

12:54:27 From PLA Webinars To Everyone:  
Welcome! Feel free to introduce yourself here in the chat window by sending a message to "Everyone" to let us know where you're joining from today. Other attendees can't see your message if you don't send it to "Everyone." Thanks!

12:57:03 From Jennifer Eyer To Everyone:  
Hello from Worthington, Ohio!

12:57:22 From Helen Rigdon To Everyone:  
Good Afternoon from Sioux City, IA! :)

12:57:25 From Laona Fleischer To Everyone:  
Hello from Oak Park, IL

12:57:28 From Jeremiah Baumann To Everyone:  
Hello everyone - Rochester, Minnesota here.

12:57:29 From Delissa Key To Everyone:  
Hello from Hagerstown, Md

12:57:31 From Jan Banks To Everyone:  
Hi Jennifer, Jan from Ky here.

12:57:32 From Cheyenne Chontos To Everyone:  
Hello from Sioux Falls, SD!

12:57:46 From Duane Herendeen To Everyone:  
Hello from Warsaw, Indiana

12:57:47 From Jennifer May To Everyone:  
Hello from McHenry, Illinois!

12:57:48 From Cassie Miller To Everyone:  
Hello from Baltimore, MD!

12:57:51 From Katie Bauman To Everyone:  
Hello from San Jose, CA!

12:57:54 From Denita Thomas To Everyone:  
Hi From Georgia!

12:58:11 From Susan Banks To Everyone:  
Hello from rainy Harrisburg, PA!

12:58:22 From Brenda Hemmelman To Everyone:  
Greetings from South Dakota!

12:58:23 From Taffy Maposa To Everyone:  
Hi from London Ontario!

12:58:25 From Kellee Forkenbrock To Everyone:  
Hi from North Liberty, Iowa!

12:58:39 From Valerie Bell To Everyone:  
Hello from Georgia

12:58:52 From Gray Dickerson To Everyone:  
Hi from Silver Spring, Maryland!

12:59:05 From Robert Noriega, M.S. To Everyone:  
Hello from Virginia

12:59:06 From Kim Tubbs-Nelson To Everyone:  
Howdy from Murrieta, California, USA!

12:59:10 From Gabriela Tafolla To Everyone:  
Hello from Addison, Illinois!

12:59:13 From Darnice Jasper To Everyone:  
Hello from Laurel MD!

12:59:23 From Marykaye Roberts To Everyone:  
Hi from Cedar Falls, IA! -Marykaye

12:59:26 From Damera Blincoe To Everyone:  
Hello from Louisville, KY :)

12:59:26 From Joy Stevenson To Everyone:

Howdy from Crete Nebraska  
12:59:27 From Brad Bullis To Everyone:  
Hello from Connecticut!  
12:59:31 From Judy Fachko To Everyone:  
HI! From Buffalo, NY  
12:59:32 From Cheryl Loewen To Everyone:  
Hi from Texas City, TX  
12:59:35 From Monika Knapp To Everyone:  
Good afternoon from South Florida.  
12:59:35 From Jeffrey Hamilton To Everyone:  
Greetings from Raleigh, NC  
12:59:54 From Sunny Branick To Everyone:  
Hello from KCMO  
13:00:03 From Jewel Thompson To Everyone:  
Hello from Nashville, TN!  
13:00:07 From Megan Wagner To Everyone:  
Hi from Linthicum MD!  
13:00:07 From Silvia Roma To Everyone:  
Hello from Newton, MA!  
13:00:09 From Michelle Jeske To Everyone:  
Hello from Denver!  
13:00:22 From Leslie Briggance To Everyone:  
Hello from Port Angeles, WA!  
13:00:27 From Suanne Wymer To Everyone:  
Greetings from Tulsa, Oklahoma!  
13:00:46 From Dolly Goyal To Everyone:  
Hello from Santa Clara, CA!  
13:00:56 From PLA Webinars To Everyone:  
Need technical assistance with the webinar? Contact me using the  
Q&A window and I'll respond a.s.a.p.  
13:01:02 From Aiden Street To Everyone:  
Hello from Moore, Oklahoma!  
13:01:03 From Theresa Jehlik To Everyone:  
Hello from warm and sunny Omaha, Nebraska  
13:01:13 From Jennifer Coulter To Everyone:  
Hi from NY!  
13:01:23 From Darlita Ballard To Everyone:  
Hello from Jackson, MS (JSU). Darlita Ballard  
13:01:31 From PLA Webinars To Everyone:  
Need technical assistance with the webinar? Contact me using the  
Q&A window and I'll respond a.s.a.p.  
13:01:41 From monique phillips To Everyone:  
Hello from AZ!  
13:01:49 From Jennifer Robertson To Everyone:  
Hello from Tumwater, WA!  
13:01:50 From Janet Makoujy To Everyone:  
Hello from cold and rainy Rockland County, NY  
13:01:51 From Lisa Lockheart To Everyone:  
Hello from Rock Island, Illinois!  
13:01:52 From Bethany Howard To Everyone:  
Hello from TN :)  
13:01:58 From Sara Deegan To Everyone:  
Hello from Pennsylvania!  
13:02:05 From Diah! Seccareccia To Everyone:

Hi from Connecticut!

13:02:31 From Dietrich Davis To Everyone:  
Hello from PGCMLS -Prince George's County, MD

13:03:35 From Barb Mitchell To Everyone:  
Howdy from Johnstown, PA

13:03:41 From Nora Stewart To Everyone:  
Hello from Denver!

13:03:48 From Clayton Cheever To Everyone:  
Hey Maria!

13:03:58 From Clayton Cheever To Everyone:  
Greetings from Norwood, MA

13:04:12 From Mary Higginbottom Johnson To Everyone:  
Hello everyone in Muskegon Michigan

13:04:14 From Clemmie Little To Everyone:  
Hello from Savannah, GA!

13:04:18 From Kelly Metzger To Everyone:  
Hello from Rhode Island!

13:04:27 From Joselyn Williams To Everyone:  
Hello from NC

13:04:45 From Frieda Afary To Everyone:  
Hello from Los Angeles

13:04:58 From John Spears To Everyone:  
Hey from Buffalo, NY! Go Bills! (I'm contractually obligated to say that)

13:05:55 From Annette Jones To Everyone:  
Hello from First Regional Library Hernando, MS

13:05:55 From Emi Johnson To Everyone:  
Hello from Austin TX

13:06:24 From Carol Coffey To Everyone:  
Hello from Little Rock, Arkansas

13:06:43 From Jaime Flores To Everyone:  
Greetings from Montgomery County Maryland.

13:06:44 From Sara Taylor To Everyone:  
Hi Everyone! Yes, John, you're right, we are LOL Hi from Lockport, NY

13:06:51 From Katina Jones To Everyone:  
Survey report: <https://www.ala.org/pla/data/plasurveys>

13:08:17 From Deborah Jackson To Everyone:  
Hello from Marietta, GA

13:08:49 From Linda Jones To Everyone:  
Greetings from Washington, DC!

13:09:08 From TRICIA LEE To Everyone:  
Hello from Sno-Isle Libraries in Washington State

13:09:44 From Katina Jones To Everyone:  
Strategic plan: <https://www.ala.org/pla/about/mission>

13:10:10 From Aerial Mathews To Everyone:  
Greetings from Louisiana!

13:10:16 From Jasmine Cedeno To Everyone:  
Can we also have the link for the report that was on the slide?

13:10:31 From Katina Jones To Everyone:  
Survey report: <https://www.ala.org/pla/data/plasurveys>

13:10:48 From PLA Webinars To Everyone:  
Also, all links posted here in chat will also be included with the webinar recording.

13:10:49 From Jasmine Cedeno To Everyone:  
Thank you!

13:12:14 From Cristy Moran To Everyone:  
Who received the survey?

13:12:35 From Katina Jones To Everyone:  
@Cristy - all public libraries were invited to participate in the survey

13:13:09 From Lauri Lindqvist To Everyone:  
How does the response rate compare to response rates for research surveys in general? (it seems really low)

13:14:07 From Nancy Kim Phillips To Everyone:  
was that mean or median for the salaries?

13:14:18 From Cristy Moran To Everyone:  
Were the respondents all library staff, MLIS, or library directors?

13:14:26 From Sara Goek (PLA) To Everyone:  
@Nancy, median (report also includes means)

13:14:34 From Nancy Kim Phillips To Everyone:  
Thanks!

13:14:43 From Jennifer Eyer To Everyone:  
Were there stats taken for Support staff?

13:15:30 From Katina Jones To Everyone:  
@Cristy - only one survey was collected per library administrative entity

13:16:20 From Sam Begley-May To Everyone:  
IRT salary question - is there data on non-MLS staff (circulation clerks, pages, etc.)? Also was there any question in the survey about whether the institution is represented by a collective bargaining contract?

13:18:19 From Katina Jones To Everyone:  
Lauri and Sam - we will get back to you at the end of the presentation during Q&A

13:20:52 From Katina Jones To Sam Begley-May and All Panelists:  
Sam - the survey is included in the report (Appendix B) - [https://www.ala.org/pla/sites/ala.org.pla/files/content/data/PLA\\_Staff\\_Survey\\_Report\\_2022.pdf](https://www.ala.org/pla/sites/ala.org.pla/files/content/data/PLA_Staff_Survey_Report_2022.pdf)

13:22:31 From Katina Jones To Everyone:  
Survey report: <https://www.ala.org/pla/data/plasurveys>

13:22:47 From PLA Webinars To Everyone:  
Remember to post your question for our panelists here in the chat window to "Everyone." We'll address questions later in the webinar. Thanks!

13:25:06 From Dan Hensley To Everyone:  
@Don gender data is in table 13 and 14 (page 22) of the report.

13:27:52 From Andrea Hilliard To Everyone:  
to the panelists: Is there a way to learn which libraries use the blind review process, so we can ask them about the process and advice for implementation?

13:28:49 From Katina Jones To Everyone:  
Benchmark: <https://librarybenchmark.org/>

13:29:40 From Katina Jones To Everyone:  
Data about the library profession (from Public Libraries magazine infographics): <https://public.tableau.com/app/profile/sara.goek>

13:31:26 From PLA Webinars To Everyone:

Form to share other staffing and EDI resources you have found useful (and see others' responses): <https://forms.gle/GDqCfnPGzvvhbx3L4A>

13:31:53 From PLA Webinars To Everyone:  
Information about writing for PLA:  
<https://www.ala.org/pla/resources/publications/publiclibraries/writeforpl>

13:34:05 From Barb Mitchell To Everyone:  
Are there any recommendations for helping people who are neuroatypical or have learning disabilities in the hiring process?

13:34:12 From PLA Webinars To Everyone:  
Benchmark: <https://librarybenchmark.org/>

13:35:14 From PLA Webinars To Everyone:  
About the 2022 survey and read past survey reports:  
<https://www.ala.org/pla/data/plasurveys>

13:35:18 From Cristy Moran To Everyone:  
Not, Cristy. This is Lori. Does the benchmarking take into account that most "librarians" do not hold an MLIS--especially those of color?

13:36:07 From Cristy Moran To Everyone:  
How does the survey and the planning take into account the lack of funding to pay MLIS librarians, especially in rural areas?

13:36:18 From Andrea Hilliard To Everyone:  
Technical Question about Benchmark: Has the site had capacity issues in the past week or so? I've had trouble moving between subpages, sometimes prompting an error message.

13:36:42 From PLA Webinars To Everyone:  
Background info about Benchmark:  
<https://www.ala.org/pla/data/benchmark>

13:37:30 From Sara Goek (PLA) To Everyone:  
@Andrea, yes, unfortunately. We're working with our developers to address those ASAP and apologize for the difficulties in the meantime.

13:38:06 From Andrea Hilliard To Everyone:  
Thank you, @Sara Goek.

13:38:06 From Sara Goek (PLA) To Everyone:  
The good news is it's because so many people are completing the survey :-)

13:38:28 From Andrea Hilliard To Everyone:  
Ahh, a good problem to have!

13:39:01 From PLA Webinars To Everyone:  
Complete the 2022 survey and access data at  
<https://librarybenchmark.org/>

13:40:08 From PLA Webinars To Everyone:  
Email: [plabenchmark@ala.org](mailto:plabenchmark@ala.org)

13:43:35 From Darnice Jasper To Everyone:  
I might have missed this, but if we are middle management and don't have access to the benchmark account, how would we access this information.

13:44:23 From Cristy Moran To Everyone:  
Re: the collecting of data. The survey doesn't ask about MLIS/MLS status. Salary is not a good indicator of an MLIS or not. Next time, asking about education would be more descriptive and useful (Lori again)

13:44:42 From Elena Gutierrez To Everyone:  
Hi - will you please confirm that I took this note correctly? 58% of U.S. population is white-alone/not Hispanic 75% of librarians are white-alone

13:44:53 From Katina Jones To Everyone:

ALA-APA Salary Survey: <https://ala-apa.org/salary-survey/>

13:46:37 From Hillary Theyer To Everyone:

Monterey County (CA) does blind screening, but it is the HR department that does it, so maybe asking in the HR world is a better group to ask about how it is implemented?

13:46:44 From Cristy Moran To Everyone:

Where or who is collecting the data on the demographics of non-MLIS staff working in libraries? In the past, this is where the majority of non-white staff worked.

13:46:56 From Ann Gomez To Everyone:

Hello, I wanted to clarify who can complete the 2022 PLA survey. Currently I am a Branch Manager at a branch that is one of 36 branches in the San Diego Public Library. Would it be the Director of the SDPL system or can the branches respond? Thank you. Ann Gomez

13:47:09 From Andrea Hilliard To Everyone:

Thank you, @Hillary Theyer.

13:47:50 From Andrea Hilliard To Everyone:

Thanks for answering my question about blind review process. I appreciate the suggestions.

13:48:32 From Darlita Ballard To Everyone:

Thank You! (Darlita Ballard).

13:49:34 From Cristy Moran To Everyone:

Thanks so much for working on this project! (Lori)

13:49:46 From Janet Makoujy To Everyone:

My library has lost 6 staff members in the last 7 months. We are a union library and with a locked in 1% raise in the current contract, and the current high cost of living, staff are leaving to find jobs with higher pay. How can we retain these people? PLA Webinars 02:49 PM

Sorry for any confusion, Janet. PLA doesn't use this Q&A window for questions for our speakers. We want you to post your question for our speakers in the Chat window instead. Thanks!

13:49:49 From Lauri Lindqvist To Everyone:

Re helping neurodivergent job candidates: At the system I work in, candidates get interview questions a few a minutes ahead of time and can prepare their responses. Super helpful for the introverted and autistic folks, among others I'm sure

13:51:05 From Cristy Moran To Everyone:

@Janet +1

13:51:49 From Cassie Miller To Everyone:

Hobbies, Names, Zip Codes, College/Universities, etc.

13:52:09 From Jennifer Jordebek To Everyone:

It stated that all PL Libraries can have a free account to Benchmark, but the annual subscription is \$400- up to 20% discount. Is that is correct? And if it is, has there been any thought on a sliding scale fee so smaller/rural libraries would be able to utilize this?

13:53:53 From Jaime Flores To Everyone:

As the Latino Staffing numbers are so low in the chart from the report, has there been discussion to do further surveying on this topic to research the why?

13:54:42 From Sara Goek (PLA) To Everyone:

@Jaime, I'd suggest also looking at the data from the American Community Survey that was compiled for PL magazine. It's a much broader dataset.

13:55:27 From Elaine Bilyeu To Everyone:



13:55:42 From Jason Turner To Everyone:

I'm curious and maybe I missed it but do we know what are the reason's the people leaving these lost positions are leaving and if so what are they? Is this detail in this final report?

13:55:47 From Marian Royal To Everyone:

Where are the peer library comparisons?

13:55:57 From Carmaleta Williams To Everyone:

Thank you for assembling a wise SME panel! The survey and session is very informative and useful!!!👍👍

13:56:44 From Katina Jones To Everyone:

@Marian - logging in to Benchmark shows peer comparisons on several survey data points

13:57:20 From Marian Royal To Everyone:

Thanks, Katina.

13:57:22 From Katina Jones To Everyone:

\* for your particular library; locale was used within the report for comparison

13:58:35 From PLA Webinars To Everyone:

Email: plabenchmark@ala.org

13:59:11 From Cristy Moran To Everyone:

How does someone get on the committee?

13:59:43 From Kathleen Sullivan To Everyone:

Great overview. Thanks for this report! Looking forward to exploring the details.

13:59:47 From PLA Webinars To Everyone:

Email: plabenchmark@ala.org

13:59:48 From Cassie Miller To Everyone:

Thank you so much!!

13:59:51 From Janet Makoujy To Everyone:

thank you.

13:59:51 From Megan Wagner To Everyone:

Thank you!

13:59:52 From Claudia Holland To Everyone:

Thank you very much.

13:59:52 From Charlene Hsu Gross To Everyone:

Thank you

13:59:53 From John Spears To Everyone:

Thank you!

13:59:54 From Marian Royal To Everyone:

Thank you!

13:59:54 From Ann Gomez To Everyone:

Thank you!

13:59:55 From Clemmie Little To Everyone:

Thank you !

13:59:56 From monique phillips To Everyone:

Thank You

13:59:58 From Jennifer Eyer To Everyone:

Thank you!

13:59:59 From Tati Terfa To Everyone:

Thanks