Appendix: Questionnaire


Welcome to the Music Library Association Personnel Characteristics 2016 Survey! If you are at least 18 years of age and agree to participate in this study, click “Agree.” If you choose not to participate or are under 18 years of age, click “Exit.”

- Agree (1)
- Exit (2)
<table>
<thead>
<tr>
<th>Degrees in Library Science and/or Archival Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>- BA (or equivalent) (1)</td>
</tr>
<tr>
<td>- Masters degree (MA, MLS, MLIS, etc.) - not ALA accredited (2)</td>
</tr>
<tr>
<td>- Masters degree (MA, MLS, MLIS, etc.) - ALA accredited (3)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>(1)</th>
<th>(2)</th>
<th>(3)</th>
<th>(4)</th>
<th>(5)</th>
<th>(6)</th>
<th>(7)</th>
<th>(8)</th>
<th>(9)</th>
<th>(10)</th>
<th>(11)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Area</td>
<td>Type</td>
<td>Course</td>
<td>Credit</td>
<td>Grade</td>
<td>Course</td>
<td>Credit</td>
<td>Grade</td>
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</tr>
</tbody>
</table>

- Master's degree in Library Science and/or Archival Certification is required.
- BA degree can be substituted but must be equivalent to a master's degree in the field.
- ALA accredited programs are preferred.
- Masters degree (MA, MLS, MLIS, etc.) with music coursework but not official specialization (4)
- Masters degree (MA, MLS, MLIS, etc.) with music librarianship specialization (5)
- PhD (6)
- Archival certification (7)
- Other degree not listed (please specify) (8) ____________________

Degrees in fields other than music or library science; please list major.
- BA/BS (1) ____________________
- MA/MS/MFA (2) ____________________
- PhD/EdD (3) ____________________
- Other or additional (list degree & major) (4) ____________________

Are you actively pursuing a degree or certificate now?
- Yes (list degree and major/concentration) (1) ____________________
- No (2)

How important are continuing education activities to your professional development and advancement?
- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)

How many out-of-unit professional development opportunities do you participate in during an average year?

<table>
<thead>
<tr>
<th>Professional workshop (1)</th>
<th>Offered by local/state association</th>
<th>Offered by regional/national association</th>
<th>Virtual stream or webinar offered by a professional association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional meeting (2)</td>
<td>0 (1)</td>
<td>1 (2)</td>
<td>2 (3)</td>
</tr>
<tr>
<td></td>
<td>3 (4)</td>
<td>4+ (5)</td>
<td>0 (1)</td>
</tr>
</tbody>
</table>

List your top three professional literature sources related to your position in rank order (journals, blogs, podcasts, etc.).
- Click to write Choice 1 (1)
- Click to write Choice 2 (2)
- Click to write Choice 3 (3)
Please list any languages other than English in which you have some proficiency and indicate the degree of proficiency on the US State Department Proficiency definitions (https://careers.state.govgateway/lang_prof_def.html).

<table>
<thead>
<tr>
<th>Language</th>
<th>Elementary proficiency (1)</th>
<th>Limited working proficiency (2)</th>
<th>Minimum professional working proficiency (3)</th>
<th>Full professional proficiency (4)</th>
<th>Fluent/native proficiency (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arabic (1)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Chinese (2)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>French (3)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>German (4)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Hebrew (5)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Italian (6)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Japanese (7)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Latin (8)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Russian (9)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Spanish (10)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Other (11)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Please select the category or categories below which best describe your current employment (or your primary job if you have more than one):

- Library/Archives (1)
- Student (2)
- Unemployed (job seeking) (3)
- Unemployed (not job seeking) (4)
- Commercial Sector (5)
- Retired (6)
- Other (please specify) (7) ____________________

Display This Question:
If Library/Archives Is Selected
Please indicate below the type of institution in which you are employed.

- Academic or conservatory library (1)
- Non-library unit in a university or conservatory (8)
- Public library (2)
- School library (3)
- Orchestra library (4)
- Archive or special collection not affiliated with an academic institution or public library (5)
- Governmental library (federal, state, armed services) (6)
- Other (7) ____________________
Display This Question:
If Please indicate below the type of institution in which you are employed. Academic or conservatory library Is Selected
Or Please indicate below the type of institution in which you are employed. University or conservatory (outside of the library) Is Selected

Highest level of music degrees granted:
- Undergraduate (1)
- Master's and/or post-baccalaureate (2)
- Doctoral (3)

Display This Question:
If Please indicate below the type of institution in which you are employed. Academic or conservatory library Is Selected

Type of institution (select all that apply):
- Private institution (1)
- State-supported institution (2)
- Conservatory, school of music, or conservatory within a larger institution (3)

Display This Question:
If Please indicate below the type of institution in which you are employed. Academic or conservatory library Is Selected

Total student enrollment (FTE) at your institution:
- Fewer than 2,000 (1)
- 2,000-5000 (2)
- 5,000-10,000 (3)
- 10,000-15,000 (4)
- 20,000-30,000 (5)
- 30,000-40,000 (6)
- 40,000-50,000 (7)
- More than 50,000 (please specify) (8) ____________________
Total number of music majors (both undergraduate and graduate):

- 1-50 (1)
- 51-100 (2)
- 101-200 (3)
- 201-300 (4)
- 301-400 (5)
- 401-500 (6)
- 501-600 (7)
- 601-700 (8)
- 701-800 (9)
- 801-900 (10)
- 901-1000 (11)
- More than 1000 (12)

Are your current position's responsibilities:

- Primarily related to music (1)
- Split between music and non-music subjects (2)
- Primarily unrelated to music (3)

Do you work in:

- An integrated collection with no separate service point for music (1)
- A separate music, media, or performing/fine arts collection housed within a larger collection (2)
- A physically separate music branch and/or performing arts library (3)
- Other: (4) ____________________
Display This Question:
If Please indicate below the type of institution in which you are employed. Academic or conservatory library Is Selected
Or Please indicate below the type of institution in which you are employed. Public library Is Selected
Or Please indicate below the type of institution in which you are employed. School library Is Selected
Or Please indicate below the type of institution in which you are employed. Archive or special collection not affiliated with an academic institution or public library Is Selected
Or Please indicate below the type of institution in which you are employed. Governmental library (federal, state, armed services) Is Selected
Or Please indicate below the type of institution in which you are employed. Other Is Selected

For each task listed below, please indicate whether you have primary or secondary responsibility (leave blank if you have no responsibility)

<table>
<thead>
<tr>
<th>Task</th>
<th>Primary responsibility (1)</th>
<th>Secondary responsibility (2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration/management of unit or library (1)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Supervision (including volunteers or students) (2)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Reference (3)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Library instruction (4)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Classroom teaching (other than library instruction) (5)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Circulation (6)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Cataloging/database maintenance (7)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Systems/computer or technical support (8)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Media technical support (9)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Acquisitions (10)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Collection development (11)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Conservation/preservation (12)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Marketing/sales/fundraising (13)</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
If Please select the category below which best describe your current employment (or your primary job...
Library/Archives Is Selected

How many years have you worked in your current position?
- Less than one (1)
- 1-5 (2)
- 6-10 (3)
- 11-15 (4)
- 16-20 (5)
- More than 20 years (please specify) (6) ________________

Display This Question:
If Please select the category below which best describe your current employment (or your primary job...
Library/Archives Is Selected

_____ What percentage FTE is your current position? (1)

Display This Question:
If Please select the category below which best describe your current employment (or your primary job...
Library/Archives Is Selected

_____ What percentage of your job responsibilities deal with music? (1)

Display This Question:
If Please select the category or categories below which best describe your current employment (or yo...
Library/Archives Is Selected
Or Please select the category or categories below which best describe your current employment (or yo...
Commercial Sector Is Selected
Or Please select the category or categories below which best describe your current employment (or yo...
Other (please specify) Is Selected
What is your annual salary range?
- less than $20,000 (1)
- $20,000-30,000 (2)
- $30,000-40,000 (3)
- $40,000-50,000 (4)
- $50,000-60,000 (5)
- $60,000-70,000 (6)
- $70,000-80,000 (7)
- $80,000-90,000 (8)
- $90,000-100,000 (9)
- More than $100,000 (10)
Display This Question:
If Please select the category below which best describe your current employment (or your primary job... Library/Archives Is Selected

Which of the following best describes the status of your position?
- Tenured faculty (1)
- Tenure-track faculty (2)
- Permanent or continuing faculty (other than tenure-track) (3)
- Professional staff (4)
- Classified staff or paraprofessional (5)
- Non-renewable contract (e.g., a temporary position, however long, with a termination date) (6)
- Other (please specify) (7) ________________

Display This Question:
If Please select the category below which best describe your current employment (or your primary job... Library/Archives Is Selected

Number of librarians and paraprofessionals/classified staff (excluding students).

<table>
<thead>
<tr>
<th>Click to write Column 1</th>
<th>Answer 1 (1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>How many FTE librarians work with music in your organization? (1)</td>
<td></td>
</tr>
<tr>
<td>How many FTE paraprofessionals or classified staff work with music in your organization (2)</td>
<td></td>
</tr>
</tbody>
</table>

Display This Question:
If Please select the category below which best describe your current employment (or your primary job... Library/Archives Is Selected

Is your position represented by a union or bargaining unit?
- Yes (1)
- No (2)
- I don't know (3)
Display This Question:
If Degrees in Library Science and/or Archival Certification Masters degree (MA, MLS, MLIS, etc.) - not ALA accredited Is Selected
Or Degrees in Library Science and/or Archival Certification Masters degree (MA, MLS, MLIS, etc.) - ALA accredited Is Selected
Or Degrees in Library Science and/or Archival Certification Masters degree (MA, MLS, MLIS, etc.) with music coursework but not official specialization Is Selected
Or Degrees in Library Science and/or Archival Certification Masters degree (MA, MLS, MLIS, etc.) with music librarianship specialization Is Selected

Did you work as a library clerk or paraprofessional?
☐ Yes, before earning my MLS (if so, how long?) (1) ________________
☐ Yes, after earning my MLS (if so, how long?) (2) ________________
☐ No (3)

Display This Question:
If Please select the category below which best describe your current employment (or your primary job... Student Is Selected

Do you have, or have you had a graduate assistantship?
☐ Yes, in a music library or archive (1)
☐ Yes, in a non-music library or archive (2)
☐ No (3)

Have you ever (please check all that apply):
☐ Participated in a practicum or internship for professional development? (1)
☐ Been employed in a library residency or fellowship program? (2)
☐ Participated in leadership training? (3)
☐ Participated in a mentoring program as a mentor or mentee (please specify)? (4)

____________________
☐ Sought the assistance of MLA's resume review service? (5)
☐ Sought the assistance of MLA's placement service? (6)
☐ Sought the assistance of ALA's resume review service? (7)
☐ Sought the assistance of ALA's placement services? (8)
☐ Sought the assistance of a general resume review or career counseling service (e.g., monster.com, career counseling center at an academic institution), please specify (9) ____________________
Please indicate the field in which you work.

- Bibliographic utility or other commercial library service (1)
- Music or book publishing (2)
- Sound record industry or distribution (3)
- Educator (including library school faculty and faculty in disciplines other than music) (4)
- Performing musician (5)
- Preservation consultation/service (6)
- Other (please specify): (7) ____________________

How many years have you worked in your current position?

- Less than one (1)
- 1-5 (2)
- 6-10 (3)
- 11-15 (4)
- 16-20 (5)
- More than 20 years (please specify) (6) ____________________

How many hours per week are you officially assigned to your position?
How many people work in your organization?
- 1-5 (1)
- 6-10 (2)
- 11-20 (3)
- 21-50 (4)
- 51-100 (5)
- More than 100 (please specify) (6) ________________

Has your library or commercial organization changed staffing levels in the last five years? (1)
- Yes, they have expanded (1)
- Yes, they have contracted (2)
- No, they have stayed the same (3)
- Not sure (4)

Has the music branch of your library or commercial organization changed staffing levels in the last five years? (2)
- Yes, they have expanded (1)
- Yes, they have contracted (2)
- No, they have stayed the same (3)
- Not sure (4)
Future staff levels

<table>
<thead>
<tr>
<th>Do you anticipate your library or commercial organization changing staffing levels in the next five years? (1)</th>
<th>Yes, we will expand (1)</th>
<th>Yes, we will contract (2)</th>
<th>No, we will stay the same (3)</th>
<th>Not sure (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you anticipate the music branch of your library or commercial organization changing staffing levels in the next five years? (2)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Please list the top three strategies that your library/unit is pursuing during the next three years.

Click to write Choice 1 (1)
Click to write Choice 2 (2)
Click to write Choice 3 (3)
Display This Question:
If Please select the category or categories below which best describe your current employment (or yo...
Library/Archives Is Selected
Or Please select the category or categories below which best describe your current employment (or yo...
Commercial Sector Is Selected
Or Please select the category or categories below which best describe your current employment (or yo...
Other (please specify) Is Selected
Please select up to three trends that you see impacting your library/unit during the next three years.
☐ Software/applications (1)
☐ Technology hardware (excluding mobile devices) (2)
☐ Mobile devices (3)
☐ Ability to demonstrate value of your services (4)
☐ Retirements (5)
☐ Increase in hiring (6)
☐ Funding cuts (7)
☐ New publishing formats (8)
☐ Competition from internet resources (9)
☐ Massive Open Online Courses (MOOCs) (10)
☐ Online courses (11)
☐ Information/Learning commons (12)
☐ Other (13) ____________________

Display This Question:
If Please select the category below which best describe your current employment (or your primary job... Library/Archives Is Not Selected
Have you worked in a music library or archive in the past?
☐ Yes (1)
☐ No (2)
Scholarly activities; mark all that apply and indicate amount of each activity.

<table>
<thead>
<tr>
<th>Published review (book, score, recording, software, etc.) (1)</th>
<th>0 (1)</th>
<th>1-3 (2)</th>
<th>4-6 (3)</th>
<th>7-10 (4)</th>
<th>11+ (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Published journal article, book chapter, or encyclopedia entry (2)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Published book (as author or co-author) (3)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Edited book, journal, or newsletter (4)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Presented session or workshop at regional conference (5)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Presented session or workshop at national conference (6)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Presented conference poster session (7)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Presented webinar/virtual session (8)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Creative Activities: mark all that apply in the last five years.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Yes (1)</td>
<td>No (2)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performed music in public venues (1)</td>
<td>○</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Have received grants, commissions, or other awards/honors for artistic work (2)</td>
<td>○</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Published compositions or had original pieces premiered/performe (3)</td>
<td>○</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Service Activities; mark number of service terms rendered.

<table>
<thead>
<tr>
<th></th>
<th>0 (1)</th>
<th>1-3 (2)</th>
<th>4-6 (3)</th>
<th>7-10 (4)</th>
<th>11+ (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Served as a committee, working group, or task force member in a professional organization (1)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Chaired a committee, working group, or task force in a professional organization (2)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Served as a special officer in a professional organization (3)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Served as a board member in a professional organization (4)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

What is your age?

How would you describe your gender, gender identity, and/or gender expression (e.g., male, female, transgender, cisgender, gender non-conforming, or please select other, more accurate terms)?

- Enter response here (3) ____________________
- Prefer not to answer (4)

Do you believe your gender, gender identity, or gender expression has negatively affected your employment?

- Yes (optional: describe the circumstances) (1) ____________________
- No (2)
- Not sure (optional: describe the circumstances) (3) ____________________
- Prefer not to answer (4)

What is your race or ethnic origin (check all that apply)? Federal Census Bureau categories are used in this question.

- White (1)
- African/African American (2)
- Asian (3)
- Pacific Islander, Native Hawaiian (4)
- Native American including Inuit (5)
- Latino/Latin American (6)
- None of the above (please specify) (7) ____________________
Do you believe your race or ethnic origin has negatively affected your employment?
- Yes (optional: describe the circumstances) (1) ____________________
- No (2)
- Not sure (optional: describe the circumstances) (3) ____________________
- Prefer not to answer (4)

Sexual orientation
- What is your sexual orientation? (1) ____________________
- Prefer not to answer (2)

Do you believe your sexual orientation has negatively affected your employment
- Yes (optional: describe the circumstances) (1) ____________________
- No (2)
- Not sure (optional: describe the circumstances) (3) ____________________
- Prefer not to answer (4)

Do you have any of the following disabilities (please choose all that apply)? Federal Census Bureau categories are used in this question.
- Hearing difficulty: deaf or having serious difficulty hearing (1)
- Vision difficulty: blind or having serious difficulty seeing, even when wearing glasses (2)
- Cognitive difficulty: because of a physical, mental, or emotional problem, having difficulty remembering, concentrating, or making decisions (3)
- Ambulatory difficulty: having serious difficulty walking or climbing stairs (4)
- Self-care difficulty: having difficulty bathing or dressing (5)
- Independent living difficulty: because of a physical, mental, or emotional problem, having difficulty doing errands alone such as visiting a doctor's office or shopping (6)
If Do you have any of the following disabilities (please choose all that apply)? Hearing difficulty: deaf or having serious difficulty hearing Is Selected
And Do you have any of the following disabilities (please choose all that apply)? Vision difficulty: blind or having serious difficulty seeing, even when wearing glasses Is Selected
And Do you have any of the following disabilities (please choose all that apply)? Cognitive difficulty: because of a physical, mental, or emotional problem, having difficulty remembering, concentrating, or making decisions Is Selected
And Do you have any of the following disabilities (please choose all that apply)? Ambulatory difficulty: having serious difficulty walking or climbing stairs Is Selected
And Do you have any of the following disabilities (please choose all that apply)? Self-care difficulty: having difficulty bathing or dressing Is Selected
And Do you have any of the following disabilities (please choose all that apply)? Independent living difficulty: because of a physical, mental, or emotional problem, having difficulty doing errands alone such as visiting a doctor's office or shopping Is Selected

Do you believe your disability has negatively affected your employment?
- Yes (optional: describe the circumstances) (1) ____________________
- No (2)
- Not sure (optional: describe the circumstances) (3) ________________
- Prefer not to answer (4)

Display This Question:
If Please select the category or categories below which best describe your current employment (or yo... Unemployed (job seeking) Is Not Selected
And Please select the category or categories below which best describe your current employment (or yo... Unemployed (not job seeking) Is Not Selected
And Please select the category or categories below which best describe your current employment (or yo... Retired Is Not Selected
And Please select the category or categories below which best describe your current employment (or yo... Student Is Not Selected

Please enter the state or province in which you work:

Display This Question:
If Please select the category or categories below which best describe your current employment (or yo... Library/Archives Is Selected
My library is in a:
- Large urban area (1)
- Smaller urban area (2)
- Suburban area (3)
- Rural area (4)
Please rate the value of your MLA membership.
- Excellent (1)
- Good (3)
- Poor (4)
- I am not a member (2)

**Display This Question:**
If Please rate the value of your MLA membership. Excellent Is Selected
Or Please rate the value of your MLA membership. Good Is Selected
Or Please rate the value of your MLA membership. Poor Is Selected

How many years have you been a member of MLA?
- Less than one year (1)
- 1-5 years (2)
- 5-10 years (3)
- 10-20 years (4)
- More than 20 years (5)

**Display This Question:**
If Please rate the value of your MLA membership. Excellent Is Selected
Or Please rate the value of your MLA membership. Good Is Selected
Or Please rate the value of your MLA membership. Poor Is Selected

Please rate the importance of the following factors in your decision to become or remain an MLA member, choose ONE as MOST IMPORTANT:

<table>
<thead>
<tr>
<th>Factor</th>
<th>Not important (1)</th>
<th>Somewhat important (2)</th>
<th>Important (3)</th>
<th>Very important (4)</th>
<th>Essential (5)</th>
<th>MOST IMPORTANT (only select ONE) (6)</th>
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</thead>
<tbody>
<tr>
<td>Notes (1)</td>
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<td>MLA Newsletter (2)</td>
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<td>Resume review service (3)</td>
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<td>Placement service (4)</td>
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<td>Opportunities for mentoring and/or being mentored (5)</td>
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<td>Contact with other members of the profession (6)</td>
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<td>Conference attendance (7)</td>
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<td>Institutional promotion (8)</td>
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<td>Other (please describe) (9)</td>
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</tbody>
</table>
If Please rate the value of your MLA membership. I am not a member Is Selected

Please indicate the importance of the following factors regarding your decision not to be an MLA member.
What library, professional, or scholarly music groups other than MLA do you currently pay membership dues?

- American Library Association (1)
- Association of College and Research Libraries (2)
- Society for American Archivists (3)
- Society for American Music (4)
- American Musicological Society (5)
- Society for Ethnomusicology (6)
- College Music Society (7)
- Early Music America (8)
- State or regional library association (please specify) (9) ____________________
- Utility or system user group (NOTIS, MOUG, etc) please specify (10) ____________________
- Performers' or composers' organization (e.g., American Guild of Organists, National Association of Teacher's of Singing, etc.) (11)
- Other professional or academic association (e.g., AAUP) please specify (12) ____________________