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“You’re Hired!” – An Analysis of the Perceptions and Behaviors of Library Job Candidates on Job Offer Negotiations

Leo S. Lo and Jason B. Reed

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Introduction

Negotiation is a method for people to settle differences and achieve solutions. While formal negotiations can take the forms of conflict resolutions or licensing agreement with vendor negotiations, there are many informal forms of negotiation that take place every day. For example, two co-workers discussing the respective work responsibilities in a project that they are working on is a form of negotiation; a librarian asking for the supervisor’s approval to attend a professional conference is also a form of negotiation; two friends deciding where to go to eat lunch is a form of negotiation. As the purpose of negotiation is to reach mutually beneficial solutions, it is a communication skillset that is highly valuable in the professional setting. Therefore, understanding library employees’ perception and habits of negotiation can potentially reveal any gaps or needs for professional development in this area.

An often neglected but critical part of a job search is the negotiation of the salary (and other benefits). Many job applicants have the misconception that the job search is finished once the first job offer is made. However, the impact of the salary/benefits negotiation is significant for both the employer and the applicant. From the employer’s perspective, a job negotiation can have positive or negative impacts on the recruitment and retention of library employees. For example, if the applicant did not receive what he or she perceived as the right value, then the recruitment process could break down. The cost of failed search and possibly a subsequent new search is considerable. Even if the applicant ended up working for the organization, the perceived unfairness of an unsatisfactory negotiation could affect the employee’s attitude or jeopardize the retention of said employee. From the applicant’s perspective, a job negotiation impacts not only the applicant’s starting salary, as since subsequent salary raises are often percentage based, the choice to not negotiate or achieving a less than satisfactory negotiated result could have implications on an individual’s long term earning. (Barron, 2003; Crothers et al., 2010)

Within library literature, articles tend to emphasize the practical side of job negotiation, offering tips and advice for job applicants. Adelman suggests that although it is true that some job offers are non-negotiable, the most effective way to be sure of this is to ask for more. (2004) However, many applicants are fearful of asking for more. One applicant “learned later that the organization was willing to

go up another \$2,000 based on [her] experience, but [she] did not even ask”. (Kessler, 2015) For many public positions, salary can only go up to a certain level, and health benefits and retirement programs are non-negotiated. However, “board often have flexibility over the length of a contract, the number of vacation and personal days permitted, or how a vehicle allowance is handled”. (Amdursky, 2001) The job negotiation phase is also a time when the applicants generally have the most leverage as the employers have openly declared their interest and desire on the applicants. Therefore it is advantageous to the librarian to use the opportunity of a job offer to negotiate the best possible starting package they can. As Adelman says “if you get everything you asked for in a negotiation, you did not ask for enough”. (2004) While salary is the benefit most people think of when they think of negotiation, there are a variety of benefits that can be negotiated, including travel time, flex leave, retirement and equipment (Kessler, 2015; Niemeier & Junghahn, 2011; Reed, Carroll, & Jahre, 2014).

The questions remain: Do library employees negotiate? What do they negotiate? And how do they feel about the process? One study of new graduates included questions about negotiation, finding that 60% of new graduates negotiated their job offer, with a third receiving a higher salary and half reporting a successful negotiation. (Reed et al., 2014) However, the small sample size of this study (n=15) prevented it from providing a strong representation of the profession as a whole.

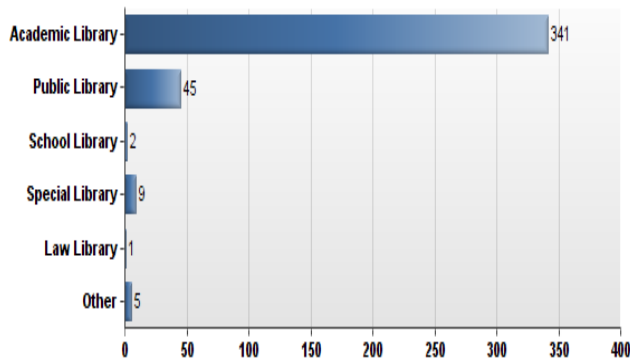
When the search is broadened to include fields other than librarianship, that the literature sheds some light on the negotiation habits of applicants for a professional position. In a study of school psychologists faculty members a study on negotiation showed roughly equal percentages across gender for engaging in negotiation, 65% for females and 68% for males, but that females were much more likely, 14.7% to 2.4%, to perceive being penalized for negotiating salary. (Crothers et al., 2010)

This study was conducted to investigate the prevalence of job offer negotiations by librarians and to quantify their perceptions about the process and if they choose not to negotiate, why did they make that decision. Demographic information was collected in order to investigate if there were differences in negotiation rates and/or perceptions regarding job offer negotiations between different groups of librarians.

Procedure

In order to recruit diverse respondents who work in libraries, the survey was distributed to the email lists listed in appendix A. Of the 462 total respondents, 403 fully completed the survey. The survey asked respondents to indicate the type of library in which they work. Four hundred and three individuals responded to this question. The majority (85%, n=341) selected “Academic Library”. This distribution is shown in figure 1.

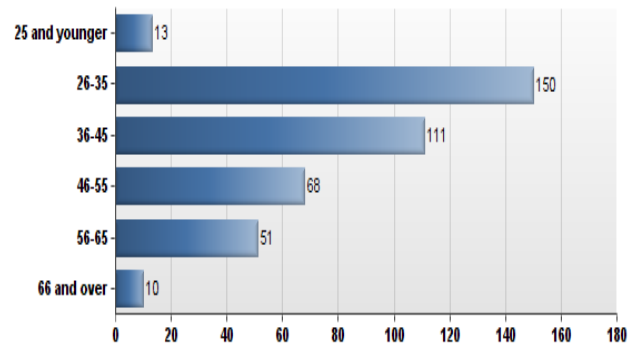
Figure 1
What type of library do you currently work at?



The survey also identified respondents’ current positions at their libraries. Of the 403 individuals who responded to this question, 54% (n=218) indicated that they are in “Professional Librarian level” positions, which was the largest group. Further back were “Manager or Department level position” (22%; n= 89) and “Dean/Director or Associate Dean/Director level position” (20%; n=82). “Support Staff level” has 1% (n=5). Human Resources (non-librarian rank) positions only has 0% (n=2).

Respondents were also asked to indicate their gender and age. Of the 403 responses, 19% were Male (n=75), and 81% were Female (n=327); 3% were 25 years old and under (n=13), 37% were between 26-35 years old (n=150), 28% were between 36-45 years old (n=111), 17% were between 46 and 55 years old (n=68), 13% were 56 -65 years old (n=203), and 2% were 66 years and over (n=10). This distribution of respondents’ age is shown in figure 2. The gender distribution of survey respondents, 81% female and 19% male, matches the demographic information as reported in the ALA Demographics Studies of self-reported information, last updated September 17, 2014. The age breakdown was close, with ALA membership being 2.7% under 25, 20.9% between 25-34; 21.8% between 35-44; 20.7% between 45-54; 24.3% between 55-64; and 9.5% over 65. (“ALA Demographics Studies,” 2014)

Figure 2
What is your age?



Respondents were asked to indicate their ethnicities. Of the 399 responses, 83% (n=332) selected “White”. 6% (n=24) indicated African American. 5% (n=19) replied Asian American; 3% (n=10) selected Hispanic; 0% (n=0) selected Native American; while 4% (n=14) replied “Other”. As with gender, the respondents for the survey reflect the population of ALA members, 87.1% White, 3.9% Hispanic or Latino; 4.3% Black or African American; 3.7% Other; 3.5% Asian; 1.1% American Indian or Alaska Native; and .3% Native Hawaiian or Other Pacific Islander. (“ALA Demographics Studies,” 2014)

Potential participants received an invitation to engage in the research project via the electronic mailing lists listed in Appendix A. The invitation included an explanation of the survey, a statement of the goal of the project, and a hyperlink to the survey. The survey, which was administered through Qualtrics, included a consent form at the beginning, and contained questions consisting of a mix of multiple choice, yes/no, ranking, and open-ended questions. Upon completion of the survey, participants were presented with a message thanking them for their time. The survey was open between May 5th and June 2nd, 2015.

In order to protect respondents’ confidentiality, all identifying information was stripped from responses before analysis, leaving no way to tie responses to a particular email address. All responses were completely anonymous. The survey instrument was approved by the Institutional Review Boards of Kansas State University.

Results and Analysis of Data

The research objective of this study was to investigate the perceptions, expectations, and behaviors of library job applicants on job negotiation. The research topic was addressed through quantitative analyses of responses to multiple-choice, ranking and qualitative analyses of responses to open-ended items.

The researchers asked respondents to identify if they were in a position to handle one or more job offer negotiation(s)

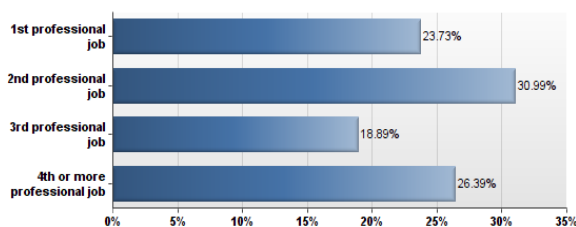
as an EMPLOYER in the last 5 years. Those who answered “yes” were directed to 6 additional questions specifically for this population. Respondents who answered “no” were directed to the Job Seeker specific questions of the survey. The focus of this report is on the Job Seeker portion of the survey.

Have the respondents ever negotiated a job offer?

To establish a baseline of how prevalent was job negotiation among library job candidates, the survey first asked if the respondents have ever negotiated their salary, and/or other bonus/benefits (e.g. relocation expenses, professional development funding, etc.) during the job offer process). Out of 418 responses, 74% (n=310) answered “yes”, and 26% (n=108) answered “no.” However, when asked if they negotiated their salary and/or other bonus/benefits for their first professional librarian job, only 50% (n=155) out of 308 responses selected “yes” and 50% (n=153) selected “no.” Chi-square statistical analysis shows that there is statistically significant relationship ($X^2 (5, N=299) = 0.00, p = .05$) between respondent’s age and whether they negotiated their salary and/or other bonus/benefits for their first professional librarian job. A much higher percentage (71.43%) of respondents between the age of 56-65 did not negotiate their first librarian jobs; similarly for respondents age 66 and over, a high percentage (88.89%) did not negotiate their first librarian job. On the other hand, 100% of respondents who were 25 and younger negotiated for their first professional librarian position.

The researchers were interested in how many professional jobs the respondents have had. When asked, “My current library position is my...”, 413 responded, and 24% (n=98) answered it was their 1st professional job, 31% (n=128) replied that it was their 2nd professional job, 19% (n=78) 3rd professional job, and 26% (n=109) have had 4th or more professional jobs.

Figure 3
My current library position is my...



Chi-square statistical analysis shows that there is statistically significant relationship ($X^2 (3, N= 413) = 0.00, p = .05$) between whether the respondent’s current position was their first, second, third, or fourth or more position and if they have ever negotiated their salary and/or bonus/benefits. There is a linear relationship between the two variables, which suggests that the more professional jobs a respondent has, the more likely they have had negotiated job offers.

Chi-square statistical analysis also shows that there is statistically significant relationship ($X^2 (5, N= 403) = 0.03, p = .05$) between the respondent’s current position and if they have ever negotiated their salary and/or bonus/benefits. Data suggest that respondents in “Dean/Director or Associate/Assistant Dean/Director” level positions and “Manager or Department Head” level positions are more likely to have negotiated job offers than those in “Professional Librarian” level and “Support Staff” level positions.

Did respondents negotiate the job offer of their current position?

When offered their current position by their employer, 68% (n=280) out of 414 respondents attempted to negotiate their salary, and/or bonus/benefits. 32% (n=134) did not attempt to negotiate. Respondents who answered “no” were directed to 3 questions for that population. We asked them during which stage of the interview process did they decide not to negotiate. Out of 133 responses, 20% (n=27) decided not to negotiate before the interview process; 11% (n=15) decided during the interview process but before a formal offer has been made; 45% (n=60) decided after the employer has made a formal offer; and 23% (n=31) selected “Other”, which included these comments: “I never even thought about it”; “I was made aware during the interview that the library does not have funding to offer above my current salary”; “Before the interview I was told the salary was non-negotiable. I never made a “decision”; “It was a fine offer and higher than I expected; also more vacation than I expected”; “I was simply happy to have a new and better job. It already paid much better than my previous one”.

Respondents that did not negotiate the job offer for their current position

The researchers were interested in how not negotiating for their current position would impact the respondents’ future perception and behavior of their job negotiation process. The survey asked all respondents, “do you think you will negotiate your salary, and/or other bonus/benefits (e.g. relocation expenses, professional development funding, etc.) during your NEXT job offer process?” Out of 417 responses, 75% (n=314) replied “yes”, while 21% (n=89) answered “Maybe”, and 3% (n=14) answered “no”. Focusing on respondents who did not negotiate the job offers for their current positions (n=134), 53% (n=71) thought that they would negotiate their next job offer, while 38% (n=51) answered “Maybe”, and only 9% (n=12) did not think they would negotiate their next job offer.

Chi-square statistical analysis shows that there is statistically significant relationship ($X^2 (3, N= 413) = 0.00, p = .05$) between whether the respondent’s current position was their first, second, third, or fourth or more position and if they negotiated their salary and/or bonus/benefits for their current position. Of the 98 respondents who answered that this was their 1st professional position, 59.18% (n=58) negotiated and 40.82% (n=40) did not. Of the 109 respondents who were in the 4th or more professional

positions, a much higher percentage 81.65% (n=89) negotiated the job offer for their current position compared with only 18.35% (n=20) who did not negotiate.

Figure 4
When offered your current position by your employer, did you attempt to negotiate your salary, and/or other bonus/benefits? (Respondents who were in their 1st professional position, n=89)

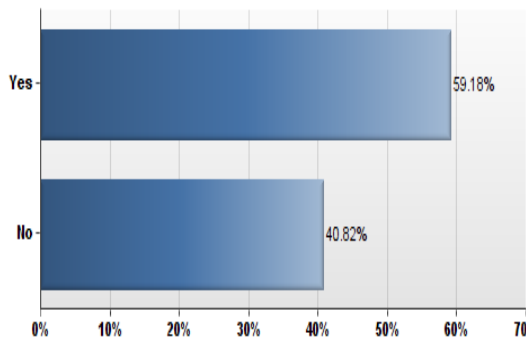
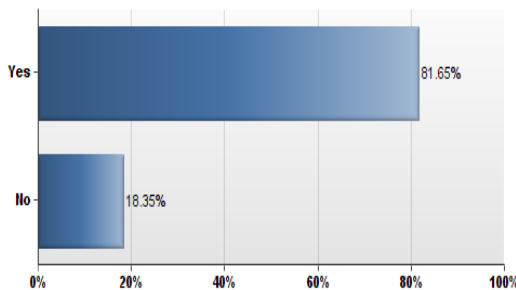
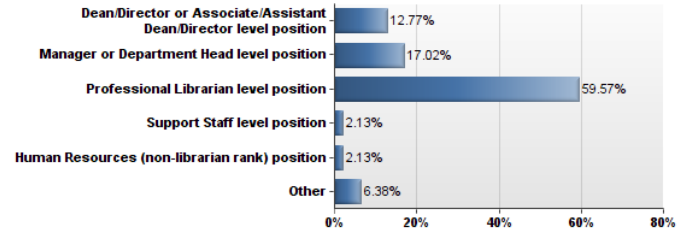


Figure 5
When offered your current position by your employer, did you attempt to negotiate your salary, and/or other bonus/benefits? (Respondents who were in their 4th or more professional position, n=109)



The researchers sought to find out why some respondents did not negotiate the job offer for their current position. Out of 133 responses, the two most common reasons were “I didn’t think I was in a position to negotiate” (36%, n=48), and “I was satisfied with the job offer” (32%, n=43). For the 48 respondents who did not negotiate because they felt they were not in a position to negotiate, we were interested in finding out what positions they were interviewing for. Forty-seven respondents answered this question. Data show that the majority of them were interviewing for professional librarian level position (60%, n=28), followed by “Manager or Department Head” level position (17%, n=8), and “Dean/Director or Associate/Assistant Dean/Director” level position (13%, n=6). Two percent (n=1) each were interviewing for “Support Staff” level position, and “Human Resources (non-librarian rank)” level position.

Figure 6
Which of the following best describe your current position? (respondents who answered “I didn’t think I was in a position to negotiate” to question, “I did not negotiate the job offer because...”, n=47)



Since the two most common reasons for not negotiating were different regarding the job applicant’s frame of mind of the job offer and their relative position in the hiring process, the researchers were interested in finding out how that would affect their mindset after the hiring process. The survey asked all respondents who did not negotiate for their current position whether they regretted not negotiating. Out of 132 responses, 60% (n=79) did not regret not negotiating, while 40% (n=53) did. However, of the respondents who did not negotiate because they thought that they were not in a position to do so (n=48), only 40% (n=19) did not regret not negotiating; while 60% (n=29) regretted not negotiating. On the other hand, of the respondents who did not negotiate because they were satisfied with the job offer (n=42), a much larger percentage of them did not regret not negotiating (81%, n=34), and only 19% (n=8) regretted it. Figures 7, 8, 9 offer a visual comparison of the differences.

Figure 7
Do you regret not negotiating? (Respondents who did not negotiate their for their current position, n=132)

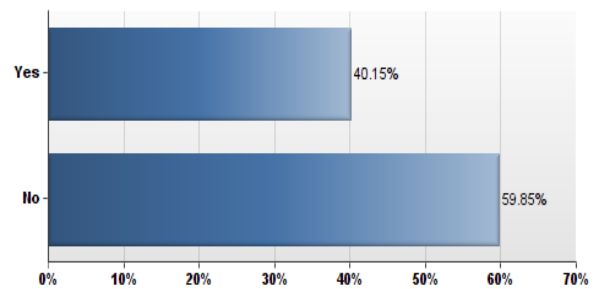


Figure 8
Do you regret not negotiating? (Respondents who did not negotiate their for their current position because they felt they were not in a position to negotiate, n=48)

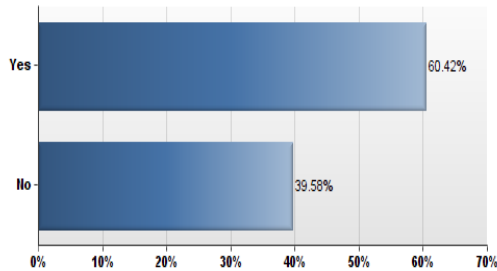
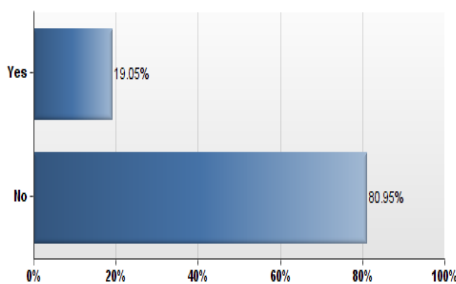


Figure 9
Do you regret not negotiating? (Respondents who did not negotiate their for their current position because they were satisfied with the job offer, n=42)



The researchers asked the respondents to rate their level of comfort with the negotiation process. Out of 405 responses, most respondents (39%, n=138) were “somewhat uncomfortable” with the process; and 15% (n=62) were “very uncomfortable” with the process. 23% (n=93) were “somewhat comfortable”. Only 8% (n=31) were “very comfortable” with the process. Fifteen percent (n=61) were “neither comfortable nor uncomfortable”.

Chi-square statistical analysis shows that there is statistically significant relationship ($X^2 (4, N= 405) = 0.00, p = .05$) between how the respondents rate their level of comfort with the negotiating process and whether they negotiated the job offer for their current position. Predictably, most of the respondents (87%, n=27) who were “very comfortable” with the negotiating process (n=31) negotiated for their current position, while a much lower percentage of the respondents (48%, n=30) who were “very uncomfortable” with the negotiating process (n=62) did.

Chi-square statistical analysis shows that there is statistically significant relationship ($X^2 (8, N= 403) = 0.00, p = .05$) between the respondent’s age and how they rate their level of comfort with the negotiating process. Data show that higher percentages of the “25 and younger”

(53.84%) and “26-35” (69.34%) age groups rated themselves as “very uncomfortable” or “somewhat uncomfortable” in the negotiating process than the older age groups of “36-45” (49.55%), “46-55” (42.46%), “56-65” (43.13%), and “66 and over” (20%). Data also show that a much lower percentage of the “25 and younger” (15.38%) and “26-35” (20.67%) age groups rated themselves as “very comfortable” or “somewhat comfortable” in the negotiating process than the older age groups of “36-45” (35.13%), “46-55” (35.82%), “56-65” (47.06%), and “66 and over” (50%).

Chi-square statistical analysis shows that there is statistically significant relationship ($X^2 (8, N= 403) = 0.00, p = .05$) between the respondent’s gender and how they rate their level of comfort with the negotiating process. Data show that a higher percentage of female respondents (58.72%) rated themselves as “very uncomfortable” or “somewhat uncomfortable” in the negotiating process than male respondents (34.66%), which was consistent with data found in a study of academic psychology faculty members.(Crothers et al., 2010) Data also show that a lower percentage of female respondents (27.52%) rated themselves as “very comfortable” or “somewhat comfortable” in the negotiating process than male respondents (45.34%).

Chi-square statistical analysis shows that there is statistically significant relationship ($X^2 (20, N= 403) = 0.00, p = .05$) between the respondent’s current position and how they rate their level of comfort with the negotiating process. Data show that a higher percentage of respondents who were in “Dean/Director or Associate/Assistant Dean/Director” level positions (50%) rated themselves as “very comfortable” or “somewhat comfortable” in the negotiating process than respondents in “Manager/Department Head” level positions (37.08%), “Professional Librarian” level positions (22.47%) and “Support Staff” level positions (20%). Data also show that a lower percentage of respondents who were in “Dean/Director or Associate/Assistant Dean/Director” level positions (37.81%) and “Manager/Department Head” level positions (39.32%) rated themselves as “very comfortable” or “somewhat comfortable” in the negotiating process than respondents in “Professional Librarian” level positions (65.6%) and “Support Staff” level positions (80%).

Discussions and Conclusions

While it is less common for library job candidates to negotiate their first professional job offers, the younger generation are much more likely than the older generation to negotiate their first professional job offer. This finding could suggest that the culture of job negotiation has changed in the last 20-30 years. Another possible explanation could be the availability of job negotiation advice and tips are much wider today than ever before and/or library school programs are encouraging graduates to exercise their right to negotiate. The youngest group in the survey (25 years and younger) has an abundance of information available to them on the web that they could be more knowledgeable about the process than their

counterparts 20-30 years ago, and therefore could engage in job negotiation with less fear of jeopardizing the offer. The younger groups also reported to be more comfortable in negotiating than the older groups, which might also be explained by being more knowledgeable and therefore more confidence about the process. As the candidate has more jobs in their career path, they are more likely to negotiate, which suggests that experience plays a role in the likelihood of job negotiation. Along the same line, respondents in higher-level positions (which typically required more years of experience and/or position changes) were more comfortable in the negotiation process than those with less experience. Another possible explanation is that candidates accepting a job after the first position have more projects and experience to point to and use as leverage during negotiations. Recent studies have found that the majority of first time successful job seekers self-reported gaining practical work experience during graduate school. (Eckard, Rosener, & Scripps-Hoekstra, 2014; Reed et al., 2014) This experience could provide applicants more confidence during a job offer negotiation. A common reason for not negotiating was applicants did not feel that they were in a position to negotiate. While not every job offer will be negotiable, a candidate does not know for sure until they ask for more. Applicants should bear in mind that even in tough job markets, the applicant is

the offering library's first choice candidate at that point and may be willing to offer more to get the applicant they want.

The second reason given was because the respondents were satisfied with the job offer. However, one in five respondents, who chose not to negotiate because they were satisfied with the job offer, regretted later that they did not negotiate. This is an important lesson for future applicants to keep in mind, because while an offer may seem great at the beginning, applicants should always consider future considerations like professional development support or technology upgrades.

In conclusion, younger job applicants are more likely to have negotiated earlier in their professional career, while all applicants were more likely to negotiate as the number of positions increased and the level of position increased. Despite this, there are still a significant number, 48%, of respondents who do not feel confident negotiating. One possible solution would be training offered during graduate programs, if it does not already exist, and training offered via ALA at conferences and/or webinars. Further research could be conducted to examine the techniques used by successful negotiators.

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Appendix A: Email List

coll-lib (a mailing list for the ACRL's College Libraries section),
rusa-l (the email list for the Reference & User Services Association);
ILL-L (Information Literacy Instruction Discussion List);
large-psd - Public Service Directors of Large Research Libraries
acr-l-rig - ACRL Residency Interest Group
diversity-l - LLAMA Diversity Officers Discussion Group
scholcomm@lists.ala.org (ACRL Scholarly Communication);
uls-l@lists.ala.org (a mailing list for the ACRL's University Libraries section);
nmrt-l@lists.ala.org (ALA New Members Round Table Discussion Listserv);
acr-igts@lists.ala.org (ACRL Technical Services Interest Group);
acrlassessdg@lists.ala.org (ACRL Assessment Discussion Group);
nps-l@lists.ala.org (LLAMA NPS Discussion List);
libadmin@lists.ala.org (LLAMA administrator list);
Black Caucus of the American Library Association (BCALA) listserv;
APALA-L@lsv.uky.edu (Asian/Pacific American Librarians Association (APALA) listserv)

Appendix B: Job Offer Negotiation Survey

Q1 Job Negotiation Survey The goal for this survey is to examine the prevalence and attitude towards negotiating job offers from the perspective of job applicants and hiring managers. We are recruiting any librarian who has accepted at least one professional position and/or individuals who are responsible for making job offers and who are/would be part of negotiating job offers for professional librarians. You may not experience a direct benefit from participating in this survey, but your participation will hopefully provide a scientifically based set of guidelines for negotiating library job offers, applicable to librarians at all stages of their career. If you choose to participate it is anticipated that the survey will take approximately 15 minutes. Additionally this survey is completely anonymous, as you will not be asked to provide your name or other identifiable information. Participating in this study is completely voluntary. If you decide to participate now, you may change your mind and stop at any time. You may choose to not answer an individual question or you may skip any section of the survey. Simply click "Next" at the bottom of the survey page to move to the next question. There are a couple of questions that require responses and if you do not wish to answer those questions, please exit the survey. If you have questions about this research study, you can contact Jason Reed Kansas State University, K-State Libraries, 123 Hale Library, Manhattan, KS 66506, (785) 532-7280, jbreed@ksu.edu. If you have questions about your rights as a research participant; or wish to obtain information, ask questions or discuss any concerns about this study with someone other than the researcher(s), please contact Rick Scheidt, Chair, Committee on Research Involving Human Subjects, 203 Fairchild Hall, Kansas State University, Manhattan, KS 66506, (785) 532-3224. By clicking on ">>" below you are agreeing to participate in this survey.

Q13 Were you in a position to handle one or more job offer negotiation(s) as an EMPLOYER in the last 5 years?

- Yes (1)
- No (2)

Answer If “Yes” Is Selected to the question:

“Were you in a position to handle one or more job offer negotiation(s) as an EMPLOYER in the last 5 years?”

Q14 In general, how much flexibility is there for negotiating salary, and/or other bonus/benefits (e.g. relocation expenses, professional development funding, etc.) for the following positions at your current library?

	A lot of Flexibility (1)	Some Flexibility (2)	Little Flexibility (3)	No Flexibility (4)	N/A (5)
Director/Dean or AD level positions (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Manager or Dept. Head positions (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Librarian positions (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support Staff positions (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If “Yes” Is Selected to the question:

“Were you in a position to handle one or more job offer negotiation(s) as an EMPLOYER in the last 5 years?”

Q15 As an EMPLOYER, do you expect job candidates to negotiate salary, and/or other bonus/benefits (e.g. relocation expenses, professional development funding, etc.) ?

- Yes (1)
- No (2)

Answer If “Yes” Is Selected to the question:

“Were you in a position to handle one or more job offer negotiation(s) as an EMPLOYER in the last... “

Q28 As an EMPLOYER, have you ever withdrawn a job offer because of an unsuccessful negotiation with the job candidate?

- Yes, it has happened more than once (1)
- Yes, but it has only happened once (2)
- No (3)

Answer If “Yes, it has happened more than once” Or “Yes, but it has only happened once” Is Selected to the question:

“As an EMPLOYER, have you ever withdrawn a job offer because of an unsuccessful negotiation with the job candidate?”

Q29 Please give a brief reason why you withdrew the job offer? (Note: Sensitive information will NOT be disclosed in the survey report)

Answer If “Yes” Is Selected to the question:

“Were you in a position to handle one or more job offer negotiation(s) as an EMPLOYER in the last 5 years? “

Q16 How often do job candidates negotiate salary at your library?

- Never (1)
- Rarely (2)
- Sometimes (3)
- Often (4)
- Very Often (5)

Answer If “Yes” Is Selected to the question:

“Were you in a position to handle one or more job offer negotiation(s) as an EMPLOYER in the last...”

Q32 How often do job candidates negotiate bonus/benefits (e.g. relocation expenses, professional development funding, etc.) at your library?

- Never (1)
- Rarely (2)
- Sometimes (3)
- Often (4)
- Very Often (5)

Q18 As a JOB SEEKER, have you ever negotiated your salary, and/or other bonus/benefits (e.g. relocation expenses, professional development funding, etc.) during the job offer process?

- Yes (1)
- No (2)

Answer If “Yes” Is Selected to the question:

“As a JOB SEEKER, have you ever negotiated your salary, bonus and/or benefits during the job offer process?”

Q35 Did you negotiate your salary, and/or other bonus/benefits (e.g. relocation expenses, professional development funding, etc.) for your first professional librarian position?

- Yes (1)
- No (2)

Q19 As a JOB SEEKER, do you think you will negotiate your salary, and/or other bonus/benefits (e.g. relocation expenses, professional development funding, etc.) during your NEXT job offer process?

- Yes (1)
- Maybe (2)
- No (3)

Q31 My current library position is my...

- 1st professional job (1)
- 2nd professional job (2)
- 3rd professional job (3)
- 4th or more professional job (4)

Q30 When did you receive the job offer for your current position?

- 2005 or before (1)
- 2006 (2)
- 2007 (3)
- 2008 (4)
- 2009 (5)
- 2010 (6)
- 2011 (7)
- 2012 (8)
- 2013 (9)
- 2014 (10)
- 2015 (11)

Q24 The gender of the person who made the job offer of your current position was:

- Male (1)
- Female (2)
- Gender not listed above (3) _____

Q5 When offered your current position by your employer, did you attempt to negotiate your salary, and/or other bonus/benefits?

- Yes (1)
- No (2)

Answer If “No” Is Selected to the question:

“When offered your current position by your employer, did you attempt to negotiate your salary, bo... “

Q26 When did you decide not to negotiate the salary, and/or other bonus/benefits of your current position?

- Before the interview process (1)
- During the interview process before a formal job offer has been made (2)
- After the employer has made a formal job offer (3)
- Other (4) _____

Answer If “No” Is Selected to the question:

“When offered your current position by your employer, did you attempt to negotiate your salary and/or other bonus/benefits?”

Q10 I did not attempt to negotiate my salary, and/or other bonus/benefits (e.g. relocation expenses, professional development funding, etc.) when offered a position by my current employer because: (please select one choice that best describes your primary reason)

- I was afraid that it would jeopardize the job offer (1)
- I was satisfied with the job offer (2)
- I didn't think I was in a position to negotiate (3)
- I didn't have adequate negotiation skills (4)
- I felt a sense of unpleasantness (5)
- I didn't want to come across as greedy (6)
- I didn't want to come across as pushy (7)
- Other (8) _____

Answer If “No” Is Selected to the question:

“When offered a position by your current employer, did you attempt to negotiate your salary, bonus and/or benefits?”

Q21 Do you regret not negotiating?

- Yes (1)
- No (2)

Answer If “Yes” Is Selected to the question:

“When offered a position by your current employer, did you attempt to negotiate your salary, bonus and/or benefits?”

Q6 At what stage in the hiring process did you begin negotiations?

- During the interview process before a formal job offer has been made (1)
- After the employer has made a formal job offer (2)
- After I've accepted the job offer (3)
- Other (4) _____

Answer If “Yes” Is Selected to the question:

“When offered a position by your current employer, did you attempt to negotiate your salary, bonus and/or benefits?”

Q17 For my current position's job offer negotiation, for the SALARY, I...

- Received less than requested (1)
- Asked but received nothing (2)
- Received the amount requested (3)
- Received more than requested (4)

Answer If “Yes” Is Selected to the question:

“When offered your current position by your employer, did you attempt to negotiate your salary, bo... “

Q37 For my current position's job offer negotiation, for BONUS and/or BENEFITS other than salary, I...

- Received less than requested (1)
- Asked but received nothing (2)
- Received the amount requested (3)
- Received more than requested (4)

Answer If “Yes” Is Selected to question:

“When offered a position by your current employer, did you attempt to negotiate your salary, bonus and/or benefits?”

Q7 How much flexibility did you think there was for negotiating your salary, bonus and/or benefits for your current position?

- A lot of flexibility (1)
- Some flexibility (2)
- Little flexibility (3)
- No flexibility (4)

Q8 Which of the following components of salary and/or benefits have you tried to negotiate with a new employer in the past?
(Check all that apply.)

- None (1)
- Early tenure/continuous appointment review (2)
- Relocation expenses (3)
- Professional development opportunities (e.g., seminars, conferences, courses, travel funding) (4)
- Salary (5)
- Perks (e.g., larger office space, free parking, etc.) (6)
- Sign-on bonus (7)
- Early salary reviews with the possibility for increases (e.g., after three or six months) (8)
- Flexible work schedules (e.g., flextime, compressed workweeks, telecommuting) (9)
- Other (10) _____

Q9 How would you rate your level of comfort with the negotiation process?

- Very comfortable (1)
- Somewhat comfortable (2)
- Neither comfortable nor uncomfortable (3)
- Somewhat uncomfortable (4)
- Very uncomfortable (5)

Q2 What is your gender?

- Male (1)
- Female (2)
- Gender not listed above (3) _____

Q22 Please specify your ethnicity.

- African American (1)
- Asian / Pacific Islander (2)
- Hispanic (3)
- Native American (4)
- White (5)
- Other (6) _____

Q3 What is your age?

- 25 and younger (1)
- 26-35 (2)
- 36-45 (3)
- 46-55 (4)
- 56-65 (5)
- 66 and over (6)

Q4 What type of library do you currently work at?

- Academic Library (1)
- Public Library (2)
- School Library (3)
- Special Library (4)
- Law Library (5)
- Other (6) _____

Q11 Which of the following best describe your current position?

- Dean/Director or Associate/Assistant Dean/Director level position (1)
- Manager or Department Head level position (2)
- Professional Librarian level position (3)
- Support Staff level position (4)
- Human Resources (non-librarian rank) position (5)
- Other (6) _____

Q12 How many people are employed at your library? (if you are not certain, please estimate)

- 1 - 5 (1)
- 6 - 10 (2)
- 11 - 25 (3)
- 25 - 40 (4)
- 41 - 60 (5)
- 61 and more (6)

SELA/GENERAL NEWS:

SELA Partners With the Alabama Library Association

At the April SELA Board meeting, approval was given to partner with the College, University, and Special Libraries Division of the Alabama Library Association's Research Award Committee to publish the winning article for their award. The award winning paper is presented in this issue.

SELA University & College Libraries Section: New Voices Program Call for Submissions/Papers

New Voices is an opportunity for **new librarians** to the profession to present and publish their ideas or perspectives on current library issues.

The University & College Libraries Section of the Southeastern Library Association (SELA) will select one librarian to present a paper at the 2016 SELA/Georgia COMO (Council of Media Organizations) Joint Conference in Athens, Georgia. The winning paper will be published in the peer-reviewed SELA journal, *The Southeastern Librarian*. The editor asks that papers be written according to the latest edition of the APA style, and that they be 2,000 – 4,000 words.

What: Paper to be presented at the 2016 SELA/Georgia COMO Joint Conference, and published in *The Southeastern Librarian*

Theme: A current library issue of interest to the academic library community