

**NORTH CAROLINA LIBRARY ASSOCIATION  
NORTH CAROLINA LIBRARY PARAPROFESSIONAL ASSOCIATION  
MUTUAL RESPECT TASK FORCE SURVEY  
RESULTS (RAW DATA) 3/31/05  
213 COMPLETED SURVEYS SUBMITTED**

**KEY TERMS**

**Library Staff:** Inclusive term referring to anyone employed by the library (professionals, paraprofessionals, administrative staff, graduate and undergraduate student assistants).

**Paraprofessional:** Anyone working in a library who does not hold a graduate degree in Library Science and does not carry the title “librarian.”

**Professional:** Anyone working in a library who holds a graduate degree in Library Science and carries the title “librarian.”

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**SECTION I: CONFIDENTIAL DEMOGRAPHIC INFORMATION**

Position: 

Position classification:

**32%** Professional status (holds a Masters degree in Library Science and carries the title “librarian”)

**68%** Paraprofessional status (does not hold a Masters degree in Library Science and does NOT carry the title “librarian”)

Name/type of employing institution: (i.e., public library, special library, etc.)

**Community College: 17% University: 12% Public: 65% Special: 3%**

1. Are you a member of the North Carolina Library Association?

- a. Yes **39%**
- b. No **59%**

2. Do you hold an Associate’s degree in Library Science?

- a. Yes **3%**
- b. No **94%**

3. Do you hold a graduate degree in Library Science?

- a. Yes **29%**
- b. No **68%**

4. Do you hold a Bachelor’s or Associate’s degree in an area other than library science?

- a. Yes **67%**
- b. No **31%**

If Yes, what type of degree? 

5. How long have you been employed in your current position?

- a. 0-3 years 42%
- b. 3-5 years 15%
- c. 5-7 years 11%
- d. 7-10 years 8%
- e. more than 10 years 19%

6. How long have you been employed at your current institution?

- a. 0-3 years 32%
- b. 3-5 years 23%
- c. 5-7 years 9%
- d. 7-10 years 10%
- e. more than 10 years 26%

7. Please list all of the professional and/or paraprofessional positions you have held in your current institution.

- a.
- b.
- c.
- d.

8. Do you supervise library staff in your current position?

- a. Yes 41%
- b. No 59%

If Yes, please indicate how many staff and what positions you supervise.

## SECTION II: PERCEPTION OF THE WORK ENVIRONMENT

1. Working relationships between librarians and paraprofessionals in my library exhibit.... (circle one)

- a. mutual respect and support. 66%
- b. underlying tension. 20%
- c. open tension. 2%
- d. Other: (Please explain) 8%

2. At my library, paraprofessionals generally exhibit.... (circle one)

- a. positive feelings when working closely with librarians. 65%
- b. neutral feelings when working closely with librarians. 21%
- c. negative feelings when working closely with librarians. 7%
- d. No opinion. 3%

Please explain:

3. At my library, librarians generally exhibit.... (circle one)
- a. positive feelings when working closely with paraprofessionals. **66%**
  - b. neutral feelings when working closely with paraprofessionals. **20%**
  - c. negative feelings when working closely with paraprofessionals **6%**
  - d. No opinion. **4%**

Please explain:



4. The responsibility of nurturing the librarian/paraprofessional relationship in my library should rest with...
- a. paraprofessionals only.
  - b. librarians only.
  - c. library administration/management only.
  - d. paraprofessionals and librarians. **5%**
  - e. paraprofessionals and administration/management.
  - f. librarians and administration/management. **1%**
  - g. all groups (paraprofessionals, librarians, and admin./mgmt). **86%**
  - h. no one. **2%**
  - i. no opinion. **2%**
  - j. other. Please specify\_\_\_\_\_.

Please explain:



5. Is library work respected in the larger community?

- a. Yes **74%**
- b. No **17%**

Please explain:



### SECTION III: DEVELOPMENT OPPORTUNITIES (i.e., opportunities to participate in training courses, workshops, conferences, etc.)

1. Does your library system provide incentives/opportunities for development?
- a. Yes **79%**
  - b. No **10%**
  - c. Do not know **6%**

2. At my library, support for development is... (circle all that apply)
  - a. strong for both librarians and paraprofessionals. **45%**
  - b. greater for librarians. **34%**
  - c. greater for paraprofessionals. **1%**
  - d. weak for both librarians and paraprofessionals. **10%**
  
3. At my library, development activities are funded.... (circle all that apply)
  - a. well for both librarians and paraprofessionals. **27%**
  - b. better for librarians. **28%**
  - c. better for paraprofessionals. **1%**
  - d. on a limited basis for both librarians and paraprofessionals. **36%**
  
4. What form do these incentives take? (circle all that apply)
  - a. Financial support **54%**
  - b. Literature/information on opportunities **56%**
  - c. Release time to participate **69%**
  - d. Offering development opportunities in house **36%**
  - e. Provision of your work plan **18%**
  - f. Recognition in performance reviews **18%**
  - g. Promotions **13%**
  - h. Salary Increase **14%**
  - i. No incentives **4%**
  
5. Does your library promote or encourage use of these incentives?
  - a. Yes **74%**
  - b. No **17%**

Please explain:



6. I am comfortable asking my immediate supervisor if it is okay to participate in development opportunities... (circle one)
  - a. all of the time. **52%**
  - b. most of the time. **24%**
  - c. some of the time. **9%**
  - d. never. **3%**
  - e. No opinion. **5%**
  
7. Library staff whose jobs are considered task-oriented should participate in development activities... (circle one)
  - a. on a regular basis. **65%**
  - b. on an occasional basis. **25%**
  - c. seldom **1%**
  - d. never **1%**
  - e. No opinion. **3%**
  
8. Does your library have a Friends of the Library group?
  - a. Yes **73%**
  - b. No **19%**
  - c. Do not know **4%**

If yes, do they offer financial support for development opportunities?

- a. Yes 28%
- b. No 27%
- c. Do not know 10%

Please explain:

9. Does your library have a policy concerning the number of workshops staff can attend?

- a. Yes 12%
- b. No 48%
- c. Do not know 40%

If yes, please explain:

10. Does this policy: (circle one)

- a. Limit your attendance? 20%
- b. Allow unlimited attendance? 19%
- c. Deny attendance altogether? 1%

“don’t know” 60%

Please explain:

11. Are you required to take leave in order to participate in development activities?

- a. Yes 6%
- b. No 91%

12. What kind of leave are you required to take? (circle all that apply)

- a. vacation leave 7%
- b. sick leave 1%
- c. Other (please explain): \_\_\_\_\_ Other/“don’t know” 79%

13. Are you required to pay registration fees out of pocket (without reimbursement) for development activities?

- a. Yes 9%
- b. No 74%
- c. Do not know 14%

14. Are you required to pay for lodging and meals out of pocket (without reimbursement)?

- a. Yes 14%
- b. No 63%
- c. Do not know 21%

## SECTION IV: LEVEL OF INTEREST IN DEVELOPMENT OPPORTUNITIES

1. Would you feel more respected in your work environment if you were allowed to pursue development opportunities?
  - a. Yes **65%**
  - b. No **25%**
  
2. Would you take advantage of development opportunities if they allowed you to move into a higher-level position or a higher pay grade?
  - a. Yes **87%**
  - b. No **8%**
  
3. Would you take advantage of development opportunities that help you do your current job more effectively?
  - a. Yes **98%**
  - b. No **1%**
  
4. Does your workplace keep you adequately informed of development opportunities?
  - a. Yes **69%**
  - b. No **25%**
  
5. Would you be more likely to participate in development opportunities if your workplace actively informed and encouraged you?
  - a. Yes **77%**
  - b. No **7%**
  
6. Do you seek out development opportunities?
  - a. Yes **69%**
  - b. No **28%**
  
7. Would you participate in development opportunities involving travel within a local radius (no overnight travel)?
  - a. Yes **83%**
  - b. No **2%**
  - c. Maybe **15%**

Please explain:

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8. Would you participate in development opportunities involving overnight travel?
  - a. Yes **58%**
  - b. No **13%**
  - c. Maybe **28%**

Please explain:

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9. Would you pursue development opportunities on your own time?

- a. Yes 43%
- b. No 16%
- c. Maybe 41%

Please explain:

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10. Would you pursue development opportunities if work time was given?

- a. Yes 96%
- d. No 1%

Please explain:

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