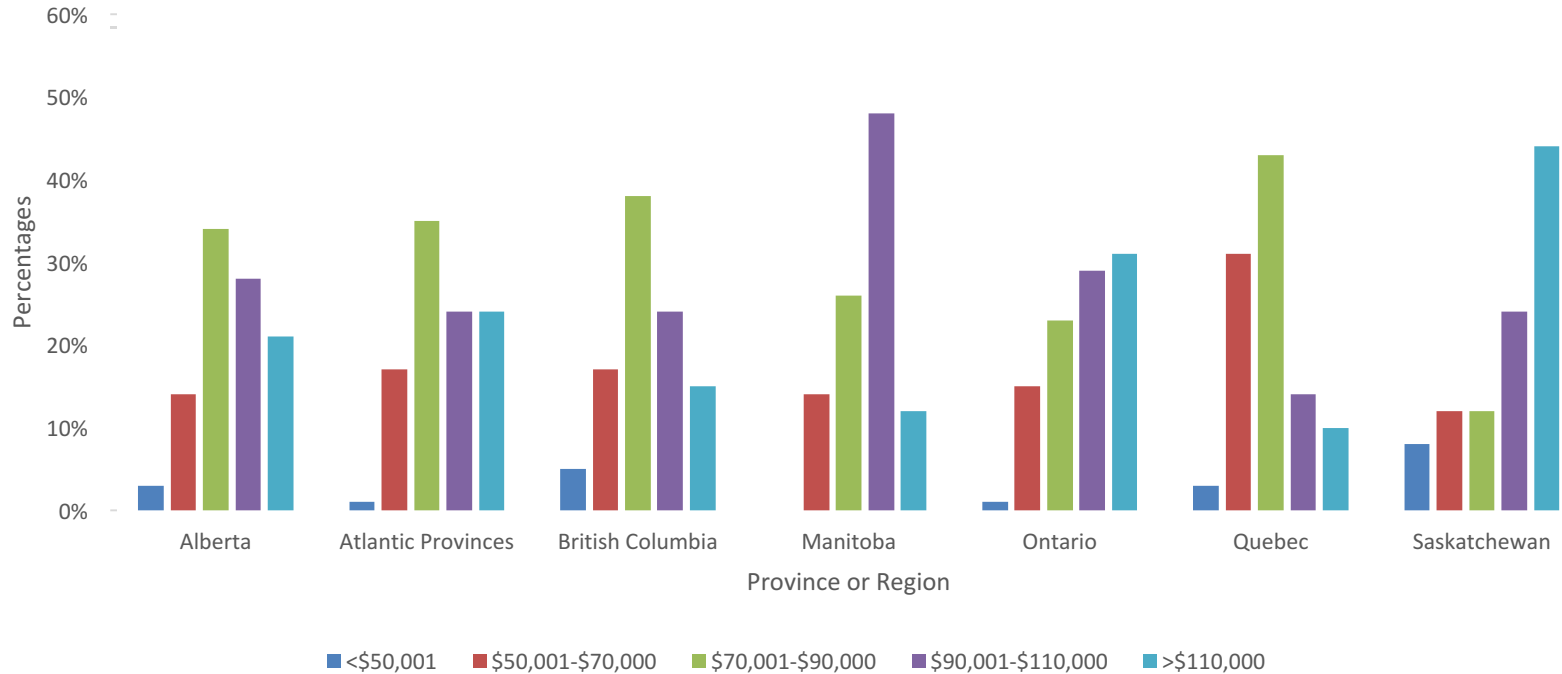
*Responses for “Other” and “Prefer not to answer” are excluded. Numbers have been rounded.

Eligibility for Sabbatical Leave by Type of Academic Institution



*Responses of "Not sure" and "Not applicable" are excluded.

Salary Ranges by Province or Region: Bar Graph



Graph Example:

Almost 50% of librarians in Manitoba reported a salary of between \$90,001 and \$110,000.

*Responses of "Prefer not to answer" are excluded. Responses from the Yukon, NWT and Nunavut have been removed to preserve anonymity. Percentages are rounded.

Salary Ranges by Province or Region: Line Graph

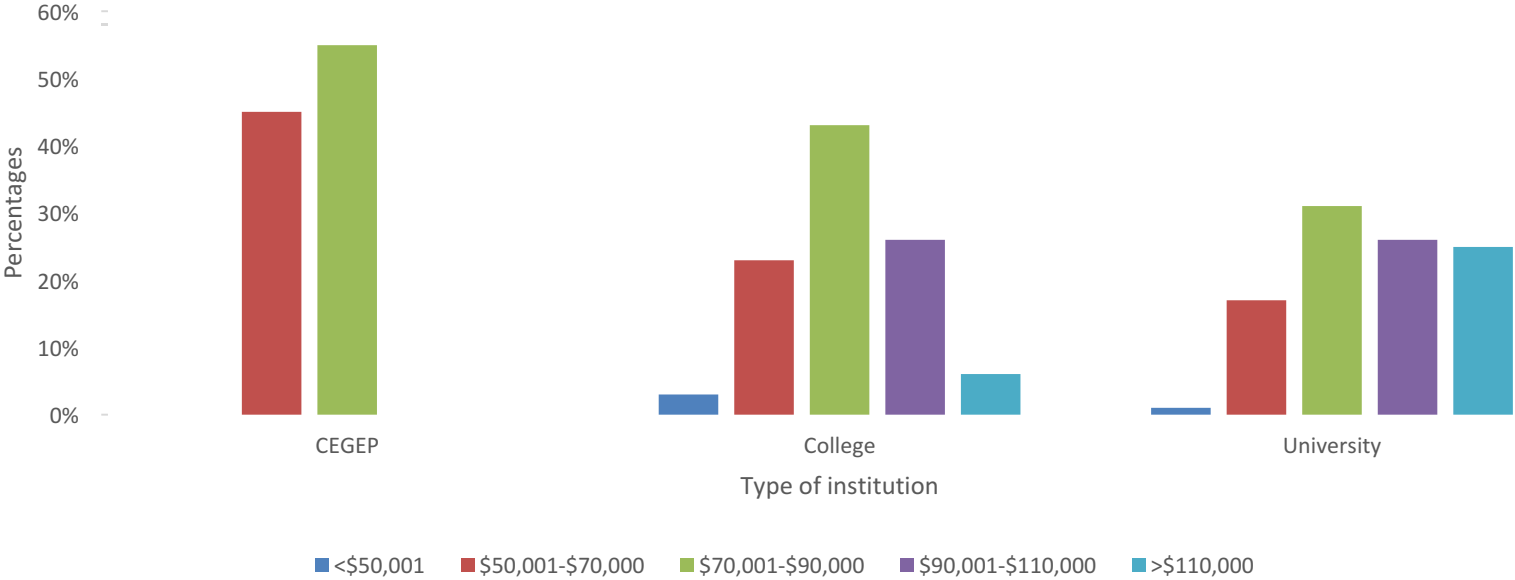


Graph Example:

About 44% of librarians in Saskatchewan report a salary greater than \$110,000.

*Responses of "Prefer not to answer" are excluded. Responses from the Yukon, NWT and Nunavut have been removed to preserve anonymity. Percentages are rounded.

Salary Ranges by Type of Institution: Bar Graph



Graph Example:

About 6% of librarians working in colleges reported a salary of greater than \$110,000.

*Responses for "Other" and "Prefer not to answer" are excluded.

Salary Ranges by Type of Institution: Line Graph

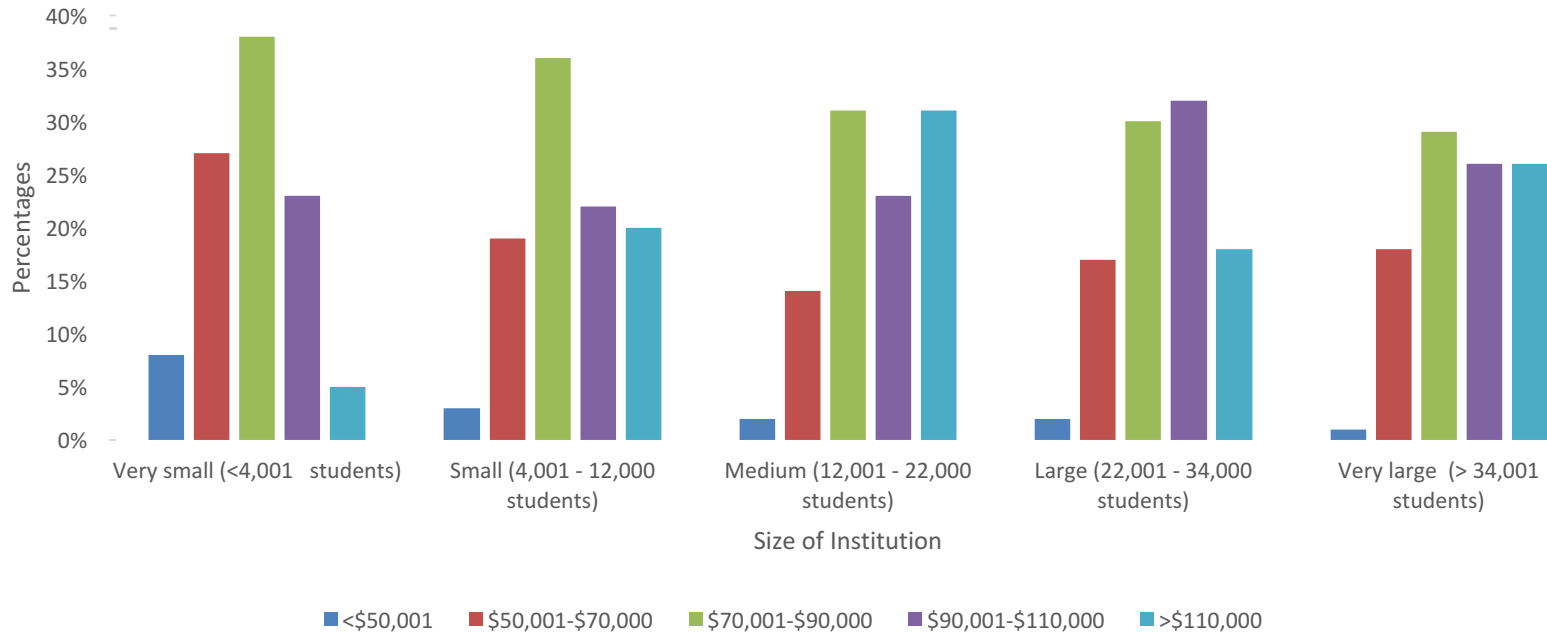


Graph Example:

About 30% of librarians working in universities reported a salary of between \$70,001 and \$90,000.

*Responses for "Other" and "Prefer not to answer" are excluded. Percentages are rounded.

Salary Ranges by Size of Institution: Bar Graph

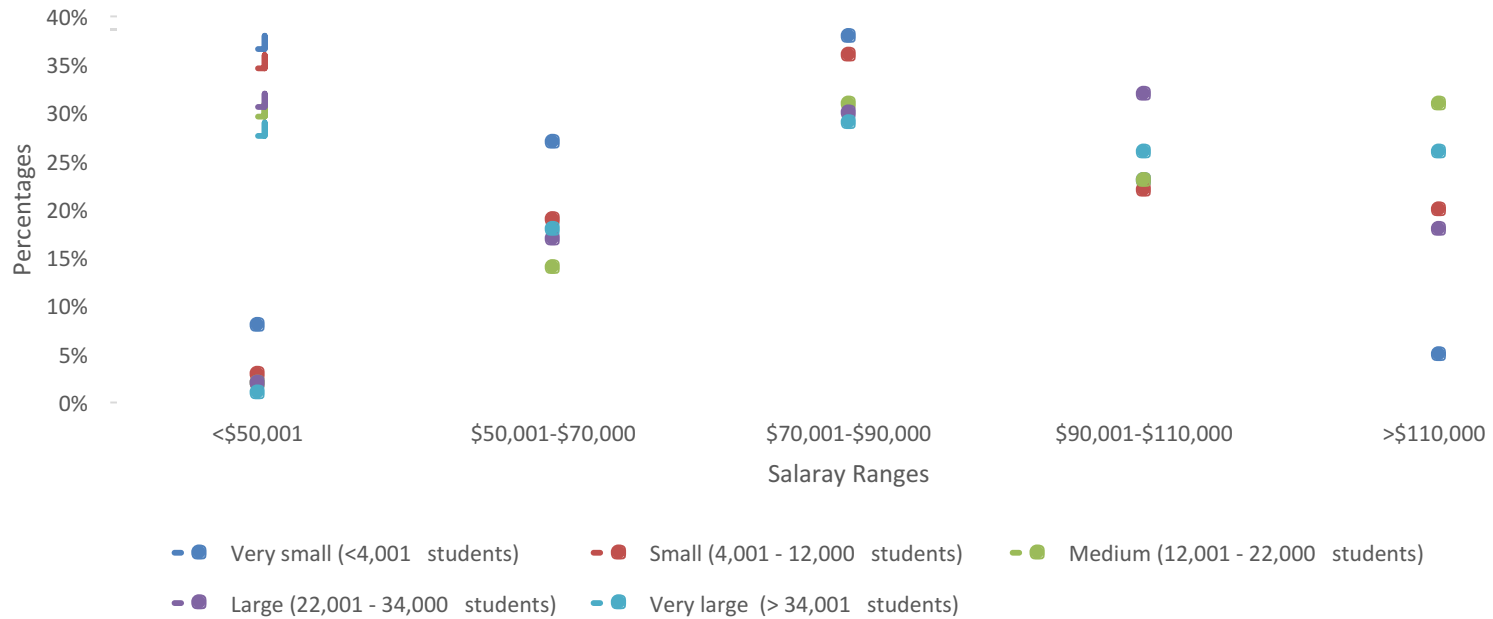


Graph Example:

About 8% of librarians working in very small institutions reported a salary of \$50,000 or less.

*Responses of "Prefer not to answer" are excluded.

Salary Ranges by Size of Institution: Line Graph

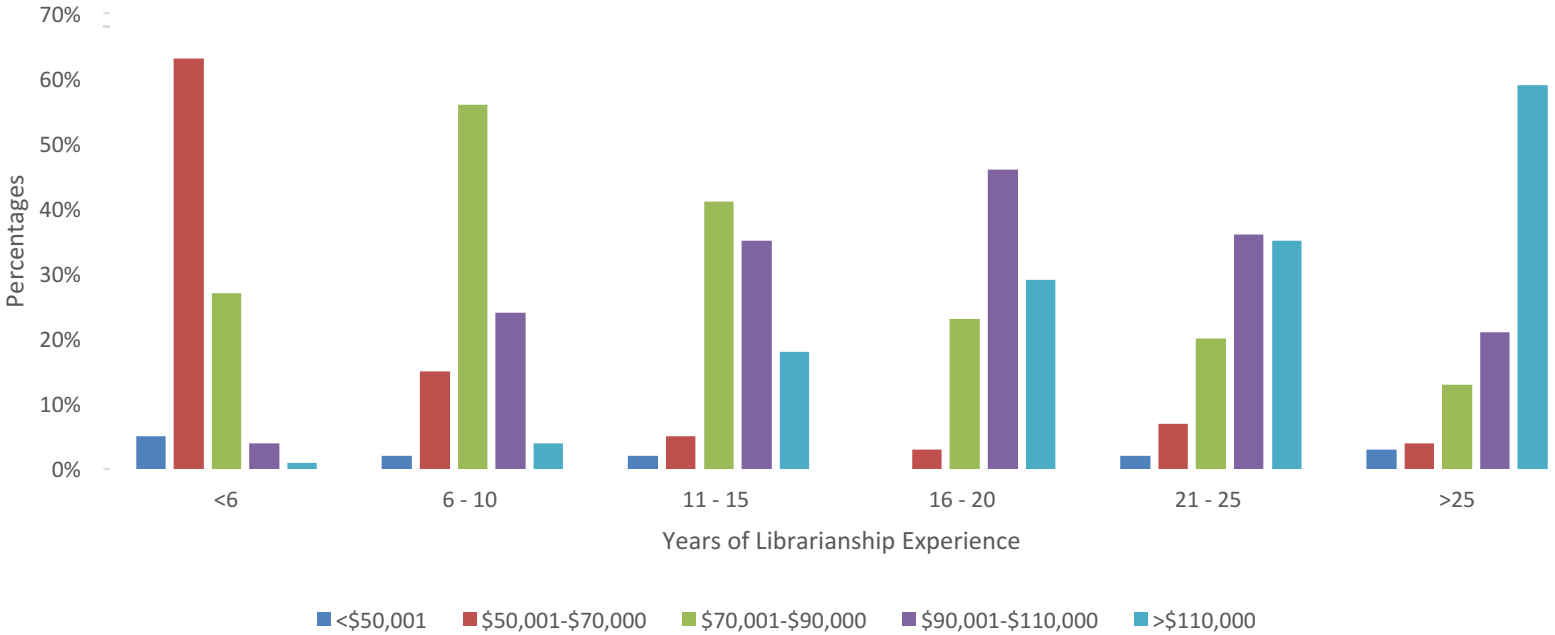


Graph Example:

About 5% of librarians working in very small institutions reported a salary greater than \$110,000.

*Responses of "Prefer not to answer" are excluded.

Salary Ranges by Years of Librarianship Experience: Bar Graph

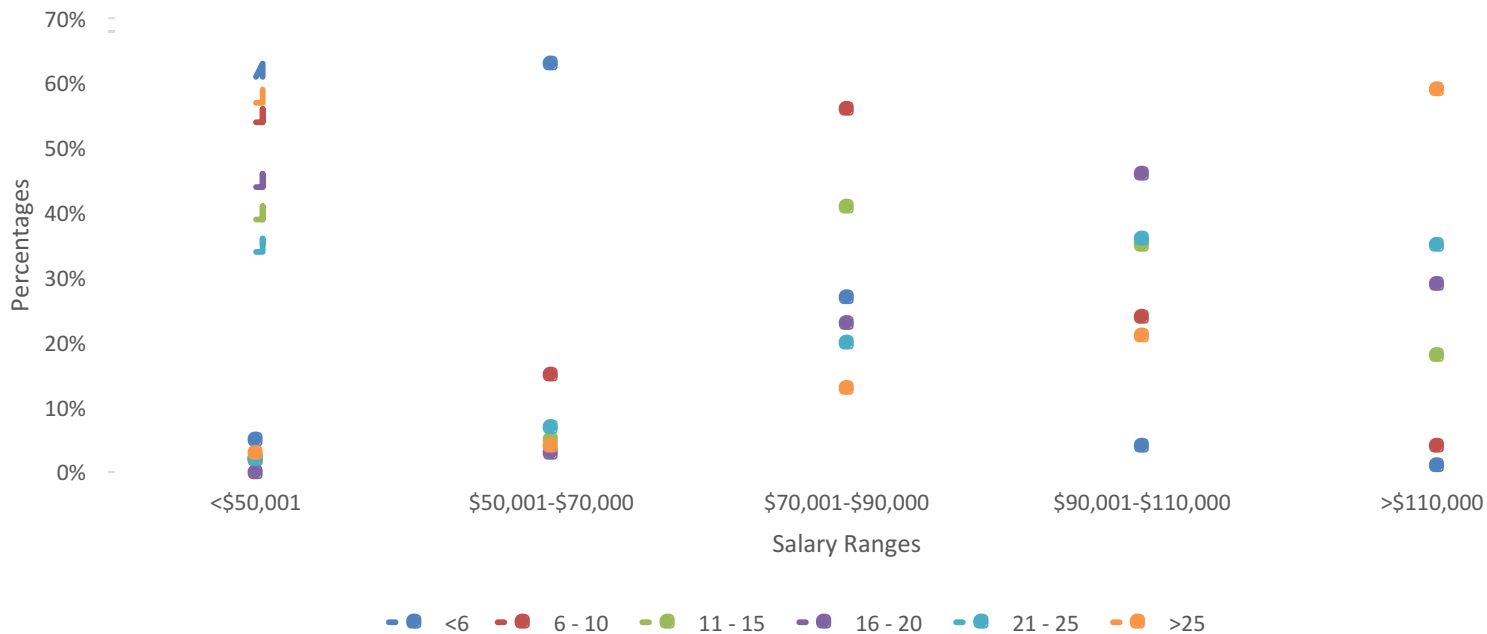


Graph Example:

About 59% of librarians with more than 25 years of librarianship experience reported a salary greater than \$110,000.

*Responses of "Prefer not to answer" are excluded.

Salary Ranges by Years of Librarianship Experience: Line Graph

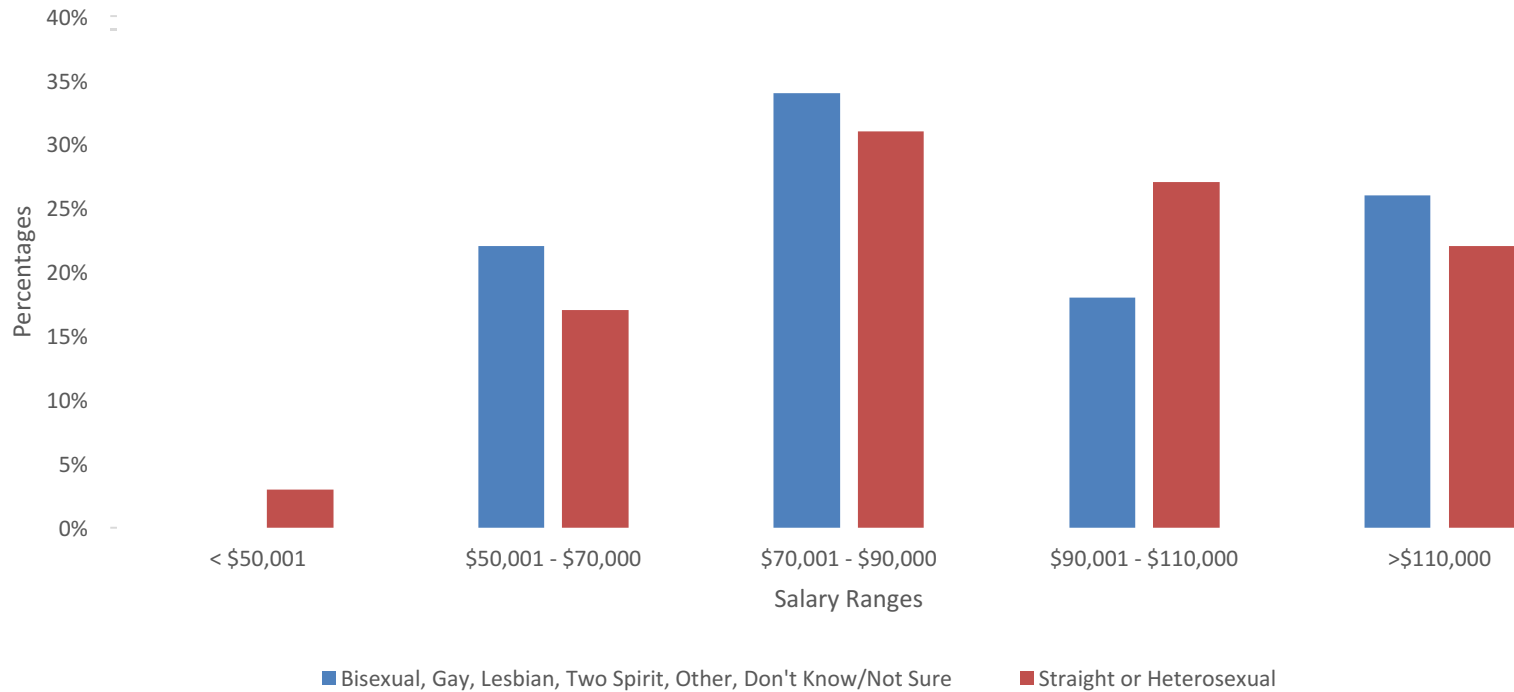


Graph Example:

About 63% of librarians with less than 6 years of librarianship experience reported a salary of between \$50,001 and \$70,000.

*Responses of "Prefer not to answer" are excluded.

Salary Ranges by Sexual Orientation: Bar Graph



Graph example: About 31% of people identifying as straight or heterosexual report a salary of between \$70,001 and \$90,000.

*Percentages have been rounded. Some categories have been merged to ensure anonymity. Prefer Not to Answer responses have been filtered out.

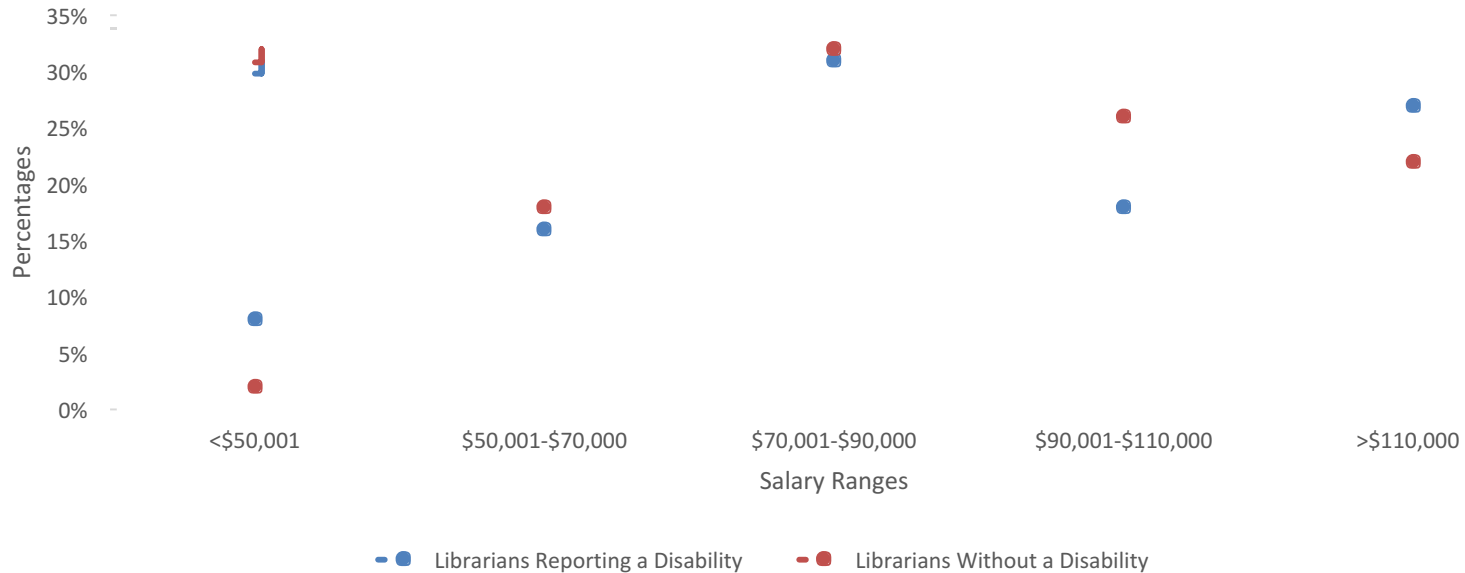
Salary Ranges by Sexual Orientation: Line Graph



Graph example: About 31% of people identifying as straight or heterosexual report a salary of between \$70,001 and \$90,000.

*Percentages have been rounded. Some categories have been merged to ensure anonymity. Prefer Not to Answer responses have been filtered out.

Comparison of Salary Ranges of Librarians Reporting a Disability versus Librarians Without a Disability



Graph Example:

About 8% of librarians reporting a disability vs. 2% of librarians without a disability have a salary of \$50,000 or under. About 27% of librarians reporting a disability vs. 22% of librarians without a disability have a salary greater than \$110,000.

*Responses of "Prefer not to answer" are excluded.