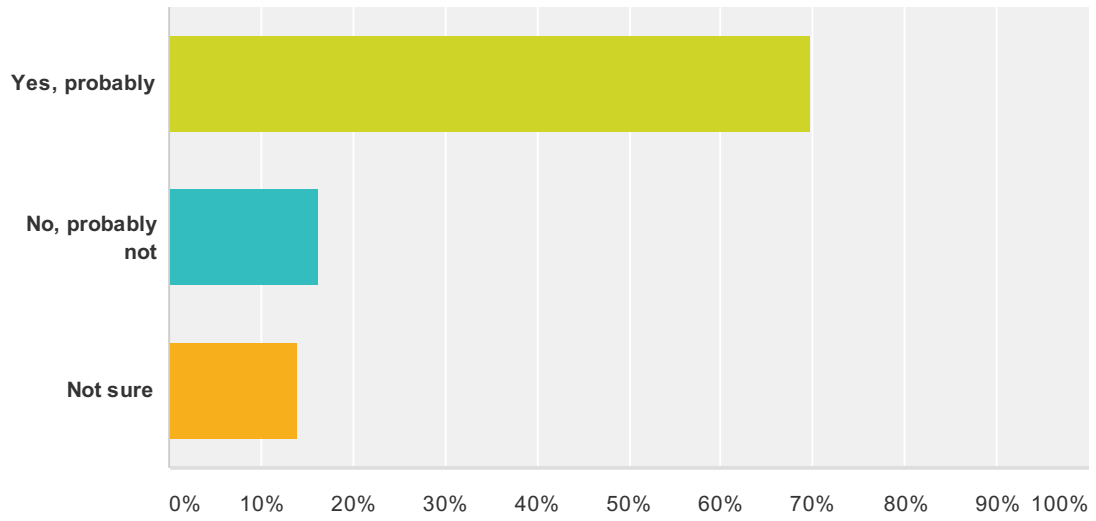


Q2 Will your library have a budget for staff training in 2014/2015?

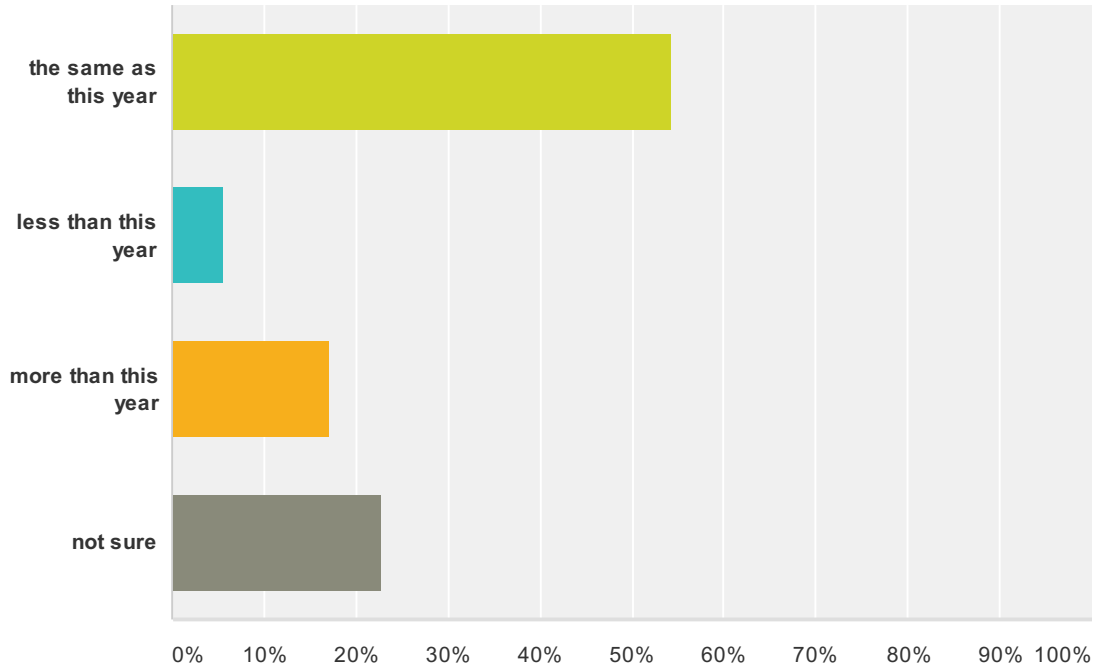
Answered: 43 Skipped: 2



Answer Choices	Responses
Yes, probably	69.77% 30
No, probably not	16.28% 7
Not sure	13.95% 6
Total	43

Q3 If you answered yes to the previous question, will the budget be:

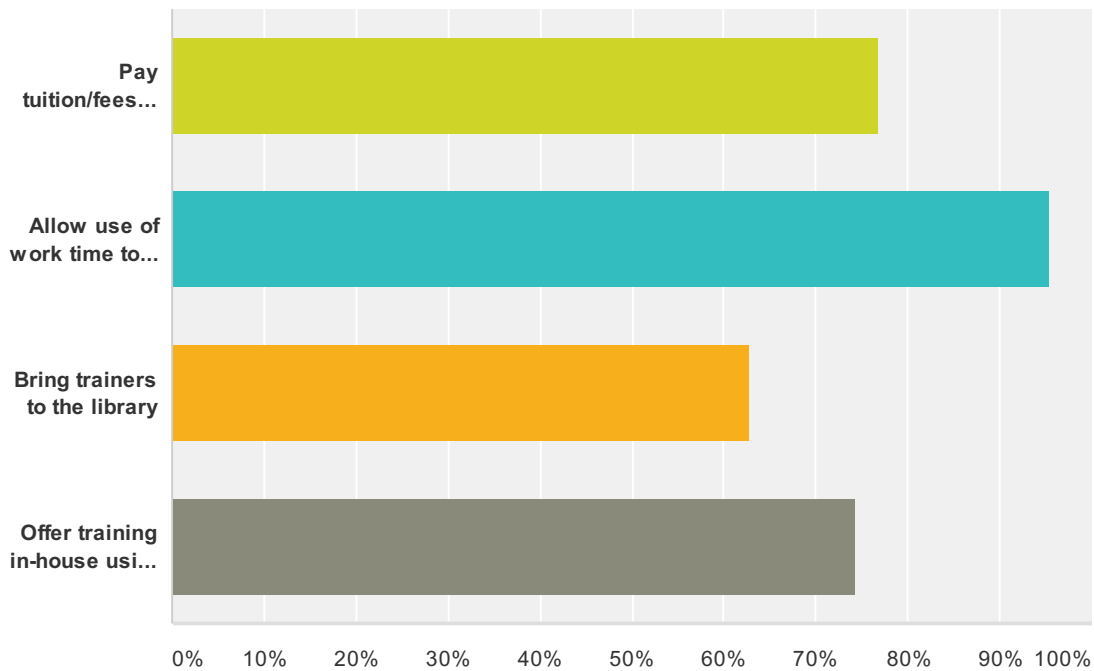
Answered: 35 Skipped: 10



Answer Choices	Responses	
the same as this year	54.29%	19
less than this year	5.71%	2
more than this year	17.14%	6
not sure	22.86%	8
Total		35

Q4 How do you support staff training? Choose all that apply.

Answered: 43 Skipped: 2

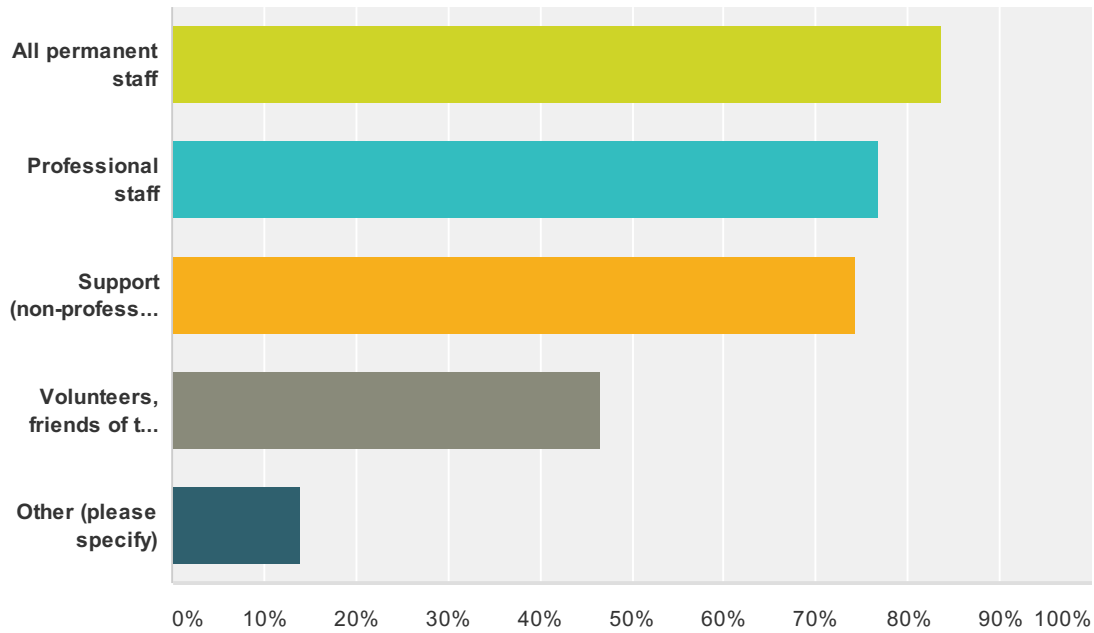


Answer Choices	Responses
Pay tuition/fees for training	76.74% 33
Allow use of work time to take training	95.35% 41
Bring trainers to the library	62.79% 27
Offer training in-house using staff trainers	74.42% 32
Total Respondents: 43	

#	Other (please specify)	Date
1	Use the freebie web resources; we do a valleywide training with outside trainers for all pub libs in Imperial Valley one day a year in August.	2/28/2014 10:45 AM
2	Allow staff to attend City workshops & trainings.	2/21/2014 11:54 AM
3	We are unable to offer time or \$\$ for training. The only option is for staff to view archived webinars on their own time.	2/21/2014 9:19 AM
4	Some employees have professional development funds per their MOU.	2/20/2014 7:10 PM
5	professional conference attendance	2/20/2014 5:06 PM
6	Send out a weekly email containing updates on training opportunities.	2/20/2014 4:51 PM

Q5 For which groups do you offer or support training? Choose all that apply.

Answered: 43 Skipped: 2

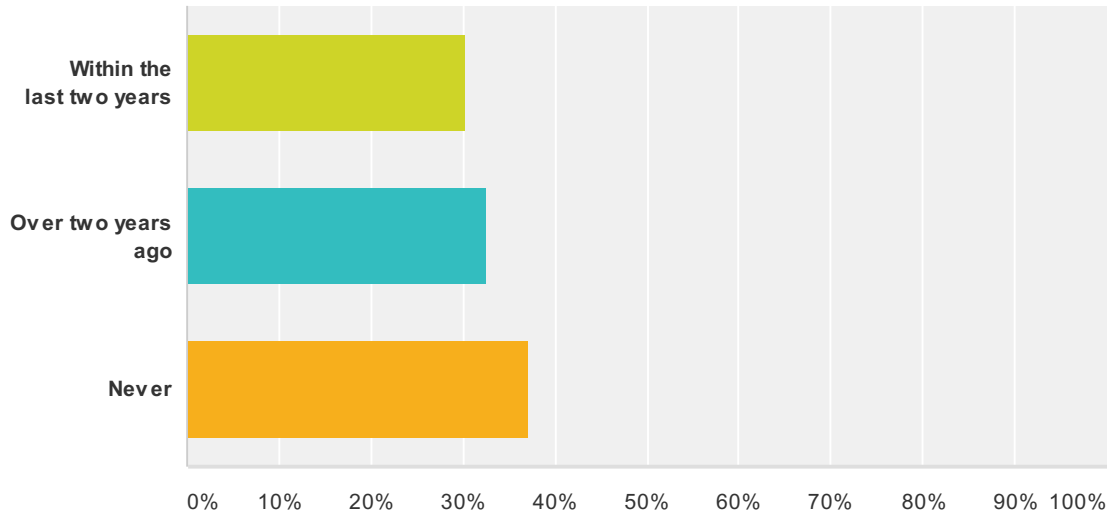


Answer Choices	Responses
All permanent staff	83.72% 36
Professional staff	76.74% 33
Support (non-professional) staff	74.42% 32
Volunteers, friends of the library, board members, etc.	46.51% 20
Other (please specify)	13.95% 6
Total Respondents: 43	

#	Other (please specify)	Date
1	all of the above, even open it up to other county departments	2/24/2014 7:12 AM
2	temporary/substitute staff as well	2/21/2014 3:37 PM
3	Permanent and temporary staff as needed	2/21/2014 10:37 AM
4	no training is offered at this time	2/21/2014 9:19 AM
5	Anyone who wants it, really, so long as it benefits the Library.	2/21/2014 8:18 AM
6	invite other City Departments that relate to the topic	2/20/2014 5:06 PM

Q6 When was the last time you did a library-wide needs assessment of staff development and training needs?

Answered: 43 Skipped: 2

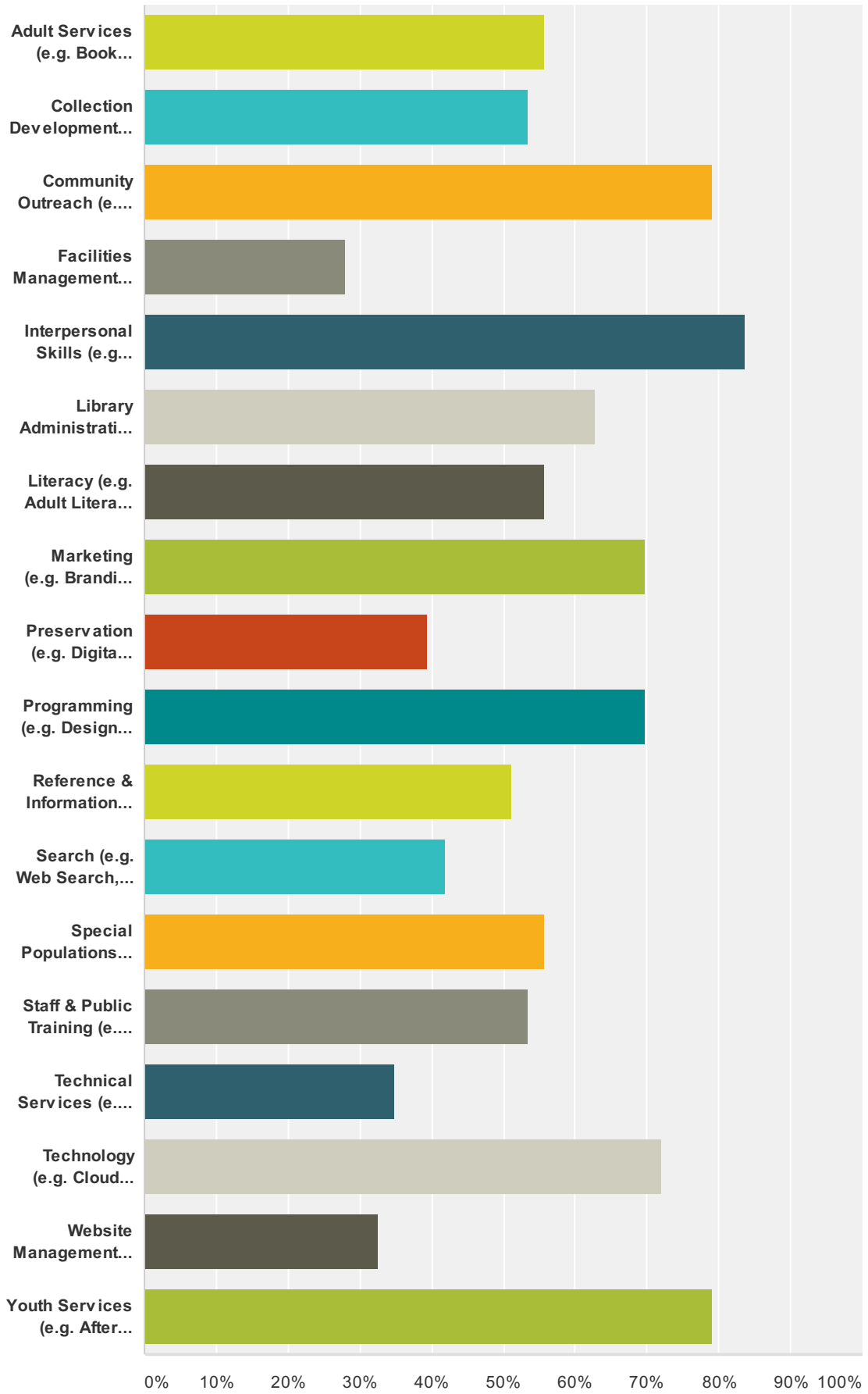


Answer Choices	Responses	
Within the last two years	30.23%	13
Over two years ago	32.56%	14
Never	37.21%	16
Total		43

Q7 I would be willing to invest staff time in training that improves performance in the following areas:

Answered: 43 Skipped: 2

2014/2015 Public Library Director Needs Assessment Survey



Answer Choices

Responses

2014/2015 Public Library Director Needs Assessment Survey

Adult Services (e.g. Book Discussion Groups, Workforce Development, Readers' Advisory)	55.81% 24
Collection Development (e.g. Digital Resource Management, Rethinking Reference Collections, Weeding)	53.49% 23
Community Outreach (e.g. Adocacy, Community Engagement, Developing Partnerships)	79.07% 34
Facilities Management (e.g. Green Designs, Space Planning)	27.91% 12
Interpersonal Skills (e.g. Communicating Up, Dealing With Difficult Patrons, Managing Stress, Time Management, Working With A Team)	83.72% 36
Library Administration, Management & Supervision (e.g. Budgeting, Disaster Preparedness, Finance, Fundraising, Grantwriting, Volunteers)	62.79% 27
Literacy (e.g. Adult Literacy, Electronic Literacy, Early Childhood Literacy, Information Literacy)	55.81% 24
Marketing (e.g. Branding, Promotion, Publicity)	69.77% 30
Preservation (e.g. Digital Preservation, Flatbed Scanning, Local History Digitization)	39.53% 17
Programming (e.g. Designing Programs, Event Planning 101, Technology Petting Zoo)	69.77% 30
Reference & Information Services (e.g. Readers' Advisory, Online Tutorials, Revisioning Reference, Subject-Specific Topics)	51.16% 22
Search (e.g. Web Search, Advanced Search Skills, Searching Innovations)	41.86% 18
Special Populations (e.g. ESL, Seniors, Users with disabilities)	55.81% 24
Staff & Public Training (e.g. Developing Online Tutorials, Train the Technology Trainer, One-to-one Tech Assistance)	53.49% 23
Technical Services (e.g. Basic Cataloging, Book Repair)	34.88% 15
Technology (e.g. Cloud Computing, Digital Media Labs, Social Media, Mobile Applications)	72.09% 31
Website Management (e.g. Drupal Fundamentals, Website Redesign, Web Graphics)	32.56% 14
Youth Services (e.g. After School Programming, Book Clubs, Children's Services, Storytime, Teen Services, STEM Programming, Early Literacy)	79.07% 34
Total Respondents: 43	

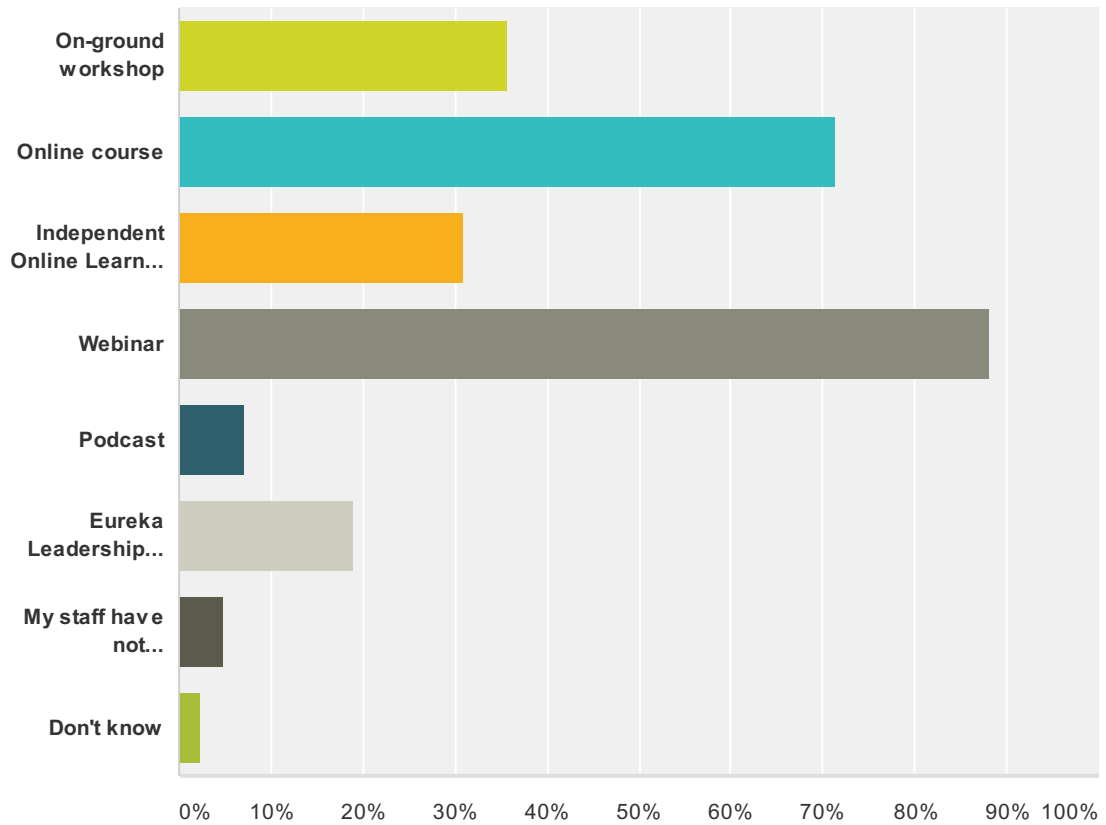
#	Other (please specify)	Date
1	Training for City staff about the "nuts and bolts" of operating a library	3/5/2014 8:48 AM
2	Any and all training is good for our staff and our community.	2/21/2014 3:38 PM

2014/2015 Public Library Director Needs Assessment Survey

3	Performance planning, goal setting, effective appraisals	2/20/2014 7:46 PM
4	I'm willing but I am not able. What are you trying to get at?Apparently "none" is not an option.	2/20/2014 7:11 PM
5	can I check "interpersonal skills" seven times? That is critical right now and a little training goes a long way if it is good training	2/20/2014 5:07 PM
6	Basic office support software programs such as Excel and Word.	2/20/2014 4:52 PM

Q8 In the past 12 months, in what type(s) of Infopeople training has your staff participated? Choose all that apply.

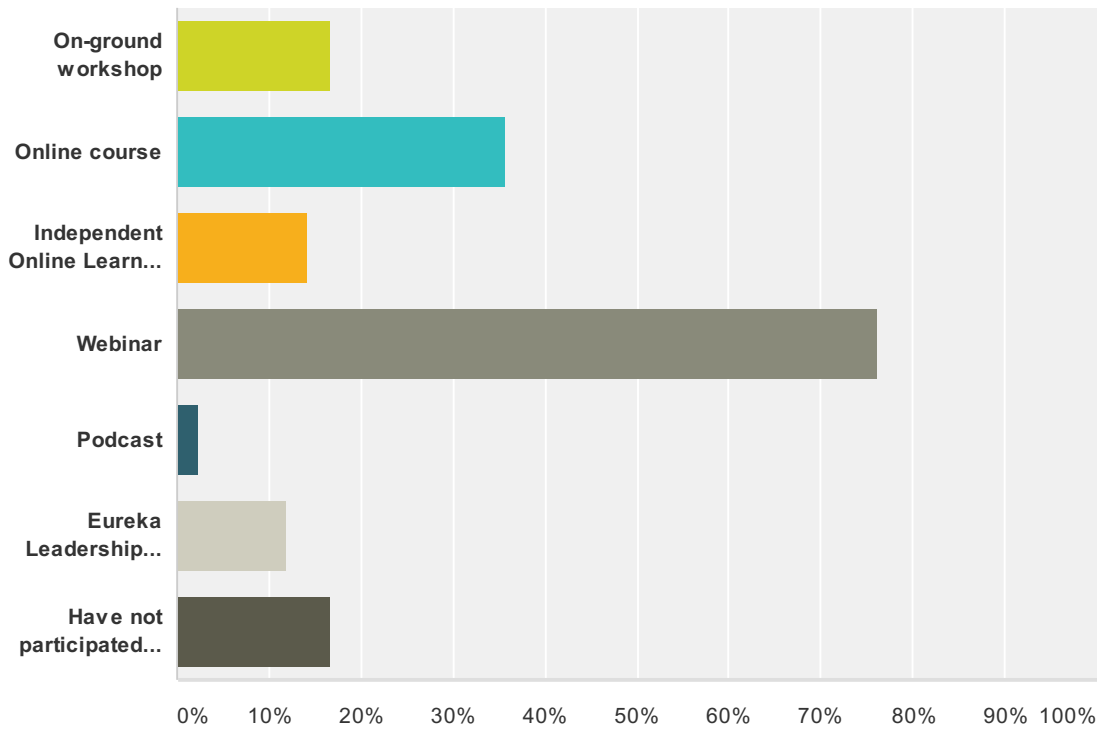
Answered: 42 Skipped: 3



Answer Choices	Responses
On-ground workshop	35.71% 15
Online course	71.43% 30
Independent Online Learning (self-paced online course)	30.95% 13
Webinar	88.10% 37
Podcast	7.14% 3
Eureka Leadership Institute	19.05% 8
My staff have not participated in any Infopeople training in the past 12 months	4.76% 2
Don't know	2.38% 1
Total Respondents: 42	

**Q9 In the past 12 months, in what type(s) of Infopeople training have YOU participated?
Choose all that apply.**

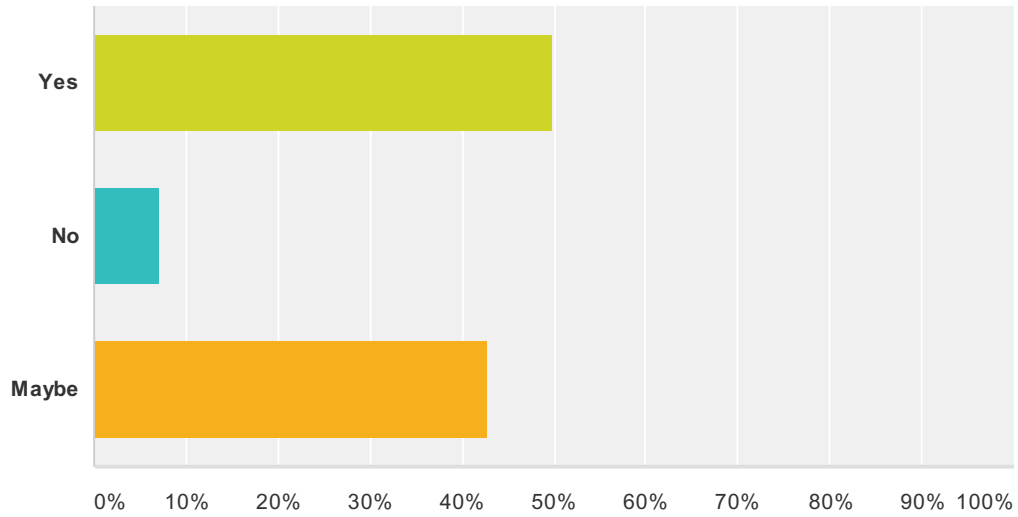
Answered: 42 Skipped: 3



Answer Choices	Responses
On-ground workshop	16.67% 7
Online course	35.71% 15
Independent Online Learning (self-paced online course)	14.29% 6
Webinar	76.19% 32
Podcast	2.38% 1
Eureka Leadership Institute	11.90% 5
Have not participated in any Infopeople training in the past 2 years	16.67% 7
Total Respondents: 42	

Q10 If Infopeople offered more open registration face-to-face workshops, would you send staff to them?

Answered: 42 Skipped: 3



Answer Choices	Responses	
Yes	50.00%	21
No	7.14%	3
Maybe	42.86%	18
Total		42

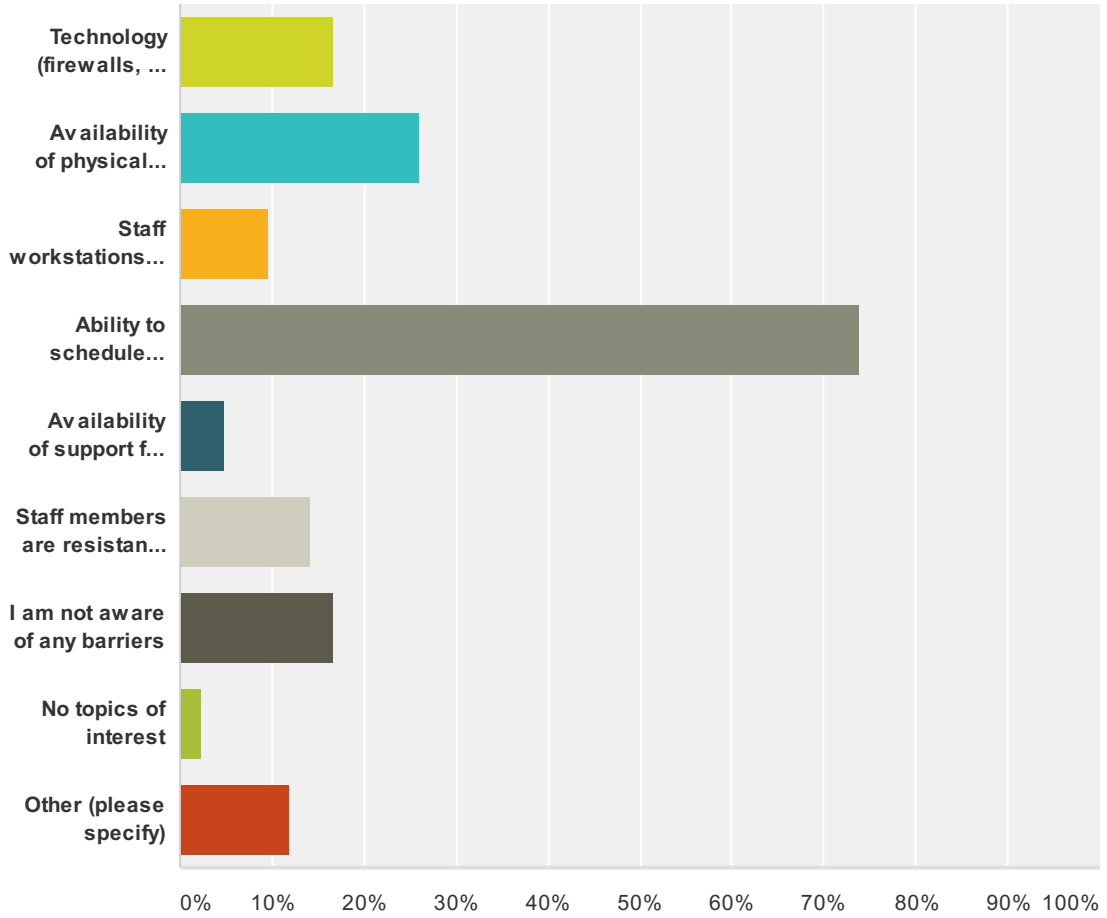
#	If you would like face-to-face training, but have conditions (cost, time away, etc), please specify) (e.g. half-day, certain days of the week, certain months of the year, etc.)	Date
1	Location and cost would be factors in my being able to send staff.	3/4/2014 5:30 PM
2	Cost, time to travel to locales, difficulty sustaining multiweeks courses. If we could have a person provide training for all our libraries in August on one day, like the old rural initiative, it would be fabulous. I figure it doesn't hurt to ask.	2/28/2014 10:48 AM
3	We are in the Southern California desert which makes it difficult to attend workshops. If there were workshops in Palm Springs or even Riverside we would be able to attend, any workshop farther away makes it difficult since we are a small staff and when one or two are gone it presents a hardship for the rest of the staff.	2/25/2014 9:24 AM
4	Cost is an issue for us as well as staff being away as we are so short handed.	2/24/2014 1:48 PM
5	Wednesdays and Thursdays are good staffing days. Would need to be within reasonable driving distance (e.g. 70 miles or less). LA or Orange County are too far. We will travel to Ontario, Riverside, San Bernardino.	2/24/2014 8:12 AM
6	If subs/sub funding available	2/22/2014 11:48 AM
7	Distance seems to often be a big deterrent for our library staff. Online training is so much more convenient, or bringing people to our County somewhere.	2/21/2014 3:39 PM
8	Would have to be within an hour of Redondo Beach	2/21/2014 3:08 PM
9	We are a small rural library. Travel costs are prohibitive.	2/21/2014 2:22 PM

2014/2015 Public Library Director Needs Assessment Survey

10	Half days better, no Fridays or holidays	2/21/2014 11:57 AM
11	Cost and short staffed - Half day workshops might be easier than full days.	2/21/2014 11:46 AM
12	Depending on location and cost. It has to be on compelling topic for me to want to send precious staff to an on-ground class.	2/21/2014 10:41 AM
13	half day starting 10ish so that travel time could be accomodated	2/21/2014 9:22 AM
14	If they are offered in IE/LA County	2/21/2014 8:46 AM
15	Distance - we're kind of isolated.	2/21/2014 8:22 AM
16	half days on Tuesdays or Thursdays work best for our staff.	2/20/2014 5:15 PM
17	not during Summer - we are too staff impacted to send someone away for the whole day generally. ALA is a stretch already.	2/20/2014 5:10 PM
18	Willing to work around conditions in order to get my staff with more face-to-face training!	2/20/2014 5:03 PM
19	Depending upon location and travel costs	2/20/2014 4:54 PM

Q11 Infopeople offers a wide selection of online courses. What barriers to participating in online instruction currently exist at your library? Choose all that apply.

Answered: 42 Skipped: 3



Answer Choices	Responses
Technology (firewalls, low bandwidth, etc.)	16.67% 7
Availability of physical workspace conducive to online learning	26.19% 11
Staff workstations not configured for online interactive training	9.52% 4
Ability to schedule uninterrupted or release time	73.81% 31
Availability of support from immediate supervisors	4.76% 2
Staff members are resistant to online learning	14.29% 6
I am not aware of any barriers	16.67% 7
No topics of interest	2.38% 1
Other (please specify)	11.90% 5
Total Respondents: 42	

2014/2015 Public Library Director Needs Assessment Survey

#	Other (please specify)	Date
1	Staff workstations not configured for GROUP online interactive training. Insufficient bandwidth in meeting rooms.	2/25/2014 9:17 AM
2	Limited staffing	2/21/2014 11:57 AM
3	I think folks are easily distracted trying to complete work online when they know they have emails, calls, projects, etc. They're more likely to multitask and less likely to absorb the content in the same way that they would at an on-ground training	2/21/2014 8:46 AM
4	Cost \$75	2/20/2014 7:12 PM
5	Easy to put off online courses when faced with regular library workload; difficult to catch up once fallen behind. So much better to get staff out of the building for the day for planned and uninterrupted face to face.	2/20/2014 5:03 PM

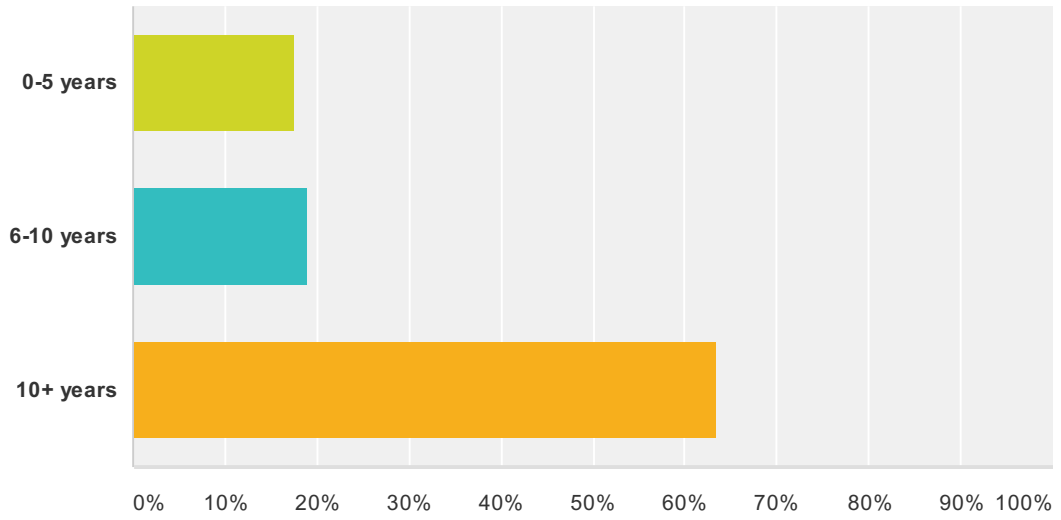
Q12 Additional comments

Answered: 4 Skipped: 41

#	Responses	Date
1	We want to make sure we're getting value, even if the course is \$75. A staff member took a 4-week course, "Basic cataloging and classification" and the topic was too basic for his skill level.	2/24/2014 8:12 AM
2	Cost is a huge factor for us. We appreciate the free-to-rural-libraries classes and try to take advantage of those. Like other rural libraries, staff time, especially away from service desks, is rare.	2/21/2014 10:41 AM
3	Thanks, InfoPeople. You do a great job.	2/20/2014 7:48 PM
4	for online training, the supervisor sometimes need to be told the staff is "there but not really there" when working on the class, so they don't get interrupted and asked to do something else. Or we need to do a schedule adjust that gives them an office/workroom to themselves for the time. We try to make it work out.	2/20/2014 5:10 PM

Q1 I have been working in libraries for:

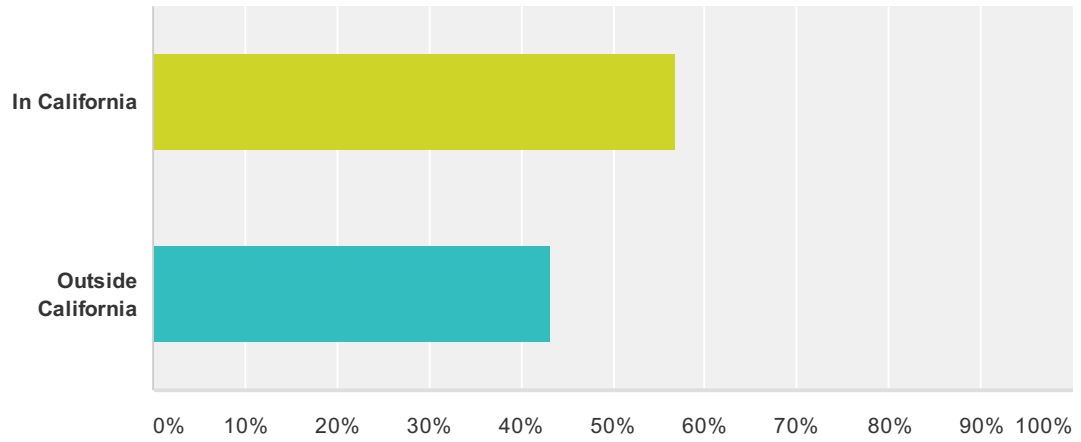
Answered: 473 Skipped: 0



Answer Choices	Responses	
0-5 years	17.55%	83
6-10 years	19.03%	90
10+ years	63.42%	300
Total		473

Q2 I work at a library:

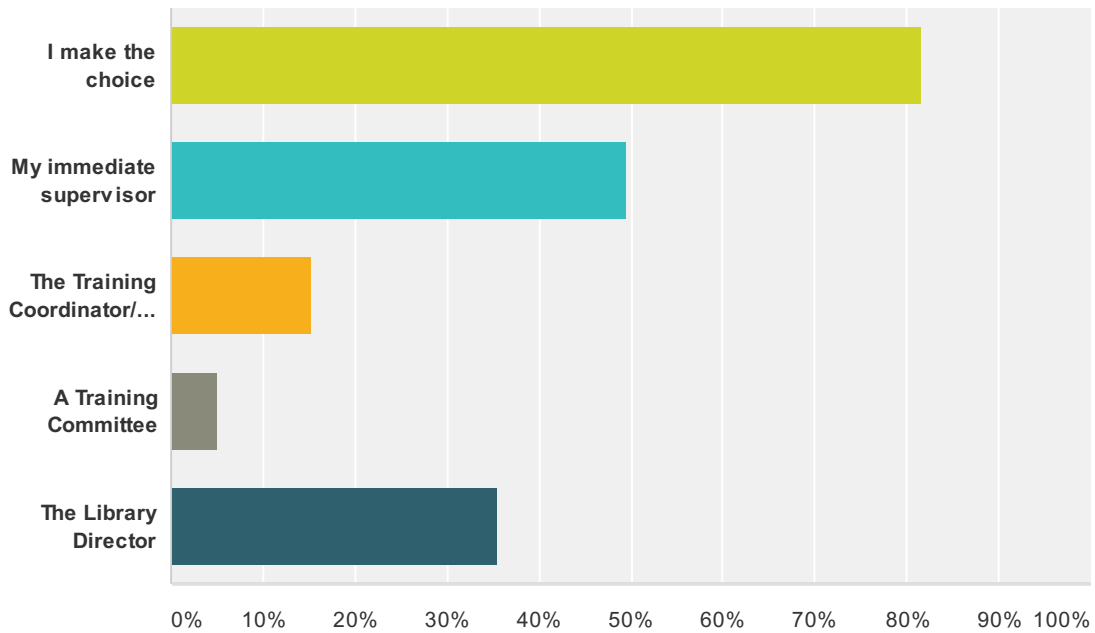
Answered: 473 Skipped: 0



Answer Choices	Responses	
In California	56.87%	269
Outside California	43.13%	204
Total		473

Q3 Who makes decisions in regard to what training you receive annually? Choose all that apply.

Answered: 454 Skipped: 19



Answer Choices	Responses
I make the choice	81.72% 371
My immediate supervisor	49.56% 225
The Training Coordinator/Manager	15.20% 69
A Training Committee	5.07% 23
The Library Director	35.46% 161
Total Respondents: 454	

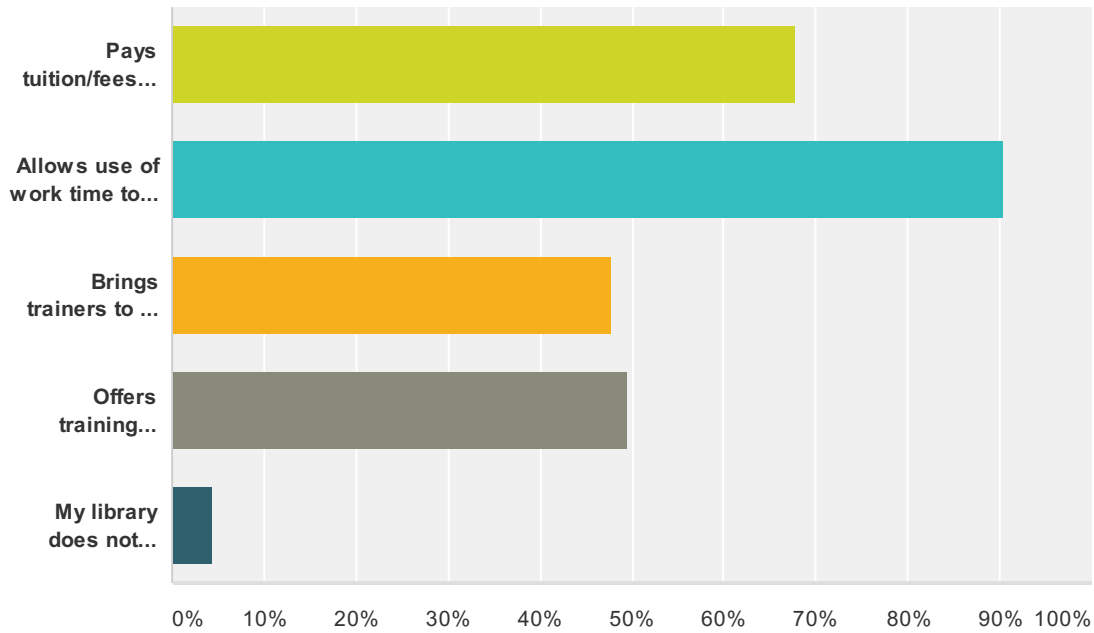
#	Other (please specify)	Date
1	Other Library Managers responsible for centralized programming.	3/4/2014 10:28 AM
2	Generally the individual makes the choice, but there are times that training is mandated or strongly suggested by management and above.	2/27/2014 9:10 AM
3	The HR, IT, and the associate dean of the library makes suggestions.	2/25/2014 6:07 PM
4	Library Administration and our University offer some training to staff, and staff can also pursue training individually.	2/25/2014 1:48 PM
5	Negotiate with supervisor for my choices.	2/24/2014 10:33 AM
6	Idaho Commission for Libraries provides training through Infopeople and other providers.	2/24/2014 9:25 AM
7	(I am the library director, but open to staff input on selection)	2/24/2014 9:17 AM
8	department head librarian	2/23/2014 2:35 PM
9	the library services manager in charge of different functions, e.g. outreach	2/22/2014 12:00 PM

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10	It is a joint decision between myself and my supervisor	2/22/2014 11:54 AM
11	Museum Director	2/22/2014 11:14 AM
12	Library Branch Supervisors	2/21/2014 2:39 PM
13	I have required training through department supervisors and self initiated training.	2/21/2014 2:11 PM
14	My supervisor and my self	2/21/2014 1:40 PM
15	County HR/Training	2/21/2014 12:16 PM
16	With approval from my manager	2/21/2014 12:03 PM
17	I make the choice for free and affordable seminars that I usually complete on my own time. My supervisor and Library Director make the decision for training that is fee based.	2/21/2014 11:24 AM
18	I am the chair of our training committee	2/21/2014 10:51 AM
19	I do have to get permission	2/21/2014 9:38 AM
20	City leaders, specifically directives from City Council	2/21/2014 9:26 AM
21	Some times the Assistant Library Director	2/21/2014 9:07 AM
22	I make the choice, but it then has to be signed off on by my supervisor and the director	2/21/2014 8:05 AM
23	some trainings are mandated by the County I work for	2/20/2014 6:28 PM
24	Deputy Director	2/20/2014 5:42 PM
25	Staff input is considered	2/20/2014 5:29 PM
26	I decide which webinars I attend most of the time	2/20/2014 5:06 PM
27	I choose and my supervisor okays it.	2/20/2014 4:54 PM

Q4 How does your library support your training? Choose all that apply.

Answered: 454 Skipped: 19



Answer Choices	Responses	
Pays tuition/fees for training	67.84%	308
Allows use of work time to take training	90.31%	410
Brings trainers to our library	47.80%	217
Offers training in-house using staff trainers	49.56%	225
My library does not support training	4.41%	20
Total Respondents: 454		

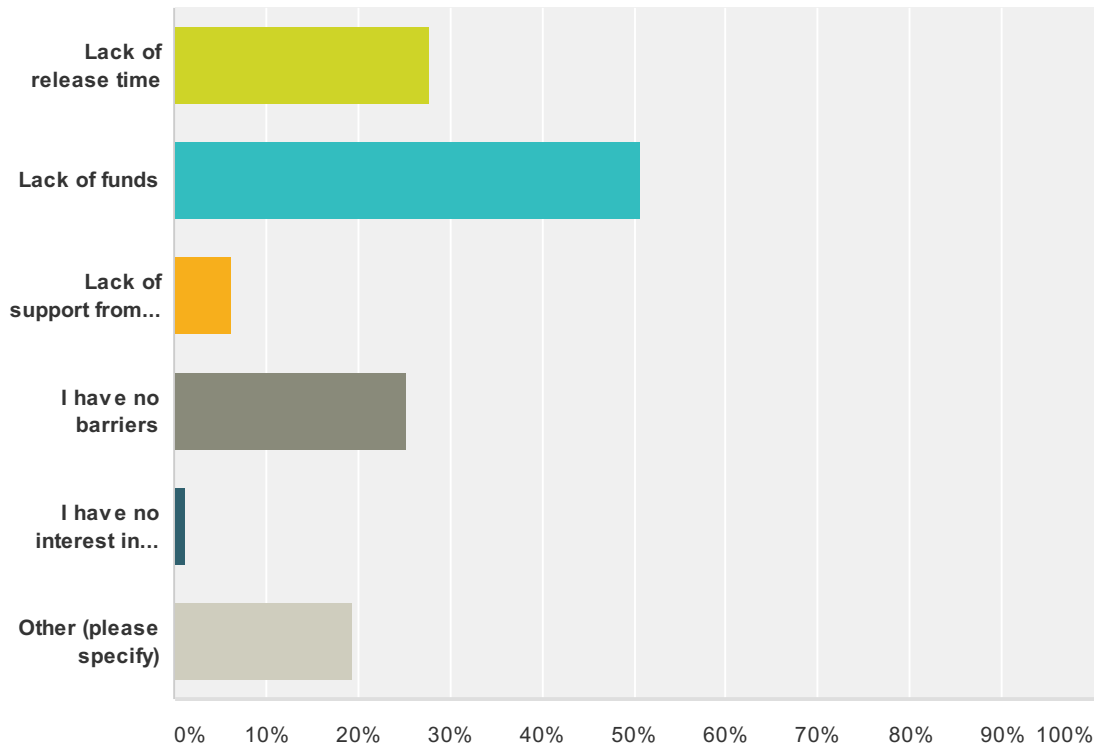
#	Other (please specify)	Date
1	limited funds available for the above	3/5/2014 9:15 AM
2	Supports sytem training opps.	2/28/2014 4:46 PM
3	Library subscribes to online learning for staff as well, like SkillSoft and Lynda.	2/27/2014 9:10 AM
4	Library paid for my membership to BayNet: I pay my own training fees.	2/25/2014 2:48 PM
5	friends of the libarary	2/25/2014 8:56 AM
6	depends on type of training	2/25/2014 12:13 AM
7	They do not bring trainers in as often as in the past.	2/24/2014 5:02 PM
8	Webinars	2/24/2014 2:10 PM
9	Right now DoD basically does not pay for any training but hopefully that will change.	2/24/2014 2:07 PM
10	Each librarian is allocated \$1200 for professional development	2/24/2014 1:25 PM
11	Pays some and I pay some fees/registration and other costs.	2/24/2014 10:25 AM

2014/2015 Library Staff Needs Assessment Survey

12	Permits visits to other libraries	2/24/2014 7:57 AM
13	Sometimes pays fees for training, not always	2/24/2014 7:45 AM
14	pays tuition/fees *sometimes*	2/24/2014 7:13 AM
15	But not for IFPT training which are on my own time.	2/23/2014 3:02 PM
16	it is rare as a part-timer to get library support for training	2/23/2014 2:35 PM
17	Director says there's no budget for training; I learn via webinary & self-training.	2/22/2014 5:52 PM
18	Funds are extremely limited.	2/22/2014 4:23 PM
19	State library provides access	2/22/2014 10:31 AM
20	I am required to get my MLIS which I pay for and do on my own money/time	2/22/2014 10:09 AM
21	If approved	2/21/2014 12:03 PM
22	The MLS staff take turns with paid training, otherwise it is done ONLY if very local or on my own time/dime.	2/21/2014 11:24 AM
23	If there is a fee, we need supervisor approval, and sometimes the money is not there for it.	2/21/2014 11:17 AM
24	We have a limited number of hours for training and a very limited budget. I do most of my training at home on my own time so usually choose free webinars.	2/21/2014 10:48 AM
25	Depending on budget and library director's choice, we may have funding for training/work time	2/21/2014 8:20 AM
26	The in-house training is in the subject specialty of the collection, not in librarianship	2/21/2014 8:12 AM
27	Rural libraries-some Infoprople courses are free (thanks!)	2/21/2014 8:12 AM
28	There is a Professional Dev program on campus- but more tailored subject faculty than librarians.	2/20/2014 5:07 PM
29	Grants	2/20/2014 5:02 PM

Q5 What are the biggest barriers to participating in continuing education that you face? Choose all that apply.

Answered: 454 Skipped: 19



Answer Choices	Responses
Lack of release time	27.75% 126
Lack of funds	50.66% 230
Lack of support from my library	6.17% 28
I have no barriers	25.33% 115
I have no interest in continuing education	1.32% 6
Other (please specify)	19.38% 88
Total Respondents: 454	

#	Other (please specify)	Date
1	Time/Schedule	3/4/2014 10:28 AM
2	not enough time to take advantage of all that I'd like to do	2/28/2014 4:46 PM
3	lack training that fits our library needs and knowing what is available	2/28/2014 1:50 PM
4	finding training that addresses our specific needs	2/28/2014 6:58 AM
5	Lack of time. I have the release time, but still have to get my work done.	2/27/2014 2:43 PM
6	Limited training budget often leads decisions about higher cost trainings and conferences.	2/27/2014 9:10 AM
7	finding the time, private location	2/26/2014 11:09 AM

2014/2015 Library Staff Needs Assessment Survey

8	Some trainings are somewhat more expensive than we can afford	2/26/2014 9:26 AM
9	Lack of personal time	2/25/2014 6:29 PM
10	Lack of time in my scheduled duties to attend	2/25/2014 5:49 PM
11	Since I work PT, I'm only available specific days.	2/25/2014 2:48 PM
12	Too busy with other committments	2/25/2014 11:06 AM
13	Finding time to take the classes	2/25/2014 9:58 AM
14	small staff makes it difficult to be gone for training	2/25/2014 9:28 AM
15	lack of staff	2/25/2014 8:56 AM
16	Lack of relevant classes	2/25/2014 6:21 AM
17	time limitations	2/24/2014 7:23 PM
18	Fitting classes around work schedule.	2/24/2014 2:10 PM
19	Although there is release time and funding, it can be hard to find time away from the demands of the job.	2/24/2014 1:25 PM
20	Staff members unaware of how training will benefit them	2/24/2014 12:15 PM
21	lack of staff to allow me to be released	2/24/2014 11:44 AM
22	Seen as "not part of my job description."	2/24/2014 11:17 AM
23	Training times conflict with my work schedule	2/24/2014 11:04 AM
24	no barriers	2/24/2014 10:25 AM
25	Lack of time, considering all my other responsibilities.	2/24/2014 9:48 AM
26	Lack in time in general!	2/24/2014 9:15 AM
27	Time for course modules	2/24/2014 9:14 AM
28	Finding time.	2/24/2014 8:48 AM
29	Time!	2/24/2014 8:30 AM
30	work load!	2/24/2014 7:58 AM
31	Sometimes have a hard time getting time to work on class.	2/24/2014 7:55 AM
32	Time, time, time	2/24/2014 7:45 AM
33	Lack of available training opportunities	2/24/2014 6:48 AM
34	Lack of time. Time away from busy work schedule.	2/24/2014 6:13 AM
35	Transportation	2/24/2014 5:43 AM
36	part timere get little support, if any	2/23/2014 2:35 PM
37	Not enough staff to cover the desk schedule	2/22/2014 4:28 PM
38	while we are given time to work on prof development sometimes scheduling time off desk is very difficult	2/22/2014 12:00 PM
39	Even though I'm allowed to use work time, very difficult to fit it in.	2/22/2014 11:49 AM
40	staffing	2/22/2014 9:27 AM
41	time to devote to extended workshops. We are understaffed and overworked so it takes extra energy to devote to a 6 or 8 week class.	2/22/2014 5:51 AM
42	Haven't really seen any compelling trainings	2/21/2014 2:39 PM
43	I am a one horse show and do a LOT of programming so it's tough to train too much.	2/21/2014 1:49 PM
44	Just have a lot of other things to do	2/21/2014 1:47 PM
45	Time and scheduling	2/21/2014 1:40 PM

2014/2015 Library Staff Needs Assessment Survey

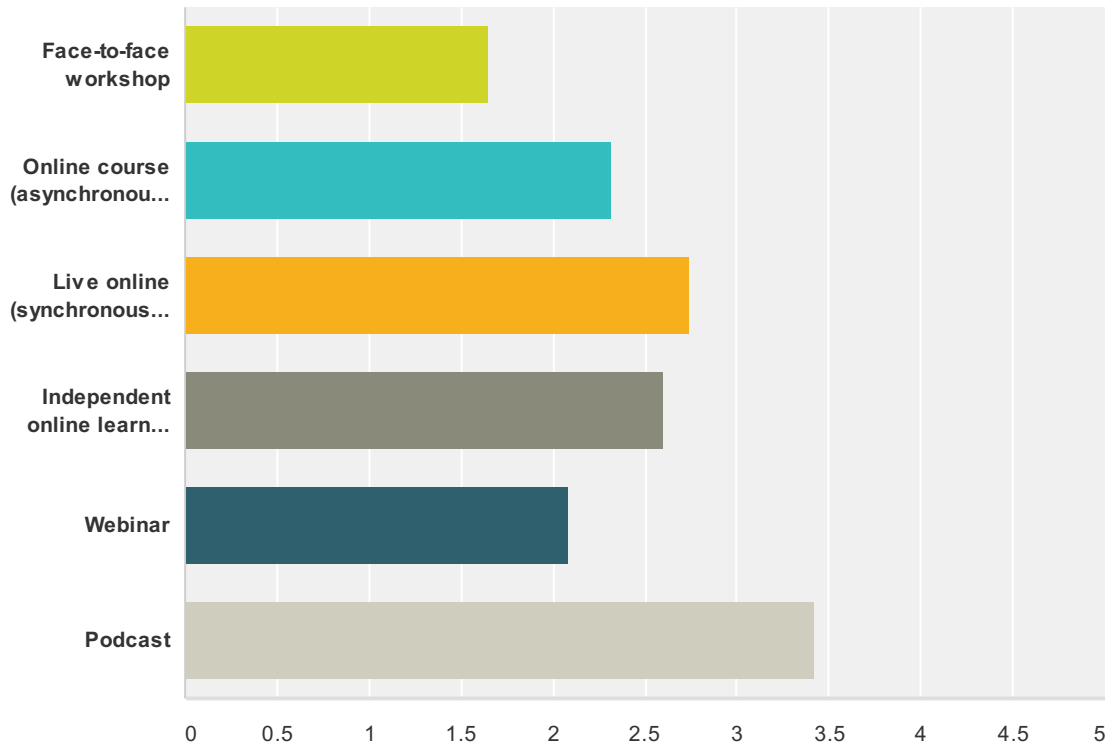
46	Too busy with other tasks	2/21/2014 1:03 PM
47	parttime staff reluctant to travel training or difficulty in scheduling within regular working hours	2/21/2014 12:39 PM
48	Training is not always convenient or at a time I am available to go.	2/21/2014 12:20 PM
49	No funds for travel to off-site training; having administration buy-in to paying substitute for any time I'm away from branch	2/21/2014 12:14 PM
50	Lack of time with all of my other job duties	2/21/2014 12:12 PM
51	Lack of time	2/21/2014 12:12 PM
52	balancing my work load with my interest in training	2/21/2014 12:11 PM
53	My own lack of time	2/21/2014 12:00 PM
54	Keeping up with the work load after taking time during the day/week to do training	2/21/2014 11:55 AM
55	Overloaded with work with very little staff to cover	2/21/2014 11:52 AM
56	Being limited by my job description	2/21/2014 11:08 AM
57	Lack of training topics that address my library's unique situation	2/21/2014 10:58 AM
58	Being away from the library	2/21/2014 10:13 AM
59	sometimes cost	2/21/2014 10:05 AM
60	Distance to travel for any in-person training seminars - very costly monetarily and timewise.	2/21/2014 9:56 AM
61	Lack of time	2/21/2014 9:43 AM
62	Need more time to finish assignments	2/21/2014 9:38 AM
63	barraged with choices, especially webinars	2/21/2014 9:36 AM
64	Conflict with schedules, not being able to attend training that is offered when I am not schedules to work (lack of extra FTE for extra hours)	2/21/2014 9:26 AM
65	As administrative support, it is hard to find training specific to library finance and human resources issues	2/21/2014 9:26 AM
66	short staffed	2/21/2014 9:16 AM
67	Small staff so hard to work within public service schedule	2/21/2014 9:11 AM
68	time - I'm allowed the release time, but rarely take it because my job demands so much of my time.	2/21/2014 9:11 AM
69	time devoted to other things; Admin. restrictions	2/21/2014 9:07 AM
70	Lack of classes on collection development or tech processes.	2/21/2014 8:50 AM
71	not a lot of options for my area of work (Special Collections Public Services)	2/21/2014 8:44 AM
72	Sometimes the subjects I need are not available - or even exist	2/21/2014 8:39 AM
73	The only barrier I have is being able to work training into my daily schedule. My manager supports it, but the the daily aspect is my responsibility	2/21/2014 8:33 AM
74	Library training budget going through revision and may not have the same level of funding as in the past	2/21/2014 8:15 AM
75	travel ban, too.	2/21/2014 8:12 AM
76	time is the biggest issue-fitting it into a tight schedule	2/21/2014 8:12 AM
77	time to participate in training and also complete my work	2/21/2014 7:38 AM
78	there is sufficient funding for low cost training (like the ones offered by infopeople). conferences are often too expensive. sometimes I am not able to devote sufficient time to continuing education, but that is my own fault and a result of my own choices.	2/20/2014 6:28 PM
79	Too busy to take time off	2/20/2014 5:53 PM

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80	Trainings/workshops not always offered at convenient times (of the year, of the day). Travel distance can be an issue.	2/20/2014 5:42 PM
81	Our staffing in the branches is small. Depending on what else is going on (e.g., someone is on vacation, jury duty, is needed to cover at another branch, etc.) time for continuing education is not as readily available as a "best practice" would suggest.	2/20/2014 5:08 PM
82	time	2/20/2014 5:07 PM
83	Too much other work	2/20/2014 4:59 PM
84	We get release time and support, but it does take time away from the job, training has to be chosen carefully.	2/20/2014 4:54 PM
85	Finding the time and balancing workload.	2/20/2014 4:50 PM
86	So many things are online and we don't have the dedicated workspace for people to do this, so there are many trainings I would love to take, but can not.	2/20/2014 4:40 PM
87	time	2/20/2014 4:32 PM
88	Staffing - we are so short staffed right now it is difficult to arrange training time.	2/20/2014 4:28 PM

Q6 If you were able to take any training you wanted and there were no barriers (e.g. travel, technology, etc.) rank the following formats in order of your personal preference. Make only one choice per column.

Answered: 442 Skipped: 31



	Most interested	Interested	Less interested	Least interested	Total	Average Rating
Face-to-face workshop	62.54% 212	18.29% 62	10.32% 35	8.85% 30	339	1.65
Online course (asynchronous, instructor led)	23.20% 58	33.60% 84	30.80% 77	12.40% 31	250	2.32
Live online (synchronous, instructor led)	7.73% 18	31.76% 74	38.63% 90	21.89% 51	233	2.75
Independent online learning (self-paced with no instructor)	22.57% 58	22.18% 57	28.40% 73	26.85% 69	257	2.60
Webinar	29.26% 79	41.11% 111	21.48% 58	8.15% 22	270	2.09
Podcast	2.07% 5	13.69% 33	24.07% 58	60.17% 145	241	3.42

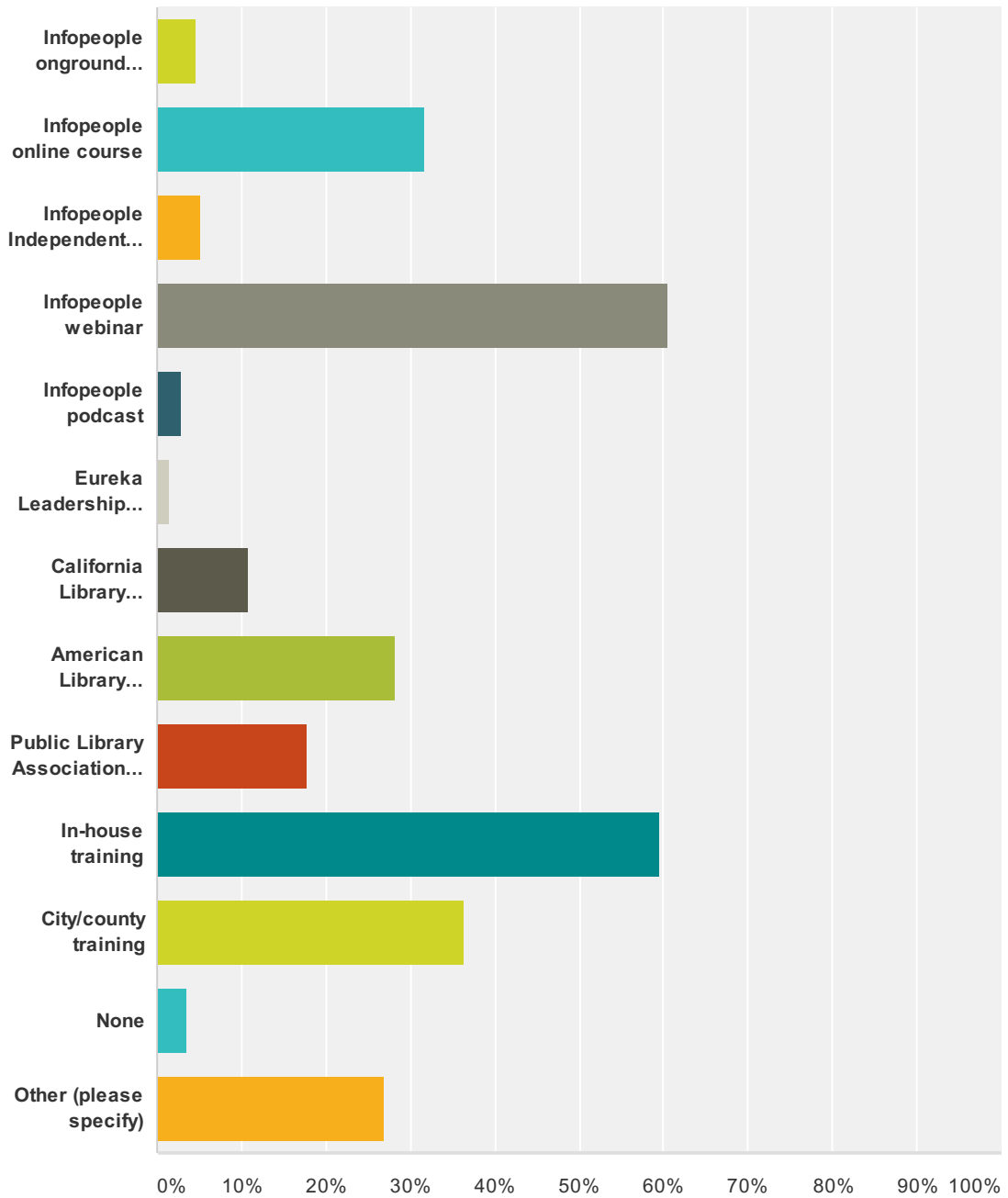
#	Other (please specify)	Date
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2014/2015 Library Staff Needs Assessment Survey

1	I think the inclusion of an instructor is invaluable and always preferable, whether the learning is synchronous or asynchronous, online or face to face. I am not at all interested in podcasts for training. Archived webinars, while at first were used for when you missed or couldn't make a live online session, are now being used to postpone learning. Even when staff can attend a training in real time, they are electing to passively watch archived webinars, which I strongly discourage. I prefer active and applied learning.	2/27/2014 9:10 AM
2	I do not see the difference between Live online and Webinar	2/25/2014 6:22 AM
3	Some things lend themselves better to: ebooks	2/24/2014 5:07 PM
4	It really depends on the depth of the topic. Webinar great for short, F2F etc best for more in depth	2/24/2014 2:09 PM
5	this is a weird survey question	2/24/2014 7:15 AM
6	problem with radio buttons on this question: there are more choices than rankings.	2/23/2014 1:29 PM
7	I had trouble with answering this - my selections when I clicked didn't take on some buttons.	2/21/2014 11:48 AM
8	for webinar and podcast: also interested (wasn't able to select choice for those two)	2/21/2014 10:07 AM
9	I wasn't able to categorize using the radio buttons, but am also most interested in webinars (especially archives) and least interested in live online.	2/21/2014 9:32 AM
10	I prefer instruction with little homework	2/21/2014 9:15 AM
11	Was not able to check all of the subjects presented, why offer so many subjects if cannot check a column for each one!?!	2/21/2014 8:20 AM
12	Self-paced independent learning with mentor available	2/21/2014 8:14 AM
13	I am also interested in online and podcast, but was not able to select more than one choice per column.	2/20/2014 5:45 PM
14	depends on the material being covered; book recommendations can be almost any format, but 'how to do storytime' HAS to be live if it's online.	2/20/2014 4:55 PM
15	I'm interested in more than one of these.	2/20/2014 4:33 PM

Q7 What types of continuing education events did you attend during the last year? Choose all that apply.

Answered: 442 Skipped: 31



Answer Choices	Responses
Infopeople onground workshop	4.52% 20
Infopeople online course	31.67% 140
Infopeople Independent Online Learning (self-paced with no instructor)	5.20% 23
Infopeople webinar	60.63% 268

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Infopeople podcast	2.94%	13
Eureka Leadership Institute	1.36%	6
California Library Association courses or webinars	10.86%	48
American Library Association courses or webinars	28.28%	125
Public Library Association courses or webinars	17.65%	78
In-house training	59.50%	263
City/county training	36.43%	161
None	3.62%	16
Other (please specify)	26.92%	119

Total Respondents: 442

#	Other (please specify)	Date
1	Online genealogy course - Illinois, California Preservation Program on ground workshops	3/5/2014 9:23 AM
2	other webinars	3/4/2014 8:11 AM
3	other webinars and online courses	3/3/2014 10:50 AM
4	Small Business Inland Empire classes	3/2/2014 7:00 PM
5	International library association conference	2/28/2014 3:45 PM
6	NC Training and LITA Conference	2/27/2014 3:45 PM
7	MOBAC training, PLP	2/27/2014 2:49 PM
8	SkillSoft and lynda.com courses, MOOCs, other online live events from non-library resources.	2/27/2014 9:10 AM
9	webinars offered by other organizations; sessions at conferences	2/26/2014 12:41 PM
10	webinars from other sources	2/26/2014 9:28 AM
11	Children's Literature Council, Southern California	2/25/2014 5:50 PM
12	AALL, SLA, PIUG webinars	2/25/2014 4:35 PM
13	State Library training	2/25/2014 7:02 AM
14	Webjunction	2/24/2014 5:07 PM
15	Staff Innovation Fund	2/24/2014 2:26 PM
16	I take advantage of a lot of free webinars right now	2/24/2014 2:09 PM
17	Webinars offered by non-library consultant	2/24/2014 1:26 PM
18	Vendor based webinars (Mango, etc.)	2/24/2014 12:17 PM
19	LIBRARY SYSTEM TRAINING IN PARTNERSHIP WITH EDUCATIONAL COMMUNITY GROUPS	2/24/2014 11:57 AM
20	State library association training	2/24/2014 11:39 AM
21	SLA Webinars	2/24/2014 11:25 AM
22	lynda.com training	2/24/2014 11:08 AM
23	CE course at division spring meeting	2/24/2014 10:43 AM
24	Webinar offered by book distributors	2/24/2014 10:38 AM
25	AALL conference	2/24/2014 10:35 AM
26	SLA webinars and annual conference	2/24/2014 10:27 AM

2014/2015 Library Staff Needs Assessment Survey

27	Other Webinars	2/24/2014 10:14 AM
28	SCLC training	2/24/2014 9:39 AM
29	Special Library Association courses and webinars, vendor webinars	2/24/2014 9:36 AM
30	NC State Library provided training	2/24/2014 9:20 AM
31	North Carolina State Library webinar and workshops	2/24/2014 8:53 AM
32	NEFLIN, TBLC webinars	2/24/2014 8:51 AM
33	NC State Library trainings	2/24/2014 8:47 AM
34	State library training, Ingram training	2/24/2014 8:30 AM
35	Lyrasis	2/24/2014 8:00 AM
36	Visit to State Library and other public libraries	2/24/2014 7:59 AM
37	State sponsored conference with many sessions offered	2/24/2014 7:48 AM
38	WebJunction Webinars	2/24/2014 6:52 AM
39	WebJunction, and Vendor provided	2/24/2014 6:51 AM
40	NCLA Conference, Computers In Libraries Conference	2/24/2014 6:08 AM
41	Ontario Library Association conference	2/23/2014 1:39 PM
42	Ark Paraprofessional conference training	2/22/2014 5:54 PM
43	CalHumanities in-person training	2/22/2014 4:26 PM
44	Other webinars, a workshop put on by the state library	2/22/2014 11:19 AM
45	Online MLIS courses at SJSU	2/22/2014 10:11 AM
46	MOOC	2/22/2014 9:05 AM
47	D&D NCLEX Seminar	2/22/2014 8:54 AM
48	North Carolina State Library Workshops	2/22/2014 8:43 AM
49	Users Group / Conferences	2/22/2014 8:12 AM
50	webinars (Webjunction, Booklist, etc.)	2/22/2014 7:46 AM
51	Maryland Library Association webinar	2/22/2014 6:43 AM
52	E.L.F. 2.0 onground workshop	2/22/2014 5:53 AM
53	Webinars from many different organizations	2/21/2014 3:29 PM
54	ACL Institute	2/21/2014 2:29 PM
55	Californians Connecting to Collections workshop	2/21/2014 2:07 PM
56	Association for Rural and Small Libraries workshops at conference and NC State Library training	2/21/2014 1:51 PM
57	nc state summer reading	2/21/2014 1:41 PM
58	NC Compass, vendors	2/21/2014 1:35 PM
59	WebJunction webinars, onground workshops (non-CA)	2/21/2014 1:22 PM
60	State Library Training (NC)	2/21/2014 1:06 PM
61	State Library in-person training	2/21/2014 1:05 PM
62	NC state workshops	2/21/2014 1:00 PM
63	Fred Pryor Workshops	2/21/2014 12:55 PM
64	mooc, other library association events, state library workshops, vendor webinars	2/21/2014 12:55 PM
65	LJ webinars	2/21/2014 12:51 PM
66	State Level Training	2/21/2014 12:47 PM

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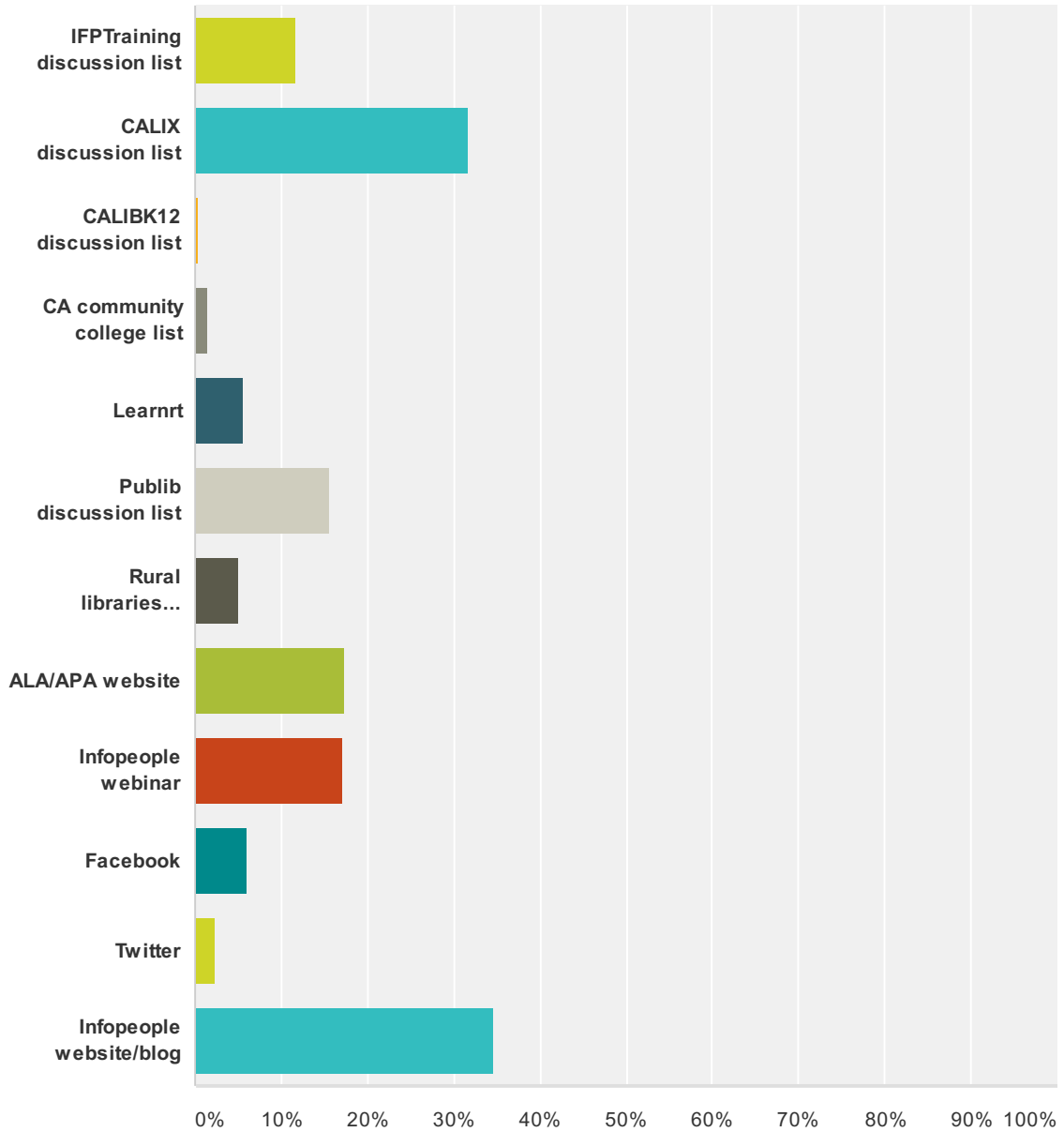
67	Statewide or regional training opportunities	2/21/2014 12:41 PM
68	not sure if it was infopeople but webinars and then in person staff led	2/21/2014 12:34 PM
69	Booklist webinars	2/21/2014 12:33 PM
70	webinars by Booklist and NC State Library	2/21/2014 12:16 PM
71	NC in person workshops, NC and Vendor webinars	2/21/2014 12:14 PM
72	State Library sponsored in-person & webinars in my state	2/21/2014 12:13 PM
73	other conference, organization's training	2/21/2014 12:11 PM
74	SLA webinars, posted presentations from meetings (SLA, Internet Librarian, etc.)	2/21/2014 12:05 PM
75	ACL Conference and workshops through Fred Pryor	2/21/2014 11:57 AM
76	Demco webinar	2/21/2014 11:56 AM
77	free webinars offered by systems/state library associations other than my own	2/21/2014 11:26 AM
78	Booklist webinar	2/21/2014 11:20 AM
79	Training offered by other professional insitutions (the Foundation Center, USAIN, etc...)	2/21/2014 11:02 AM
80	Ohio Library Council Training, Regional Library training	2/21/2014 10:57 AM
81	Texas Library Assoc. Courses. and Lynda.com courses	2/21/2014 10:51 AM
82	Local bar association	2/21/2014 10:14 AM
83	Online asynchronous course (instructor led)	2/21/2014 9:46 AM
84	Texas Library Association	2/21/2014 9:45 AM
85	Vendor webinars	2/21/2014 9:40 AM
86	IT technical training	2/21/2014 9:39 AM
87	Personal: Udemy.com classes (technology)	2/21/2014 9:35 AM
88	PLP,	2/21/2014 9:33 AM
89	Crucial Conversations two day workshop in San Diego, one day at Training Expo sponsored by Training Magazine	2/21/2014 9:32 AM
90	ADP payroll training	2/21/2014 9:28 AM
91	Univ of wisconsin	2/21/2014 9:24 AM
92	state, regional, vendor webinars & workshops	2/21/2014 9:13 AM
93	SLA webinars	2/21/2014 9:12 AM
94	other webinars	2/21/2014 9:11 AM
95	Coursera courses	2/21/2014 9:06 AM
96	local training offered by a for-profit company	2/21/2014 9:03 AM
97	my state library association training & state library training	2/21/2014 9:01 AM
98	Regional (through Mich Lib assn)	2/21/2014 8:41 AM
99	Ed2Go.com online course	2/21/2014 8:38 AM
100	vendor such as Novelist; LJ etc.	2/21/2014 8:38 AM
101	MOOC through Harvard Ex	2/21/2014 8:37 AM
102	Demco webinars	2/21/2014 8:23 AM
103	Library Journal webinars	2/21/2014 8:21 AM
104	local and national law library association programs	2/21/2014 8:20 AM
105	Other webinars and webinar training series	2/21/2014 8:16 AM

2014/2015 Library Staff Needs Assessment Survey

106	Webinar from my parent organization, completely independent research/learning	2/21/2014 8:14 AM
107	LJ webinar	2/21/2014 8:07 AM
108	University of WI Madison online course	2/21/2014 8:06 AM
109	Vendor (publisher) sponsored webinars	2/20/2014 7:34 PM
110	library school	2/20/2014 6:29 PM
111	webinars by other organizations	2/20/2014 5:55 PM
112	Edgy Librarian webcast	2/20/2014 5:45 PM
113	USCIS with IMLS	2/20/2014 5:40 PM
114	Local campus training, affiliate trainings, conferences	2/20/2014 5:08 PM
115	Minitex training	2/20/2014 5:01 PM
116	State Library ELF	2/20/2014 4:54 PM
117	Cal PERS webinar	2/20/2014 4:52 PM
118	Future of Libraries	2/20/2014 4:48 PM
119	Society of California Archivists onground workshop	2/20/2014 4:41 PM

Q8 How do you most often learn about Infopeople training opportunities? Choose all that apply.

Answered: 436 Skipped: 37



Answer Choices	Responses
IFPTraining discussion list	11.70% 51
CALIX discussion list	31.65% 138
CALIBK12 discussion list	0.46% 2
CA community college list	1.38% 6
Learnrt	5.73% 25
Publib discussion list	15.60% 68

2014/2015 Library Staff Needs Assessment Survey

Rural libraries discussion list	5.05%	22
ALA/APA website	17.43%	76
Infopeople webinar	17.20%	75
Facebook	5.96%	26
Twitter	2.29%	10
Infopeople website/blog	34.63%	151
Total Respondents: 436		

#	Other (please specify)	Date
1	direct emails from Infopeople	3/4/2014 8:11 AM
2	State Library of NC - Train Station	3/3/2014 8:55 AM
3	...not familiar with Infopeople	3/3/2014 8:27 AM
4	internal email	3/1/2014 3:51 PM
5	Blasts from Staff Dev, Info People, etc.	2/28/2014 4:49 PM
6	email announcements	2/28/2014 3:45 PM
7	supervisor forwards info	2/28/2014 8:50 AM
8	library system training coordinator	2/27/2014 6:18 PM
9	http://statelibrary.ncdcr.libguides.com/trainstation	2/27/2014 3:46 PM
10	In-house training coordinator	2/27/2014 12:02 PM
11	library director sends out notices	2/26/2014 2:59 PM
12	NCNMLG email	2/26/2014 11:14 AM
13	NC Kids Listserv emails	2/26/2014 9:59 AM
14	None of the above	2/25/2014 6:31 PM
15	Informal in-house training announced. (I clicked Infopeople website merely to continue with the survey. I am not informed by any of these.)	2/25/2014 6:12 PM
16	e-mails from Infopeople	2/25/2014 5:51 PM
17	law-lib, bus-lib, AALL, SLA, PIUG, ABA	2/25/2014 4:36 PM
18	Posted in our work e-mail	2/25/2014 4:14 PM
19	Library Training Coordinator	2/25/2014 3:54 PM
20	The correct response is Other: email. "Other" should have a box that can be clicked on. InfoPeople's website is how I find out about trainings only second to email.	2/25/2014 2:53 PM
21	Our library administration	2/25/2014 2:06 PM
22	EMAIL	2/25/2014 12:45 PM
23	I don't learn about these opportunities	2/25/2014 12:14 PM
24	Email from NC State Library	2/25/2014 12:12 PM
25	Training organizer sends out emails of available opportunities.	2/25/2014 11:11 AM
26	email	2/25/2014 11:09 AM
27	my manager forwards	2/25/2014 10:54 AM
28	Our County Librarian sends staff an email	2/25/2014 10:00 AM

2014/2015 Library Staff Needs Assessment Survey

29	Infopeople email alerts	2/25/2014 9:58 AM
30	State Library	2/25/2014 7:03 AM
31	NC State Library coordinator	2/25/2014 6:22 AM
32	I have taken numerous online classes.....but I don't know if they were affiliated with infopeople	2/25/2014 6:11 AM
33	forward from director, got stuck here and had to check a box to move along, disregard box answer	2/25/2014 4:30 AM
34	Eureka list	2/25/2014 12:14 AM
35	Baynet	2/24/2014 6:43 PM
36	librarians and staff	2/24/2014 2:48 PM
37	My zone manager emails us classes that may be relevant	2/24/2014 2:27 PM
38	SLA Silicon Valley Chapter emails	2/24/2014 2:10 PM
39	Immediate supervisor	2/24/2014 12:20 PM
40	From Supervisor (she's on CALIX list)	2/24/2014 12:17 PM
41	SLA chapter emails	2/24/2014 11:26 AM
42	supervisor's email	2/24/2014 11:17 AM
43	Regional Director or System Administrator	2/24/2014 11:15 AM
44	Information forwarded to staff by manager	2/24/2014 11:09 AM
45	BayNet-I	2/24/2014 10:27 AM
46	director emails	2/24/2014 9:40 AM
47	Infopeople email list	2/24/2014 9:37 AM
48	staff intranet	2/24/2014 9:36 AM
49	I really don't hear much about them at all. Sorry. So even the box I checked isn't true.	2/24/2014 8:52 AM
50	State library website and emails	2/24/2014 8:31 AM
51	none of the above	2/24/2014 7:59 AM
52	State Library of NC Youth Services Consultant advises that training opportunities are available	2/24/2014 7:49 AM
53	Haven't heard of Infopeople before (had to mark something though)	2/24/2014 6:57 AM
54	Our State Library sends info	2/24/2014 6:51 AM
55	nc kids	2/24/2014 6:29 AM
56	Inhouse trainer email	2/24/2014 6:16 AM
57	Supervisor	2/24/2014 5:46 AM
58	(no check box for "other") never for part-timers	2/23/2014 2:41 PM
59	Texas State Library Training information e-mails	2/23/2014 2:33 PM
60	Supervisor	2/23/2014 9:21 AM
61	Regular email....not sure of the list.	2/22/2014 5:56 PM
62	Director and Senior Managers recommend	2/22/2014 1:27 PM
63	In-house forward emails from City Librarian	2/22/2014 11:15 AM
64	my MLIS email list	2/22/2014 10:11 AM
65	Not familiar with Infopeople training	2/22/2014 7:27 AM
66	Infopeople emails	2/22/2014 6:23 AM
67	system training supervisor	2/22/2014 5:48 AM
68	Wyoming State Library list	2/21/2014 3:30 PM

2014/2015 Library Staff Needs Assessment Survey

69	Wyoming State Library compiling no cost webinars from a variety of sources.	2/21/2014 2:44 PM
70	My work email	2/21/2014 2:42 PM
71	I am honestly not in the loop on what you offer so none of these apply to me	2/21/2014 1:52 PM
72	emails sent by internal training office	2/21/2014 1:49 PM
73	LIBRARY E-MAIL	2/21/2014 1:48 PM
74	Supervisor, emails	2/21/2014 1:25 PM
75	State C.E. Coordinator list of Webinars compiled by Jamie Markus-WY	2/21/2014 1:24 PM
76	State Library of NC Train Station LibGuide	2/21/2014 1:05 PM
77	NC library site	2/21/2014 1:01 PM
78	this question would not let me move forward with just my other answer so I just choose one in your list, like I said I'm not sure any were infopeople	2/21/2014 12:37 PM
79	NC Kids	2/21/2014 12:37 PM
80	branch manager	2/21/2014 12:35 PM
81	Our training office let's us know.	2/21/2014 12:34 PM
82	haven't	2/21/2014 12:21 PM
83	State Library passing info down the line	2/21/2014 12:16 PM
84	None	2/21/2014 12:15 PM
85	State library	2/21/2014 12:15 PM
86	Other email maybe?	2/21/2014 12:14 PM
87	State Library listserv	2/21/2014 12:14 PM
88	We are not allowed to view any forms of social media during work hours so our exposure is limited to what is sent by email.	2/21/2014 11:57 AM
89	Library of Virginia sends out webinars and training from various sources.	2/21/2014 11:20 AM
90	interlibrary emails and notifications (WCLS)	2/21/2014 11:11 AM
91	Inter-library discussion list	2/21/2014 11:03 AM
92	I receive email alerts of upcoming training.	2/21/2014 10:52 AM
93	Forwarded from manager	2/21/2014 10:31 AM
94	Library Intranet	2/21/2014 10:24 AM
95	webjunction	2/21/2014 10:08 AM
96	state library association listserve	2/21/2014 9:59 AM
97	Some email list I'm on. But, I used to work in CA, so I'm aware of you all.	2/21/2014 9:50 AM
98	e-mail alerts	2/21/2014 9:40 AM
99	Monthly compilation (via email) from our State Library	2/21/2014 9:37 AM
100	Our training coordinator send weekly updates on training opportunities. ALA and other listservs	2/21/2014 9:34 AM
101	Email alerts from InfoPeople	2/21/2014 9:22 AM
102	This is the first time I've ever heard of InfoPeople.	2/21/2014 9:00 AM
103	email	2/21/2014 8:54 AM
104	NJLA and Librarylinknj	2/21/2014 8:45 AM
105	Infopeople email to me	2/21/2014 8:30 AM
106	Infopeople email	2/21/2014 8:29 AM
107	Eureka mailing list (there's no box for other, so I have to pick another option too)	2/21/2014 8:08 AM

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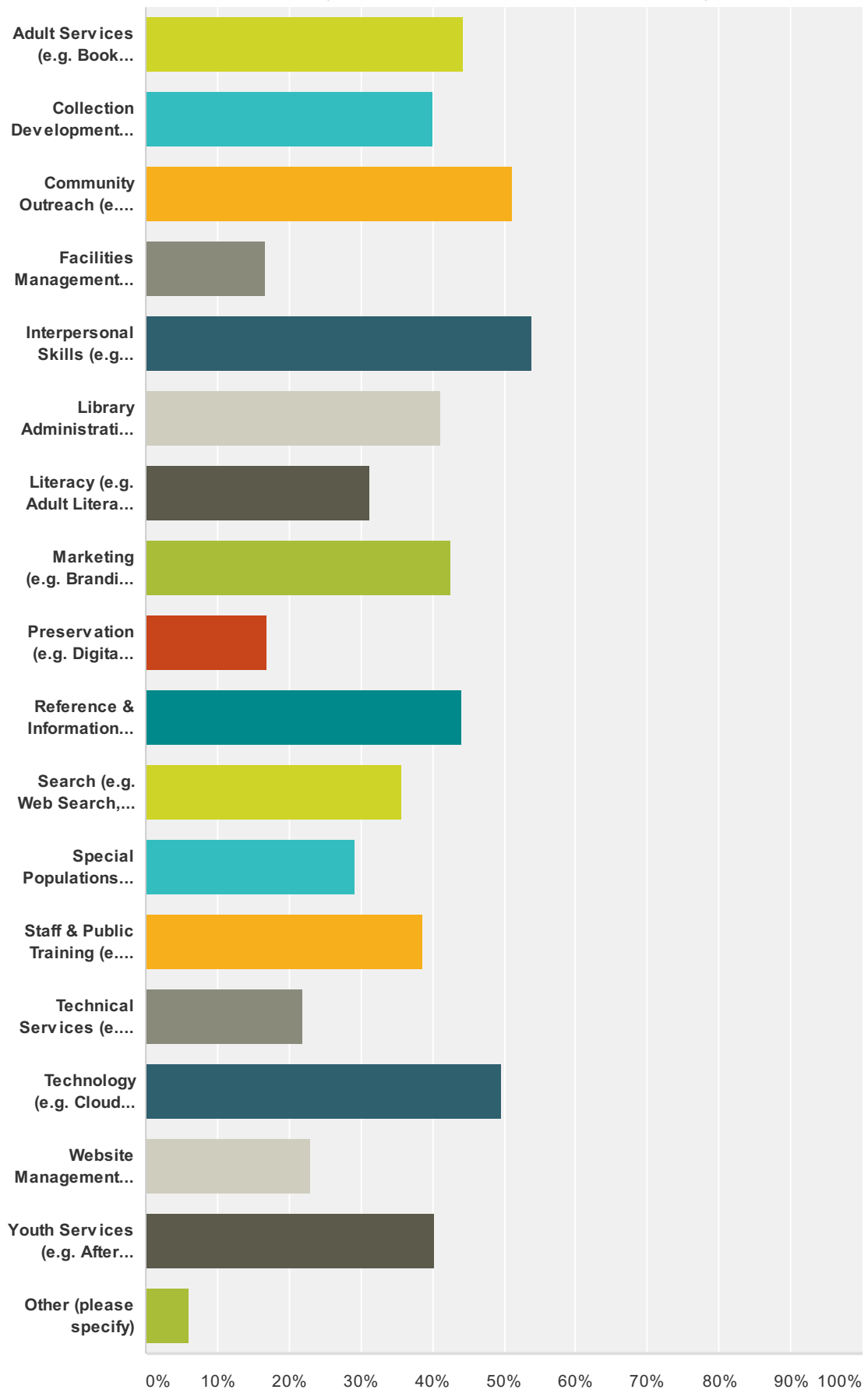
108	supervisor	2/20/2014 8:14 PM
109	work emails	2/20/2014 8:12 PM
110	from my employer	2/20/2014 5:41 PM
111	Infopeople emails to my city account (got error message: this question requires an answer...THERE IS NO "OTHER" BUTTON	2/20/2014 4:57 PM
112	I do not think to check the website as often as I should.	2/20/2014 4:55 PM
113	staff passing along information	2/20/2014 4:51 PM
114	Supervisor	2/20/2014 4:48 PM
115	None of the above, I get the information from my staff newsletter. I clicked "twitter" because I couldn't proceed without clicking something.	2/20/2014 4:35 PM

Q9 Based on input throughout the year and trend-watching, we have developed a list of broad training topics for 2014/2015.

Please indicate your interest in the following topics. In answering this section, please do not consider current funding or release time constraints.

Answered: 432 Skipped: 41

2014/2015 Library Staff Needs Assessment Survey



Answer Choices

Responses

2014/2015 Library Staff Needs Assessment Survey

Adult Services (e.g. Book Discussion Groups, Workforce Development, Readers' Advisory)	44.21% 191
Collection Development (e.g. Digital Resource Management, Rethinking Reference Collections, Weeding)	40.05% 173
Community Outreach (e.g. Adocacy, Community Engagement, Developing Partnerships)	51.16% 221
Facilities Management (e.g. Green Designs, Space Planning)	16.67% 72
Interpersonal Skills (e.g. Communicating Up, Dealing With Difficult Patrons, Managing Stress, Time Management, Working With A Team)	53.94% 233
Library Administration, Management & Supervision (e.g. Budgeting, Disaster Preparedness, Event Planning, Finance, Fundraising, Grantwriting, Volunteers)	41.20% 178
Literacy (e.g. Adult Literacy, Electronic Literacy, Early Childhood Literacy, Information Literacy)	31.25% 135
Marketing (e.g. Branding, Promotion, Publicity)	42.59% 184
Preservation (e.g. Digital Preservation, Flatbed Scanning, Local History Digitization)	16.90% 73
Reference & Information Services (e.g. Readers' Advisory, Online Tutorials, Revisioning Reference, Subject-Specific Topics)	43.98% 190
Search (e.g. Web Search, Advanced Search Skills, Searching Innovations)	35.65% 154
Special Populations (e.g. ESL, Seniors, Users with disabilities)	29.17% 126
Staff & Public Training (e.g. Developing Online Tutorials, Train the Technology Trainer, One-to-one Tech Assistance)	38.66% 167
Technical Services (e.g. Basic Cataloging, Book Repair)	21.99% 95
Technology (e.g. Cloud Computing, Digital Media Labs, Social Media, Mobile Applications)	49.77% 215
Website Management (e.g. Drupal Fundamentals, Website Redesign, Web Graphics)	22.92% 99
Youth Services (e.g. After School Programming, Book Clubs, Children's Services, Storytime, Teen Services, STEM Programming, Early Literacy)	40.28% 174
Other (please specify)	6.02% 26
Total Respondents: 432	

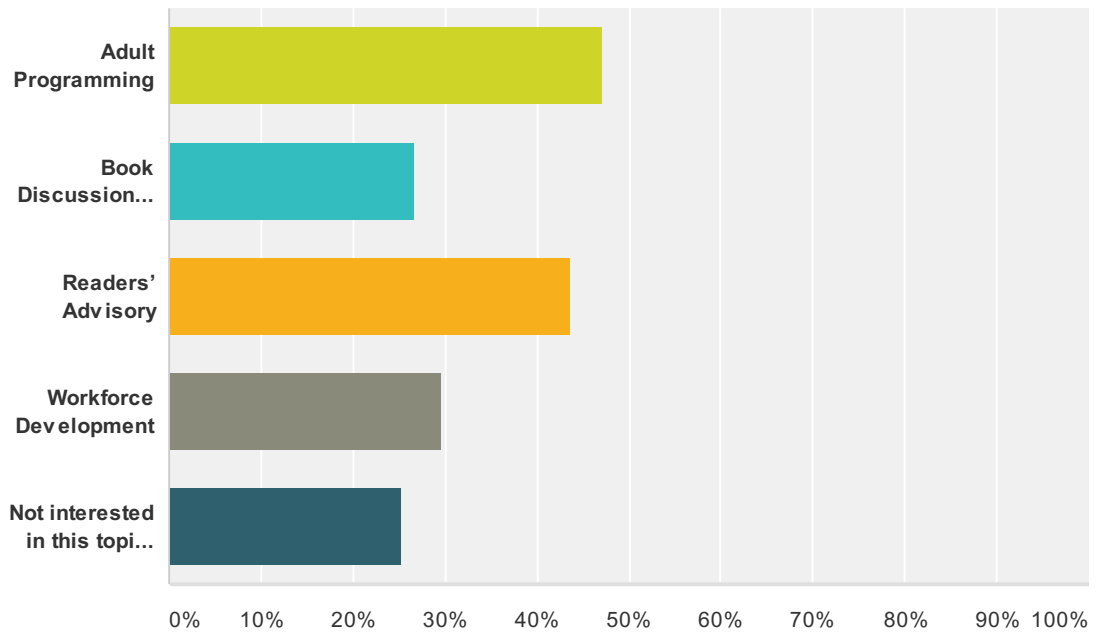
#	Other (please specify)	Date
1	I'm less interested in above for myself but good topics (most) for our staff.	2/28/2014 4:51 PM
2	making sense of the changing e-Book/digital environment	2/28/2014 2:42 PM

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3	emotional intelligence, managing multiple priorities, team building, mentoring, effective collaboration	2/28/2014 1:50 PM
4	Latest trends in special collections, i.e. urban fiction, children's books for reluctant readers, great read-alouds for school-age group. Ideally, these are not simply presentations from publishers about their latest titles, but actually facilitated by knowledgeable and experienced librarians who have used the titles with the public on the ground.	2/26/2014 7:49 PM
5	Reader's Advisory and Reference Resources for Children	2/26/2014 10:01 AM
6	inter library loan	2/24/2014 8:28 PM
7	Pubmed	2/24/2014 5:13 PM
8	I'd love to see a course geared toward library page supervision	2/24/2014 9:41 AM
9	I think it would be great if you offered all the LSSC classes. I believe there are two required classes you do not offer.	2/24/2014 9:33 AM
10	Career development in the Library, climbing up the Library corporate ladder, what to expect near the top of the Ladder, what's next when you feel like you've reach the end of the current rung on your way up the library corporate ladder, working in a public library/managing being a city employee and a union member.	2/22/2014 11:31 AM
11	Starting/managing an internship program	2/22/2014 11:22 AM
12	3d printing, makerspaces, ACA year 2 if anything changes	2/21/2014 12:28 PM
13	Learning how to write competencies with outcomes especially related to technology/EDGE initiative. Also writing outcomes for library services. Developing a Staff Development Program.	2/21/2014 10:57 AM
14	public speaking; effective bib instruction and presentation techniques for use with classes and community groups;	2/21/2014 9:45 AM
15	Include "digital literacy" in that category. Include HR issues in the LibraryAdmin category	2/21/2014 9:39 AM
16	team building, communication, inspiring staff, leadership, project management, other supervising skills customer service for specific populations (English second language speakers, people with disabilities, people with mental illness, etc.)	2/21/2014 9:09 AM
17	Book and materials selection.	2/21/2014 8:55 AM
18	Special Collections & Archives / More academic topics	2/21/2014 8:47 AM
19	Reference Interview	2/21/2014 8:46 AM
20	Maker Spaces	2/21/2014 8:24 AM
21	Collections security—we're not all public librarians in California.	2/21/2014 8:16 AM
22	RDA	2/21/2014 8:08 AM
23	e-books in academic libraries	2/21/2014 7:29 AM
24	Makerspaces	2/20/2014 9:39 PM
25	School library specific	2/20/2014 6:00 PM
26	Spanish speaking info needs	2/20/2014 5:42 PM

Q10 Adult Services

Answered: 424 Skipped: 49

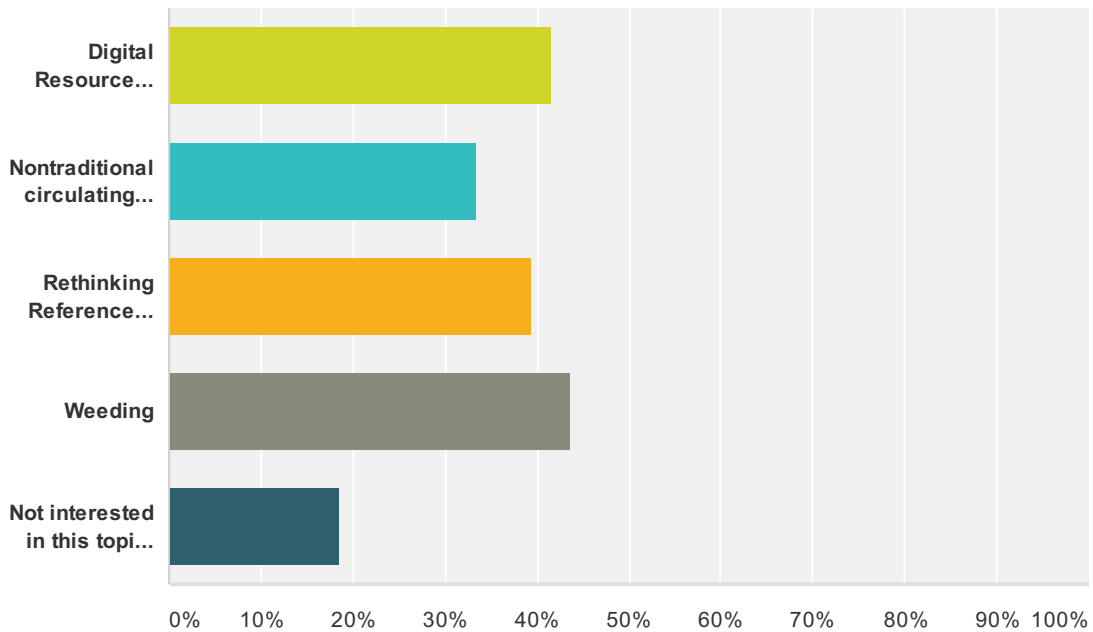


Answer Choices	Responses
Adult Programming	47.17% 200
Book Discussion Groups	26.65% 113
Readers' Advisory	43.63% 185
Workforce Development	29.72% 126
Not interested in this topic area	25.24% 107
Total Respondents: 424	

#	Other (please specify)	Date
1	Government Publications related trainings	2/24/2014 1:18 PM
2	financial planning, starting a business	2/22/2014 1:40 PM
3	Computer Literacy for Adults, Adult Volunteers	2/21/2014 12:31 PM
4	program ideas for adults ages 20-30.	2/21/2014 9:08 AM

Q11 Collection Development

Answered: 424 Skipped: 49

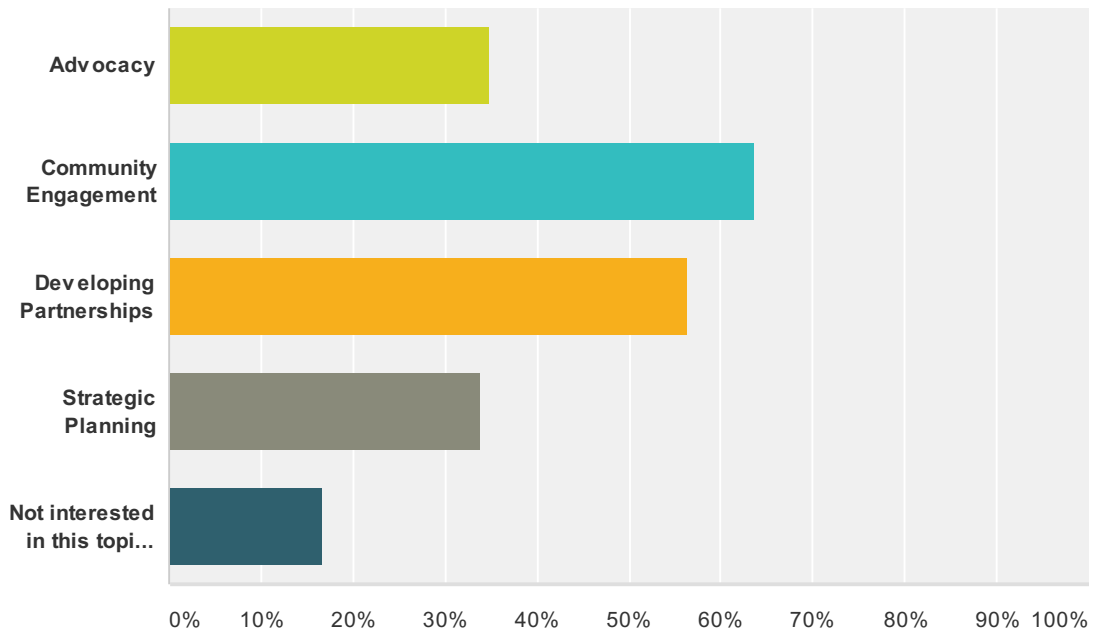


Answer Choices	Responses
Digital Resource Management	41.51% 176
Nontraditional circulating collections (e.g., tools, toys, games, guitars)	33.49% 142
Rethinking Reference Collections	39.39% 167
Weeding	43.63% 185
Not interested in this topic area	18.63% 79
Total Respondents: 424	

#	Other (please specify)	Date
1	picture books by topic (rather than alphabetically by author)	2/24/2014 9:20 AM
2	Managing contracts, budgets, rfp for databases, etc.	2/24/2014 9:19 AM
3	Patron centric collection development	2/21/2014 2:46 PM
4	analyzing collections	2/21/2014 12:55 PM
5	circulating eReaders	2/21/2014 12:23 PM
6	Helping seniors continue reading even with visual problems and slower mental functioning.	2/21/2014 11:06 AM
7	Selection.	2/21/2014 8:58 AM
8	Collection evaluation	2/21/2014 8:20 AM
9	e-books in academic libraries	2/21/2014 7:31 AM
10	New books worth purchasing	2/20/2014 7:39 PM

Q12 Community Outreach

Answered: 424 Skipped: 49

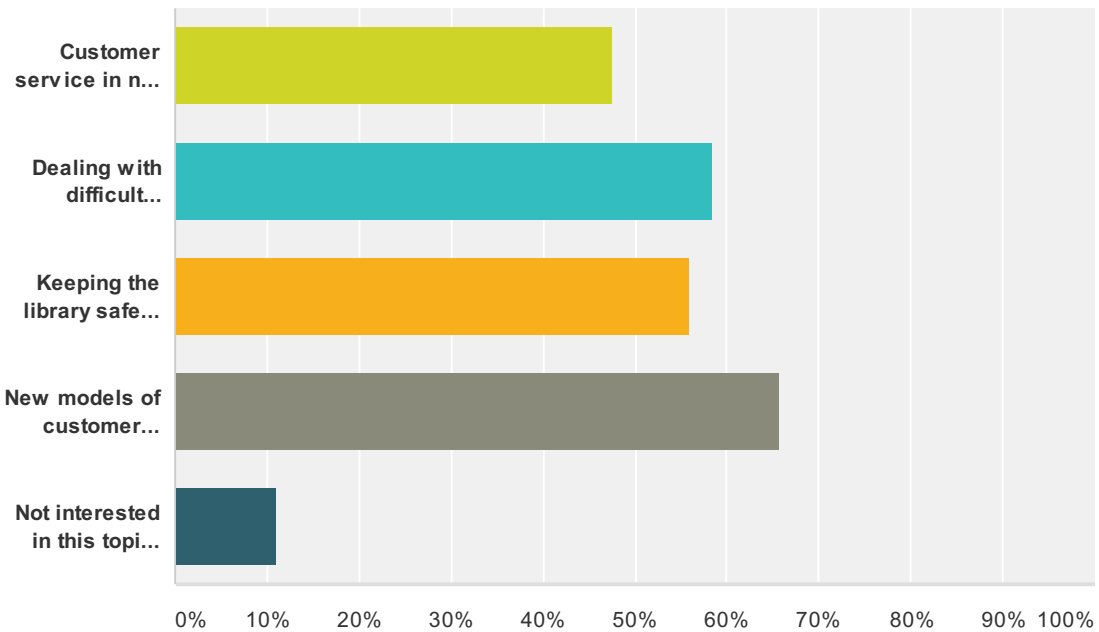


Answer Choices	Responses
Advocacy	34.91% 148
Community Engagement	63.68% 270
Developing Partnerships	56.37% 239
Strategic Planning	33.73% 143
Not interested in this topic area	16.75% 71
Total Respondents: 424	

#	Other (please specify)	Date
1	Working with City Council	3/4/2014 6:34 PM
2	Community Outreach Plans	2/21/2014 12:31 PM
3	Strategic thinking	2/21/2014 9:53 AM
4	Facilitating "town-hall" community meetings/conversations	2/21/2014 8:43 AM

Q13 Customer Service

Answered: 424 Skipped: 49

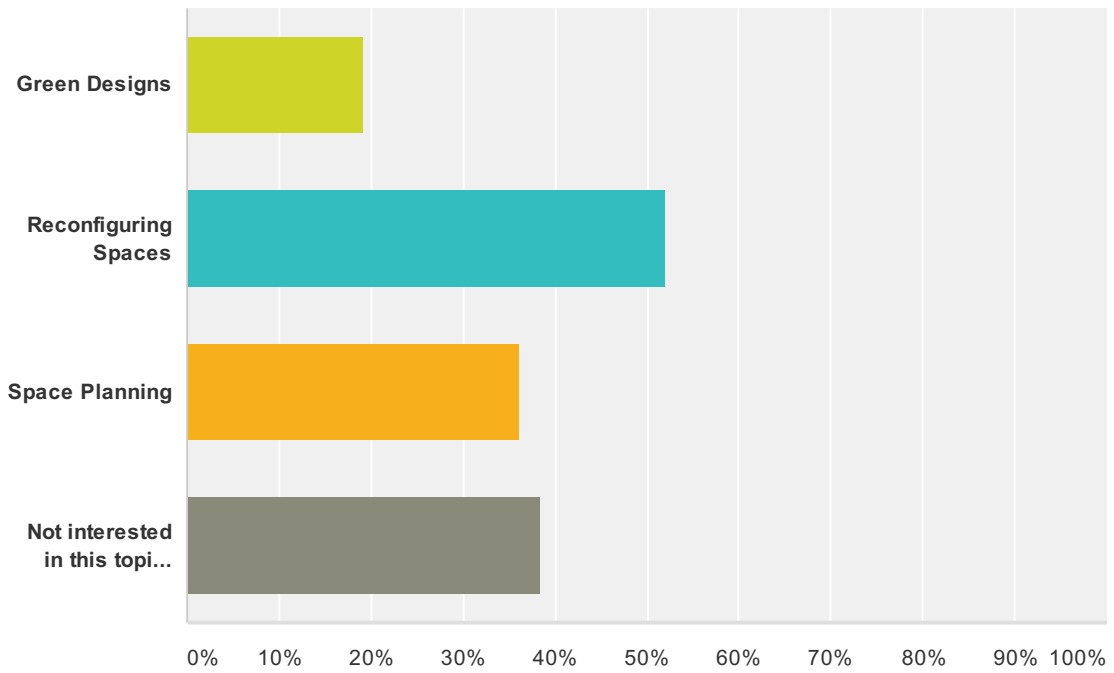


Answer Choices	Responses
Customer service in new service environments (self-service, single-service desk, etc.)	47.64% 202
Dealing with difficult situations	58.49% 248
Keeping the library safe and sane	55.90% 237
New models of customer service	65.80% 279
Not interested in this topic area	11.08% 47
Total Respondents: 424	

#	Other (please specify)	Date
1	enhancing the user experience in non-traditional ways; e.g. online library cards	2/22/2014 1:40 PM
2	Collections security for special collections	2/21/2014 8:20 AM
3	Remote customer service/virtual reference	2/20/2014 4:45 PM

Q14 Facilities Management

Answered: 424 Skipped: 49

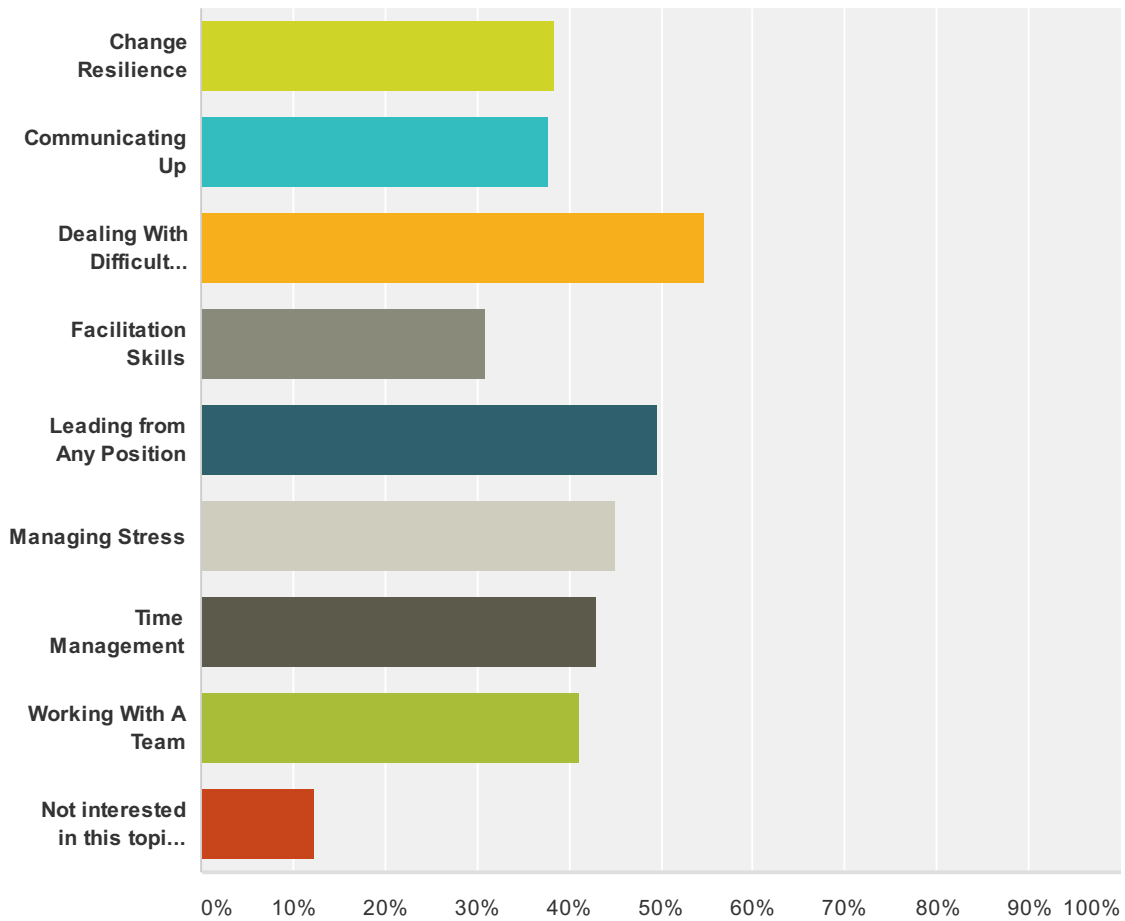


Answer Choices	Responses
Green Designs	19.10% 81
Reconfiguring Spaces	51.89% 220
Space Planning	36.08% 153
Not interested in this topic area	38.44% 163
Total Respondents: 424	

#	Other (please specify)	Date
1	welcoming spaces & effects on customer service	2/28/2014 1:53 PM
2	reducing operating costs	2/22/2014 1:40 PM
3	Safety; Patron Traffic patterns; Security;	2/22/2014 1:31 PM
4	Working relationship between a city/county funded library. How to draw up a written agreement and how to "get along"	2/21/2014 11:06 AM

Q15 Interpersonal Skills

Answered: 424 Skipped: 49



Answer Choices	Responses
Change Resilience	38.44% 163
Communicating Up	37.74% 160
Dealing With Difficult Patrons	54.72% 232
Facilitation Skills	30.90% 131
Leading from Any Position	49.76% 211
Managing Stress	45.05% 191
Time Management	42.92% 182
Working With A Team	41.04% 174
Not interested in this topic area	12.26% 52
Total Respondents: 424	

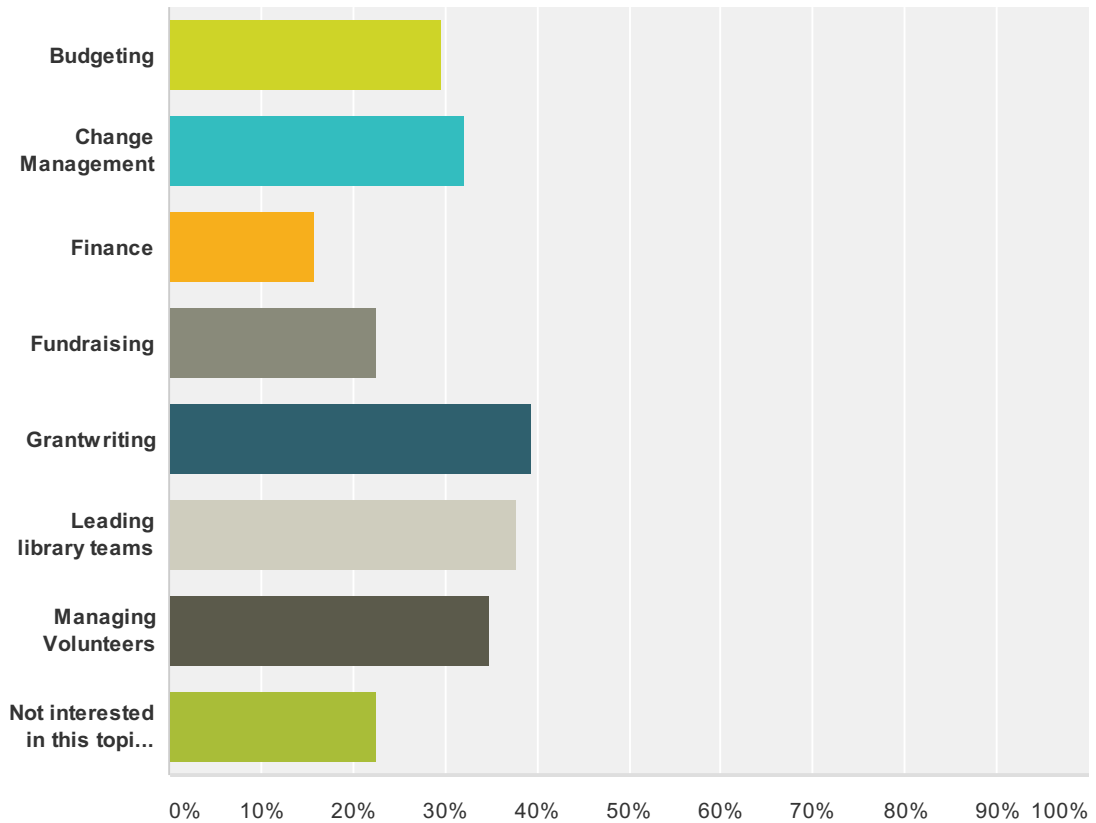
#	Other (please specify)	Date
1	Communicating Down	2/24/2014 6:57 AM
2	Human resource management	2/21/2014 2:46 PM

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3	Dealing with bureaucracy to provide stellar service for patrons	2/21/2014 8:51 AM
4	Dealing with difficult Friends' Groups, difficult volunteers	2/21/2014 8:20 AM

Q16 Library Administration, Management & Supervision

Answered: 424 Skipped: 49



Answer Choices	Responses
Budgeting	29.72% 126
Change Management	32.08% 136
Finance	15.80% 67
Fundraising	22.64% 96
Grantwriting	39.39% 167
Leading library teams	37.74% 160
Managing Volunteers	34.91% 148
Not interested in this topic area	22.64% 96
Total Respondents: 424	

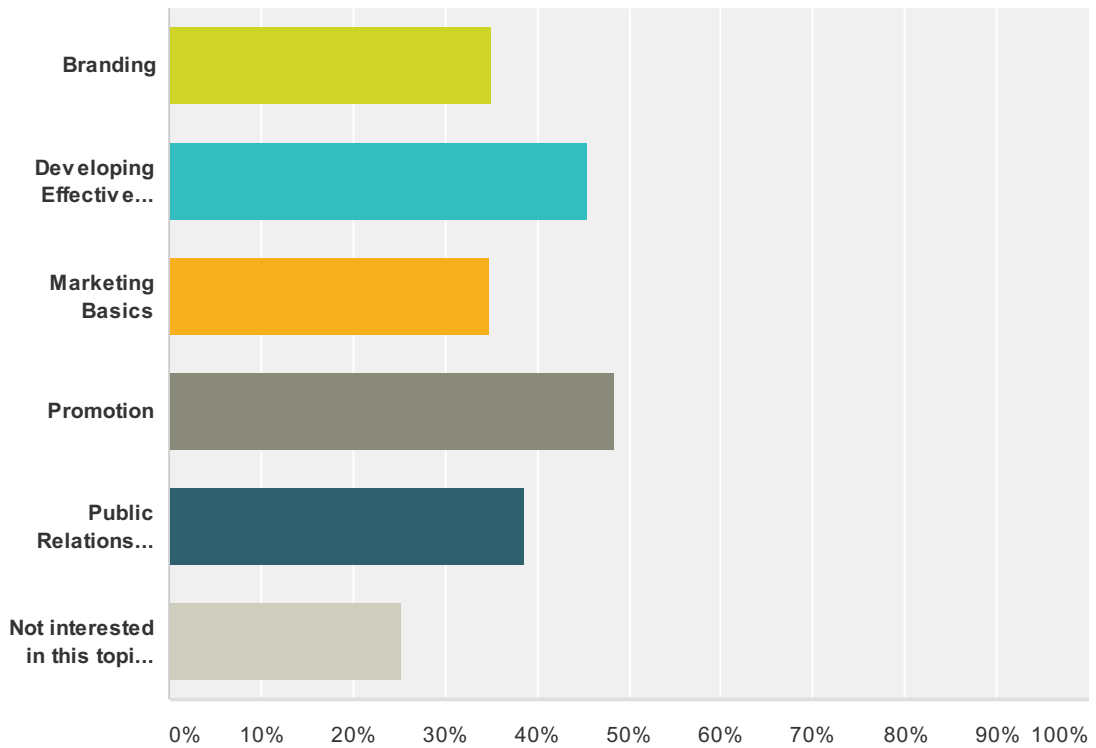
#	Other (please specify)	Date
1	unless you can help me learn our city finance system	2/28/2014 4:59 PM
2	Grant Execution (i.e., once you have the grant, techniques for breaking it down into manageable pieces and ensuring you keep to your timeline)	2/24/2014 2:33 PM
3	EQ, developing people skills in managers	2/24/2014 6:57 AM

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4	Effective communication and meeting/team behaviors	2/21/2014 1:11 PM
5	Basic management skills for new managers	2/21/2014 11:02 AM
6	Library supervision	2/20/2014 7:39 PM
7	Evaluating programs and services	2/20/2014 5:01 PM
8	Dealing with underperformers	2/20/2014 4:41 PM

Q17 Marketing

Answered: 424 Skipped: 49

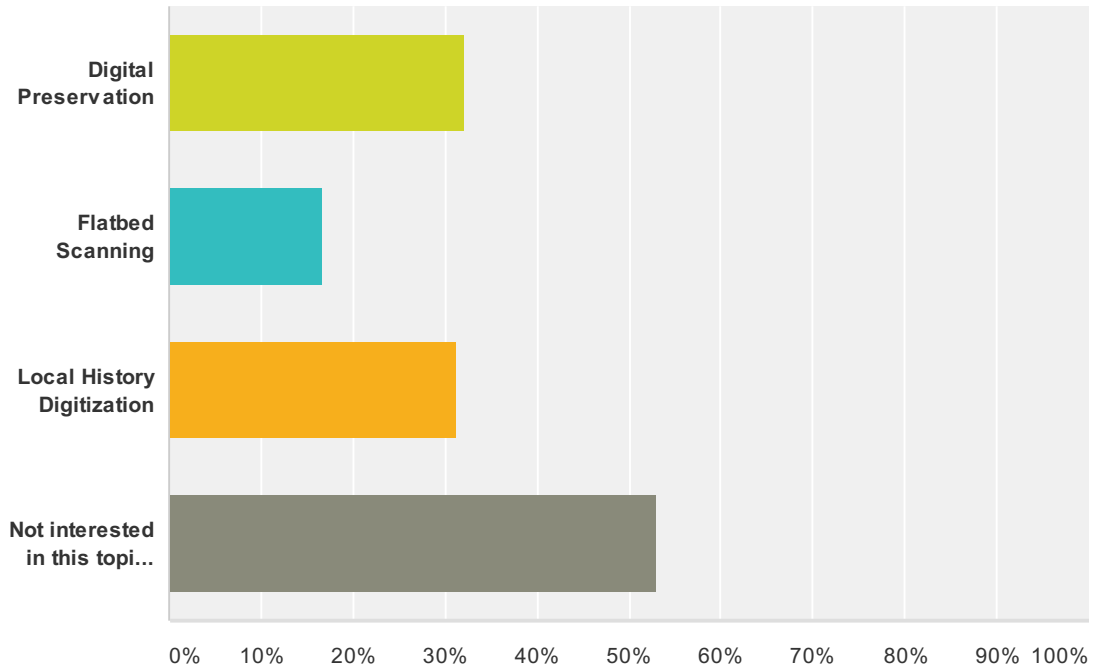


Answer Choices	Responses
Branding	35.14% 149
Developing Effective partnerships	45.52% 193
Marketing Basics	34.91% 148
Promotion	48.35% 205
Public Relations Basics	38.68% 164
Not interested in this topic area	25.24% 107
Total Respondents: 424	

#	Other (please specify)	Date
1	Graphic design-basics for making signs	2/21/2014 11:06 AM
2	Marketing that has nothing to do with flyers. (word of mouth, etc)	2/21/2014 9:53 AM
3	And how to get the rest of your staff behind your branding campaign	2/21/2014 8:10 AM
4	Social media best practices	2/20/2014 4:41 PM

Q18 Preservation

Answered: 424 Skipped: 49

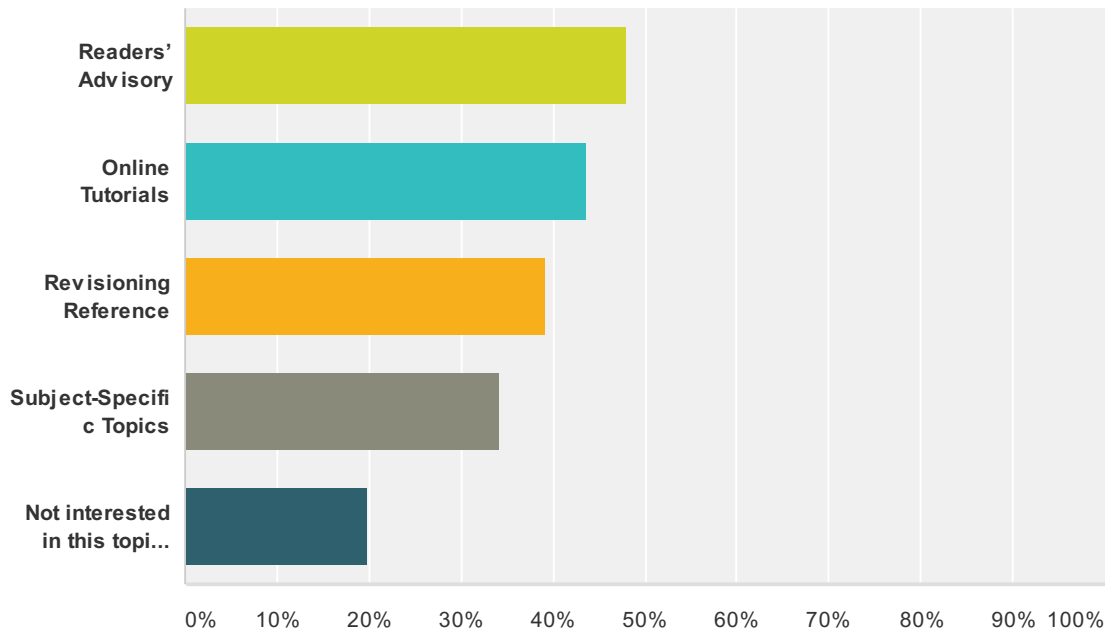


Answer Choices	Responses
Digital Preservation	32.08% 136
Flatbed Scanning	16.75% 71
Local History Digitization	31.37% 133
Not interested in this topic area	53.07% 225
Total Respondents: 424	

#	Other (please specify)	Date
1	Intellectual property for digital images	2/24/2014 8:27 PM
2	creating your own local history website	2/24/2014 2:33 PM
3	Physical preservation and conservation treatments (preferably on a shoestring)	2/22/2014 4:08 PM
4	setting up an archive	2/21/2014 12:55 PM
5	Preservation and conservation techniques of paper, audio, hard copy materials. Working with archival collections.	2/21/2014 11:56 AM
6	preservation of different media types	2/21/2014 8:51 AM
7	Physical preservation; paper & book repair; caring for photographs	2/20/2014 4:47 PM

Q19 Reference & Information Services

Answered: 424 Skipped: 49

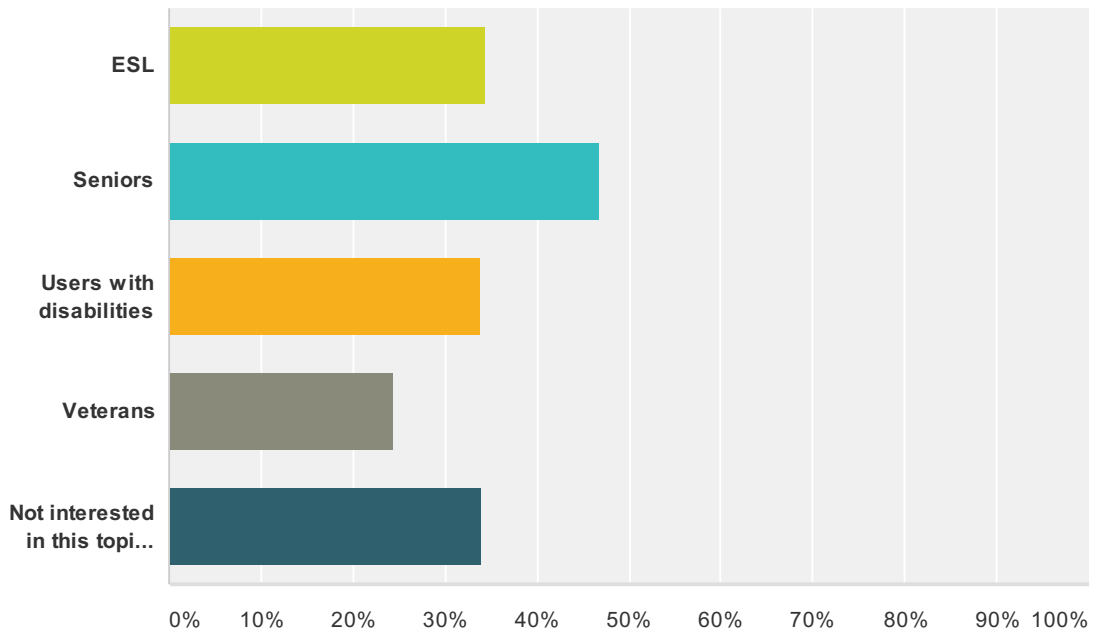


Answer Choices	Responses
Readers' Advisory	48.11% 204
Online Tutorials	43.63% 185
Revisioning Reference	39.15% 166
Subject-Specific Topics	34.20% 145
Not interested in this topic area	19.81% 84
Total Respondents: 424	

#	Other (please specify)	Date
1	Subject-Specific Topics: Military History	2/22/2014 4:08 PM
2	Reference for quickly-changing topics such as e-readers; not "how to use X device or database" but how to learn and search	2/21/2014 1:11 PM
3	Specific topics: Chemistry, Medicine	2/21/2014 12:07 PM
4	need more help with legal questions	2/21/2014 9:28 AM
5	Reference Interview	2/21/2014 8:47 AM
6	Reference: Including great new online resources	2/20/2014 5:48 PM

Q20 Special Populations

Answered: 424 Skipped: 49



Answer Choices	Responses
ESL	34.43% 146
Seniors	46.70% 198
Users with disabilities	33.73% 143
Veterans	24.53% 104
Not interested in this topic area	33.96% 144
Total Respondents: 424	

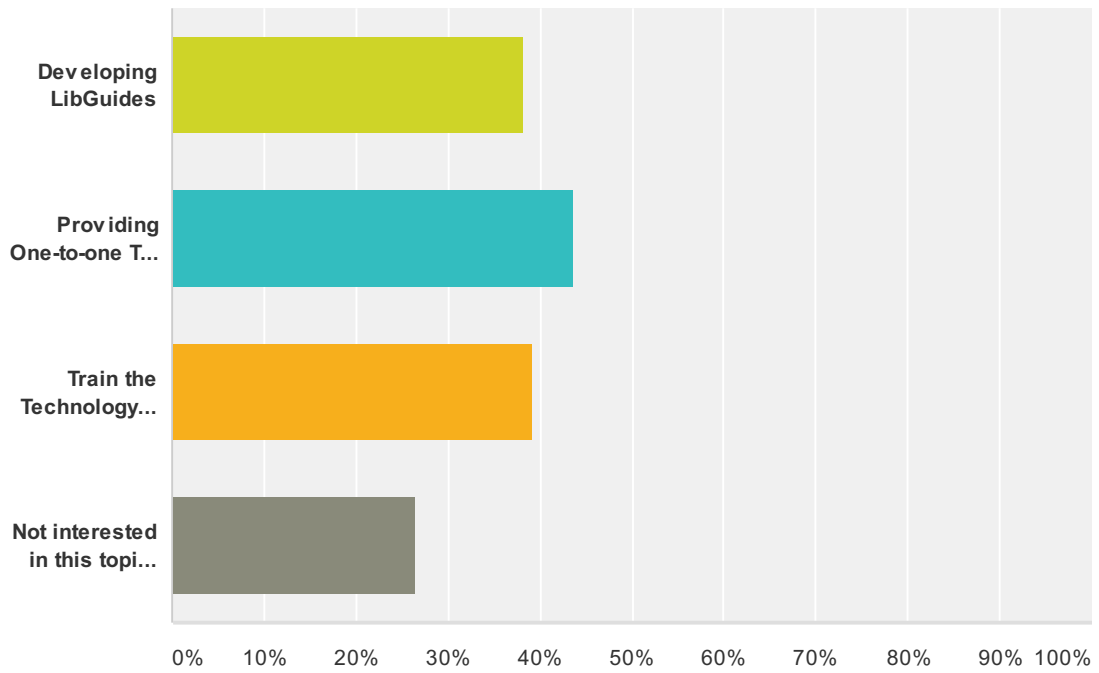
#	Other (please specify)	Date
1	prison inmates	2/28/2014 7:36 AM
2	prison populations	2/27/2014 3:53 PM
3	homeless	2/26/2014 7:51 PM
4	new adults	2/26/2014 12:44 PM
5	Teens	2/26/2014 9:32 AM
6	career/job assistance and websites	2/24/2014 5:18 PM
7	Researchers, Legislators, Government Employees	2/24/2014 1:18 PM
8	Latino Adults - other than literacy	2/24/2014 9:19 AM
9	Learning disabled children	2/21/2014 12:23 PM
10	Homeless/transient	2/21/2014 11:14 AM
11	Spanish resources for hispanic populations	2/21/2014 10:02 AM
12	Refugees/Immigrants	2/21/2014 9:53 AM

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13	Children reader advisory	2/21/2014 9:28 AM
14	Igbt	2/21/2014 8:29 AM
15	LGBTQ	2/21/2014 8:11 AM
16	Schools	2/20/2014 6:01 PM
17	Children with Autism	2/20/2014 4:36 PM

Q21 Staff & Public Training

Answered: 424 Skipped: 49

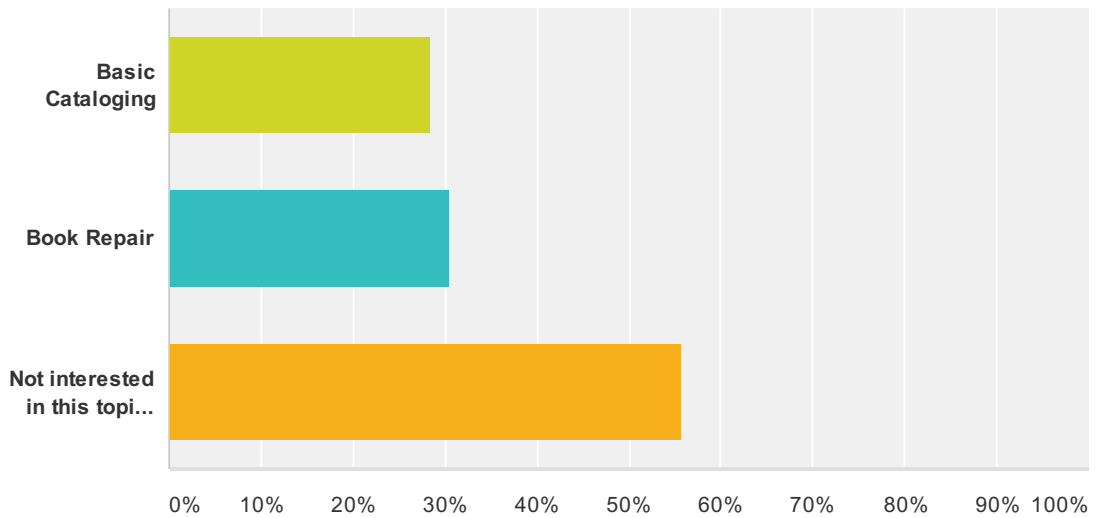


Answer Choices	Responses
Developing LibGuides	38.21% 162
Providing One-to-one Tech Assistance	43.63% 185
Train the Technology Trainer	39.15% 166
Not interested in this topic area	26.42% 112
Total Respondents: 424	

#	Other (please specify)	Date
1	good customer service skills	2/26/2014 9:32 AM
2	Developing and implementing core group of staff proficiencies (re technology)	2/24/2014 8:42 AM
3	Information literacy for research projects Grades 8-12	2/22/2014 1:40 PM
4	Developing alternatives to in-person training; simple options for online training	2/21/2014 1:11 PM
5	LibGuides are too expensive so need something along the same line but at no cost.	2/21/2014 11:06 AM
6	Training the public on computers	2/20/2014 5:58 PM

Q22 Technical Services

Answered: 424 Skipped: 49

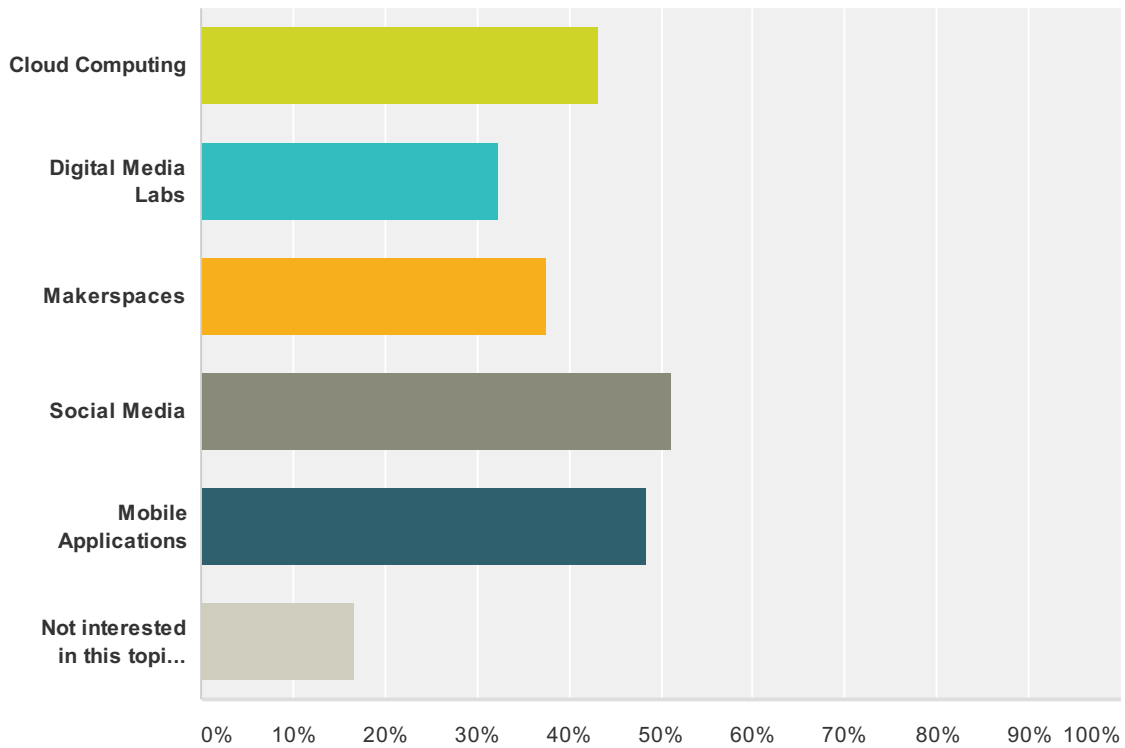


Answer Choices	Responses
Basic Cataloging	28.30% 120
Book Repair	30.42% 129
Not interested in this topic area	55.66% 236
Total Respondents: 424	

#	Other (please specify)	Date
1	Simple RDA	3/5/2014 9:29 AM
2	cloud-based cataloging	2/26/2014 11:18 AM
3	RDA implementation (cataloging)	2/24/2014 8:07 AM
4	Survey did not allow me to add this without checking a box above: overall unit management	2/23/2014 1:32 PM
5	New cataloging system	2/21/2014 1:20 PM
6	basic materials maintenance repair	2/21/2014 9:29 AM
7	Deeper subjects please – ongoing education for catalogers	2/21/2014 9:10 AM
8	RDA	2/21/2014 8:10 AM
9	Specific formats cataloging, Theory and Current Developments in Cataloging	2/20/2014 5:05 PM
10	cataloging special materials (maps, photographs, manuscript collections)	2/20/2014 4:47 PM

Q23 Technology

Answered: 424 Skipped: 49

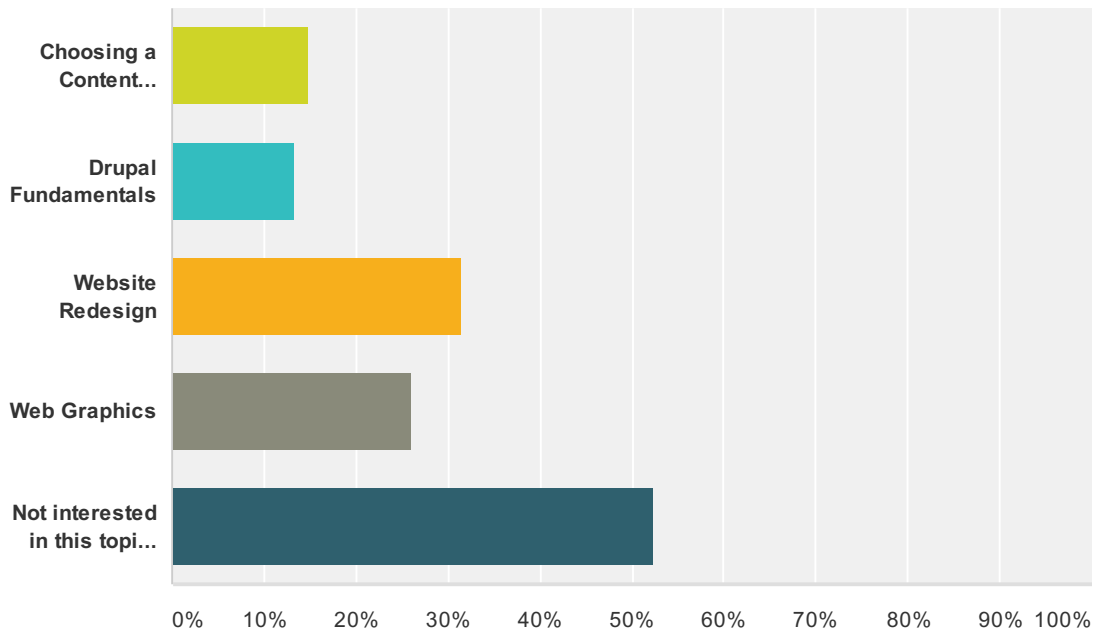


Answer Choices	Responses
Cloud Computing	43.16% 183
Digital Media Labs	32.31% 137
Makerspaces	37.50% 159
Social Media	51.18% 217
Mobile Applications	48.35% 205
Not interested in this topic area	16.75% 71
Total Respondents: 424	

#	Other (please specify)	Date
1	Question doesn't allow me to say, "none of these, this one instead."	2/24/2014 3:29 PM
2	Not relevant to this library because we are not allowed to engage in social media of any sort during work hours.	2/21/2014 12:02 PM
3	Developing competencies	2/21/2014 11:06 AM
4	basics of new technologies	2/21/2014 9:29 AM
5	i am interested in technology topics but not the ones suggested	2/20/2014 6:35 PM
6	iPads	2/20/2014 6:01 PM
7	SQL	2/20/2014 5:05 PM

Q24 Website Management

Answered: 424 Skipped: 49

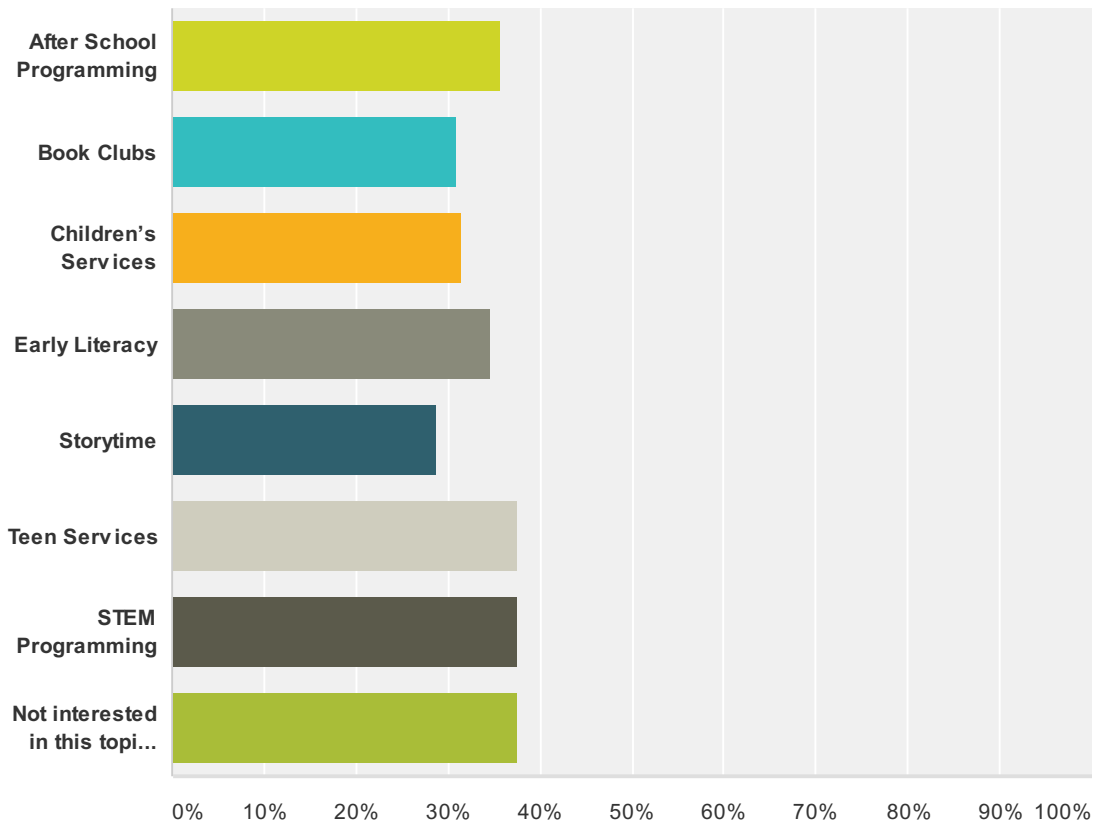


Answer Choices	Responses
Choosing a Content Management System	14.86% 63
Drupal Fundamentals	13.44% 57
Website Redesign	31.60% 134
Web Graphics	26.18% 111
Not interested in this topic area	52.36% 222
Total Respondents: 424	

#	Other (please specify)	Date
1	Overall management, e.g., do you use a Web site steering committee, how are decisions made as to content, etc.	2/21/2014 12:07 PM
2	Blog management (WordPress)	2/21/2014 9:53 AM
3	basics of website maintenance	2/21/2014 9:29 AM
4	Deeper topics, please, to appeal to our IT folks	2/21/2014 9:10 AM
5	General web design	2/20/2014 4:47 PM

Q25 Youth Services

Answered: 424 Skipped: 49



Answer Choices	Responses
After School Programming	35.61% 151
Book Clubs	30.90% 131
Children's Services	31.60% 134
Early Literacy	34.67% 147
Storytime	28.77% 122
Teen Services	37.50% 159
STEM Programming	37.50% 159
Not interested in this topic area	37.50% 159
Total Respondents: 424	

#	Other (please specify)	Date
1	school-age programming	2/26/2014 7:51 PM
2	Reader's Advisory	2/26/2014 10:05 AM
3	Tween/Middle School services, Services for the college bound, youth volunteers	2/21/2014 12:31 PM
4	New resources for children/youth, school library work, book reviewing	2/21/2014 11:56 AM
5	Schools	2/20/2014 6:01 PM

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Q26 Please add any suggestions or comments you would like Infopeople to consider for the coming year.

Answered: 63 Skipped: 410

#	Responses	Date
1	I am very appreciative of all the offerings you currently have. I particularly make use of the archived webinars.	3/5/2014 9:34 AM
2	Any and all Circulation-related topics are welcomed. Customer service, working as a team, department values.	3/4/2014 8:56 AM
3	Thank you for providing the Webinar that we can take on our on speed and time.	3/2/2014 7:10 PM
4	we could use online courses on any leadership topics such as empowering direct reports, communication, cultural sensitivity/diversity, emotional intelligence, creative problem-solving, situational judgment, etc.	2/28/2014 1:54 PM
5	Please invite people to teach these webinars who have their boots on their ground, as it were: I'm tired of webinars and presentations from "experts" who don't even work in a library, but who just go around being "expert" for a living.	2/26/2014 12:45 PM
6	I've loved every webinar that I've been able to participate in, and I just wish I had more time to complete more training sessions. :)	2/25/2014 3:52 PM
7	Your programs are great and mostly of them are interesting. Thank you.	2/25/2014 3:07 PM
8	online information literacy instruction; emerging technology tools used in reference and/or distance learning	2/25/2014 10:18 AM
9	none	2/25/2014 9:00 AM
10	Managing online documents for the city.	2/24/2014 8:27 PM
11	None so far	2/24/2014 2:33 PM
12	Thank you so much for all the great free webinars this year. Thanks in part to you, I have been able to do some professional development this year.	2/24/2014 2:14 PM
13	Connecting Middle/High School English classes to Libraries. English teachers should be required to have library orientation as part of their curriculum. Topics: learning reference resources, biographies, databases, Dewey Decimal Classifications. This will create life time library users and prepare them for college research work	2/24/2014 1:21 PM
14	It seems like all library staff are becoming technology trainers, whether of other staff or of members of the public. (eBooks are causing this!) Maybe something on techniques of tech support for library line staff?	2/24/2014 12:23 PM
15	four column choices for training delivery too restrictive. I would have ranked a number of these equally.	2/24/2014 12:04 PM
16	Nothing.	2/24/2014 9:23 AM
17	Thank you for the emailed information and access to free webinars!	2/24/2014 8:50 AM
18	programming for autistic populations	2/24/2014 8:35 AM
19	We are on Easter Standard Time. Registration fees may be a barrier.	2/24/2014 7:54 AM
20	Librarians get virtually no management training in school - basically 1 class in ALA propaganda - then they come out of school and immediately become supervisors or department heads. They need basic supervisory skills, people skills, and management skills.	2/24/2014 7:00 AM
21	Thanks for your training opportunities. I hope to view some archived webinars in the near future. There were many topics I found interesting, but they are more for my own professional development and on my own time (and money).	2/23/2014 3:13 PM

2014/2015 Library Staff Needs Assessment Survey

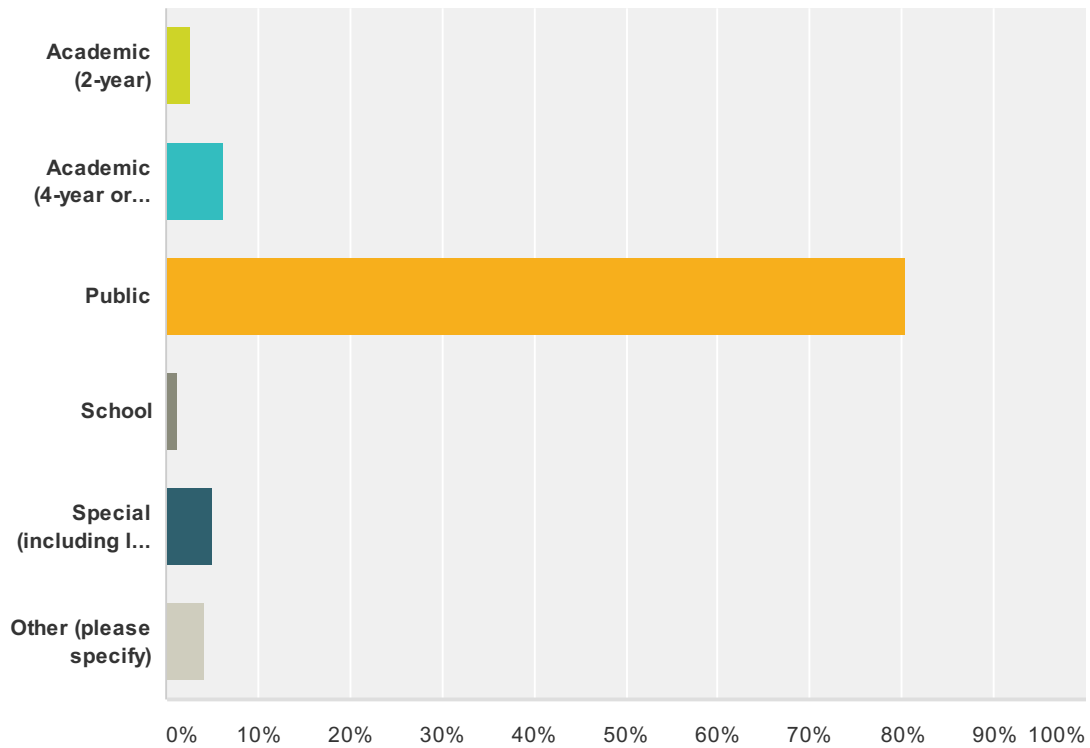
22	It's actually an insult to participate in this survey given that my library does not support these services for part-time personnel. 75% of our library staff is part time. Your services are available to the privileged few.	2/23/2014 2:50 PM
23	please check and debug this survey.	2/23/2014 1:33 PM
24	Infopeople was the first source of webinars I found when first starting work in our Aquaculture/Fisheries Library and crucial since my manager never offered any training or resources to learn how to manage the center. Must appreciation for your vision.	2/22/2014 6:05 PM
25	A seminar examining trends in circulation so we can understand what's happening across the profession - changes in media borrowing, market forces influencing what customers demand, etc.	2/22/2014 4:30 PM
26	Trends in ebook collection development. Where is it headed?	2/22/2014 3:30 PM
27	N/A	2/22/2014 7:41 AM
28	Interview skills preparation, common interview questions and suggested answers. Good practices for setting up and managing an interview from the administrative side. I recently was interviewed for a position that asked 13 questions (I think 10 questions is plenty) and a copy of the questions were not presented to me to refer to during the panel questioning so I had to ask the interviewers to repeat the more involved questions.	2/22/2014 6:05 AM
29	I'm glad to see Infopeople branching out and offering trainings from a wide variety of trainers for the first time in what seems like forever. Keep it up.	2/21/2014 3:36 PM
30	Thank you for all you do!	2/21/2014 2:47 PM
31	NA	2/21/2014 2:23 PM
32	Need to keep up with technology	2/21/2014 1:52 PM
33	I attend 3-4 Infopeople webinars annually, and find them very useful. Thanks for doing them!	2/21/2014 1:38 PM
34	Infopeople seems to do a good job at coping with change, but many libraries do not. I see a need for training on moving past the "how to deal with a specific device, database, type of patron complaint" and developing a more confident, flexible staff that can figure out how to problem-solve.	2/21/2014 1:13 PM
35	asdf	2/21/2014 1:12 PM
36	please make as many training sessions free.	2/21/2014 12:56 PM
37	More in-person workshops. I feel like I learn more with interaction with other attendees.	2/21/2014 12:38 PM
38	I would like classes on Volunteers in libraries and social media use	2/21/2014 12:31 PM
39	n/a	2/21/2014 12:26 PM
40	I realize it costs you to put together such high-quality courses, but for those of us outside California, your prices can be prohibitively high.	2/21/2014 12:25 PM
41	Assessments in Academic Libraries	2/21/2014 11:57 AM
42	Please never lose the variety and affordability of the webinars. I really appreciate training options that are low cost and/or free. I also appreciate the opportunity to take advantage of these webinars outside the hours they are first offered - as in an archived session.	2/21/2014 11:30 AM
43	How to work with an ineffective manager.	2/21/2014 11:28 AM
44	Using the archived webinars is not user friendly. I find myself clicking on several buttons before getting to the right place.	2/21/2014 10:28 AM
45	Would like to see public speaking added - tips to effectively promote libraries to legislators, community groups, and program attendees.	2/21/2014 10:07 AM
46	N/A	2/21/2014 10:02 AM
47	dealing with you supervisors/managers/head librarian when you don't agree with some of there policies and actions.	2/21/2014 9:31 AM
48	Our library is turning outward to community building and connections with the library: partnerships, cooperation, marketing, outreach, building relationships -- on all levels of community (children - seniors - business - schools - unreached community). HELP!	2/21/2014 9:31 AM

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49	Broad subjects that effect all libraries - I work in a public law library.	2/21/2014 9:25 AM
50	I know that the programs are intended for public library staff, but as a staff person at an academic library there are not many training opportunities for me as staff. It would be great if InfoPeople could help fill that void. Not everyone wants to be a librarian, but we all want to help our users.	2/21/2014 8:52 AM
51	I've taken several online courses from InfoPeople and have felt there was too little instructor involvement. It would be more useful (than simply getting credit for the assignments) if the instructor initiated and engaged in more discussion with the participants. My experience with other online courses is that it is the instructor who sets the tone for this and if they do not encourage discussion, it usually won't happen even among the participants.	2/21/2014 8:47 AM
52	Maybe something geared to the non-public library people. I've taken many Infopeople courses and they are all geared to public libraries. I work in the academic world and the classes help only to a certain extent.	2/21/2014 8:35 AM
53	Offer readers' advisory courses more often	2/21/2014 8:26 AM
54	Even public libraries are developing special collections (local history, genealogy materials, etc.) so special collections training would be a benefit.	2/21/2014 8:21 AM
55	Keep being fabulous!	2/21/2014 8:15 AM
56	In this survey, it asked for "Other" but when I dutifully filled in my space, I was given error, " This question requires an answer." I did give an answer, but it wasn't on the list. So I picked, "Not interested in this topic", but I AM interested, just no anything on the list.	2/20/2014 7:40 PM
57	Please offer in-person workshops!	2/20/2014 6:35 PM
58	First, your survey needs to be redone. One question had six items but only 4 slots for answers. The last question didn't have a box to select "other" -- if you filled in the "other" box, the survey didn't think you had answered the question.	2/20/2014 5:59 PM
59	Grants for Rural Libraries, once again :)	2/20/2014 5:13 PM
60	Keep it up, you guys are awesome.	2/20/2014 5:00 PM
61	Nothing specific at this time	2/20/2014 4:45 PM
62	Please, please, please more onsite classes/trainings. Thank you	2/20/2014 4:44 PM
63	implementing RFID cataloging realia free business resources ebook platforms evaluation	2/20/2014 4:36 PM

Q27 Type of library in which you work:

Answered: 398 Skipped: 75



Answer Choices	Responses
Academic (2-year)	2.76% 11
Academic (4-year or graduate university)	6.28% 25
Public	80.40% 320
School	1.26% 5
Special (including law and medical)	5.03% 20
Other (please specify)	4.27% 17
Total	398

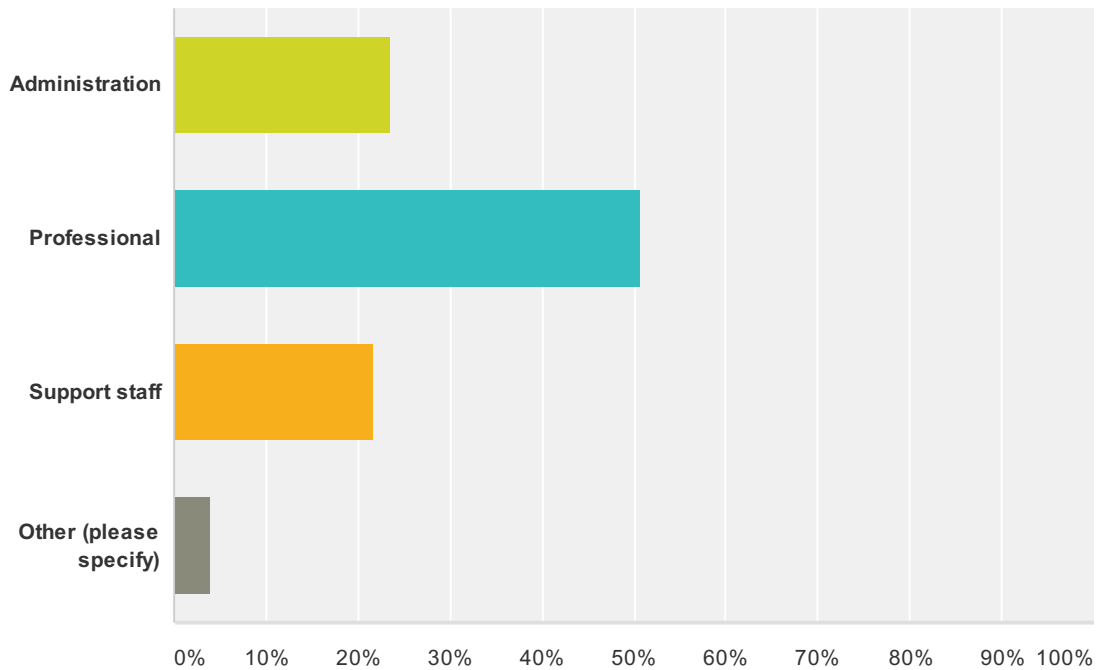
#	Other (please specify)	Date
1	state library	3/4/2014 8:14 AM
2	Public and Academic 4 year (2 jobs)	2/25/2014 10:06 AM
3	Consortium	2/24/2014 7:28 PM
4	Military academc	2/24/2014 2:15 PM
5	Government	2/24/2014 1:19 PM
6	Membership	2/24/2014 9:14 AM
7	Goverment	2/24/2014 6:56 AM
8	military	2/24/2014 6:47 AM
9	Joint Use Library Public and Academic	2/24/2014 5:53 AM

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10	Stat library	2/22/2014 10:39 AM
11	Government	2/21/2014 2:50 PM
12	State agency	2/21/2014 1:29 PM
13	USMC Military base	2/21/2014 1:05 PM
14	State Library	2/21/2014 12:18 PM
15	State Library agency	2/21/2014 9:43 AM
16	Government museum library	2/21/2014 8:22 AM
17	Missouri State Library	2/21/2014 8:11 AM

Q28 Your current position in the library:

Answered: 398 Skipped: 75



Answer Choices	Responses	
Administration	23.62%	94
Professional	50.75%	202
Support staff	21.61%	86
Other (please specify)	4.02%	16
Total		398

#	Other (please specify)	Date
1	I lead two book groups each month	2/25/2014 11:15 AM
2	Library director	2/24/2014 8:28 PM
3	Library Assistant	2/24/2014 11:14 AM
4	Solo	2/24/2014 10:18 AM
5	paraprofessional supervisor	2/24/2014 9:47 AM
6	Paraprofessional	2/24/2014 8:51 AM
7	children's programming	2/22/2014 10:03 AM
8	Library Associate	2/22/2014 8:04 AM
9	Children's Librarian	2/21/2014 1:56 PM
10	Supervisor	2/21/2014 1:01 PM
11	Technical Services/Systems/Admin	2/21/2014 12:18 PM
12	solo - I do it all.	2/21/2014 9:26 AM
13	Manager, Digital Branch	2/21/2014 8:44 AM

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14	Public Library Consultant	2/21/2014 8:11 AM
15	Paraprofessional (technician) as school librarian	2/20/2014 6:53 PM
16	paraprofessional	2/20/2014 5:45 PM