**Survey Report**


**CALA member survey: Identifying collaboration needs and opportunities**

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CALA Collaboration and Organizational Development Initiatives Task Force, 2015-2016
Heather Cai, Chair, heather.cai@mcgill.ca, McGill University
Yan He, yh4@iuk.edu, Indiana University Kokomo
Jie Huang, lilyh@psu.edu, Penn State University
Zheng Jessica Lu, zjlu@usfca.edu, University of San Francisco
Jian Anna Xiong, axiong@lib.siu.edu, Southern Illinois University

**Introduction**

CALA has a long tradition of collaboration at all levels. *Collaboration* is a keyword in CALA's 2020 Strategic Plan. Building strong collaborative partnerships within and beyond CALA helps ensure CALA's long-term, sustainable growth and benefits CALA members at large and at the personal level. In order to identify collaboration needs and opportunities, in December 2015, CALA Collaboration and Organizational Development Initiatives Task Force (CODI) conducted an online CALA member survey: Identifying collaboration needs and opportunities. It was the first survey of its kind, aiming to gain a better understanding of member collaboration needs and identify existing and potential collaboration opportunities within and beyond CALA. The survey data analysis would help set directions and priorities for CODI and contribute to CALA's long-term strategic planning and community building.

The survey utilized LimeSurvey tool to facilitate the process. The survey contains 8 questions, including 7 single/multiple-choice questions and 1 open-ended question. All data collected were anonymous. The survey opened on December 15, 2015 and closed on January 15, 2016. Two reminders were sent out on January 4 and 12 respectively following our initial call. A total of 41 responses were received, of which 33 were complete, equivalent to about 6.6% response rate against about 500 CALA members. This report is based on the 33 completed responses.
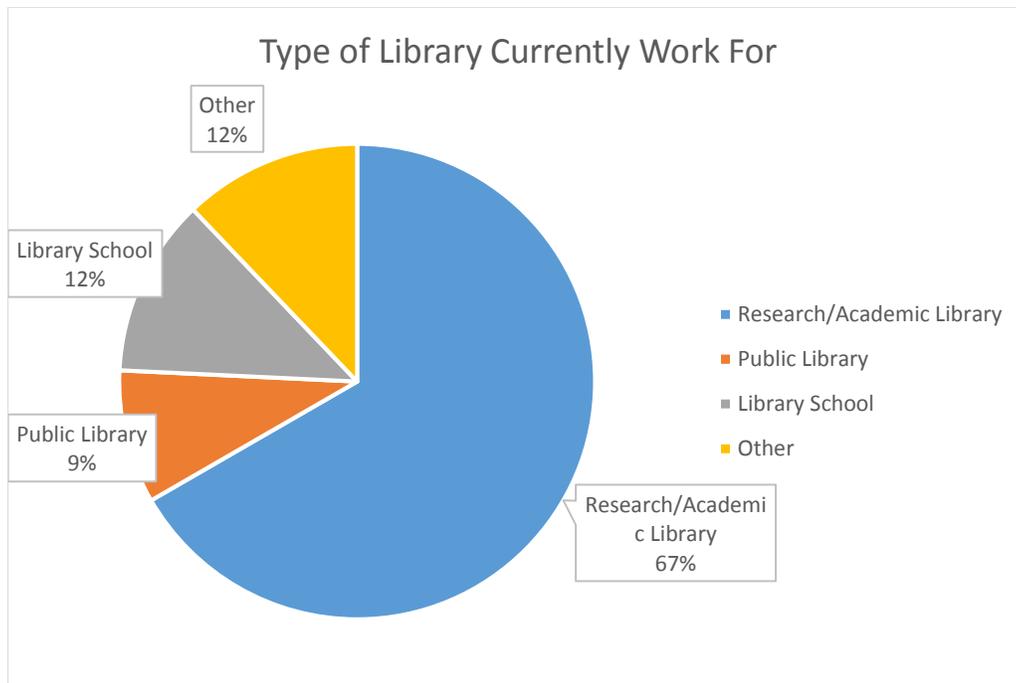
**Profile of Survey Respondents**
- About 2/3 of the respondents (67%) are working at research/academic libraries.
- About 1/3 of the respondents (36%) come from the Midwest Chapter (MW).
- The respondents are working in a variety of job positions, from public services, technical services, archives, to administrators. Many of them are wearing multiple hats.
- The majority of the respondents are long standing CALA members – 73% reported that they have more than 5 years of membership with CALA.
- 94% of the respondents have more than 5 years of work experience.
- 76% of the respondents have experience serving on CALA committee(s)/task force(s)/chapter(s).

**Survey Data and Analysis**

*1. What type of library do you currently work for?*

Table 1: Type of Library currently work for

| Type of Library | Number of Respondents | Percentage |
|---|---|---|
| Research/Academic Library | 22 | 67% |
| Public Library | 3 | 9% |
| Library School | 4 | 12% |
| Other | 4 | 12% |
| Total | 33 | 100% |



The survey results show that slightly more than 2/3 of the survey respondents (67%) currently work in research/academic libraries, followed by "Library School" (12%) and "Other" (12%), and "Public library" (9%). Of the 4 "Other"s, 3 are retired from Research/Academic Library and 1 is a retired MLIS faculty.
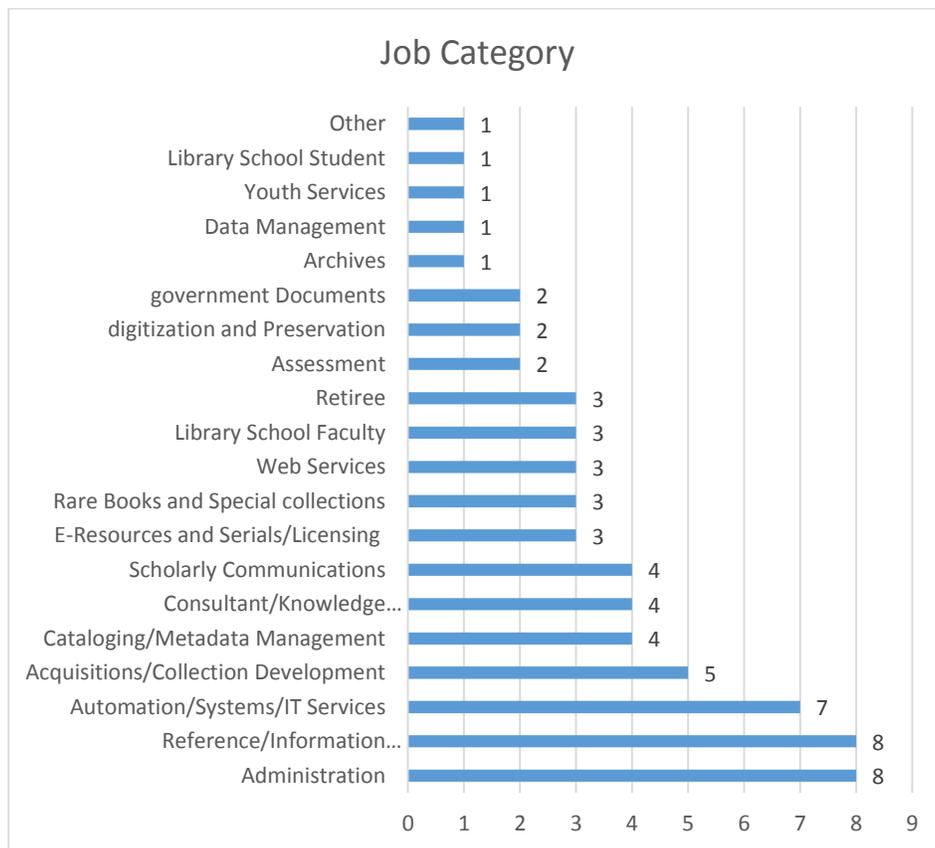
2. *Which job category that matches your current job responsibilities - Please select all that apply.*

Table 2: Job Category

| Job Category | Number of Answers |
|---|---|
| Administration | 8 |
| Reference/Information Services/Instruction Services | 8 |
| Automation/Systems/IT Services | 7 |

| | |
|---|---|
| Acquisitions/Collection Development | 5 |
| Cataloging/Metadata Management | 4 |
| Consultant/Knowledge Management/Researcher | 4 |
| Scholarly Communications | 4 |
| E-Resources and Serials/Licensing | 3 |
| Rare Books and Special collections | 3 |
| Web Services | 3 |
| Library School Faculty | 3 |
| Retiree | 3 |
| Assessment | 2 |
| Digitization and Preservation | 2 |
| Government Documents | 2 |
| Archives | 1 |
| Data Management | 1 |
| Youth Services | 1 |
| Library School Student | 1 |
| Other* | 1 |

*1 in Other is a retired library HR manager

## Job Category

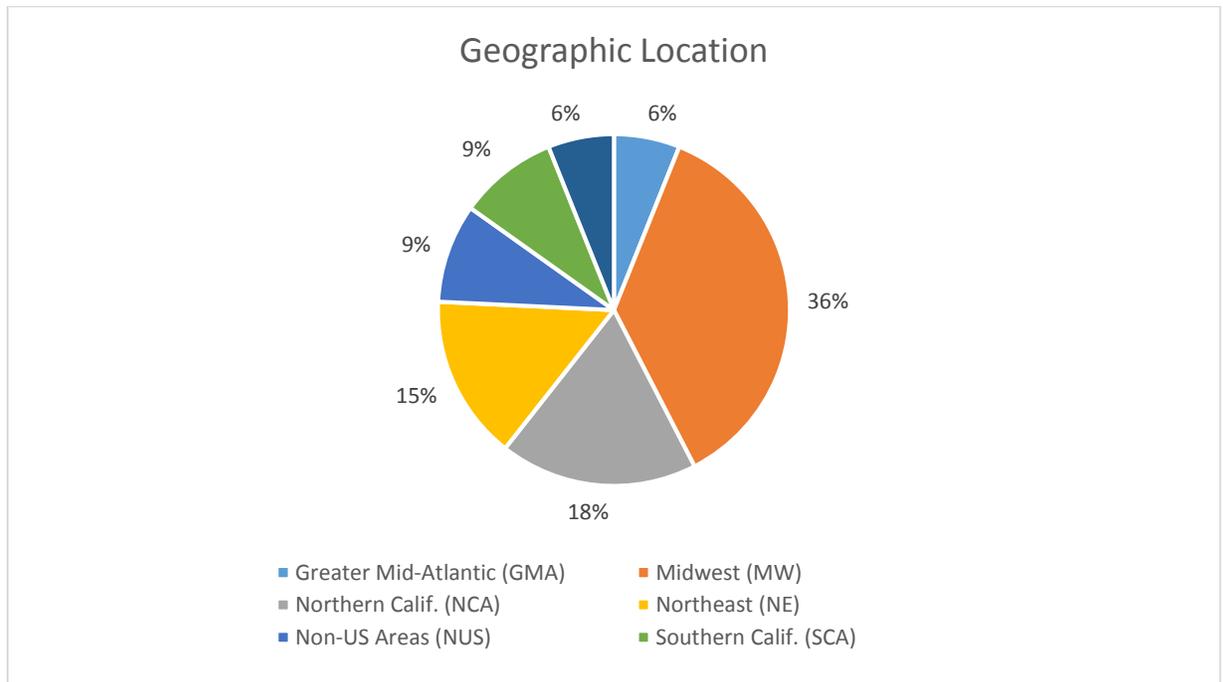| Category | Count |
|---|---|
| Other | 1 |
| Library School Student | 1 |
| Youth Services | 1 |
| Data Management | 1 |
| Archives | 1 |
| government Documents | 2 |
| digitization and Preservation | 2 |
| Assessment | 2 |
| Retiree | 3 |
| Library School Faculty | 3 |
| Web Services | 3 |
| Rare Books and Special collections | 3 |
| E-Resources and Serials/Licensing | 3 |
| Scholarly Communications | 4 |
| Consultant/Knowledge… | 4 |
| Cataloging/Metadata Management | 4 |
| Acquisitions/Collection Development | 5 |
| Automation/Systems/IT Services | 7 |
| Reference/Information… | 8 |
| Administration | 8 |

The survey results show that the respondents come from a variety of library job categories. Most survey respondents are working in library jobs relating to reference/information services/instruction service (8) or working as administrators (8). Another 7 survey respondents reported that their current works are relating to automation/systems/IT services. 5 respondents reported that their current jobs are relating to acquisitions/collection development, followed by scholarly communications (4), cataloging/metadata management (4), and consultant/knowledge management/researcher (4). It is also noted that many of the respondents are wearing multiple hats. In addition to working in traditional library specialties like technical services, references, acquisitions, a fair number of survey respondents are working in new and emerging fields such as E-Resources, Data Management and Scholarly Communication.

*3. Which geographic location do you currently live in?*

Table 3: Geographic Location

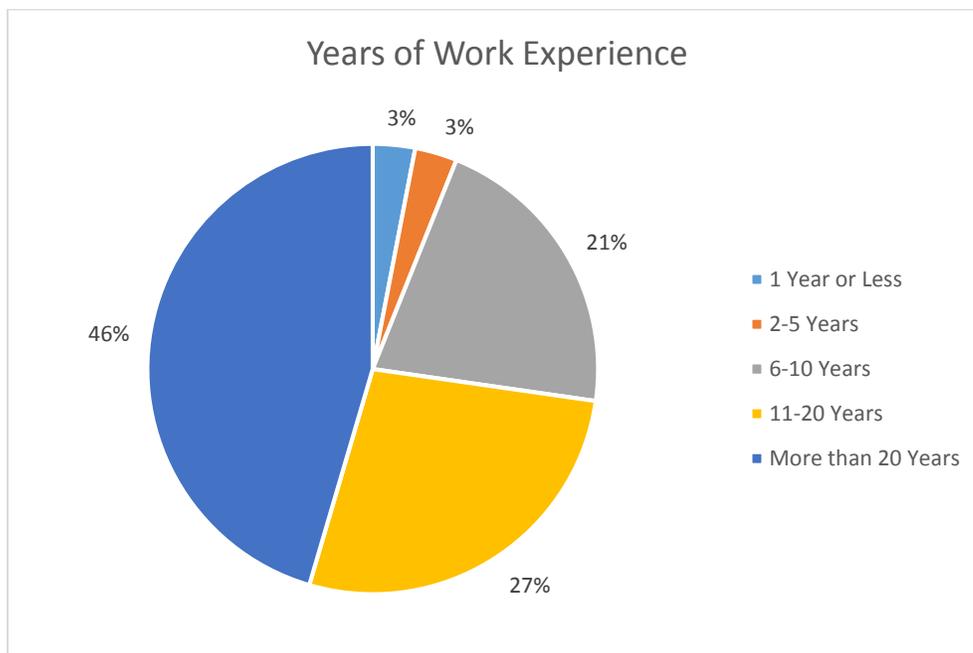| CALA Chapters | Number of Participants | Percentage |
|---|---|---|
| Greater Mid-Atlantic (GMA) | 2 | 6% |
| Midwest (MW) | 12 | 36% |
| Northern Calif. (NCA) | 6 | 18% |
| Northeast (NE) | 5 | 15% |
| Non-US Areas (NUS) | 3 | 9% |
| Southern Calif. (SCA) | 3 | 9% |
| Southeast (SE) | 2 | 6% |
| Total | 33 | 100% |

The survey results show that over 1/3 of the survey respondents are from MW Chapter (36%), while 18% from NCA Chapter and 15% from NE Chapter. The percentages of the rest of the respondents are quite evenly distributed – 9% each from NUS and SCA, 6% each from SE and GMA.  Of the 9 CALA chapters, only two are not represented in the survey participants - Southwest Chapter (SW) and All Other U.S. States (OUS).

*4. How many years of work experience do you have in the library and/or information professions?*

Table 4: Years of Work Experience

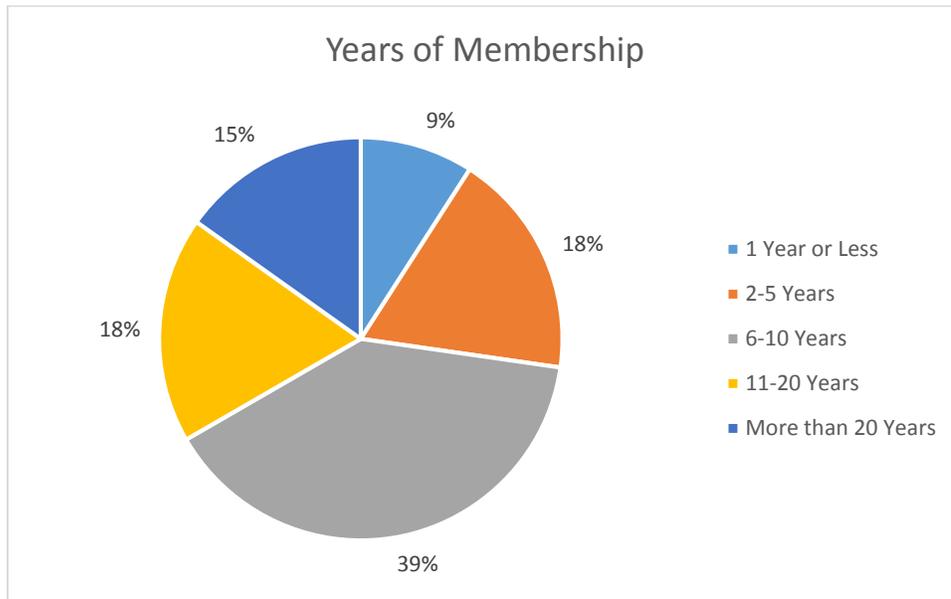| Years of Work Experience | Number of People | Percentage |
|---|---|---|
| 1 Year or Less | 1 | 3% |
| 2-5 Years | 1 | 3% |
| 6-10 Years | 7 | 21% |
| 11-20 Years | 9 | 27% |
| More than 20 Years | 15 | 46% |
| Total | 33 | 100% |



The survey results show that the dominant majority of the respondents have more than 5 years of work experience (94%). The top three groups of the respondents are members with more than 20 years' (46%), followed by members with 11-20 years' (27%) and 6-10 years' of work experience (21%). Only two respondents are from the groups of "1 year or less" and "2-5 years" of work experience, respectively. This may suggest that respondents with more work experience are more interested in collaboration.

*5. How many years have you been a CALA member?*

Table 5: Years of Membership

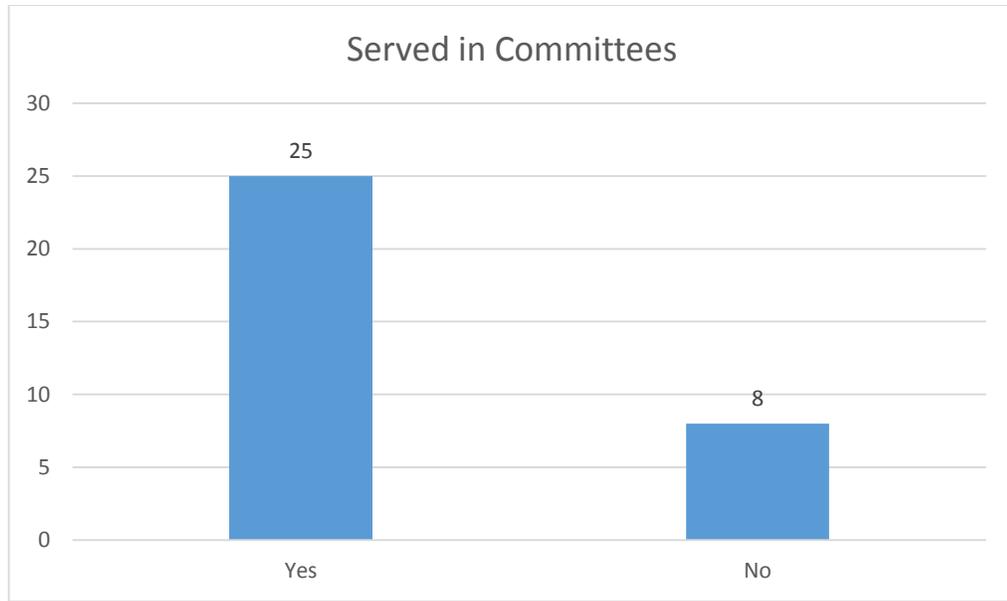| Years of Membership | Number of People | Percentage |
|---|---|---|
| 1 Year or Less | 3 | 9% |
| 2-5 Years | 6 | 18% |
| 6-10 Years | 13 | 39% |
| 11-20 Years | 6 | 18% |
| More than 20 Years | 5 | 15% |
| Total | 33 | 100% |

## Years of Membership



The survey results show that the majority of the respondents (73%) have more than 5 years of membership. The top three groups of the respondents are members with 6 or more years' membership (39%), followed by members with 2-5 years' membership (18%) and 11-20 years' membership (18%). Another 15% of the respondents have more than 20 years of membership. There are only 3 respondents whose memberships are less than 1 year long. This result may indicate that the respondents with longer membership are more willing to participate in or contribute to collaboration activities.

*6. Have you ever served in CALA committee(s)/task force(s)/chapter(s)*

*Table 6: Served in Committees*

| CALA Committee Member | Number of Respondents | Percentage |
|---|---|---|
| Yes | 25 | 76% |
| No | 8 | 24% |
| Total | 33 | 100% |

## Served in Committees
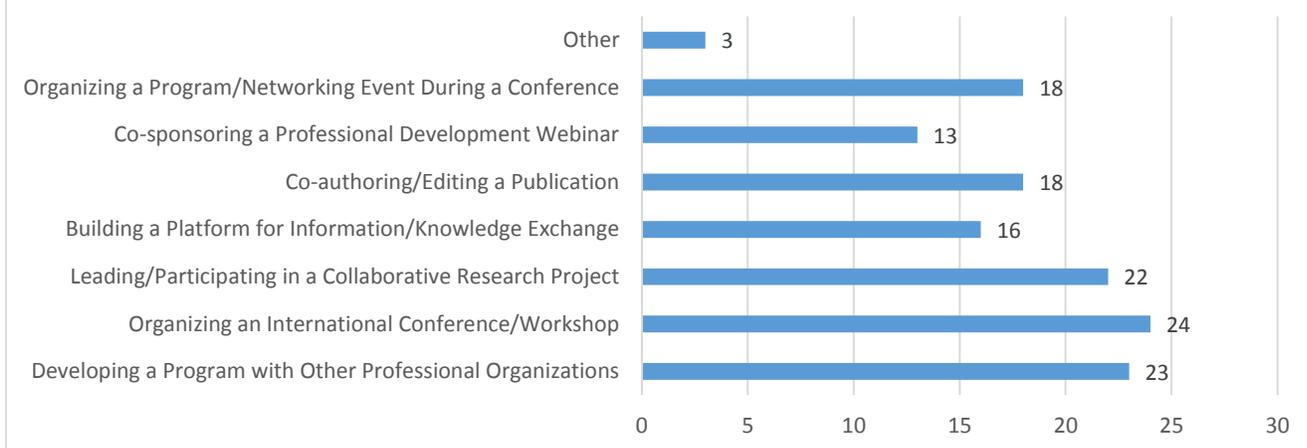
| | |
|---|---|
| Yes | 25 |
| No | 8 |

The survey results show that slightly more than 3/4 of the respondents have served in CALA committee(s)/task force(s)/chapter(s) (76%). This may inform us that the existing and potential collaborations may have happened or will most likely happen among the members who have served on CALA committees.

*7. Which category of the following collaborations you may find interesting? Please select all that apply.*

Table 7: Category of Collaborations

| Category of Collaborations | Number of Answers |
|---|---|
| Developing a Program with Other Professional Organizations | 23 |
| Organizing an International Conference/Workshop | 24 |
| Leading/Participating in a Collaborative Research Project | 22 |
| Building a Platform for Information/Knowledge Exchange | 16 |
| Co-authoring/Editing a Publication | 18 |
| Co-sponsoring a Professional Development Webinar | 13 |
| Organizing a Program/Networking Event During a Conference | 18 |
| Other | 3 |
| *Other includes fundraising; virtual workshop; coaching | |

## Category of Collarborations
### (Number of Answers)

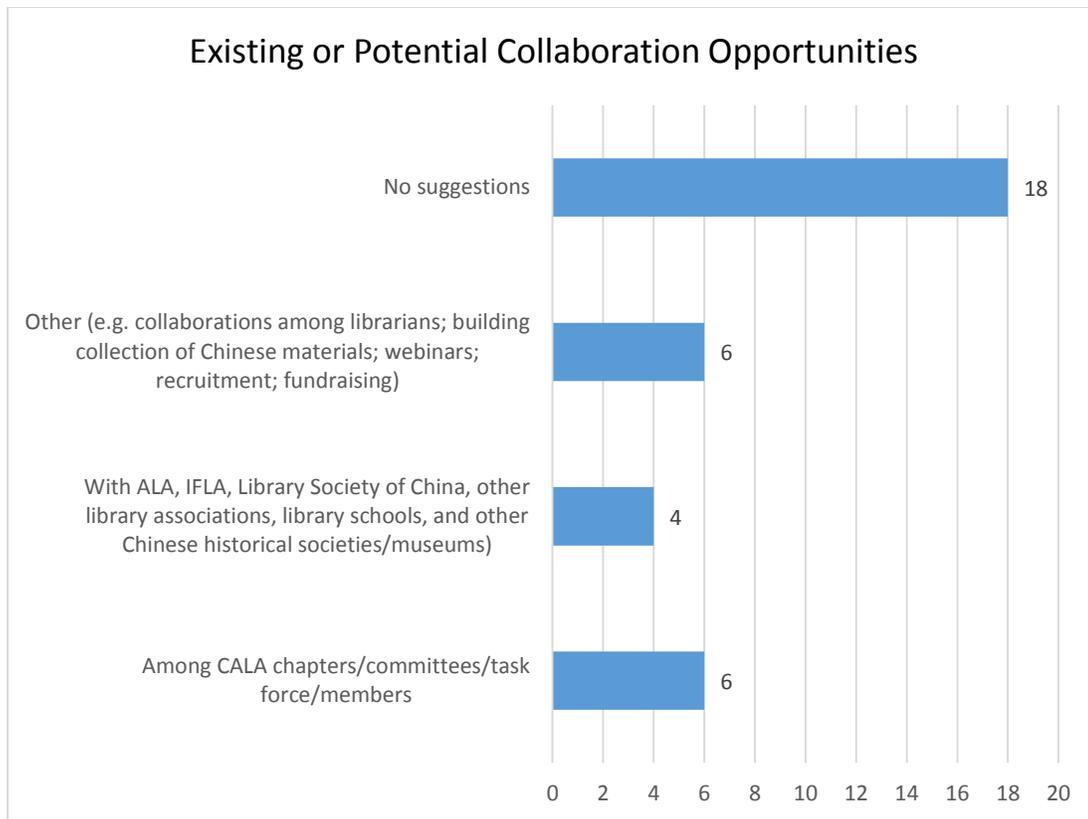| Category | Number of Answers |
|---|---|
| Other | 3 |
| Organizing a Program/Networking Event During a Conference | 18 |
| Co-sponsoring a Professional Development Webinar | 13 |
| Co-authoring/Editing a Publication | 18 |
| Building a Platform for Information/Knowledge Exchange | 16 |
| Leading/Participating in a Collaborative Research Project | 22 |
| Organizing an International Conference/Workshop | 24 |
| Developing a Program with Other Professional Organizations | 23 |

The survey results show that the collaborations involving other professional organizations, with international scope or research nature caught most interest, compared with the collaborative works on the information exchange, professional development, publication, and networking. The participating CALA members expressed their great interest in teaming up with other organizations, programs, and members on organizing conferences/conference programs (such as networking event) and sponsoring professional development webinars. They are also seeking for more collaboration on the research projects. They would like to build a platform for Information/Knowledge Exchange to facilitate collaborations within and beyond CALA. There are also some voices for fund raising and coaching collaboration. It is great to know that no matter what kind of collaborations expressed through the survey, there are CALA members who are interested in contribution.

*8. Do you know any existing or potential collaboration opportunities within and beyond CALA that may be interesting to CALA members? If yes, we would appreciate if you can provide us the details including contact information (if appropriate).*

Table 8: Existing or Potential Collaboration Opportunities

| Existing or Potential Collaboration Opportunities | Number of Answers |
|---|---|
| Among CALA chapters/committees/task force/members | 6 |
| With ALA, IFLA, Library Society of China, other library associations, library schools, and other Chinese historical societies/museums) | 4 |
| Other (e.g. collaborations among librarians; building collection of Chinese materials; webinars; recruitment; fundraising) | 6 |
| No suggestions | 18 |
| * For detailed information, please consult the original data immediately following the chart below. | |

## Existing or Potential Collaboration Opportunities

| Category | Value |
|---|---|
| No suggestions | 18 |
| Other (e.g. collaborations among librarians; building collection of Chinese materials; webinars; recruitment; fundraising) | 6 |
| With ALA, IFLA, Library Society of China, other library associations, library schools, and other Chinese historical societies/museums) | 4 |
| Among CALA chapters/committees/task force/members | 6 |

Answers to Question 8 (existing or potential collaboration opportunities)
1. Among CALA chapters/committees/task force/members
   1) Chapters should collaborate more in offering programs.
   2) Please work with President, EC and Board to promote collaboration between local chapters and among committees/task forces. For international collaboration, please study CALA's 21st Workshop Series and work closely with the International Relations Committee and Representatives to see what we have done right and poor. Please develop a concrete action plan for CALA.
   3) Some publishing opportunities for CALA members; publish/post news to CALA's Facebook page; sharing news with the library community via CALA's Newsletter; sharing videos via CALA's YouTube Channel.
   4) Co-develop (virtually) professional programs among chapters.
   5) Take advantage of the benefit from https://www.imls.gov/grants for CALA.
   6) Chapters share many common goals and activities. They should work collaboratively to reduce duplicated effort and enhance partnerships.

2. With ALA, IFLA, Library Society of China, other library associations, library schools, and other Chinese historical societies/museums)
   1) CALA Yunnan cooperation; CALA ARS Task Force CLA (Chinese Library Association annual conference CALA group.
   2) Work with ALA, IFLA, ACRL, ALCTS, RUSH, LSC (Library Society of China) and its provincial library societies, and other library associations in Asia and other counties as well as in your local state in the United States.

3) Collaborate with local Chinese historical societies or Chinese-American museums in promoting Chinese culture. CALA, as an organization, can help enhance the understanding and appreciation of the contributions made by the Chinese-Americans.
4) ALA Education Committee and related will have some collaboration opportunities for improvements of librarians' education, and accreditation of MLIS programs updating.

3. Other (e.g. collaborations among librarians; building collection of Chinese materials; webinars; recruitment; fundraising)
1) I would like to see more collaboration between academic and public librarians (it is not done too often). I want to see how we can collaborate in publication, research and programs.
2) I don't know one, but would like to see possible collaboration effort in collection building for Chinese materials for both print and digital format.
3) There seems to be a need for a platform that connects scholars / librarians to the libraries in China. The platform would make it easier for libraries in China to find scholars/librarians who can give presentations or deliver workshops on commonly interested topics, or vice versa.
4) More opportunities to engage in F2F networking.
5) A webinar on copyright. The Endowed Chair for Scholarly Communication in our library is an expert on copyright.  If interested, I can talk with him about it.  More detailed information can be found at https://louisville.edu/bucksforbrains/faculty/buttler.
6) Recruitment and retention of library professionals; mandatory MLS for Librarians; fundraising.

For question #8, we received a total of 16 meaningful responses. Most comments focused on the collaborations within CALA, while the rest pointed out the possibilities of working with China and other library professional organizations in America. The survey results demonstrated ~~showed~~ the enthusiasm ~~of~~ from many CALA members. They helped to identify various ways of establishing new or strengthening existing collaborations. Their ideas are bright and inspirational.

For the collaborations within CALA, all respondents think CALA chapters/committees should work more collaboratively to avoid the duplicated efforts and CALA should strengthen the information sharing through a variety of venues. One respondent suggested we should "co-develop (virtually) professional programs among chapters".

For the collaborations outside of CALA, survey participants shared a couple of existing collaborations such as CALA Yunnan cooperation and CALA ARS Task Force CLA and proposed several potential collaborations. For example, there is a great suggestion on "collaborating with local Chinese historical societies or Chinese-American museums in promoting Chinese culture".

Finally, for the collaborations among librarians, we received a few wonderful suggestions and comments. One respondent pointed out that "there seems to be a need for a platform that connects scholars / librarians to the libraries in China…" to facilitate the communication on scholarly activities. Other suggestions included having more face-to-face networking opportunities, hosting webinars, and working on special projects. We hope these suggestions can be reviewed at the Board level.

**Conclusions**

As mentioned in the beginning of the report, it was the first survey of its kind. As such, we were unable to set our expectation for a response rate because we were unable to determine the interest level for such survey. Based on the actual response rate, we suggest that our report be taken as a reference for future studies, not as a basis for decision-making.

Despite the actual response rate, there is a clear indication that CALA members seek collaboration opportunities within and beyond CALA to advance their careers and expand their professional network. The survey indeed reached its initial goals, i.e. to collect the data of CALA members' collaboration needs and identify the opportunities. More importantly, the survey itself has successfully promoted the value of collaboration within and beyond CALA.

We would like to highlight, as suggested by the survey data, that long-standing CALA members are more interested in responding to this survey. We would like to suggest that CALA engage more newer, younger members, help them understand what CALA can do for them, and encourage them to speak up of their needs when given opportunities such as this survey.

**Acknowledgement**

The authors would like to thank all respondents for their time, enthusiasm, and support.

The authors would like to thank Weiling Liu, CALA's Webmaster, for her technical support in helping set up the online survey and assisting with the test of the survey.