Joint CALL/ACBD and TALL 2018 Salary Survey Report

In 2018 the Toronto Association of Law Libraries (TALL) and the Canadian Association of Law Libraries / L'Association canadienne des bibliothèques de droit (CALL / ACBD) conducted a joint Salary Survey.

The purpose of the survey is to determine benchmark employment remuneration received by members of TALL and CALL / ACBD.

The last salary surveys were conducted in 2016 (TALL) and in 2013 (CALL/ACBD). This present survey was carried out in the autumn of 2018 and the data collected in November 2018.

A subset of the data was used to produce a report for TALL which has been published separately.

The analysis is based on 537 invitees, of whom 222 responded, with an invitee response rate of 41.34%.

The analysis looked at many data points. Examples include salary crossed with variables such as region, gender, library type, patron size, experience, and job title.

Data was not reported where the privacy of respondents would not be assured. Generally, this occurred where there were ten or fewer respondents for a particular question or data point.

The average respondent to the survey is a woman who has worked in the profession for 16.5 years, at a firm with a patron population of between 101-200 and earns $78,894 /yr.

Some overall observations show that salaries have gone up from 2013 with academic and government librarians continuing to show the highest salaries. The gap between male and female salaries has approximately doubled over the past six years. Generally, having a second post-secondary degree, in addition to a MLS, continues to suggest a higher salary.

The CALL / ACBD & TALL Salary Survey Committee

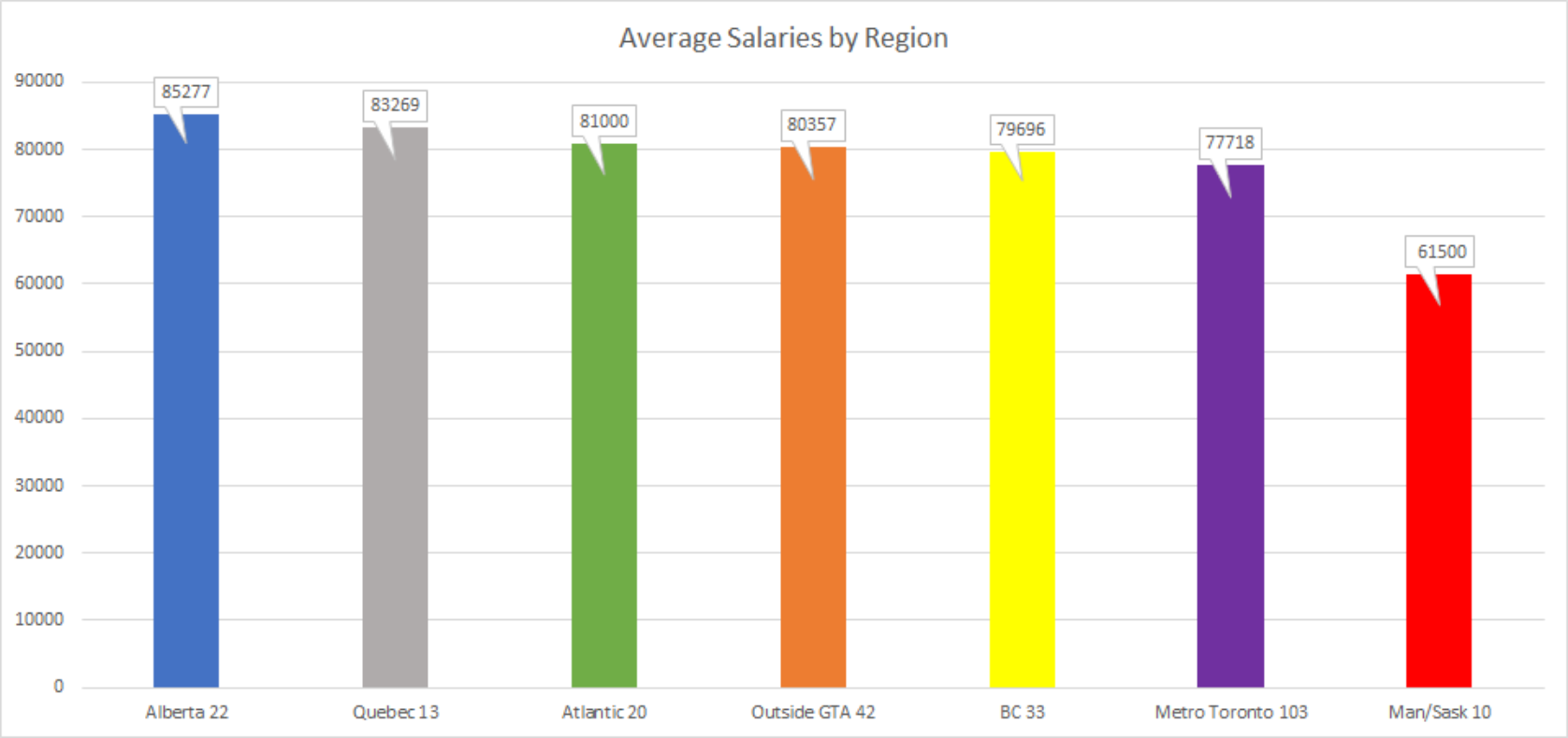
Erika Friesen

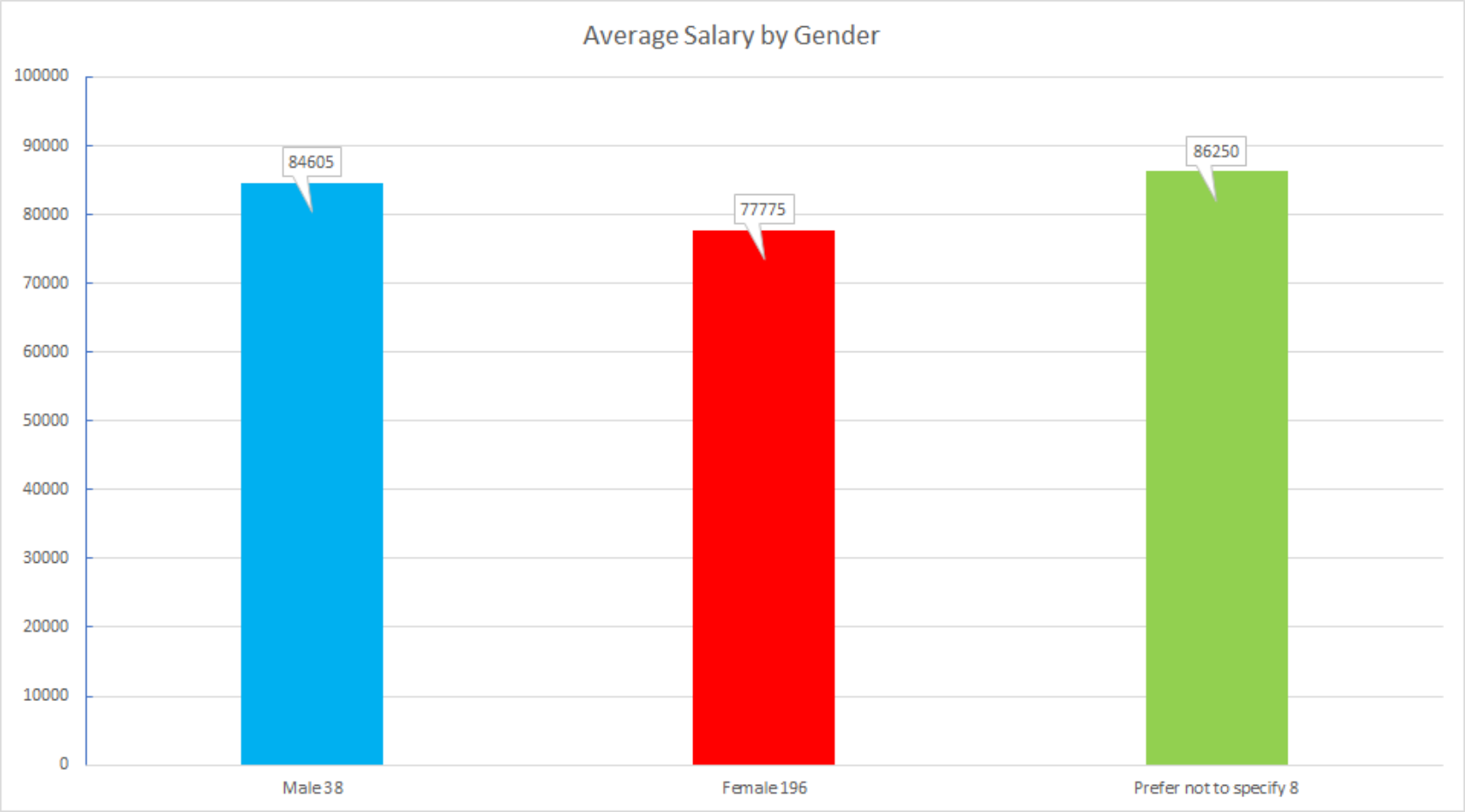
Katie Thomas

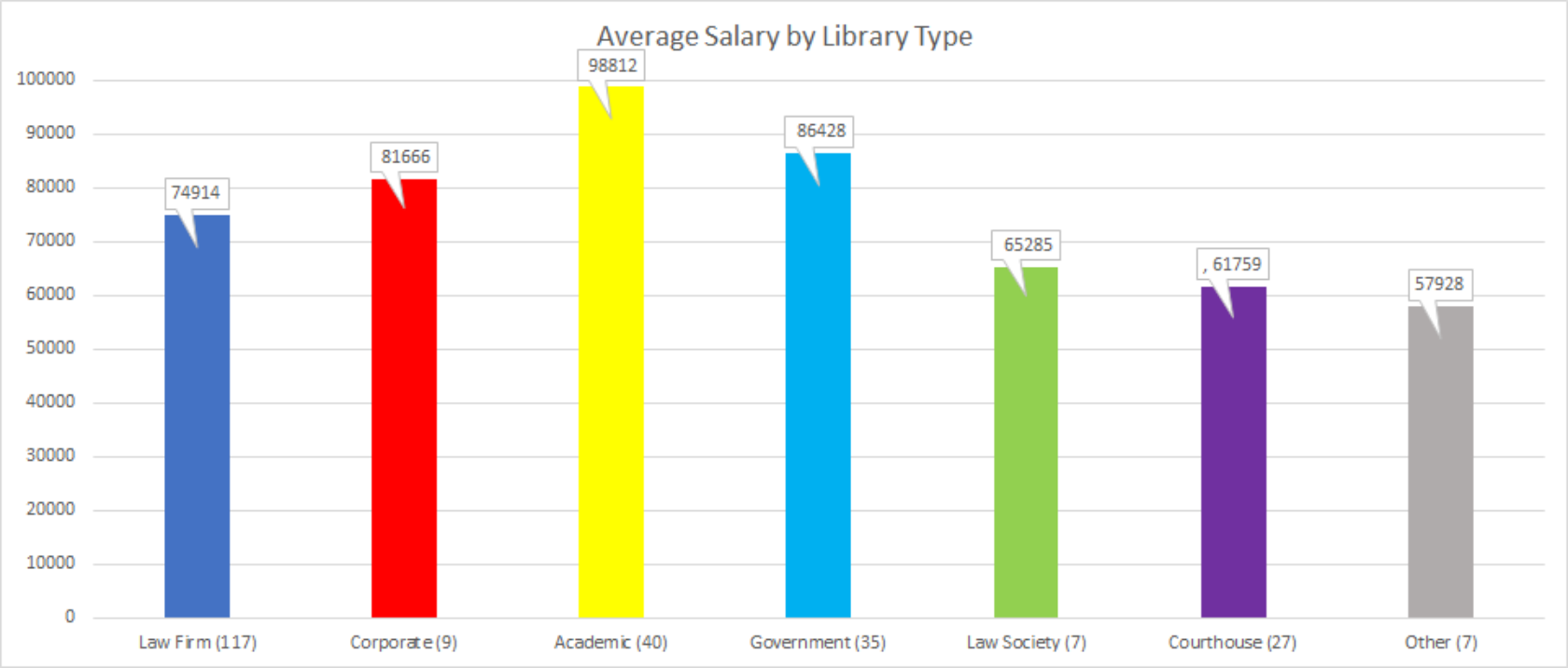
Mark Lewis

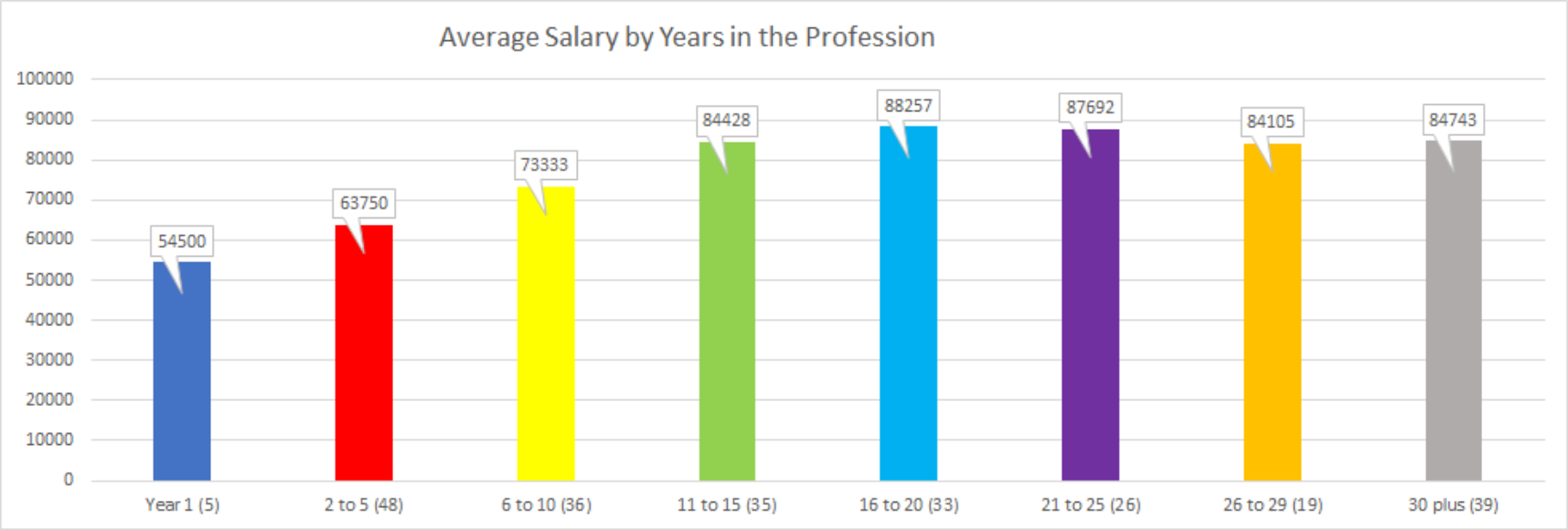
Sara Klein

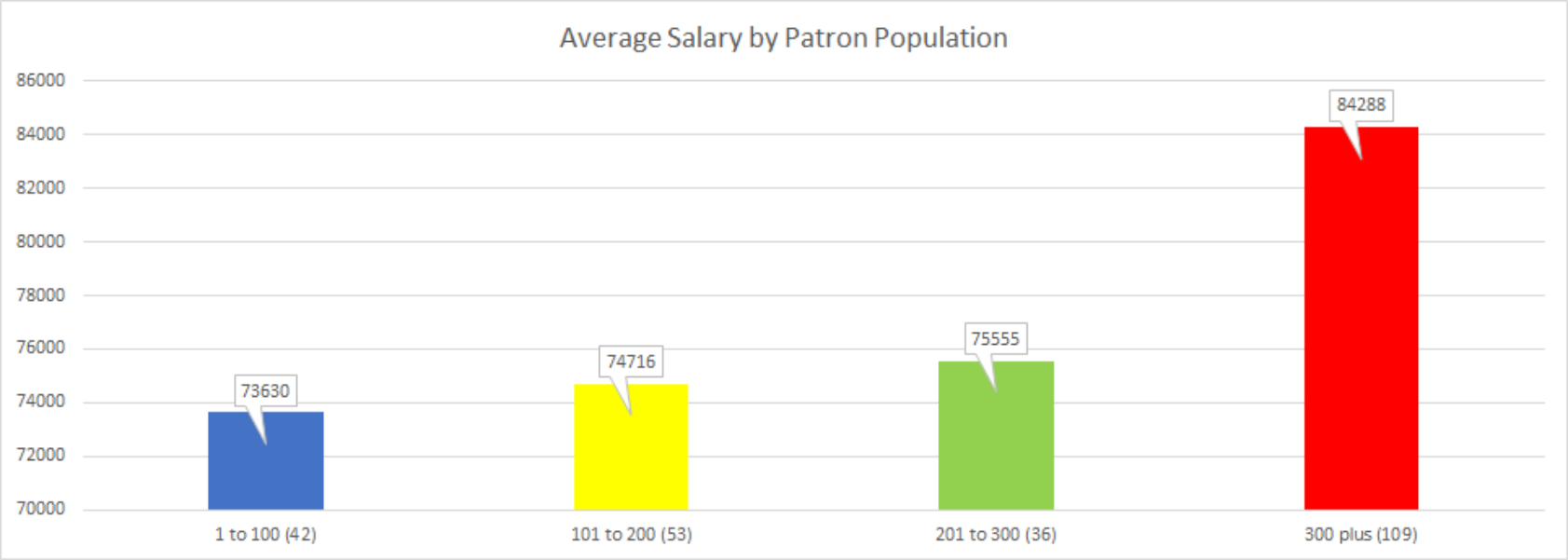
Stef Alexandru

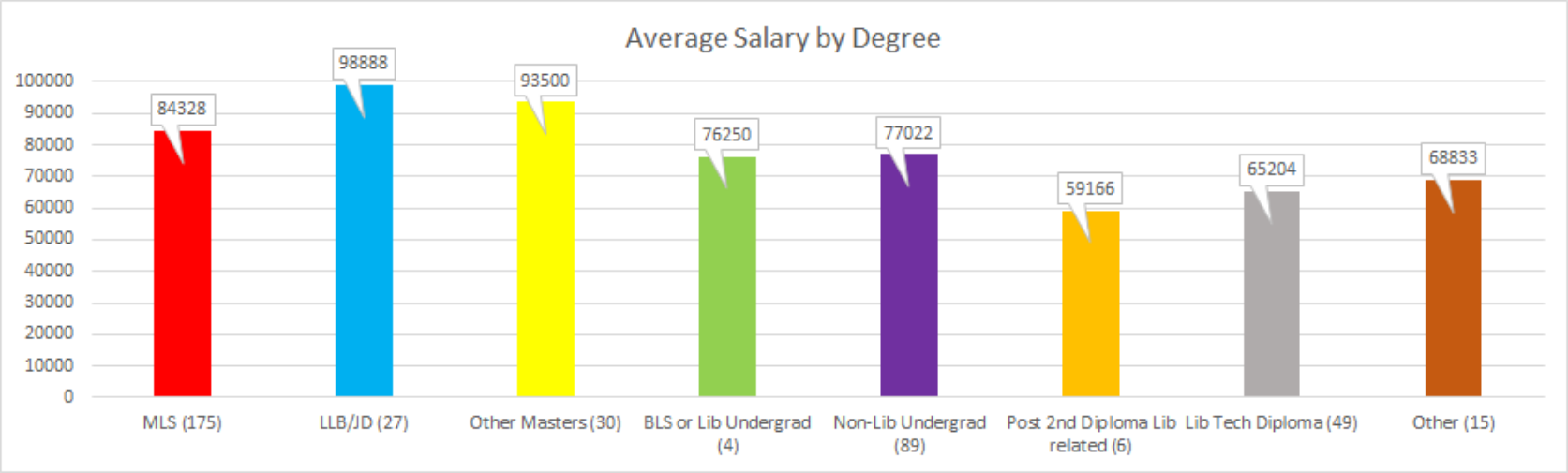

Average Salaries by Region
90000
80000
70000
60000
50000
40000
30000
20000
10000
0
85277
83269
81000
80357
79696
77718
61500
Alberta 22
Quebec 13
Atlantic 20
Outside GTA 42
BC 33
Metro Toronto 103
Man/Sask 10

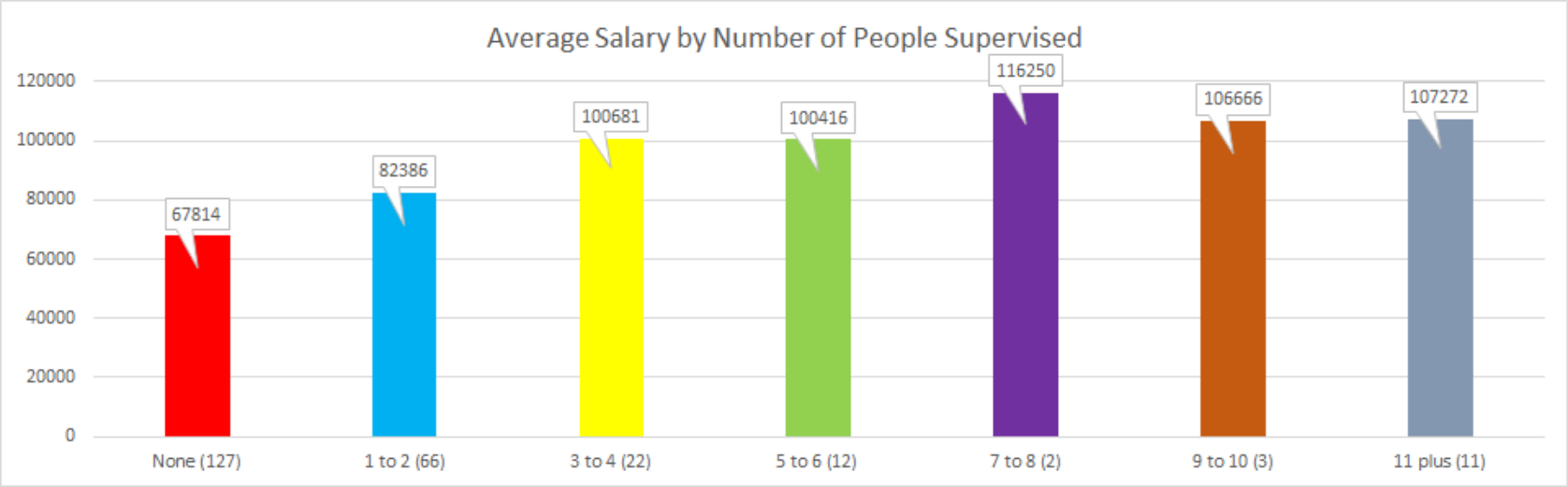

Average Salary by Gender
100000
90000
80000
70000
60000
50000
40000
30000
20000
10000
0
84605
77775
86250
Male 38
Female 196
Prefer not to specify 8

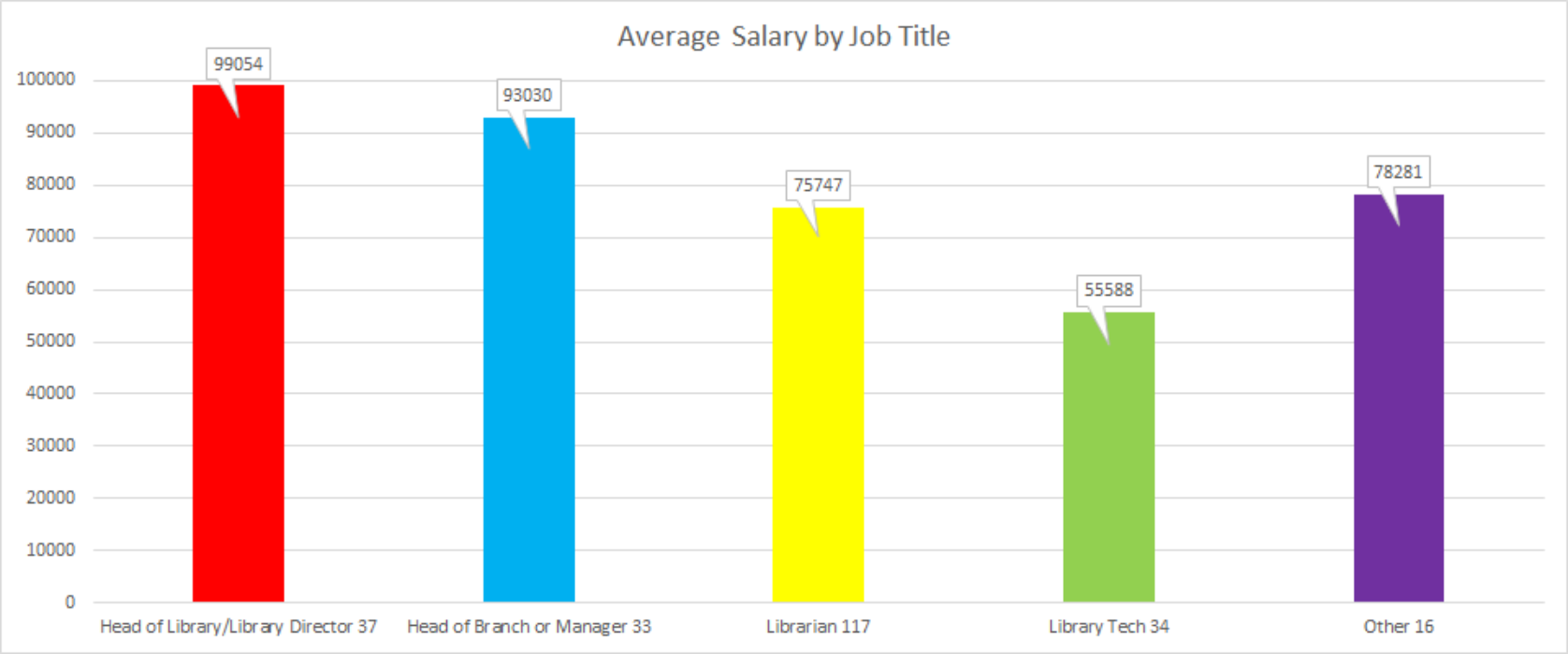

Average Salary by Library Type
100000
90000
80000
70000
60000
50000
40000
30000
20000
10000
0
74914
81666
98812
86428
65285
, 61759
57928
Law Firm (117)
Corporate (9)
Academic (40)
Government (35)
Law Society (7)
Courthouse (27)
Other (7)

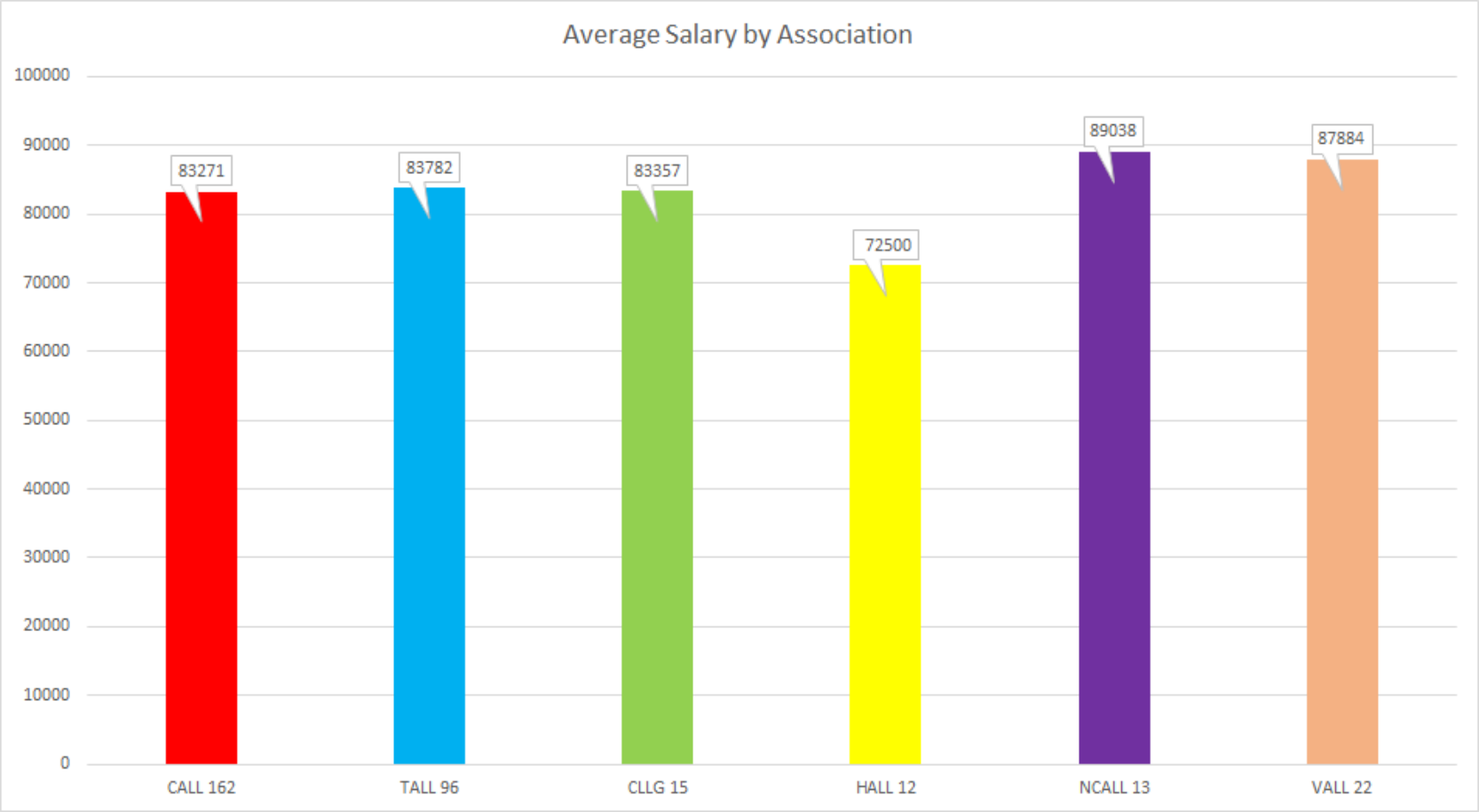

Average Salary by Years in the Profession
100000
90000
80000
70000
60000
50000
40000
30000
20000
10000
0
54500
63750
73333
84428
88257
87692
84105
84743
Year 1 (5)
2 to 5 (48)
6 to 10 (36)
11 to 15 (35)
16 to 20 (33)
21 to 25 (26)
26 to 29 (19)
30 plus (39)


Average Salary by Patron Population
86000
84000
82000
80000
78000
76000
74000
72000
70000
73630
74716
75555
84288
1 to 100 (42)
101 to 200 (53)
201 to 300 (36)
300 plus (109)


Average Salary by Degree
100000
90000
80000
70000
60000
50000
40000
30000
20000
10000
0
84328
98888
93500
76250
77022
59166
65204
68833
MLS (175)
LLB/JD (27)
Other Masters (30)
BLS or Lib Undergrad (4)
Non-Lib Undergrad (89)
Post 2nd Diploma Lib related (6)
Lib Tech Diploma (49)
Other (15)


Average Salary by Number of People Supervised
120000
100000
80000
60000
40000
20000
0
67814
82386
100681
100416
116250
106666
107272
None (127)
1 to 2 (66)
3 to 4 (22)
5 to 6 (12)
7 to 8 (2)
9 to 10 (3)
11 plus (11)


Average Salary by Job Title
100000
90000
80000
70000
60000
50000
40000
30000
20000
10000
0
99054
93030
75747
55588
78281
Head of Library/Library Director 37
Head of Branch or Manager 33
Librarian 117
Library Tech 34
Other 16


Average Salary by Association
100000
90000
80000
70000
60000
50000
40000
30000
20000
10000
0
83271
83782
83357
72500
89038
87884
CALL 162
TALL 96
CLLG 15
HALL 12
NCALL 13
VALL 22

Cross Tabs

Table of contents

Report info....1
Question 1: What province, region or territory do you primarily work in?....2
Question 2: In which type of library do you work?....3
Question 3: Including yourself, please indicate the total number of Full Time staff in your library o....4
Question 4: Please indicate the total number of part-time staff in your library or department....5
Question 5: Which one of the following job titles most closely matches your role?....6
Question 6: Please indicate your level of education. Check all that apply....8
Question 7: Please indicate the number of employees you supervise or manage (full and/or part-time)....10
Question 8: How many years have you worked in the library and information science field , including l....11
Question 9: How many years have you worked for your current employer?....13
Question 10: Approximately how many legal professionals and students are served by your library?....15
Question 11: What is your current work status?....16
Question 12: Please indicate the average number of hours you work per week....17
Question 13: If you work part-time, please indicate your current hourly wage range. (If you work m....18
Question 14: Please select your current gross salary range (excluding bonuses)....19
Question 15: Did you receive a bonus in the past 12 months?....20
Question 16: What is the nature of your employer's bonus program?....21
Question 17: What was the size of bonus/pay for performance you received in the past 12 months? 22
Question 18: Have you changed positions in the past year?....23
Question 19: Internal Change. Please indicate any percentage pay increase received. 24
Question 20: External Change Please indicate any percentage pay increase received. 25
Question 21: No change, in the same position Please indicate any percentage pay increase received. 26
Question 22: Please indicate all the employment benefits that are available to you....27
Levels....27
Question 23: Are you able to choose which benefits make up your total benefit package?....29
Question 24: Please indicate the number of paid vacation days you receive on an annual basis, not inc....30
Question 25: Are you compensated for overtime?....31
Question 26: How is continuing education supported by your employer?....32
Levels....32
Question 27: Please indicate any of the following options available to you....33
Question 28: Please indicate any of the following areas for which you are responsible....34
Question 29: Please indicate any of the following knowledge management-related activities which you a....36
Question 30: Please select any of the following associations you belong to:....37
Question 31: Please indicate your gender identity:....39
Question 32: Please indicate your ethnicity....40
Question 1 / Question 14: What province, region or territory do you primarily work in? / Please selec....41
Question 31 / Question 14: Please indicate your gender identity: / Please select your current gross s....43
Question 30 / Question 14: Please select any of the following associations you belong to: / Please se....45
Question 2 / Question 14: In which type of library do you work? / Please select your current gross sa....47
Question 10 / Question 14: Approximately how many legal professionals and students are served by your....49
Question 15 / Question 2: Did you receive a bonus in the past 12 months? / In which type of library d....51
Question 2 / Question 11: In which type of library do you work? / What is your current work status?....52
Question 11 / Question 1: What is your current work status? / What province, region or territory do y....53

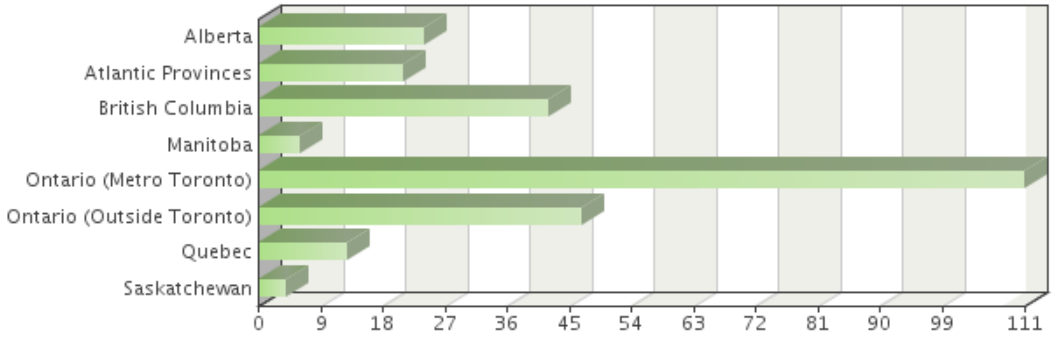
Question 14 / Question 8: Please select your current gross salary range (excluding bonuses). / How ma.....54
Question 10 / Question 14: Approximately how many legal professionals and students are served by your.....57
Question 5 / Question 14: Which one of the following job titles most closely matches your role? / Ple.....59
Question 6 / Question 14: Please indicate your level of education. Check all that apply. / Please se.....61
Question 2 / Question 30: In which type of library do you work? / Please select any of the following 63

Report info

Report date:	Wednesday, May 22, 2019 11:30:21 AM ADT
Start date:	Tuesday, July 3, 2018 11:27:00 AM ADT
Stop date:	Thursday, November 15, 2018 12:59:00 AM AST
Number of completed responses:	268
Number of invitees:	537
Invitees that responded:	222
Invitee response rate:	41.34%

Question 1

What province, region or territory do you primarily work in?

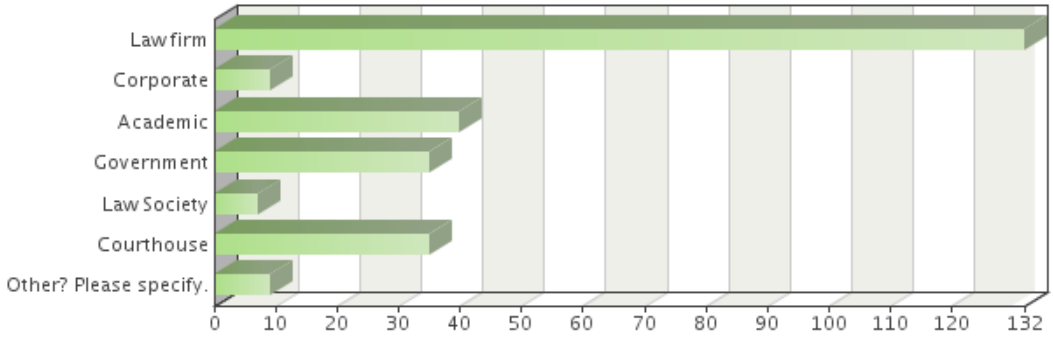


Frequency table

Choices	Absolute frequency	Relative frequency
Alberta	24	8.96%
Atlantic Provinces	21	7.84%
British Columbia	42	15.67%
Manitoba	6	2.24%
Ontario (Metro Toronto)	111	41.42%
Ontario (Outside Toronto)	47	17.54%
Quebec	13	4.85%
Saskatchewan	4	1.49%
Sum:	268	100%
Not answered:	0	0%

Question 2

In which type of library do you work?



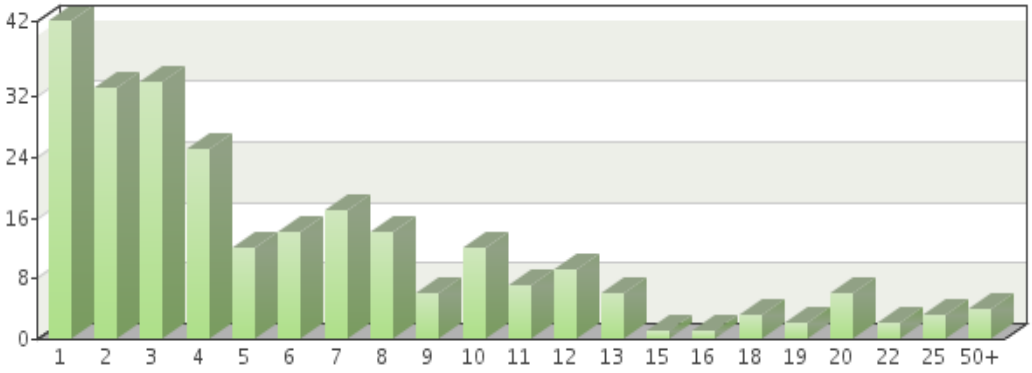
Frequency table

Choices	Absolute frequency	Relative frequency
Law firm	132	49.25%
Corporate	9	3.36%
Academic	40	14.93%
Government	35	13.06%
Law Society	7	2.61%
Courthouse	35	13.06%
Other? Please specify.	9	3.36%
Sum:	267	99.63%
Not answered:	1	0.37%

Last choice text input
Association
Police
independent
independent
Secondary School
Non-profit organization
Accounting firm
Client Services
Consulting Firm

Question 3

Including yourself, please indicate the total number of Full Time staff in your library or department.



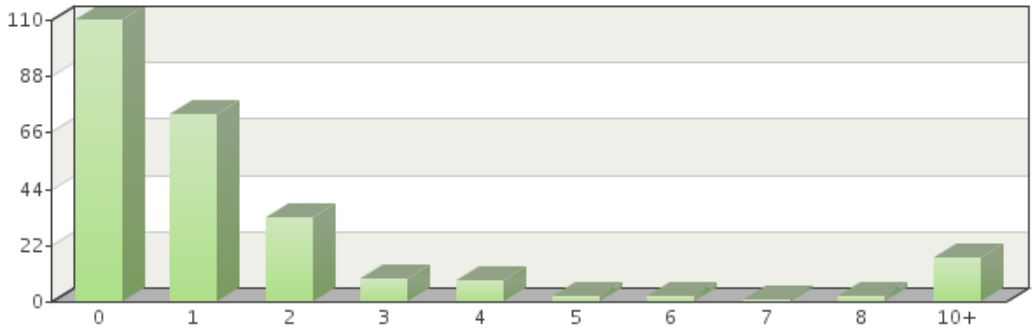
# of FT Staff in Lib

Frequency table

Items	Absolute frequency	Relative frequency
1	42	15.67%
2	33	12.31%
3	34	12.69%
4	25	9.33%
5	12	4.48%
6	14	5.22%
7	17	6.34%
8	14	5.22%
9	6	2.24%
10	12	4.48%
11	7	2.61%
12	9	3.36%
13	6	2.24%
15	1	0.37%
16	1	0.37%
18	3	1.12%
19	2	0.75%
20	6	2.24%
22	2	0.75%
25	3	1.12%
50+	4	1.49%
Sum:	253	94.4%
Not answered:	15	5.6%

Question 4

Please indicate the total number of part-time staff in your library or department.



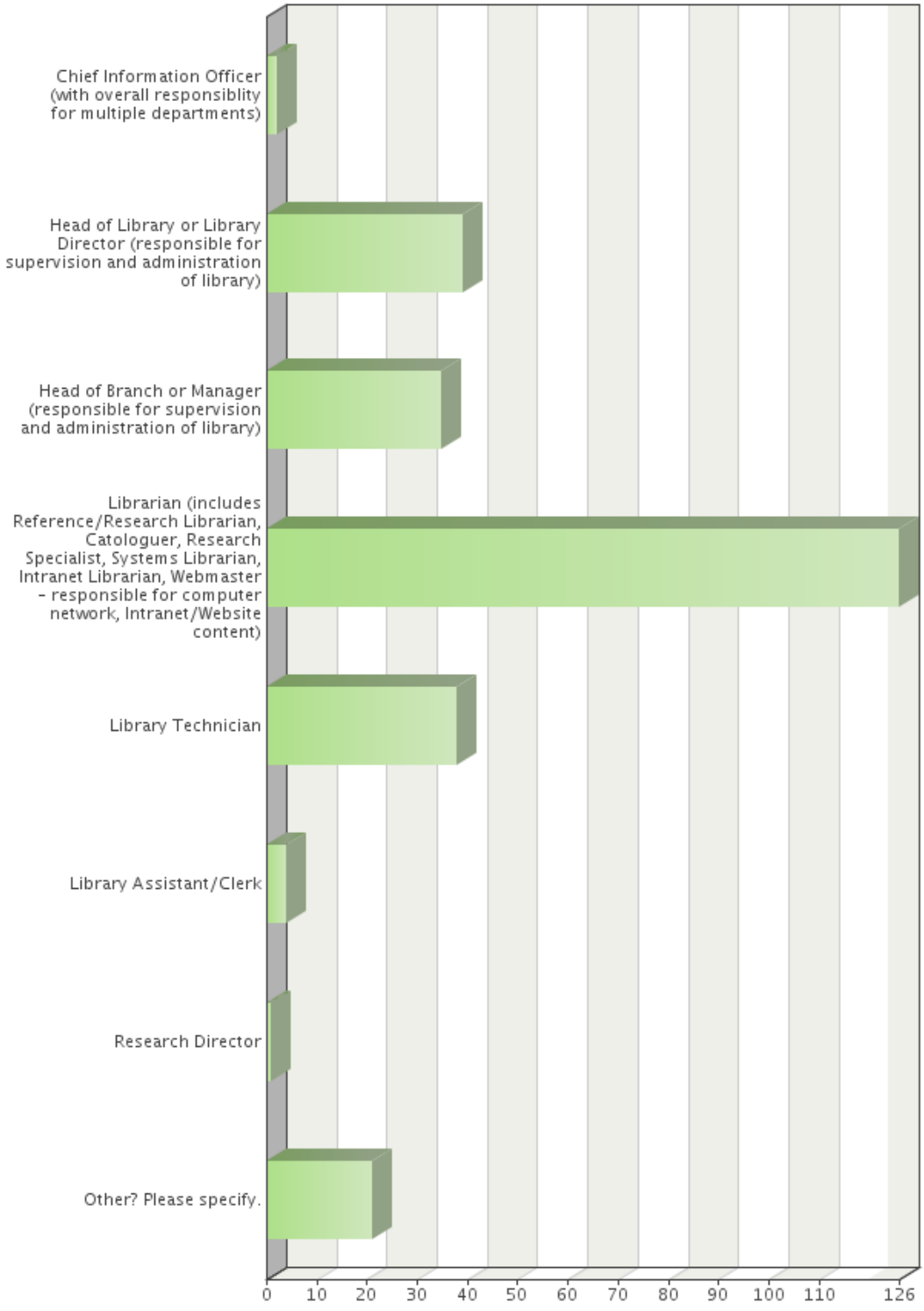
# of PT Staff in Lib

Frequency table

Items	Absolute frequency	Relative frequency
0	110	41.04%
1	73	27.24%
2	33	12.31%
3	9	3.36%
4	8	2.99%
5	2	0.75%
6	2	0.75%
7	1	0.37%
8	2	0.75%
10+	17	6.34%
Sum:	257	95.9%
Not answered:	11	4.1%

Question 5

Which one of the following job titles most closely matches your role?



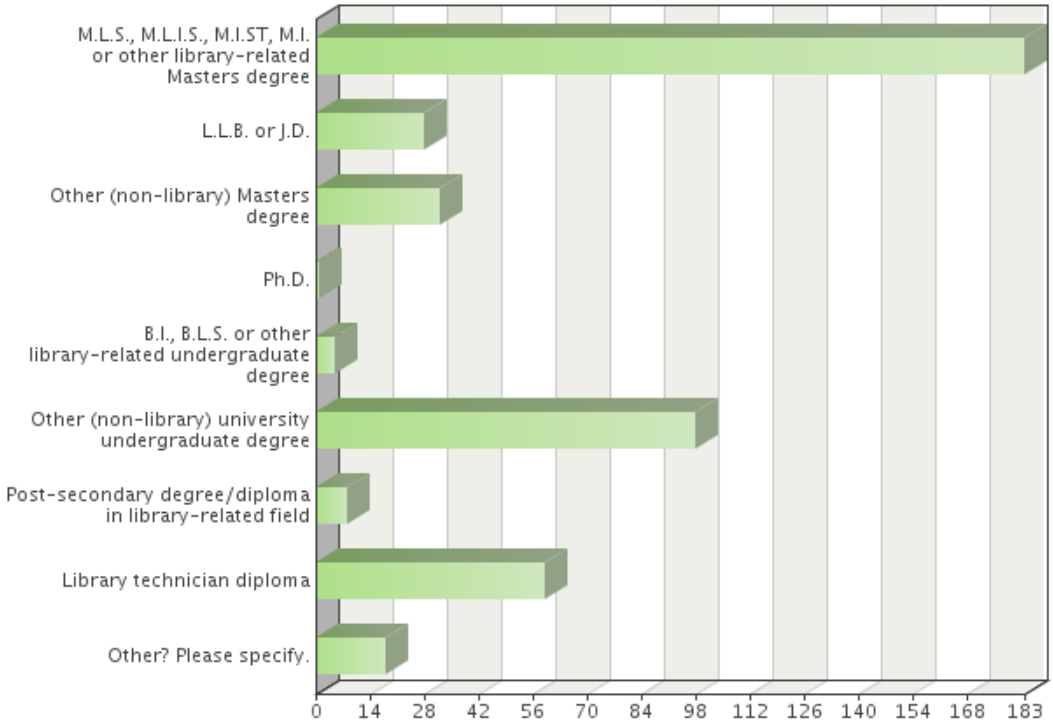
Frequency table

Choices	Absolute frequency	Relative frequency
Chief Information Officer (with overall responsiblity for multiple departments)	2	0.75%
Head of Library or Library Director (responsible for supervision and administration of library)	39	14.55%
Head of Branch or Manager (responsible for supervision and administration of library)	35	13.06%
Librarian (includes Reference/Research Librarian, Catologuer, Research Specialist, Systems Librarian, Intranet Librarian, Webmaster - responsible for computer network, Intranet/Website content)	126	47.01%
Library Technician	38	14.18%
Library Assistant/Clerk	4	1.49%
Research Director	1	0.37%
Other? Please specify.	21	7.84%
Sum:	266	99.25%
Not answered:	2	0.75%

Answers to Other:
Spécialiste, Recherche juridique | Research Specialist, Legal
L.I.T. sole staff - overall responsibility for library
Library Resources and Systems Administrator (glorified library tech)
Non-librarian role
KM Director
Projects Manager
Knowledge Management Specialist
Research Specialist
Coordinator
Library Director responsible who oversees 6 offices in Canada
Currently, my responsibilities make me half Manager and half Librarian.
Loose-Leaf Filer
Library Resources and Systems Administrator (somewhere between a librarian and a library tech)
Knowledge Management Specialist
consultant / owner and principal
solo library staff
Manager, Records
Researcher / Writer
Senior Client Relationship Manager
competitive intelligence manager
Researcher

Question 6

Please indicate your level of education. Check all that apply.



Frequency table

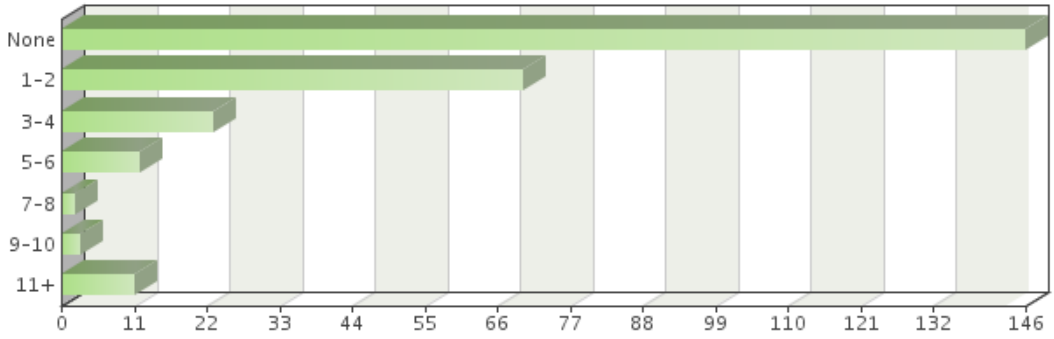
Choices	Absolute frequency	Relative frequency by choice	Relative frequency
M.L.S., M.L.I.S., M.I.ST, M.I. or other library-related Masters degree	183	42.36%	68.28%
L.L.B. or J.D.	28	6.48%	10.45%
Other (non-library) Masters degree	32	7.41%	11.94%
Ph.D.	1	0.23%	0.37%
B.I., B.L.S. or other library-related undergraduate degree	5	1.16%	1.87%
Other (non-library) university undergraduate degree	98	22.69%	36.57%
Post-secondary degree/diploma in library-related field	8	1.85%	2.99%
Library technician diploma	59	13.66%	22.01%
Other? Please specify.	18	4.17%	6.72%
Sum:	432	100%	-
Not answered:	0	-	0%

Answers to Other:
Barreau du Québec
partial completion of library technician program
Professional Certifications
Post secondary diploma in non-library field
Post Secondary diploma non library related
college diploma in Television Broadcasting and Executive Office Administration
PM and Marketing Certificates
Post-secondary education in Accounting including library related classes
PMP
Masters of Science
Paralegal

IT diploma
MSL
B.A and B.Ed
BCL
Legal Studies Paralegal Diploma
MBA

Question 7

Please indicate the number of employees you supervise or manage (full and/or part-time).

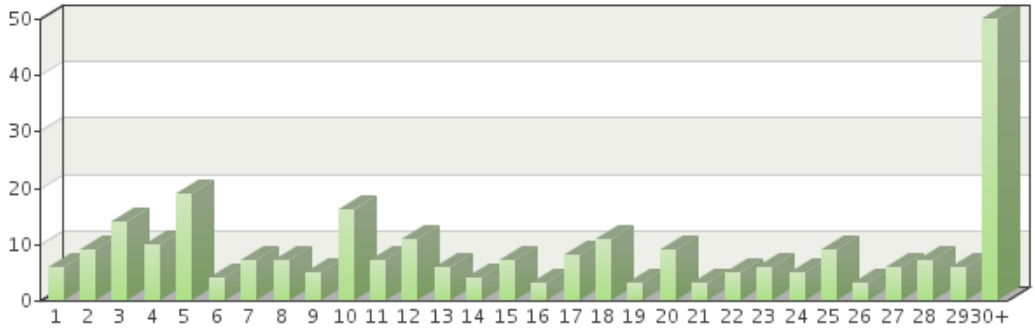


Frequency table

Choices	Absolute frequency	Relative frequency
None	146	54.48%
1-2	70	26.12%
3-4	23	8.58%
5-6	12	4.48%
7-8	2	0.75%
9-10	3	1.12%
11+	11	4.1%
Sum:	267	99.63%
Not answered:	1	0.37%

Question 8

How many years have you worked in the library and information science field , including law libraries?



Years in Lib Field

Question 8

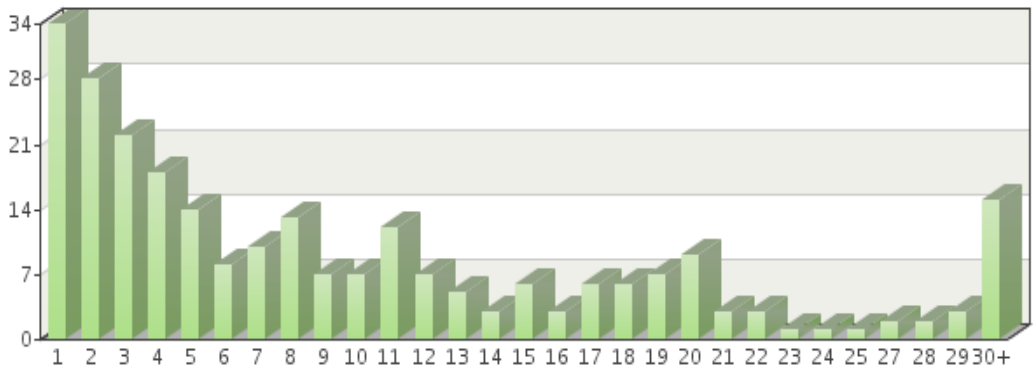
How many years have you worked in the library and information science field , including law libraries?

Frequency table

Items	Absolute frequency	Relative frequency
1	6	2.24%
2	9	3.36%
3	14	5.22%
4	10	3.73%
5	19	7.09%
6	4	1.49%
7	7	2.61%
8	7	2.61%
9	5	1.87%
10	16	5.97%
11	7	2.61%
12	11	4.1%
13	6	2.24%
14	4	1.49%
15	7	2.61%
16	3	1.12%
17	8	2.99%
18	11	4.1%
19	3	1.12%
20	9	3.36%
21	3	1.12%
22	5	1.87%
23	6	2.24%
24	5	1.87%
25	9	3.36%
26	3	1.12%
27	6	2.24%
28	7	2.61%
29	6	2.24%
30+	50	18.66%
Sum:	266	99.25%
Not answered:	2	0.75%

Question 9

How many years have you worked for your current employer?



Years worked for current employer

Question 9

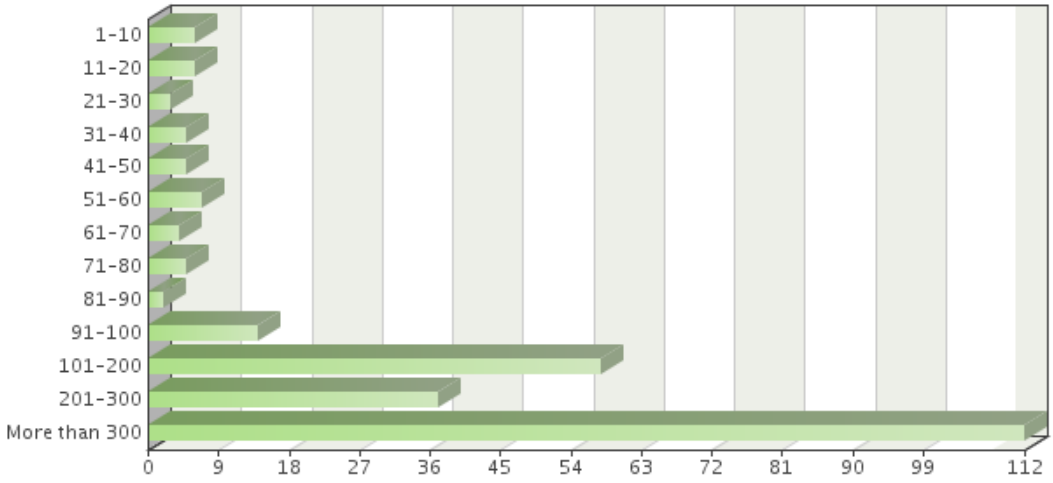
How many years have you worked for your current employer?

Frequency table

Items	Absolute frequency	Relative frequency
1	34	12.69%
2	28	10.45%
3	22	8.21%
4	18	6.72%
5	14	5.22%
6	8	2.99%
7	10	3.73%
8	13	4.85%
9	7	2.61%
10	7	2.61%
11	12	4.48%
12	7	2.61%
13	5	1.87%
14	3	1.12%
15	6	2.24%
16	3	1.12%
17	6	2.24%
18	6	2.24%
19	7	2.61%
20	9	3.36%
21	3	1.12%
22	3	1.12%
23	1	0.37%
24	1	0.37%
25	1	0.37%
27	2	0.75%
28	2	0.75%
29	3	1.12%
30+	15	5.6%
Sum:	256	95.52%
Not answered:	12	4.48%

Question 10

Approximately how many legal professionals and students are served by your library?

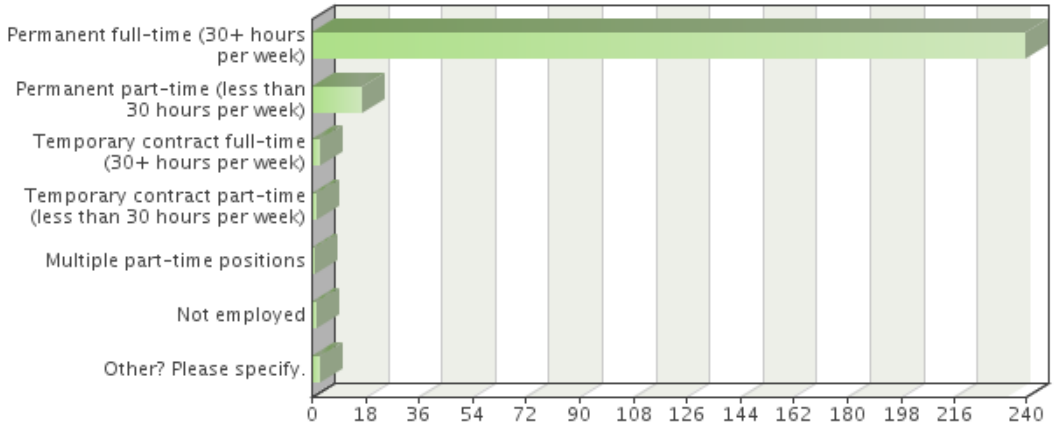


Frequency table

Choices	Absolute frequency	Relative frequency
1-10	6	2.24%
11-20	6	2.24%
21-30	3	1.12%
31-40	5	1.87%
41-50	5	1.87%
51-60	7	2.61%
61-70	4	1.49%
71-80	5	1.87%
81-90	2	0.75%
91-100	14	5.22%
101-200	58	21.64%
201-300	37	13.81%
More than 300	112	41.79%
Sum:	264	98.51%
Not answered:	4	1.49%

Question 11

What is your current work status?



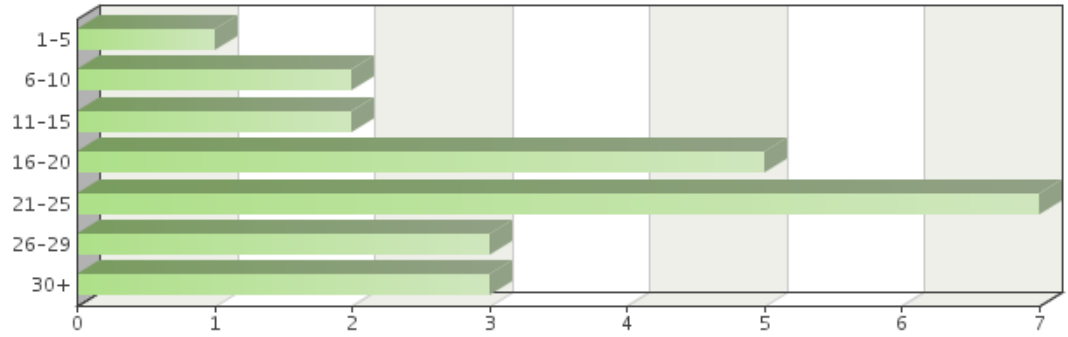
Frequency table

Choices	Absolute frequency	Relative frequency
Permanent full-time (30+ hours per week)	240	89.55%
Permanent part-time (less than 30 hours per week)	17	6.34%
Temporary contract full-time (30+ hours per week)	3	1.12%
Temporary contract part-time (less than 30 hours per week)	2	0.75%
Multiple part-time positions	1	0.37%
Not employed	2	0.75%
Other? Please specify.	3	1.12%
Sum:	268	100%
Not answered:	0	0%

Answers to Other:
Contract
Self-employed
self-employed

Question 12

Please indicate the average number of hours you work per week.
(for those who indicated Part-time status)



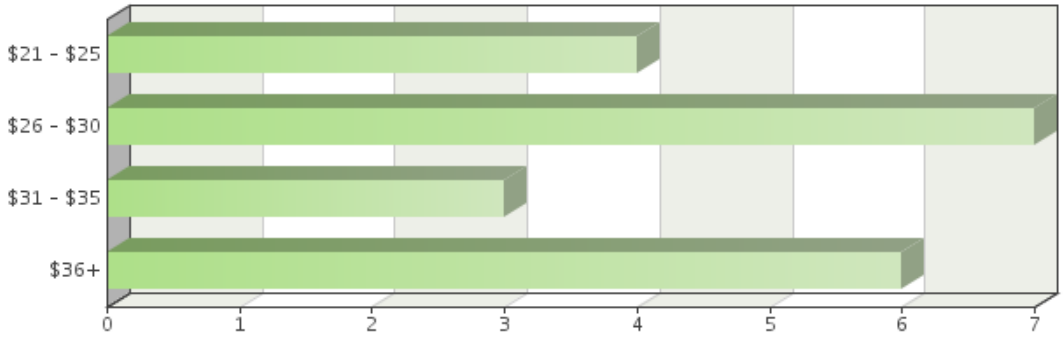
Frequency table

Choices	Absolute frequency	Relative frequency
1-5	1	0.37%
6-10	2	0.75%
11-15	2	0.75%
16-20	5	1.87%
21-25	7	2.61%
26-29	3	1.12%
30+	3	1.12%
Sum:	23	8.58%
Not answered:	245	91.42%

Question 13

If you work part-time, please indicate your current hourly wage range.

(If you work mulitiple part-time positions select more than one pay range).

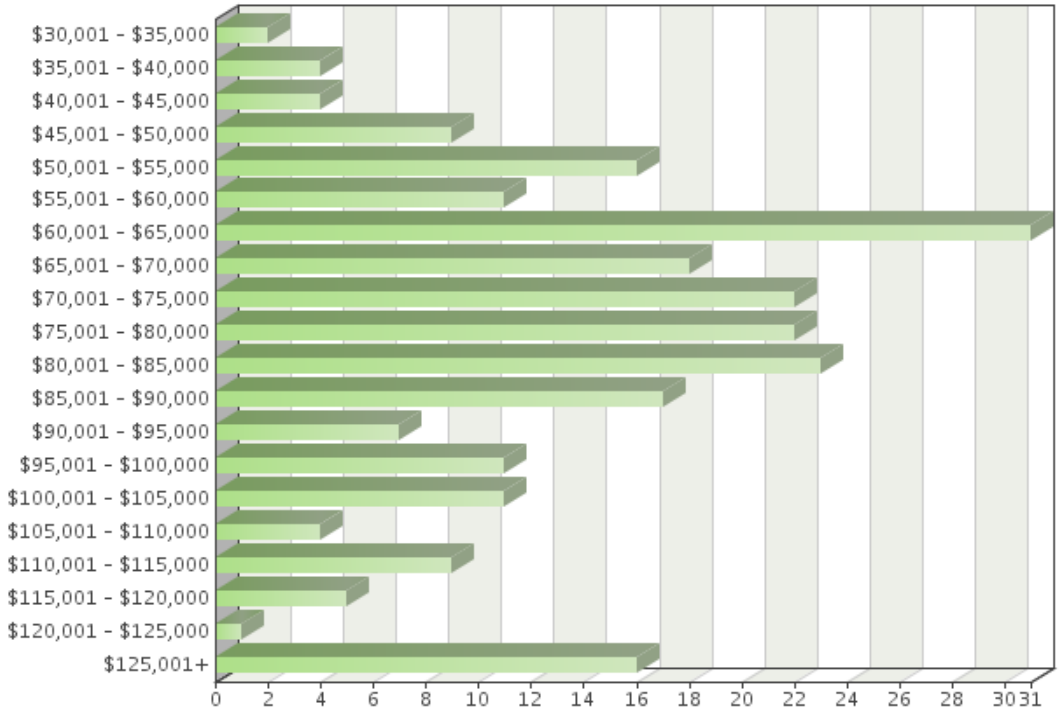


Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency
$21 - $25	4	20%	1.49%
$26 - $30	7	35%	2.61%
$31 - $35	3	15%	1.12%
$36+	6	30%	2.24%
Sum:	20	100%	-
Not answered:	248	-	92.54%

Question 14

Please select your current gross salary range (excluding bonuses).

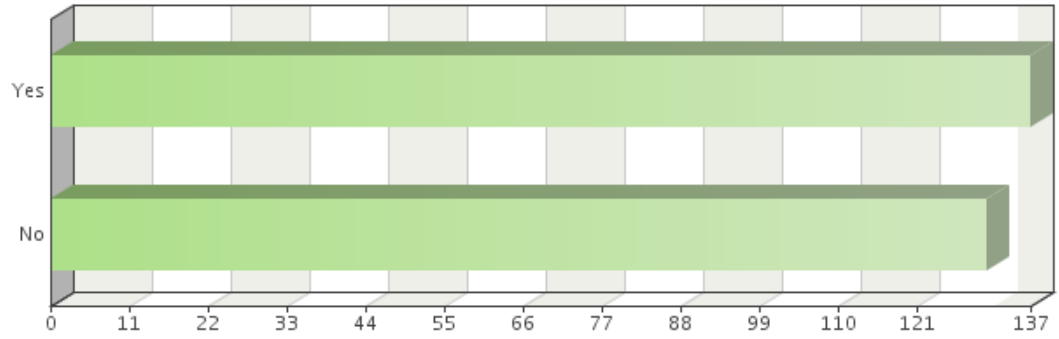


Frequency table

Choices	Absolute frequency	Relative frequency
$30,001 - $35,000	2	0.75%
$35,001 - $40,000	4	1.49%
$40,001 - $45,000	4	1.49%
$45,001 - $50,000	9	3.36%
$50,001 - $55,000	16	5.97%
$55,001 - $60,000	11	4.1%
$60,001 - $65,000	31	11.57%
$65,001 - $70,000	18	6.72%
$70,001 - $75,000	22	8.21%
$75,001 - $80,000	22	8.21%
$80,001 - $85,000	23	8.58%
$85,001 - $90,000	17	6.34%
$90,001 - $95,000	7	2.61%
$95,001 - $100,000	11	4.1%
$100,001 - $105,000	11	4.1%
$105,001 - $110,000	4	1.49%
$110,001 - $115,000	9	3.36%
$115,001 - $120,000	5	1.87%
$120,001 - $125,000	1	0.37%
$125,001+	16	5.97%
Sum:	243	90.67%
Not answered:	25	9.33%

Question 15

Did you receive a bonus in the past 12 months?

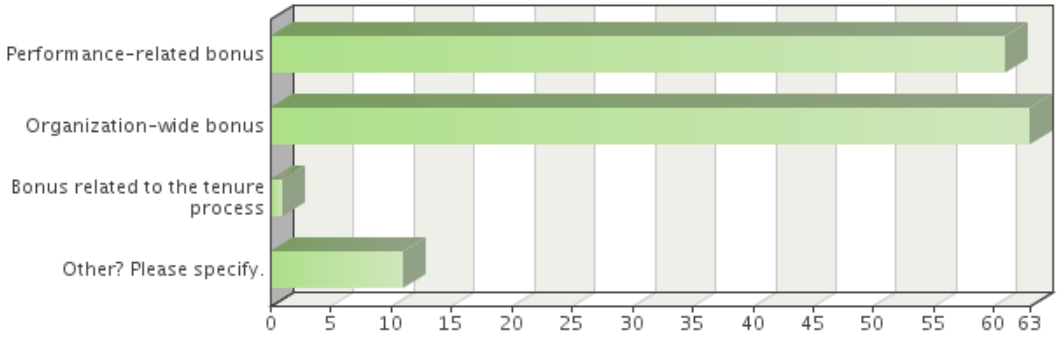


Frequency table

Choices	Absolute frequency	Relative frequency
Yes	137	51.12%
No	131	48.88%
Sum:	268	100%
Not answered:	0	0%

Question 16

What is the nature of your employer’s bonus program?



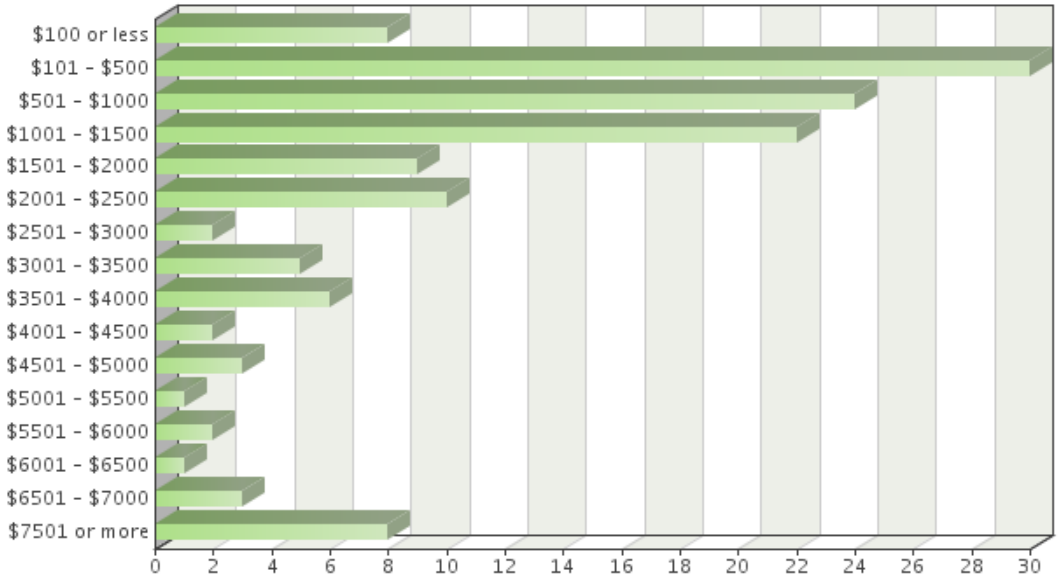
Frequency table

Choices	Absolute frequency	Relative frequency
Performance-related bonus	61	22.76%
Organization-wide bonus	63	23.51%
Bonus related to the tenure process	1	0.37%
Other? Please specify.	11	4.1%
Sum:	136	50.75%
Not answered:	132	49.25%

Answers to Other:
1% organization-wide, additional based on performance
christmas
don't know
Organization-wide bonus is annual plus performance-related bonus issued on occasion
Christmas
combination of personal and organization's performance
Christmas
horaire de soir
No idea.
Annual bonus that was given to my predecessor (it's habit)
year end/ "christmas bonus"

Question 17

What was the size of bonus/pay for performance you received in the past 12 months?

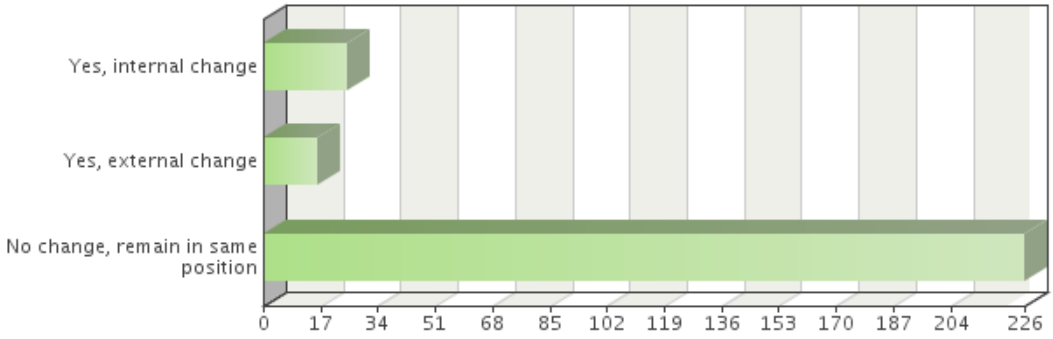


Frequency table

Choices	Absolute frequency	Relative frequency
$100 or less	8	2.99%
$101 - $500	30	11.19%
$501 - $1000	24	8.96%
$1001 - $1500	22	8.21%
$1501 - $2000	9	3.36%
$2001 - $2500	10	3.73%
$2501 - $3000	2	0.75%
$3001 - $3500	5	1.87%
$3501 - $4000	6	2.24%
$4001 - $4500	2	0.75%
$4501 - $5000	3	1.12%
$5001 - $5500	1	0.37%
$5501 - $6000	2	0.75%
$6001 - $6500	1	0.37%
$6501 - $7000	3	1.12%
$7501 or more	8	2.99%
Sum:	136	50.75%
Not answered:	132	49.25%

Question 18

Have you changed positions in the past year?

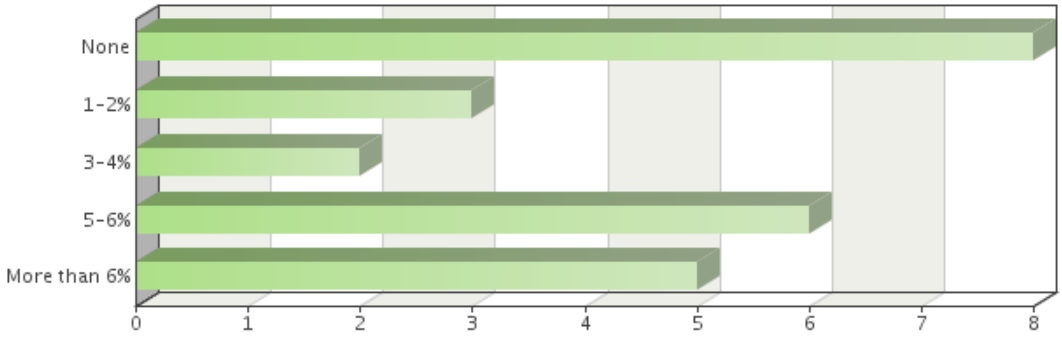


Frequency table

Choices	Absolute frequency	Relative frequency
Yes, internal change	25	9.33%
Yes, external change	16	5.97%
No change, remain in same position	226	84.33%
Sum:	267	99.63%
Not answered:	1	0.37%

Question 19

Internal Change. Please indicate any percentage pay increase received.

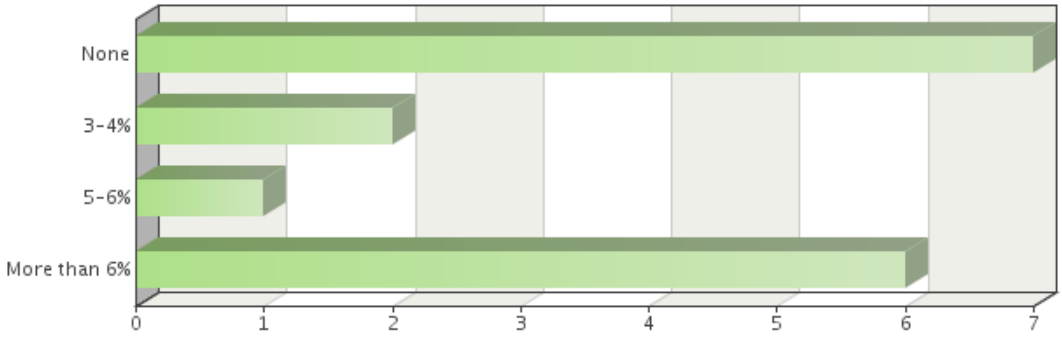


Frequency table

Choices	Absolute frequency	Relative frequency
None	8	2.99%
1-2%	3	1.12%
3-4%	2	0.75%
5-6%	6	2.24%
More than 6%	5	1.87%
Sum:	24	8.96%
Not answered:	244	91.04%

Question 20

External Change Please indicate any percentage pay increase received.

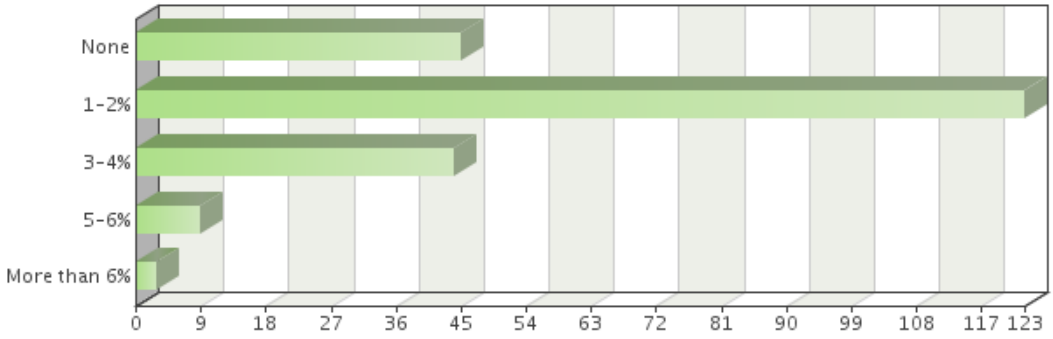


Frequency table

Choices	Absolute frequency	Relative frequency
None	7	2.61%
3-4%	2	0.75%
5-6%	1	0.37%
More than 6%	6	2.24%
Sum:	16	5.97%
Not answered:	252	94.03%

Question 21

No change, in the same position Please indicate any percentage pay increase received.



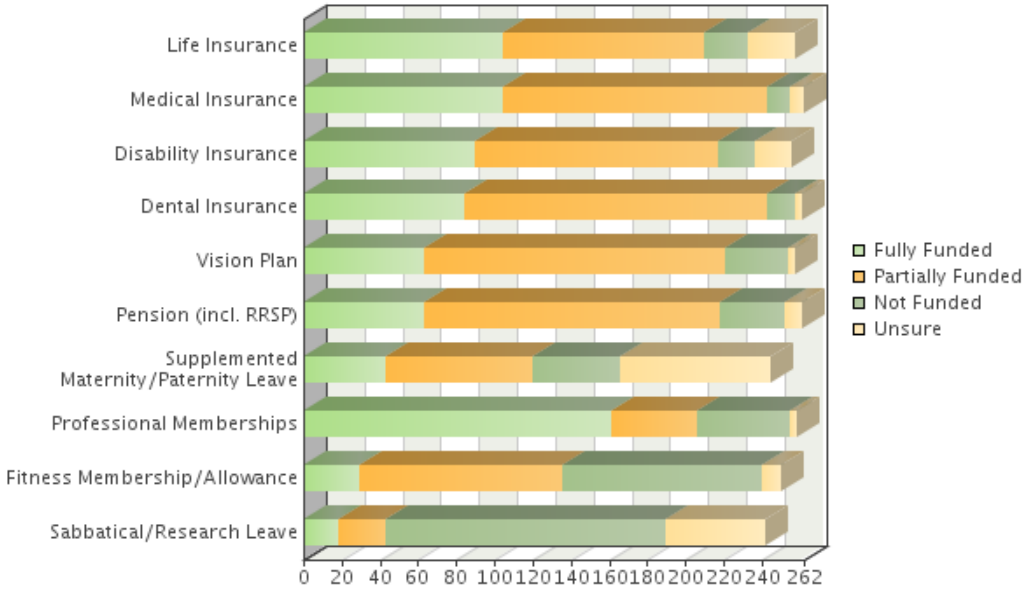
Frequency table

Choices	Absolute frequency	Relative frequency
None	45	16.79%
1-2%	123	45.9%
3-4%	44	16.42%
5-6%	9	3.36%
More than 6%	3	1.12%
Sum:	224	83.58%
Not answered:	44	16.42%

Question 22

Please indicate all the employment benefits that are available to you.

Levels



	Fully Funded	Partially Funded	Not Funded	Unsure	Sum
Life Insurance	104	106	23	24	257
Medical Insurance	104	139	12	7	262
Disability Insurance	90	127	19	20	256
Dental Insurance	84	159	14	4	261
Vision Plan	63	158	33	3	257
Pension (incl. RRSP)	63	155	34	9	261
Supplemented Maternity/Paternity Leave	43	77	46	79	245
Professional Memberships	161	45	49	3	258
Fitness Membership/ Allowance	29	107	104	10	250
Sabbatical/Research Leave	18	25	147	52	242
Sum	759	1098	481	211	2549

***Sequence of numbers in a cell**

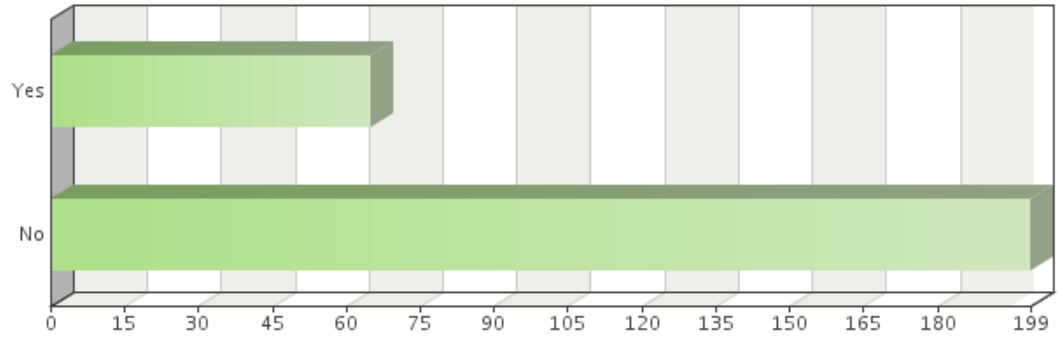
Absolute frequency

Text input
Annual Conference allowance
Employee and family assistance program
Sabbatical leave could be fully funded or partially funded, depending on how long it is and how often one takes them.
As I am 65 many fringe benefits were withdrawn fro me

Employee Assistance Program - Fully funded Education Assistance program - Partially Funded Birthday Gift Long-service Awards Provision of legal services
I have no idea what funded means. I pay into the benefits and definitely don't get as much back covered as I pay in.
Smart phone + data Parking
Contract Position
Travel medical insurance
transit subsidy travel insurance
Tuition reimbursement for children; professional expenses reimbursement annual allowance
professional development allowance
corporate transit pass discount and other discounts
I have access to some programs through professional memberships. (Note: there is not Not Apply category in your survey so I am having to answer slightly incorrectly.) I don't have a librayr, per se - I do contract work, for eg. and use public libraries and on-line sources. Eg. Vacation - unpaid entirely as I am self-employed.
Plus a few extra days paid leave during Christmas season outside of the statutory holidays.
100% paid parking
Union funds medical/dental/life insurance plan (ELHT)

Question 23

Are you able to choose which benefits make up your total benefit package?

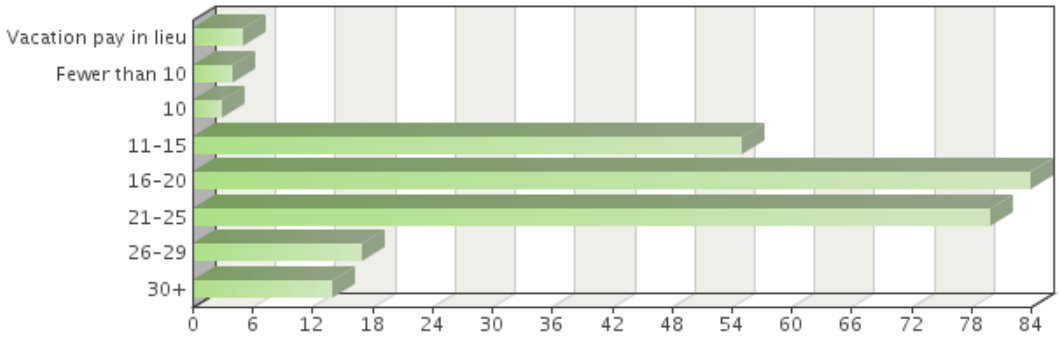


Frequency table

Choices	Absolute frequency	Relative frequency
Yes	65	24.25%
No	199	74.25%
Sum:	264	98.51%
Not answered:	4	1.49%

Question 24

Please indicate the number of paid vacation days you receive on an annual basis, not including statutory holidays.

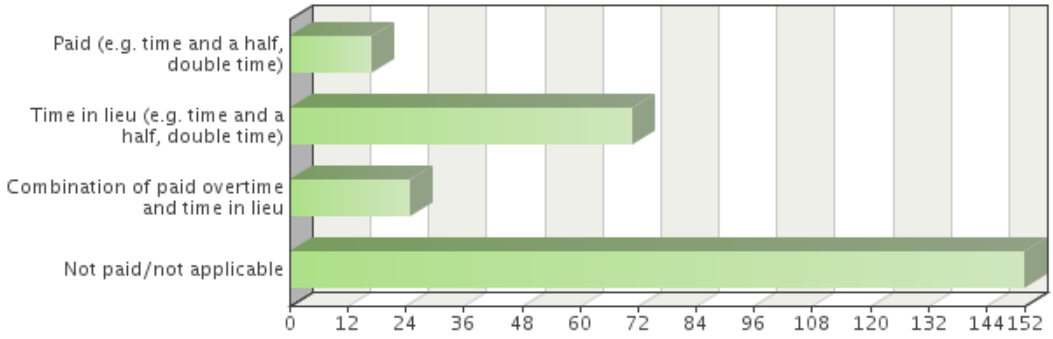


Frequency table

Choices	Absolute frequency	Relative frequency
Vacation pay in lieu	5	1.87%
Fewer than 10	4	1.49%
10	3	1.12%
11-15	55	20.52%
16-20	84	31.34%
21-25	80	29.85%
26-29	17	6.34%
30+	14	5.22%
Sum:	262	97.76%
Not answered:	6	2.24%

Question 25

Are you compensated for overtime?



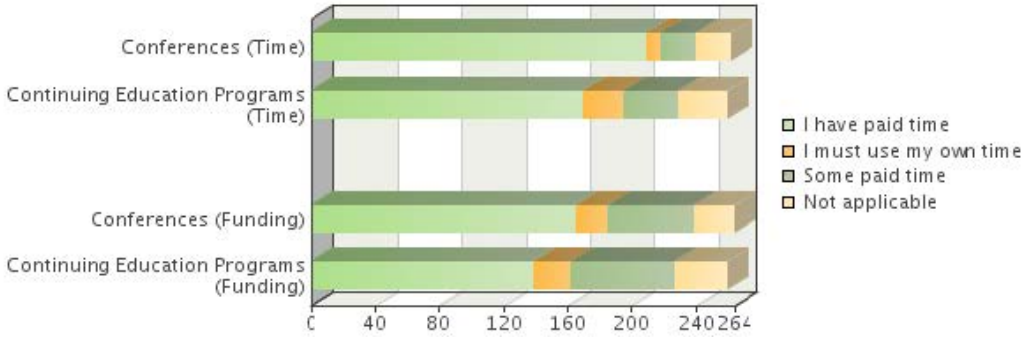
Frequency table

Choices	Absolute frequency	Relative frequency
Paid (e.g. time and a half, double time)	17	6.34%
Time in lieu (e.g. time and a half, double time)	71	26.49%
Combination of paid overtime and time in lieu	25	9.33%
Not paid/not applicable	152	56.72%
Sum:	265	98.88%
Not answered:	3	1.12%

Question 26

How is continuing education supported by your employer?

Levels



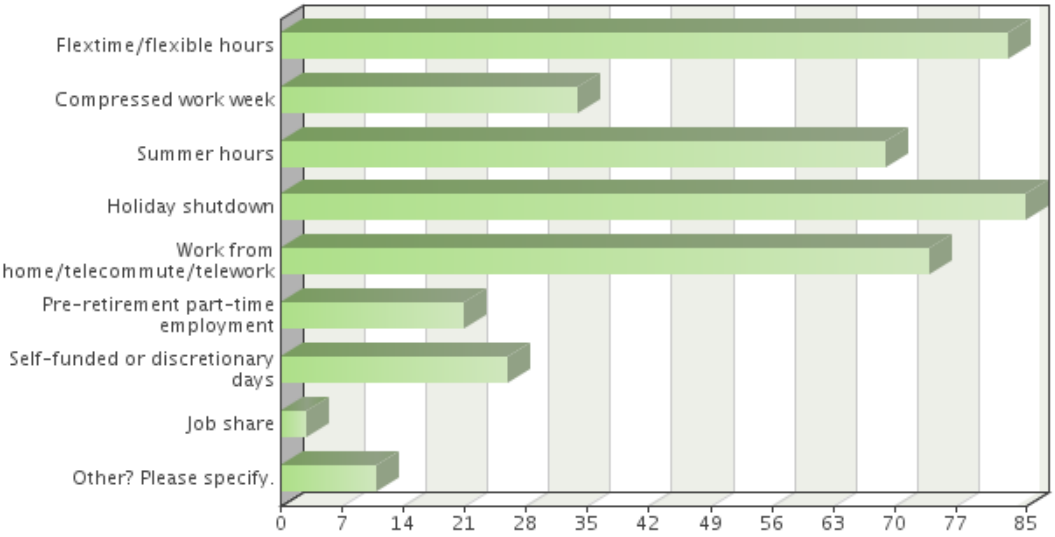
	I have paid time	I must use my own time	Some paid time	Not applicable	Sum
Conferences (Time)	209	9	22	22	262
Continuing Education Programs (Time)	170	25	34	31	260
Conferences (Funding)	166	19	54	25	264
Continuing Education Programs (Funding)	140	22	65	33	260
Sum	685	75	175	111	1046

***Sequence of numbers in a cell**

Absolute frequency

Question 27

Please indicate any of the following options available to you.



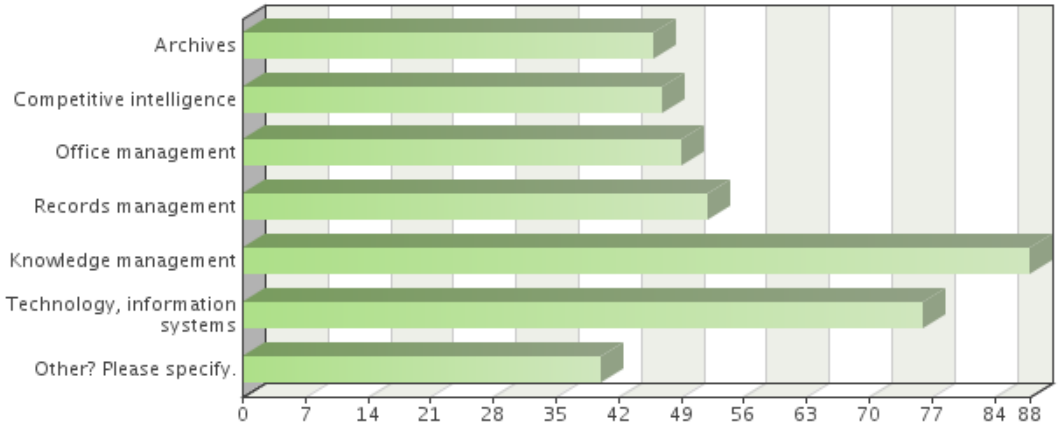
Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency
Flextime/flexible hours	83	20.44%	30.97%
Compressed work week	34	8.37%	12.69%
Summer hours	69	17%	25.75%
Holiday shutdown	85	20.94%	31.72%
Work from home/telecommute/telework	74	18.23%	27.61%
Pre-retirement part-time employment	21	5.17%	7.84%
Self-funded or discretionary days	26	6.4%	9.7%
Job share	3	0.74%	1.12%
Other? Please specify.	11	2.71%	4.1%
Sum:	406	100%	-
Not answered:	69	-	25.75%

Answers to Other:
Compressed work week/flextime is available at my firm but I don't think it's available to me because the library team is small. Work from home is available in emergency situations i.e. mobility issues.
none of the above
Contract
personal paid days for specific reasons (moving, wedding, etc.)
I totally manage my own schedule
1 summer xtra festival day, on a use it or lose it basis
Research Days
none of those
We are allotted personal days which cannot be used in a block like vacation days.

Question 28

Please indicate any of the following areas for which you are responsible.



Frequency table

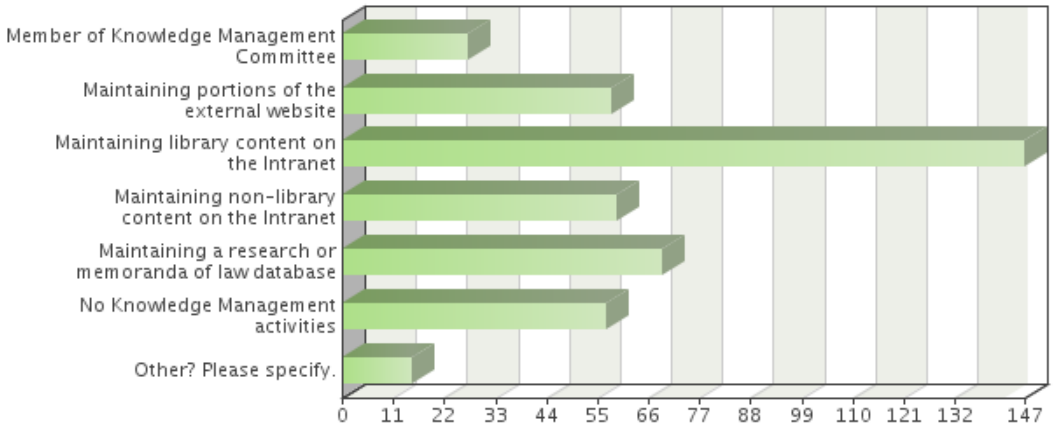
Choices	Absolute frequency	Relative frequency by choice	Relative frequency
Archives	46	11.56%	17.16%
Competitive intelligence	47	11.81%	17.54%
Office management	49	12.31%	18.28%
Records management	52	13.07%	19.4%
Knowledge management	88	22.11%	32.84%
Technology, information systems	76	19.1%	28.36%
Other? Please specify.	40	10.05%	14.93%
Sum:	398	100%	-
Not answered:	90	-	33.58%

Answers to Other:
Recherche juridique
copyright assignment
Support of Legal Deaprtment
web maintenance, social media, teaching
Litigation Support software - in house expert
Financial management: budgeting, financial reports, bookkeeping, etc.
Circulation and technical processing.
Copyright Officer
purchasing
Continuous Improvement
acquisitions
library daily maintenance
None
membership
Training
Technical services/reference
Training and firm LMS
Our team leads CI research and participates in KM projects.
Limited KM
Loose-Leaf

Technical processing (e.g., cataloguing)
Library reports to Director of IT, has some responsibilities related to Intranet
postings
Legal Research
process improvement
administration
Branches and Reference Services
collection management
research - legal, visual, archival
Copyright Licensing, Library Budget, Oversee occassional contracted employees
cpd for lawyers
Research
Information Services
creation and curation of recommended lists, training materials, promotional materials, communications strategy and outreach, staff and external training
Reference
reference
the library!!
Collections, Frontline service
collection management

Question 29

Please indicate any of the following knowledge management-related activities which you are involved in or responsible for.



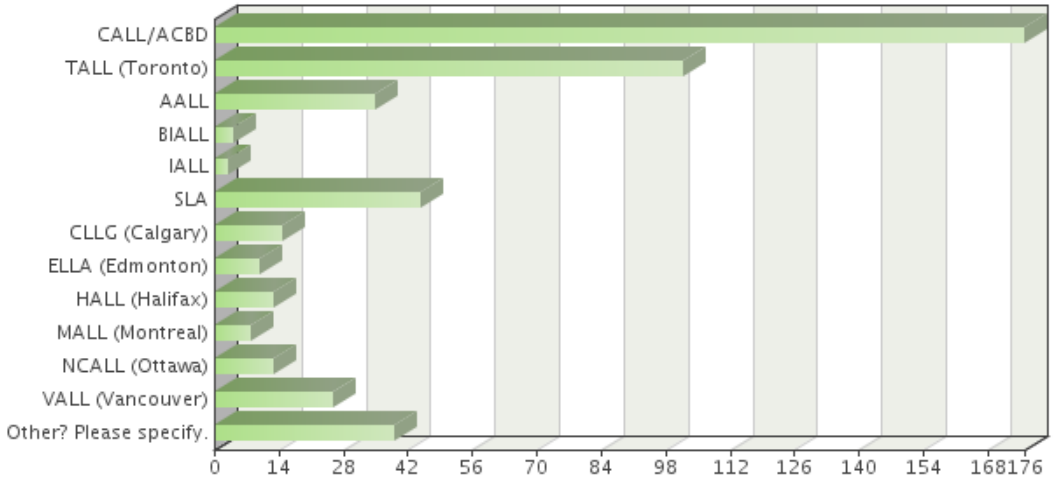
Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency
Member of Knowledge Management Committee	27	6.25%	10.07%
Maintaining portions of the external website	58	13.43%	21.64%
Maintaining library content on the Intranet	147	34.03%	54.85%
Maintaining non-library content on the Intranet	59	13.66%	22.01%
Maintaining a research or memoranda of law database	69	15.97%	25.75%
No Knowledge Management activities	57	13.19%	21.27%
Other? Please specify.	15	3.47%	5.6%
Sum:	432	100%	-
Not answered:	29	-	10.82%

Answers to Other:
I am tasked with maintaining the organizational memory, and finding, gathering, assessing, organizing, and sharing information (legal and organizational)
Full responsibility for document management system including design
Precedents
Metadata for closing books, indices for legal updates
Manage OneLog, which functions as a kind of intranet. Also maintain various digital collections within Filesite
There is discussion of greater responsibities in my new role but nothing assigned yet.
Managing and administration for legal technology projects
Managing internal Continuing Legal Education Program
Maintaining expert witness database
Current awareness
obtaining IP rights
Maintain corporate memory archives
formation

Question 30

Please select any of the following associations you belong to:



Frequency table

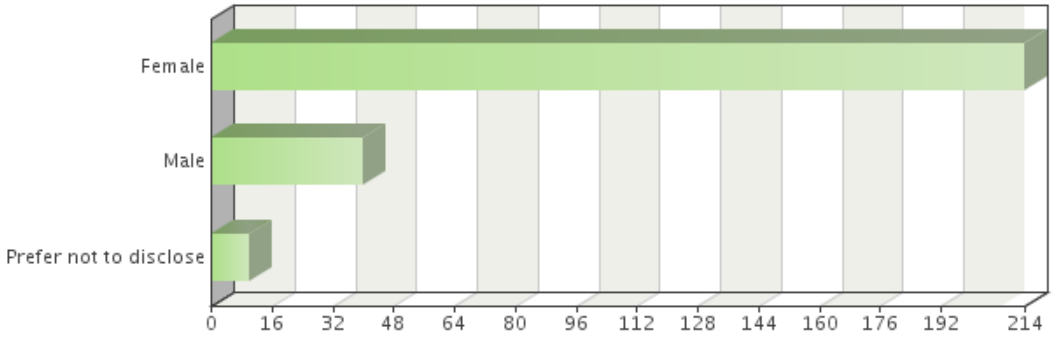
Choices	Absolute frequency	Relative frequency by choice	Relative frequency
CALL/ACBD	176	35.99%	65.67%
TALL (Toronto)	102	20.86%	38.06%
AALL	35	7.16%	13.06%
BIALL	4	0.82%	1.49%
IALL	3	0.61%	1.12%
SLA	45	9.2%	16.79%
CLLG (Calgary)	15	3.07%	5.6%
ELLA (Edmonton)	10	2.04%	3.73%
HALL (Halifax)	13	2.66%	4.85%
MALL (Montreal)	8	1.64%	2.99%
NCALL (Ottawa)	13	2.66%	4.85%
VALL (Vancouver)	26	5.32%	9.7%
Other? Please specify.	39	7.98%	14.55%
Sum:	489	100%	-
Not answered:	13	-	4.85%

Answers to Other:
ARMA, ALORMA
Ontario Government Libraries (CoP)
AIIM
CAPAL, APLA
OCLA
OCLA, OLA
ABA
OLA
SCIP
OLA
OCLA
ALA
AJBD

OCLA
OALT/ABO
OALT & ARMA
OCLA
PMI
ABA
NBPLA, APLA
OALT
Ontario Government Libraries Council (OGLC)
OALT
AIIM, ARMA, AIIP
OCLA
OCLA
OCLA - Ontario Courthouse
ARMA, a11yTO
LSA, Barreau du Quebec
ALA
OLA
OGLC
OLA, ASIST
AIIM
OCLA
OCLA (Ontario Courthouse Libraries Association)
Cercle des professionnels de l'information
only member during year when have attended a conference. Of the above only 1 year of AALL membership in 10 years of employment.
BCLMA

Question 31

Please indicate your gender identity:

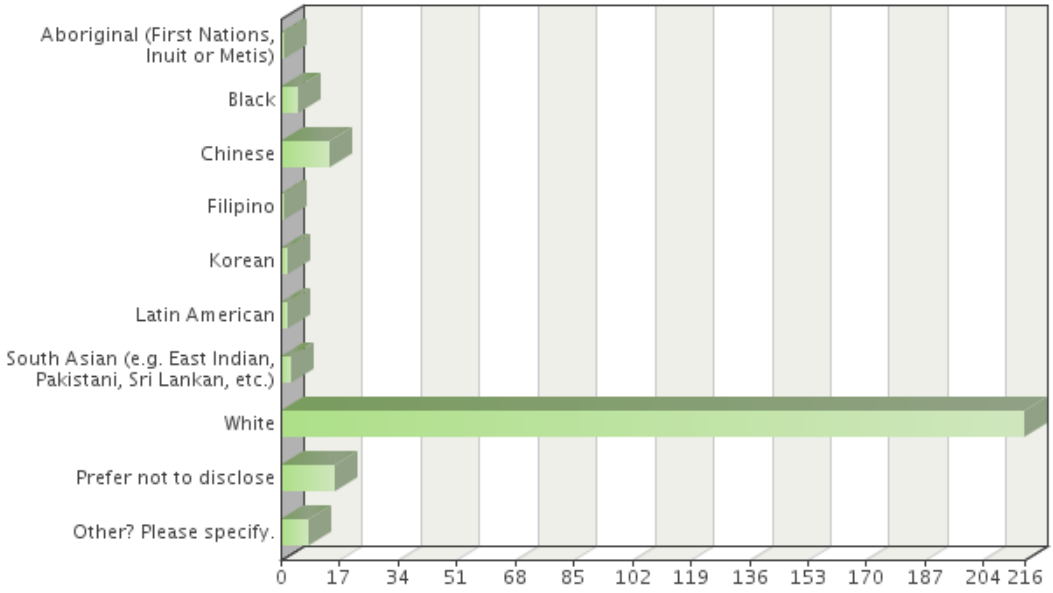


Frequency table

Choices	Absolute frequency	Relative frequency
Female	214	79.85%
Male	40	14.93%
Prefer not to disclose	10	3.73%
Sum:	264	98.51%
Not answered:	4	1.49%

Question 32

Please indicate your ethnicity.



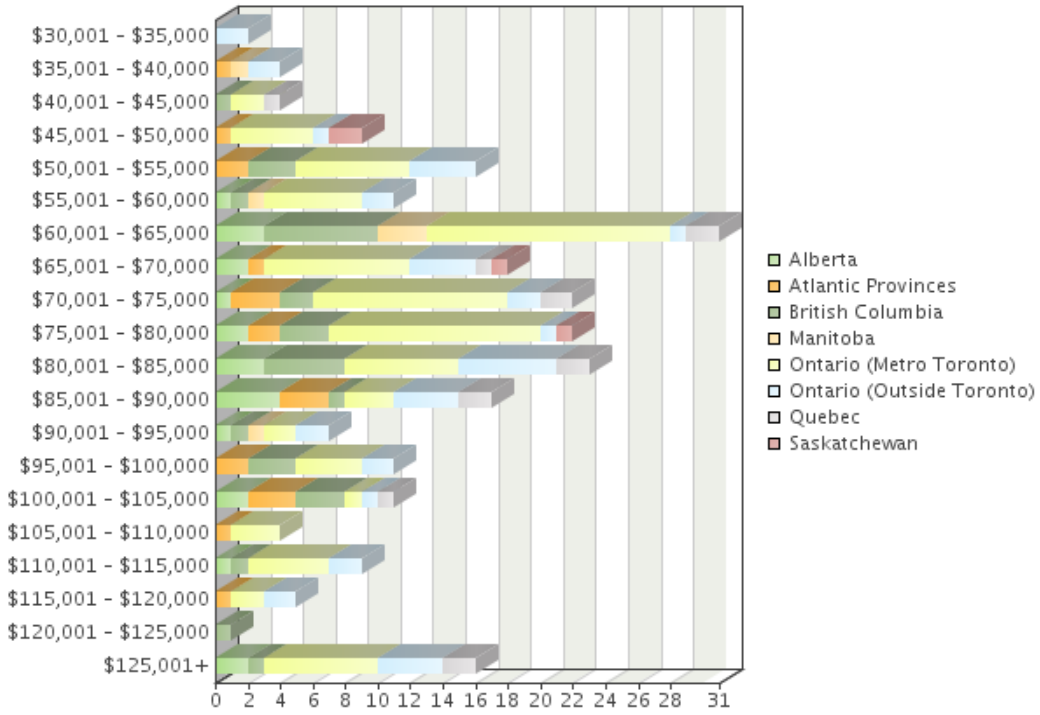
Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency
Aboriginal (First Nations, Inuit or Metis)	1	0.37%	0.37%
Black	5	1.87%	1.87%
Chinese	14	5.22%	5.22%
Filipino	1	0.37%	0.37%
Korean	2	0.75%	0.75%
Latin American	2	0.75%	0.75%
South Asian (e.g. East Indian, Pakistani, Sri Lankan, etc.)	3	1.12%	1.12%
White	216	80.6%	80.6%
Prefer not to disclose	16	5.97%	5.97%
Other? Please specify.	8	2.99%	2.99%
Sum:	268	100%	-
Other? Please Specify:	5	-	1.87%

Last choice text input
Ashkenazi Jewish
Eurasian -Japanese and Canadian mix
Caucasian, rather than white
Japanese
Northern European
Ashkenazi Jewish
Canadian Euro-origin Caucasian
Born in Canada

Question 1 / Question 14

What province, region or territory do you primarily work in? / Please select your current gross salary range (excluding bonuses).

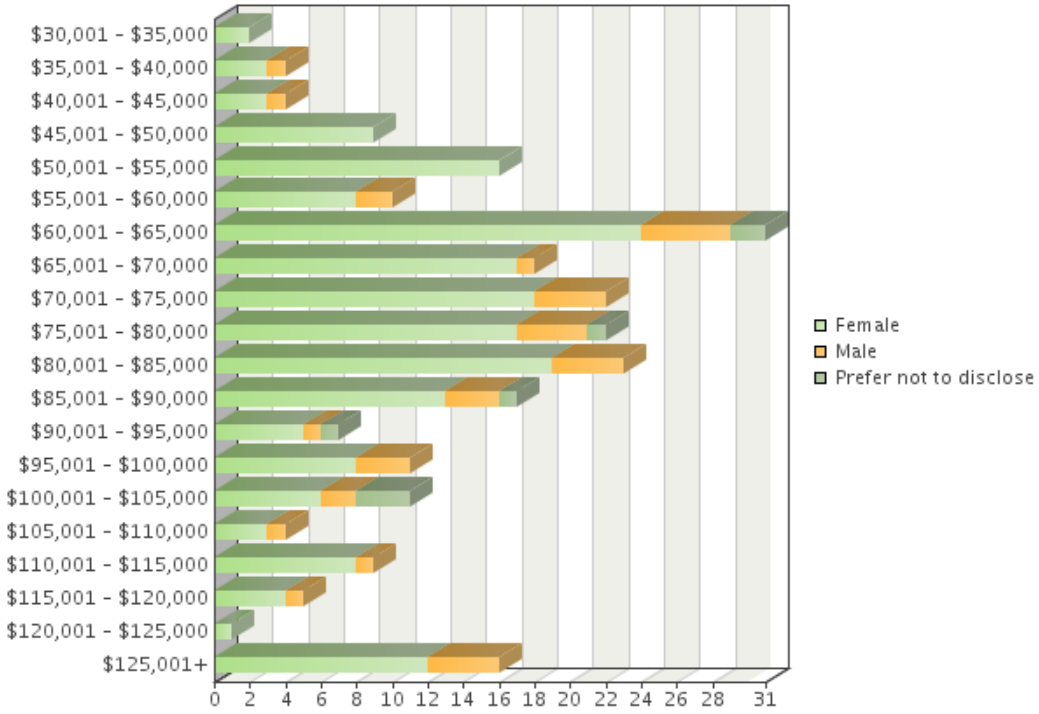


	Alberta	Atlantic Provinces	British Columbia	Manitoba	Ontario (Metro Toronto)	Ontario (Outside Toronto)	Quebec	Saskatchewan	Sum
$30,001 - $35,000						2			2
$35,001 - $40,000		1		1		2			4
$40,001 - $45,000			1		2		1		4
$45,001 - $50,000		1			5	1		2	9
$50,001 - $55,000		2	3		7	4			16
$55,001 - $60,000	1		1	1	6	2			11
$60,001 - $65,000	3		7	3	15	1	2		31
$65,001 - $70,000	2	1			9	4	1	1	18
$70,001 - $75,000	1	3	2		12	2	2		22
$75,001 - $80,000	2	2	3		13	1		1	22
$80,001 - $85,000	3		5		7	6	2		23
$85,001 - $90,000	4	3	1		3	4	2		17
$90,001 - $95,000	1		1	1	2	2			7
$95,001 - $100,000		2	3		4	2			11
$100,001 - $105,000	2	3	3		1	1	1		11
$105,001 - $110,000		1			3				4

	Alb	Atl	BC	Man	Tor	Ont outside TO	QC	Sask	SUM
$110,001 - $115,000	1		1		5	2			9
$115,001 - $120,000		1			2	2			5
$120,001 - $125,000			1						1
$125,001+	2		1		7	4	2		16
Sum	22	20	33	6	103	42	13	4	243

Question 31 / Question 14

Please indicate your gender identity: / Please select your current gross salary range (excluding bonuses).



	Female	Male	Prefer not to disclose	Sum
$30,001 - $35,000	2			2
$35,001 - $40,000	3	1		4
$40,001 - $45,000	3	1		4
$45,001 - $50,000	9			9
$50,001 - $55,000	16			16
$55,001 - $60,000	8	2		10
$60,001 - $65,000	24	5	2	31
$65,001 - $70,000	17	1		18
$70,001 - $75,000	18	4		22
$75,001 - $80,000	17	4	1	22
$80,001 - $85,000	19	4		23
$85,001 - $90,000	13	3	1	17
$90,001 - $95,000	5	1	1	7
$95,001 - $100,000	8	3		11
$100,001 - $105,000	6	2	3	11
$105,001 - $110,000	3	1		4
$110,001 - $115,000	8	1		9

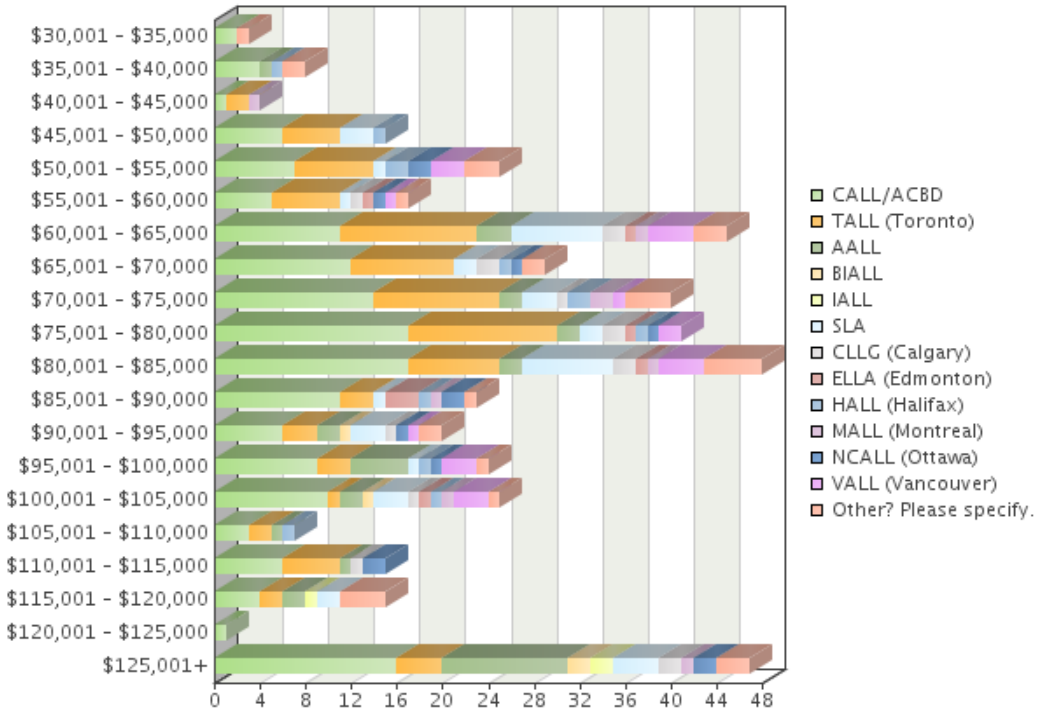
	Female	Male	Not Disclosed	SUM
$115,001 - $120,000	4	1		5
$120,001 - $125,000	1			1
$125,001+	12	4		16
Sum	196	38	8	242

***Sequence of numbers in a cell**

Absolute frequency

Question 30 / Question 14

Please select any of the following associations you belong to: / Please select your current gross salary range (excluding bonuses).



	CALL/ACBD	TALL (Toronto)	AALL	BIALL	IALL	SLA	CLLG (Calgary)	ELLA (Edmonton)	HALL (Halifax)
$30,001 - $35,000	2								
$35,001 - $40,000	4		1						1
$40,001 - $45,000	1	2							
$45,001 - $50,000	6	5				3			1
$50,001 - $55,000	7	7				1			2
$55,001 - $60,000	5	6				1	1	1	
$60,001 - $65,000	11	12	3			8	2	1	
$65,001 - $70,000	12	9				2	2		1
$70,001 - $75,000	14	11	2			3	1		2
$75,001 - $80,000	17	13	2			2	2	1	1
$80,001 - $85,000	17	8	2			8	2	1	
$85,001 - $90,000	11	3				1		3	1
$90,001 - $95,000	6	3	2	1		3	1		
$95,001 - $100,000	9	3	5			1			1
$100,001 - $105,000	10	1	2	1		3	1	1	1
$105,001 - $110,000	3	2	1						1

	CALL/ ACBD	TALL	AALL	BIALL	IALL	SLA	CLLG	ELLA	HALL
$110,001 - $115,000	6	5	1				1		
$115,001 - $120,000	4	2	2		1	2			
$120,001 - $125,000	1								
$125,001+	16	4	11	2	2	4	2		
Sum	162	96	34	4	3	42	15	8	12

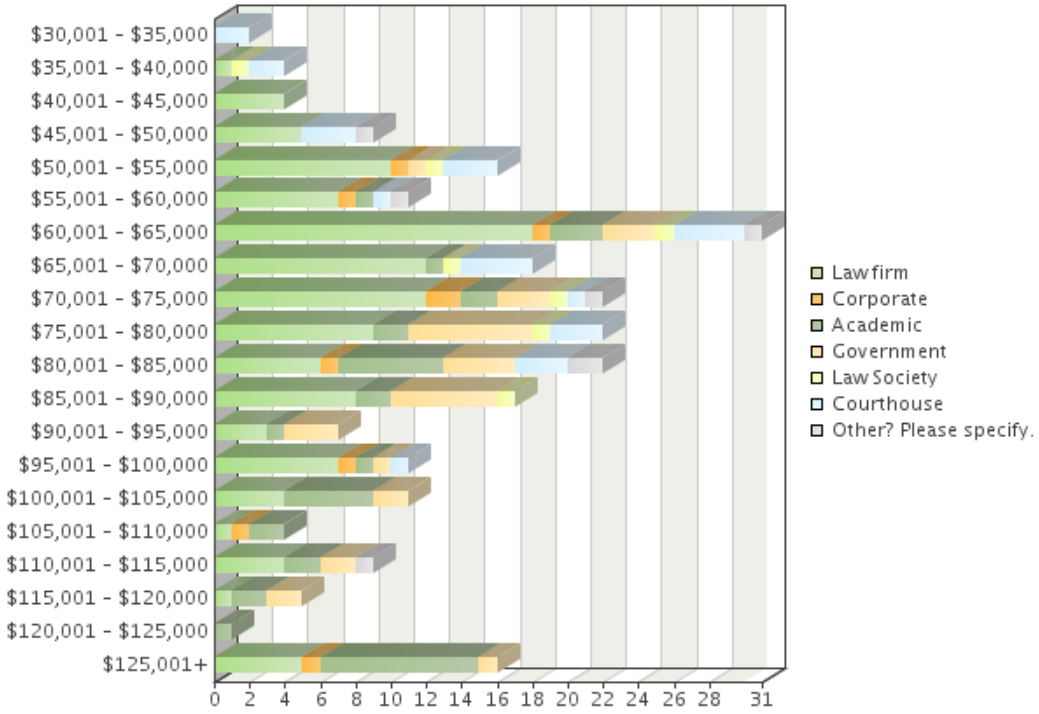
	MALL (Montreal)	NCALL (Ottawa)	VALL (Vancouver)	Other? Please specify.	Sum
$30,001 - $35,000				1	3
$35,001 - $40,000				2	8
$40,001 - $45,000	1				4
$45,001 - $50,000					15
$50,001 - $55,000		2	3	3	25
$55,001 - $60,000		1	1	1	17
$60,001 - $65,000	1		4	3	45
$65,001 - $70,000		1		2	29
$70,001 - $75,000	2		1	4	40
$75,001 - $80,000		1	2		41
$80,001 - $85,000	1		4	5	48
$85,001 - $90,000	1	2		1	23
$90,001 - $95,000		1	1	2	20
$95,001 - $100,000		1	3	1	24
$100,001 - $105,000	1		3	1	25
$105,001 - $110,000					7
$110,001 - $115,000		2			15
$115,001 - $120,000				4	15
$120,001 - $125,000					1
$125,001+	1	2		3	47
Sum	8	13	22	33	452

***Sequence of numbers in a cell**

Absolute frequency

Question 2 / Question 14

In which type of library do you work? / Please select your current gross salary range (excluding bonuses).



	Law firm	Corporate	Academic	Government	Law Society	Courthouse	Other? Please specify.	Sum
$30,001 - $35,000						2		2
$35,001 - $40,000	1				1	2		4
$40,001 - $45,000	4							4
$45,001 - $50,000	5					3	1	9
$50,001 - $55,000	10	1		1	1	3		16
$55,001 - $60,000	7	1	1			1	1	11
$60,001 - $65,000	18	1	3	3	1	4	1	31
$65,001 - $70,000	12		1		1	4		18
$70,001 - $75,000	12	2	2	3	1	1	1	22
$75,001 - $80,000	9		2	7	1	3		22
$80,001 - $85,000	6	1	6	4		3	2	22
$85,001 - $90,000	8		2	6	1			17
$90,001 - $95,000	3		1	3				7
$95,001 - $100,000	7	1	1	1		1		11
$100,001 - $105,000	4		5	2				11
$105,001 - $110,000	1	1	2					4
$110,001 - $115,000	4		2	2			1	9

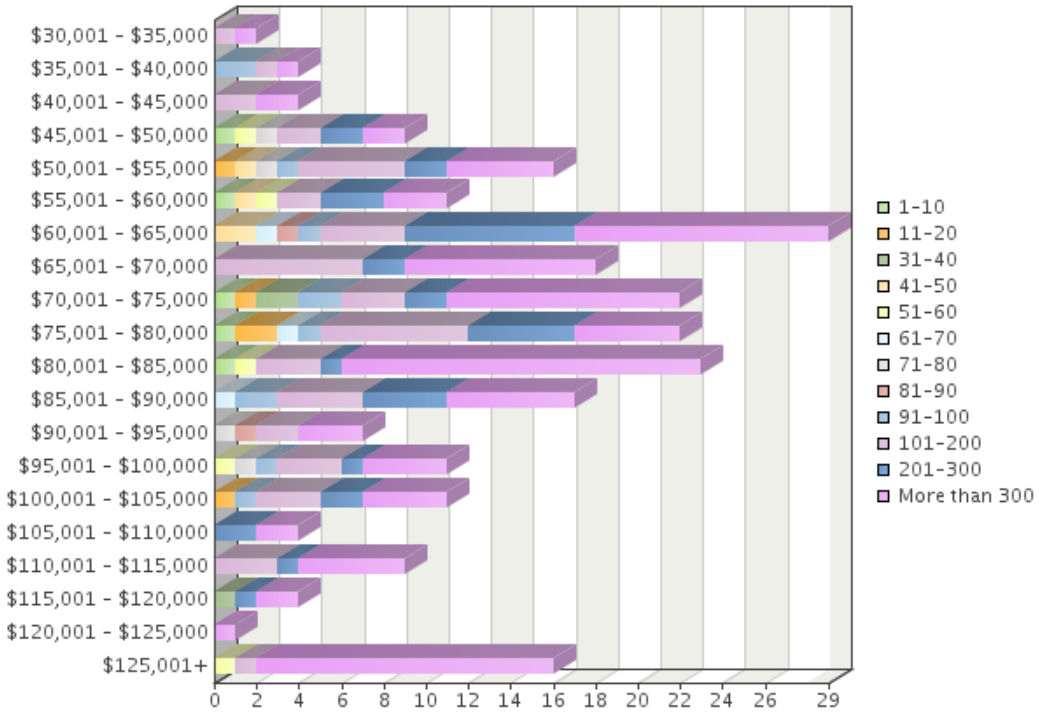
	Firm	Corp	Acad	Gov't	Law Soc.	Crt.House	Other	SUM
$115,001 - $120,000	1		2	2				5
$120,001 - $125,000			1					1
$125,001+	5	1	9	1				16
Sum	117	9	40	35	7	27	7	242

***Sequence of numbers in a cell**

Absolute frequency

Question 10 / Question 14

Approximately how many legal professionals and students are served by your library? / Please select your current gross salary range (excluding bonuses).



	1-10	11-20	31-40	41-50	51-60	61-70	71-80	81-90	91-100
$30,001 - $35,000									
$35,001 - $40,000									2
$40,001 - $45,000									
$45,001 - $50,000	1				1		1		
$50,001 - $55,000		1		1			1		1
$55,001 - $60,000	1			1	1				
$60,001 - $65,000				2		1		1	1
$65,001 - $70,000									
$70,001 - $75,000	1	1	2						2
$75,001 - $80,000	1	2				1			1
$80,001 - $85,000	1				1				
$85,001 - $90,000						1			2
$90,001 - $95,000							1	1	
$95,001 - $100,000					1		1		1
$100,001 - $105,000		1							1
$105,001 - $110,000									

	1-10	11-20	31-40	41-50	51-60	61-70	71-80	81-90	91-100
$110,001 - $115,000									
$115,001 - $120,000			1						
$120,001 - $125,000									
$125,001+					1				
Sum	5	5	3	4	5	3	4	2	11

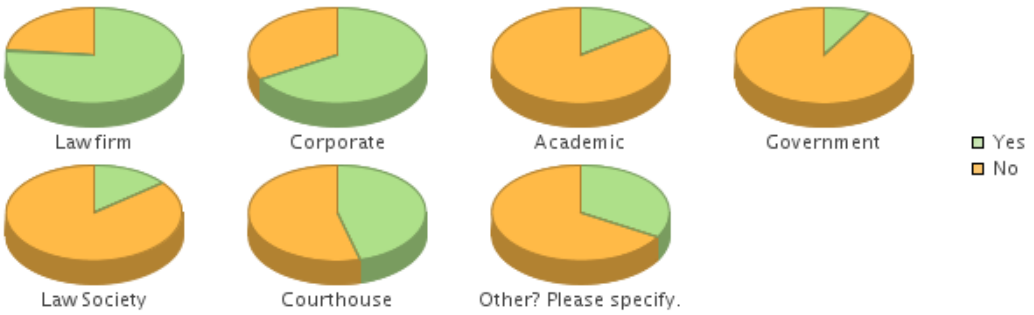
	101-200	201-300	More than 300	Sum
$30,001 - $35,000	1		1	2
$35,001 - $40,000	1		1	4
$40,001 - $45,000	2		2	4
$45,001 - $50,000	2	2	2	9
$50,001 - $55,000	5	2	5	16
$55,001 - $60,000	2	3	3	11
$60,001 - $65,000	4	8	12	29
$65,001 - $70,000	7	2	9	18
$70,001 - $75,000	3	2	11	22
$75,001 - $80,000	7	5	5	22
$80,001 - $85,000	3	1	17	23
$85,001 - $90,000	4	4	6	17
$90,001 - $95,000	2		3	7
$95,001 - $100,000	3	1	4	11
$100,001 - $105,000	3	2	4	11
$105,001 - $110,000		2	2	4
$110,001 - $115,000	3	1	5	9
$115,001 - $120,000		1	2	4
$120,001 - $125,000			1	1
$125,001+	1		14	16
Sum	53	36	109	240

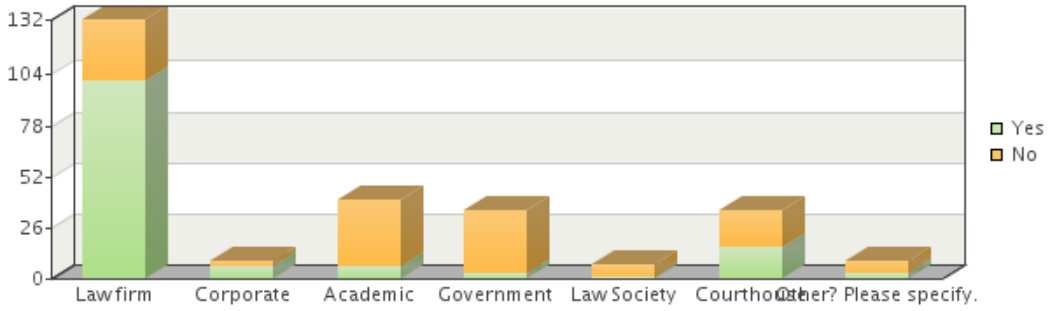
***Sequence of numbers in a cell**

Absolute frequency

Question 15 / Question 2

Did you receive a bonus in the past 12 months? / In which type of library do you work?





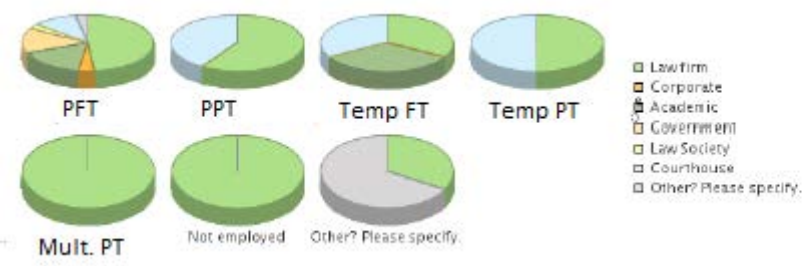
	Yes	No	Sum
Law firm	101	31	132
Corporate	6	3	9
Academic	6	34	40
Government	3	32	35
Law Society	1	6	7
Courthouse	16	19	35
Other? Please specify.	3	6	9
Sum	136	131	267

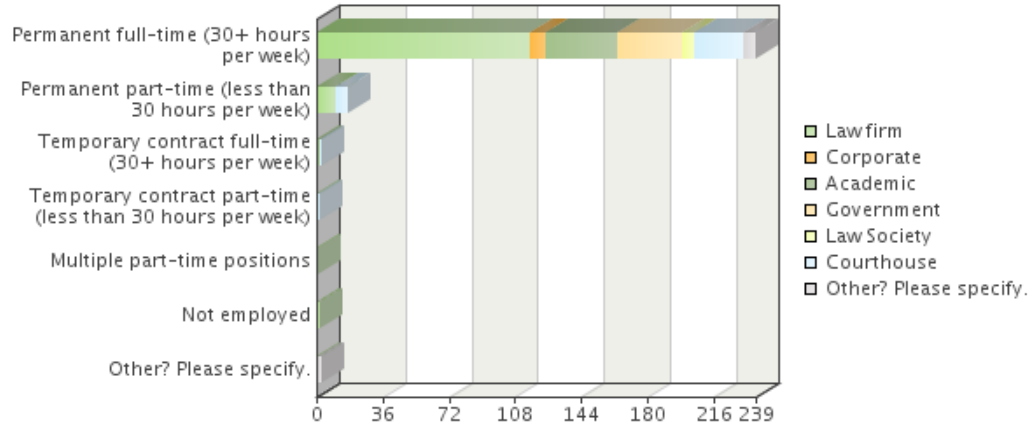
*Sequence of numbers in a cell

Absolute frequency

Question 2 / Question 11

In which type of library do you work? / What is your current work status?





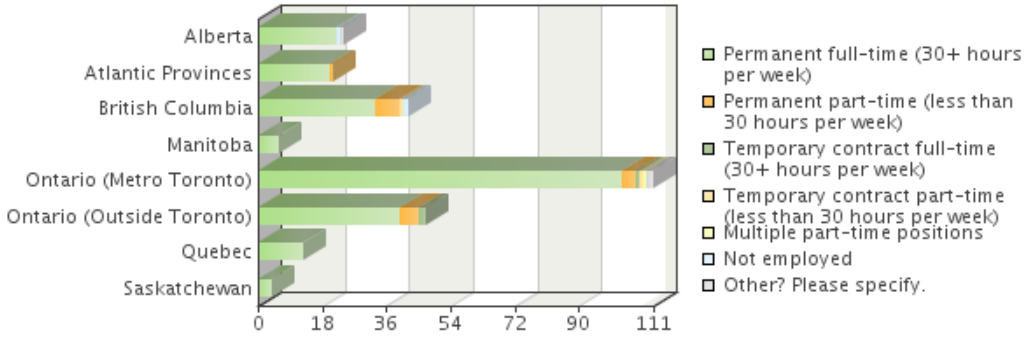
	Law firm	Corporate	Academic	Government	Law Society	Courthouse	Other? Please specify.	Sum
Permanent full-time (30+ hours per week)	116	9	39	35	7	26	7	239
Permanent part-time (less than 30 hours per week)	10					7		17
Temporary contract full-time (30+ hours per week)	1		1			1		3
Temporary contract part-time (less than 30 hours per week)	1					1		2
Multiple part-time positions	1							1
Not employed	2							2
Other? Please specify.	1						2	3
Sum	132	9	40	35	7	35	9	267

*Sequence of numbers in a cell

Absolute frequency

Question 11 / Question 1

What is your current work status? / What province, region or territory do you primarily work in?



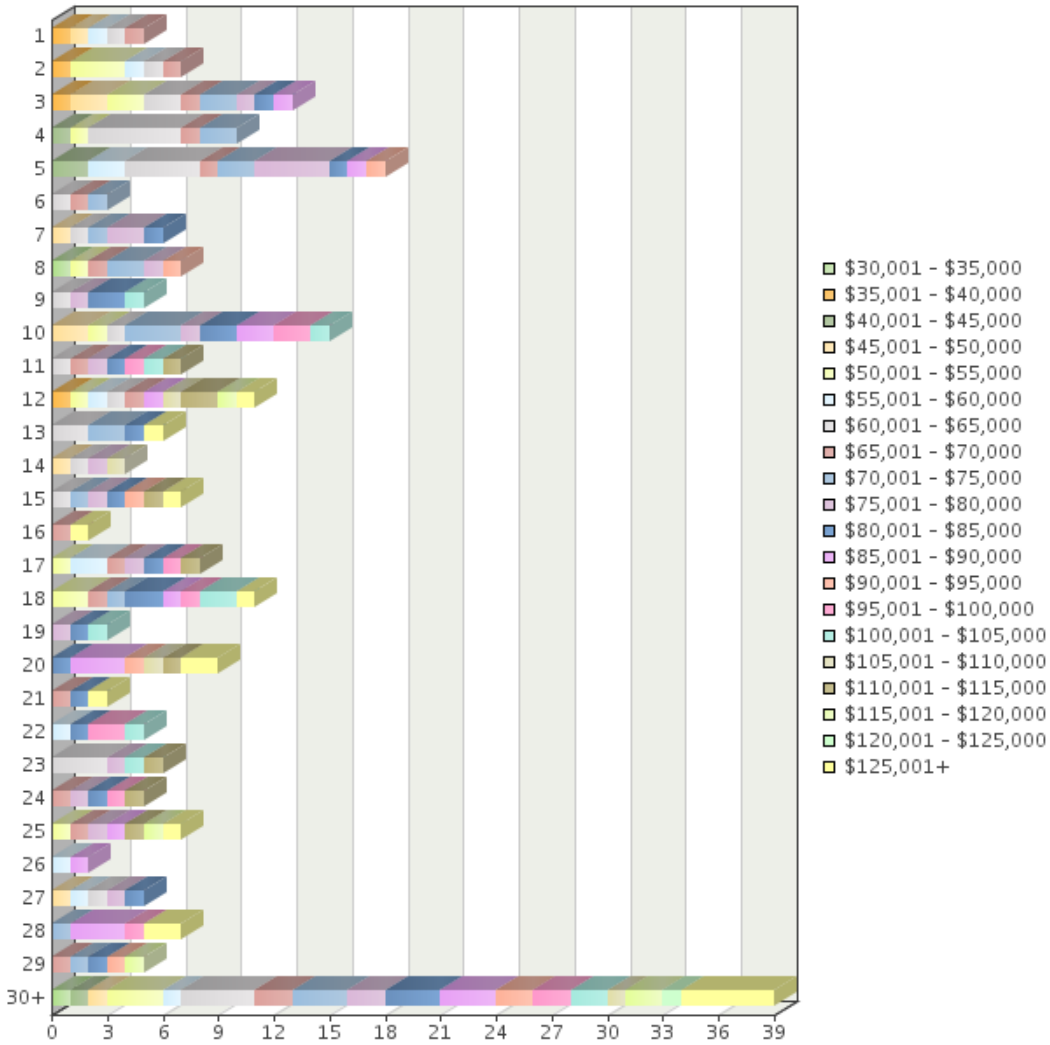
	Permanent full-time (30+ hours per week)	Permanent part-time (less than 30 hours per week)	Temporary contract full-time (30+ hours per week)	Temporary contract part-time (less than 30 hours per week)	Multiple part-time positions	Not employed	Other? Please specify.	Sum
Alberta	22					1	1	24
Atlantic Provinces	20	1						21
British Columbia	33	7		1		1		42
Manitoba	6							6
Ontario (Metro Toronto)	102	4	1	1	1		2	111
Ontario (Outside Toronto)	40	5	2					47
Quebec	13							13
Saskatchewan	4							4
Sum	240	17	3	2	1	2	3	268

***Sequence of numbers in a cell**

Absolute frequency

Question 14 / Question 8

Please select your current gross salary range (excluding bonuses). / How many years have you worked in the library and information science field , including law libraries?



	$30,001 - $35,000	$35,001 - $40,000	$40,001 - $45,000	$45,001 - $50,000	$50,001 - $55,000	$55,001 - $60,000	$60,001 - $65,000	$65,001 - $70,000	$70,001 - $75,000
1		1		1		1	1	1	
2		1			3	1	1	1	
3		1		2	2		2	1	2
4			1		1		5	1	2
5			2			2	4	1	2
6							1	1	1
7				1			1		1
8	1				1			1	2
9							1		
10				2	1		1		3
11							1	1	
12		1			1	1	1	1	
13							2		2
14				1			1		
15							1		1
16								1	
17					1	2		1	

	30-35K	35.1-40k	40.1-45k	45.1-50k	51.1-55k	55.1-60k	60.1-65k	65.1-70k	70.1-75k
18					2			1	1
19									
20									
21								1	
22						1			
23							3		
24								1	
25					1			1	
26						1			
27				1		1	1		
28									1
29								1	1
30+	1		1	1	3	1	4	2	3
Sum	2	4	4	9	16	11	31	18	22

	$75,001 - $80,000	$80,001 - $85,000	$85,001 - $90,000	$90,001 - $95,000	$95,001 - $100,000	$100,001 - $105,000	$105,001 - $110,000	$110,001 - $115,000	$115,001 - $120,000
1									
2									
3	1	1	1						
4									
5	4	1	1	1					
6									
7	2	1							
8	1			1					
9	1	2				1			
10	1	2	2		2	1			
11	1	1			1	1		1	
12			1				1	2	1
13		1							
14	1						1		
15	1	1		1				1	
16									
17	1	1			1			1	
18		2	1		1	2			
19	1	1				1			
20		1	3	1			1	1	
21		1							
22		1			2	1			
23	1					1		1	
24	1	1			1			1	
25	1		1					1	1
26			1						
27	1	1							
28			3		1				
29		1		1					1
30+	2	3	3	2	2	2	1		2
Sum	21	23	17	7	11	10	4	9	5

	$120,001 - $125,000	$125,001+	Sum
1			5
2			7
3			13
4			10
5			18

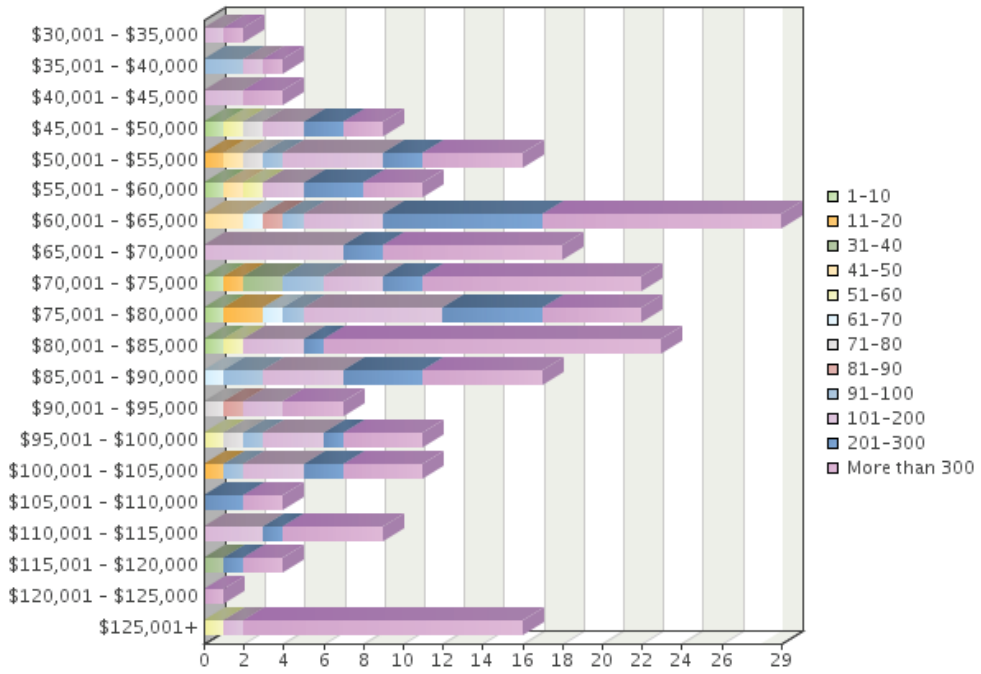
	120.1-125k	125.1+k	
6			3
7			6
8			7
9			5
10			15
11			7
12		1	11
13		1	6
14			4
15		1	7
16		1	2
17			8
18		1	11
19			3
20		2	9
21		1	3
22			5
23			6
24			5
25		1	7
26			2
27			5
28		2	7
29			5
30+	1	5	39
Sum	1	16	241

***Sequence of numbers in a cell**

Absolute frequency

Question 10 / Question 14

Approximately how many legal professionals and students are served by your library? / Please select your current gross salary range (excluding bonuses).

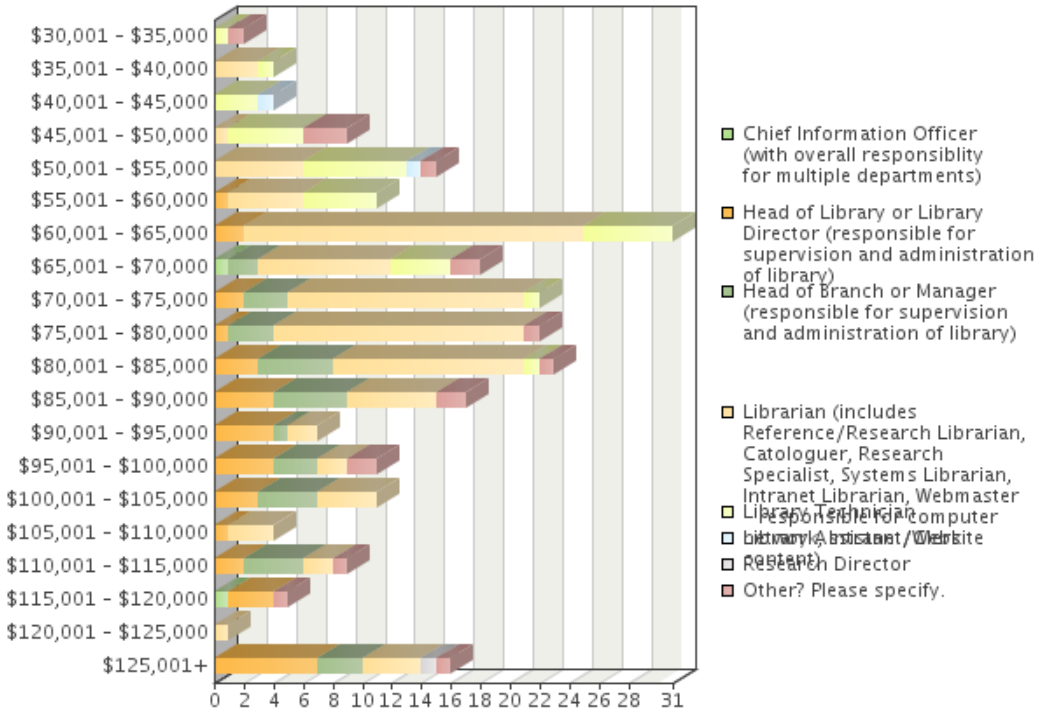


	1-50	51-100	101-200	201-300	300+	SUM
$30,001 - $35,000			1		1	2
$35,001 - $40,000		2	1		1	4
$40,001 - $45,000			2		2	4
$45,001 - $50,000	1	2	2	2	2	9
$50,001 - $55,000	2	2	5	2	5	16
$55,001 - $60,000	2	1	2	3	3	11
$60,001 - $65,000	2	3	4	8	12	29
$65,001 - $70,000			7	2	9	18
$70,001 - $75,000	4	2	3	2	11	22
$75,001 - $80,000	3	2	7	5	5	22
$80,001 - $85,000	1	1	3	1	17	23
$85,001 - $90,000		3	4	4	6	17
$90,001 - $95,000		2	2		3	7
$95,001 - $100,000		3	3	1	4	11
$100,001 - $105,000	1	1	3	2	4	11
$105,001 - $110,000				2	2	4

	1-50	51-100	101-200	201-300	300+	SUM
$110,001 - $115,000			3	1	5	9
$115,001 - $120,000	1			1	2	4
$120,001 - $125,000					1	1
$125,001+		1	1		14	16
Sum	17	25	53	36	109	240

Question 5 / Question 14

Which one of the following job titles most closely matches your role? / Please select your current gross salary range (excluding bonuses).



	Chief Information Officer (with overall responsiblity for multiple departments)	Head of Library or Library Director (responsible for supervision and administration of library)	Head of Branch or Manager (responsible for supervision and administration of library)	Librarian (includes Reference/Research Librarian, Catologuer, Research Specialist, Systems Librarian, Intranet Librarian, Webmaster - responsible for computer network, Intranet/Web site content)	Library Technician	Library Assistant/Clerk	Research Director	Other? Please specify.	Sum
$30,001 - $35,000					1			1	2
$35,001 - $40,000				3	1				4
$40,001 - $45,000					3				4
$45,001 - $50,000				1	5			3	9
$50,001 - $55,000				6	7			1	15
$55,001 - $60,000		1		5	5				11
$60,001 - $65,000		2		23	6				31
$65,001 - $70,000			2	9	4			2	18
$70,001 - $75,000		2	3	16	1				22
$75,001 - $80,000		1	3	17				1	22
$80,001 - $85,000		3	5	13	1			1	23

	CIO	Hd Lib	Hd Brnch	Lib'rn	Lib Tech	Lib Asst	Rsrch Dir	Other	SUM
$85,001 - $90,000		4	5	6				2	17
$90,001 - $95,000		4	1	2					7
$95,001 - $100,000		4	3	2				2	11
$100,001 - $105,000		3	4	4					11
$105,001 - $110,000		1		3					4
$110,001 - $115,000		2	4	2				1	9
$115,001 - $120,000		3						1	5
$120,001 - $125,000				1					1
$125,001+		7	3	4				1	16
Sum	2	37	33	117	34	2	1	16	242

Question 6 / Question 14

Please indicate your level of education. Check all that apply. / Please select your current gross salary range (excluding bonuses).

	M.L.S., M.L.I.S., M.I.ST, M.I. or other library-related Masters degree	L.L.B. or J.D.	Other (non-library) Masters degree	Ph.D.	B.I., B.L.S. or other library-related undergraduate degree	Other (non-library) university undergraduate degree	Post-secondary degree/diploma in library-related field	Library technician diploma	Other? Please specify.
$30,001 - $35,000						1		2	
$35,001 - $40,000	2		1			1		2	
$40,001 - $45,000						1	3	2	
$45,001 - $50,000	4					2		4	1
$50,001 - $55,000	7		1		1	9		5	2
$55,001 - $60,000	4	1	1		1	8		5	
$60,001 - $65,000	22	1				10		8	2
$65,001 - $70,000	10	2				5	1	6	2
$70,001 - $75,000	18		5			7	1	2	1
$75,001 - $80,000	20	2	4			10		2	
$80,001 - $85,000	16	3	2			9		5	1
$85,001 - $90,000	11	3	1		1	3	1	3	1
$90,001 - $95,000	7	1				2			
$95,001 - $100,000	11	1	3			6			3
$100,001 - $105,000	11	2	2		1	5			1
$105,001 - $110,000	4	2	1	1		1		1	
$110,001 - $115,000	8	1	1			4		1	
$115,001 - $120,000	5	1	2			2			1
$120,001 - $125,000	1								
$125,001+	14	7	6			3		1	
Sum	175	27	30	1	4	89	6	49	15

	Sum
$30,001 - $35,000	3
$35,001 - $40,000	6
$40,001 - $45,000	6
$45,001 - $50,000	11
$50,001 - $55,000	25
$55,001 - $60,000	20
$60,001 - $65,000	43

SUM

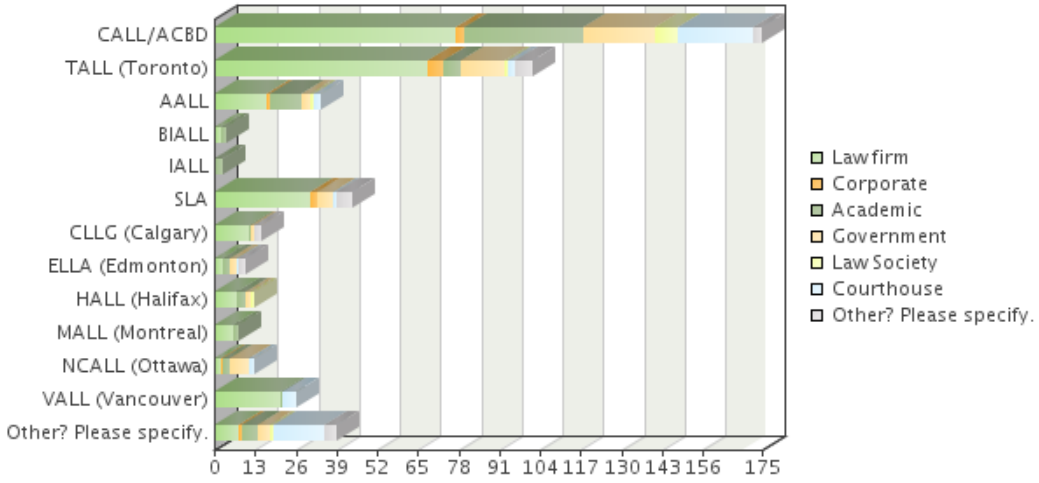
$65,001 - $70,000	26
$70,001 - $75,000	34
$75,001 - $80,000	38
$80,001 - $85,000	36
$85,001 - $90,000	24
$90,001 - $95,000	10
$95,001 - $100,000	24
$100,001 - $105,000	22
$105,001 - $110,000	10
$110,001 - $115,000	15
$115,001 - $120,000	11
$120,001 - $125,000	1
$125,001+	31
Sum	396

***Sequence of numbers in a cell**

Absolute frequency

Question 2 / Question 30

In which type of library do you work? / Please select any of the following associations you belong to:



	Law firm	Corporate	Academic	Government	Law Society	Courthouse	Other? Please specify.	Sum
CALL/ACBD	77	3	38	23	7	24	3	175
TALL (Toronto)	68	5	6	14	1	2	6	102
AALL	17	1	10	3	1	2		34
BIALL	2		2					4
IALL			3					3
SLA	31	2		5		1	5	44
CLLG (Calgary)	11		1	1			2	15
ELLA (Edmonton)	3		2	2		1	2	10
HALL (Halifax)	7		3	2	1			13
MALL (Montreal)	6		2					8
NCALL (Ottawa)	2	1	2	6		2		13
VALL (Vancouver)	21		1			4		26
Other? Please specify.	8	1	5	4	1	16	4	39
Sum	253	13	75	60	11	52	22	486

*Sequence of numbers in a cell

Absolute frequency