

## Footnotes

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- <sup>i</sup> Summerfield, Margaret and Evans, Gwynneth, "Canadian Library Association's Human Resources & Succession Planning Survey", June 2002 [http://www.cla.ca/resources/cla\\_human\\_resource\\_files/frame.htm](http://www.cla.ca/resources/cla_human_resource_files/frame.htm)
- <sup>ii</sup> "President's Budget Requests \$210.7 Million for Institute of Museum and Library Services", Computers in Libraries, April 1, 2002.
- <sup>iii</sup> Recruitment of Public Librarians: A Report to the Executive Committee of the Public Library Association, ALA Committee on Recruitment of Public Librarians May/June 2000 Public Libraries.
- <sup>iv</sup> Human Resources Development Canada, National Occupation Classification, 1999. The Human Resources Development Canada 1999 review of Librarianship includes Librarians as part of the occupational group (511) which includes Librarians, Archivists, Conservators and Curators. Librarians account for 77% of this classification.
- <sup>v</sup> "Succession Planning Project Under Way", Feliciter, Issue #1, 2002, p. 8.
- <sup>vi</sup> Ibid. p.2.
- <sup>vii</sup> Canadian Association of Law Libraries - 2000 Salary and Benefits <http://www.callacbd.ca/ip0a040e.html>
- <sup>viii</sup> Faculty of Information Studies, University of Toronto, Placement and Salary Survey, 2001 <http://www.fis.utoronto.ca/resources/JobSite/GradSurvey/SalarySurvey.htm>
- <sup>ix</sup> "Placements & Salaries 2001", Library Journal, October 15, 2002, <http://libraryjournal.reviewsnews.com/index.asp?layout=articleArchive&articleId=CA252237&display=searchResults&stt=001>
- <sup>x</sup> "Libraries face "skills gap": 48% of librarians could retire by 2005" by Derek Weiler, Quill & Quire, January 2000 vol. 66 no. 1, pp 10-11.
- <sup>xi</sup> Ibid. p. 1.
- <sup>xii</sup> "Succession Planning Project Under Way", Feliciter, Issue #1, 2002, p. 8.
- <sup>xiii</sup> Human Resources Development Canada, National Occupation Classification, 1999, National Outlook to 2004, p.2.
- <sup>xiv</sup> Ibid. Distribution by Age, p.3.
- <sup>xv</sup> Haberkorn, Jennifer "Focus Paper: School Librarian Shortage", LIS 405LE, Fall 2000, p 1.
- <sup>xvi</sup> Wilder, Stanley, "The Changing Profile of Research Library Professional Staff," AL 208/209 (February/April 2002): p.4.
- <sup>xvii</sup> "Strategic Succession Planning: Developing and Retaining Talent", Deloitte & Touche, Finding Our Future Conference November 22 & 23, 2002
- <sup>xviii</sup> "A Lack of Librarians is One For the Books: Retirements, Pay, Image Thin Ranks", The Washington Times, July 23, 2000, Saturday, Final Edition.
- <sup>xix</sup> <http://lrs.ed.uiuc.edu/students/jhaberkorn/focuspaper.htm> Focus Paper: School Librarian Shortage LIS 405LE, Fall 2000, Jennifer Haberkorn, p.1.
- <sup>xx</sup> "Placements & Salaries 2000, Plenty of Jobs, Salaries Flat", Library Journal, October 15, 2001.