

Impostor Phenomenon and Skills Confidence among Scholarly Communications Librarians in the United States

By Erin Owens

Supplemental Materials

Table A. Summary of results of statistical relationship testing (* indicates statistically significant)

One-way ANOVA with Tukey post-hoc tests	P-value
CIPS scores compared by years of experience in libraries generally (0-2, 3-5, 6-10, 11-15, 16-20, and 21+ years)	0.006*
CIPS scores compared by years of experience in scholarly communication (0-2, 3-5, 6-10, 11-15, 16-20, and 21+ years)	0.021*
CIPS scores compared by genders (Male, Female, and Non-Binary/Other)	0.875
CIPS scores compared by first-generation college student status (Undergraduate, Graduate, and None)	0.489
CIPS scores compared by institutional Carnegie Classification	0.220
CIPS scores compared by tenure eligibility and status (Tenured, Tenure-Track, and Non-Tenure Track)	0.126
t-Test, Two Samples Assuming Unequal Variance	P-value
CIPS scores compared between persons of color (POC) versus non-POC	0.135
CIPS compared between MLS versus Non-MLS	0.134
CIPS compared between Public versus Private institutional control	0.481
Correlation	Pearson Coefficient
CIPS score to number of publications	-0.226*
CIPS score to hours of continuing education in scholarly communications	-0.182*
CIPS score to percentage of work hours in scholarly communications	-0.048

CIPS by Years of Experience in Libraries – One-Way ANOVA with Tukey Post-hoc Test

ANOVA

CIPS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3881.055	5	776.211	3.446	.006
Within Groups	32213.147	143	225.267		
Total	36094.201	148			

Post Hoc Tests

YrsLib	YrsLibCoded
0-2 years	1
3-5 years	2
6-10 years	3
11-15 years	4
16-20 years	5
21+ years	6

Multiple Comparisons

Dependent Variable: CIPS
Tukey HSD

(I) YrsLibCoded	(J) YrsLibCoded	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval Lower Bound	Upper Bound
1	2	2.126	5.939	.999	-15.03	19.28
	3	10.573	5.550	.403	-5.46	26.61
	4	5.257	5.663	.939	-11.10	21.62
	5	13.856	6.187	.226	-4.02	31.73
	6	15.244	5.704	.087	-1.23	31.72
2	1	-2.126	5.939	.999	-19.28	15.03
	3	8.446	4.002	.288	-3.11	20.01
	4	3.131	4.157	.975	-8.88	15.14
	5	11.730	4.847	.156	-2.27	25.73
	6	13.118*	4.213	.027	.95	25.29
3	1	-10.573	5.550	.403	-26.61	5.46
	2	-8.446	4.002	.288	-20.01	3.11
	4	-5.316	3.580	.674	-15.66	5.03
	5	3.284	4.362	.975	-9.32	15.88
	6	4.672	3.645	.795	-5.86	15.20
4	1	-5.257	5.663	.939	-21.62	11.10
	2	-3.131	4.157	.975	-15.14	8.88
	3	5.316	3.580	.674	-5.03	15.66
	5	8.599	4.505	.401	-4.41	21.61
	6	9.987	3.814	.099	-1.03	21.01
5	1	-13.856	6.187	.226	-31.73	4.02
	2	-11.730	4.847	.156	-25.73	2.27
	3	-3.284	4.362	.975	-15.88	9.32
	4	-8.599	4.505	.401	-21.61	4.41
	6	1.388	4.556	1.000	-11.77	14.55

6	1	-15.244	5.704	.087	-31.72	1.23
	2	-13.118*	4.213	.027	-25.29	-.95
	3	-4.672	3.645	.795	-15.20	5.86
	4	-9.987	3.814	.099	-21.01	1.03
	5	-1.388	4.556	1.000	-14.55	11.77

*. The mean difference is significant at the 0.05 level.

Homogeneous Subsets CIPS

Tukey HSD^{a,b}

YrsLibCoded	N	Subset for alpha = 0.05	
		1	2
6	30	55.20	
5	17	56.59	
3	39	59.87	59.87
4	32	65.19	65.19
2	22	68.32	68.32
1	9		70.44
Sig.		.074	.241

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 19.633.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Correlation of CIPS and Number of Publications – Pearson Coefficient

Correlations

		CIPS	Pubs
CIPS	Pearson Correlation	1	-.226**
	Sig. (2-tailed)		.006
	N	149	149
Pubs	Pearson Correlation	-.226**	1
	Sig. (2-tailed)	.006	
	N	149	149

** . Correlation is significant at the 0.01 level (2-tailed).

Correlation of CIPS and Hours of Continuing Education – Pearson Coefficient

Correlations

		CIPS	HrsSC
CIPS	Pearson Correlation	1	-.182*
	Sig. (2-tailed)		.027
	N	149	149
HrsSC	Pearson Correlation	-.182*	1
	Sig. (2-tailed)	.027	
	N	149	149

*. Correlation is significant at the 0.05 level (2-tailed).

Figure A. Percentage of 2019 work hours spent on scholarly communications duties

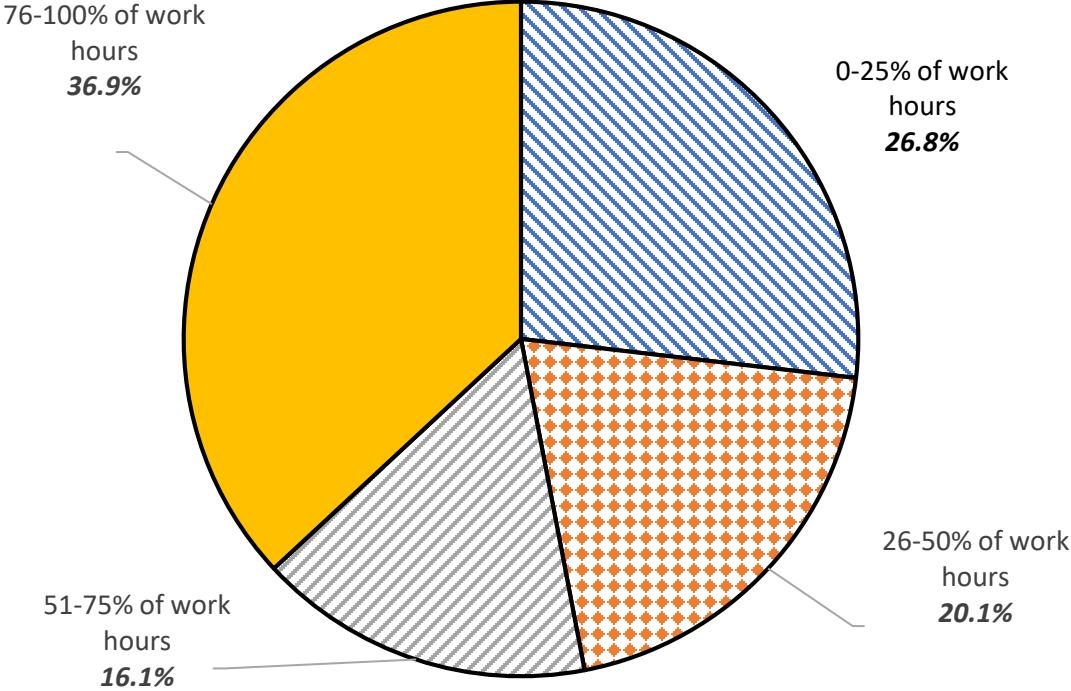


Figure B. Confidence levels in Institutional Repository Management competencies

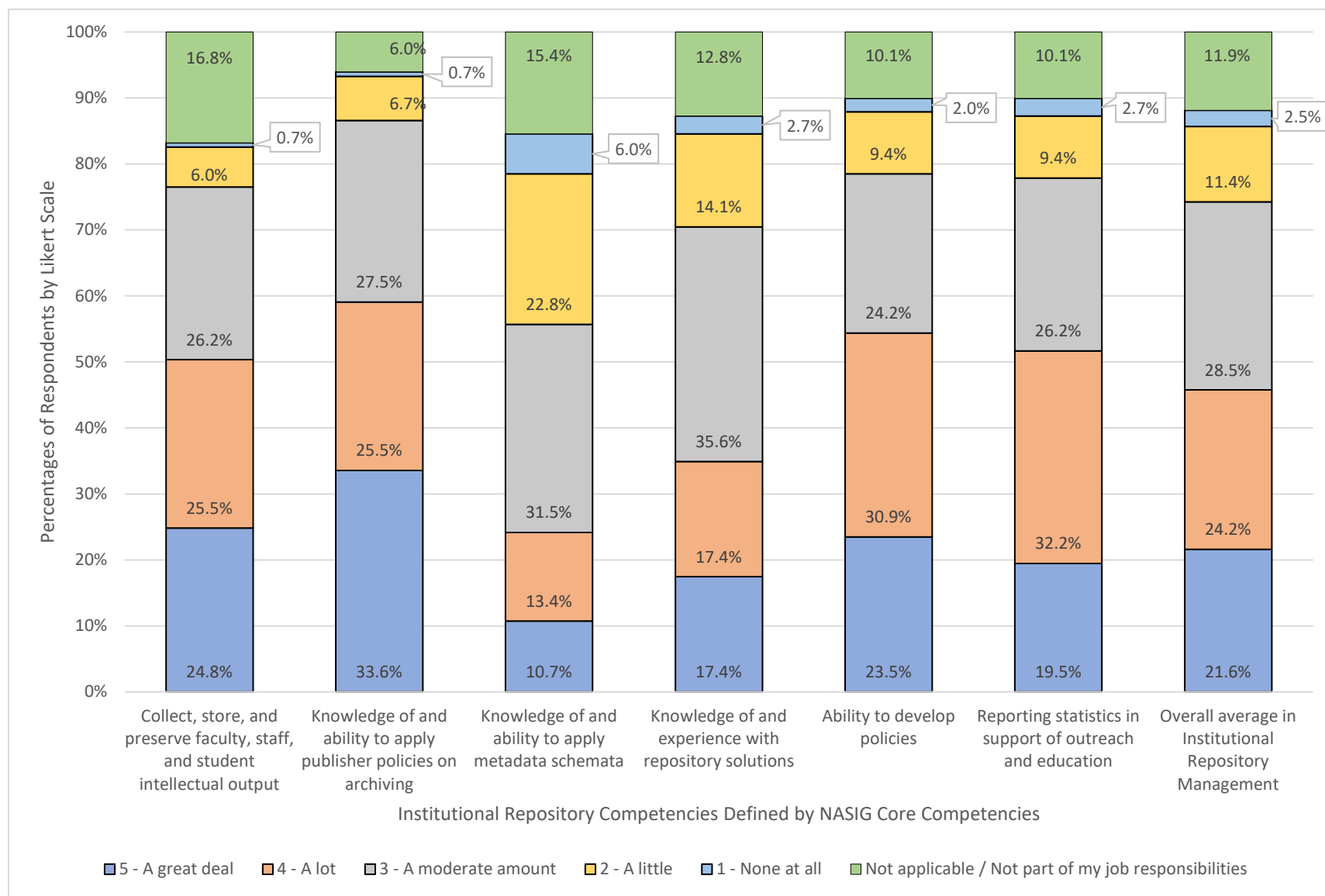


Figure C. Confidence levels in Publishing Services competencies

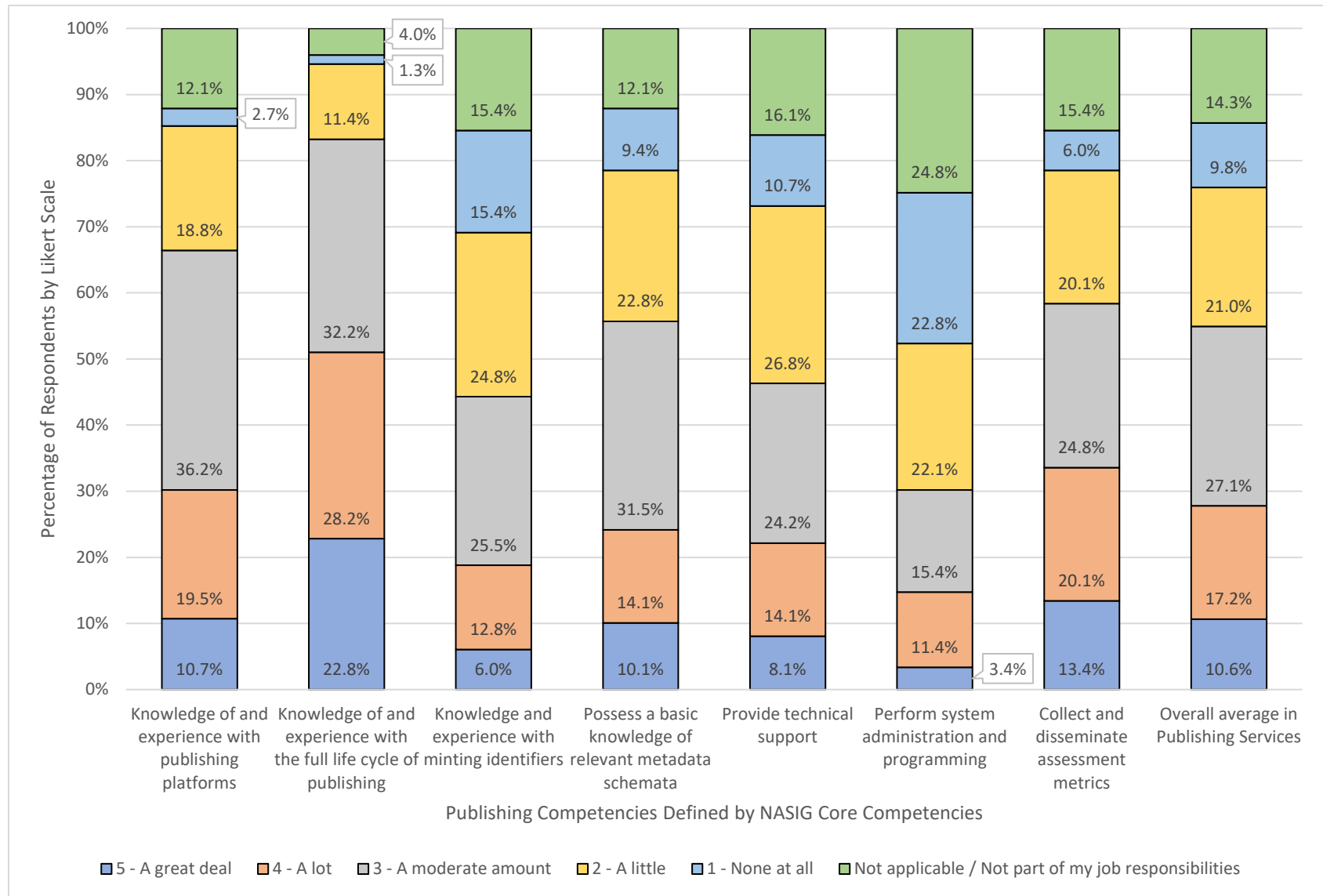


Figure D. Confidence levels in Copyright Services competencies

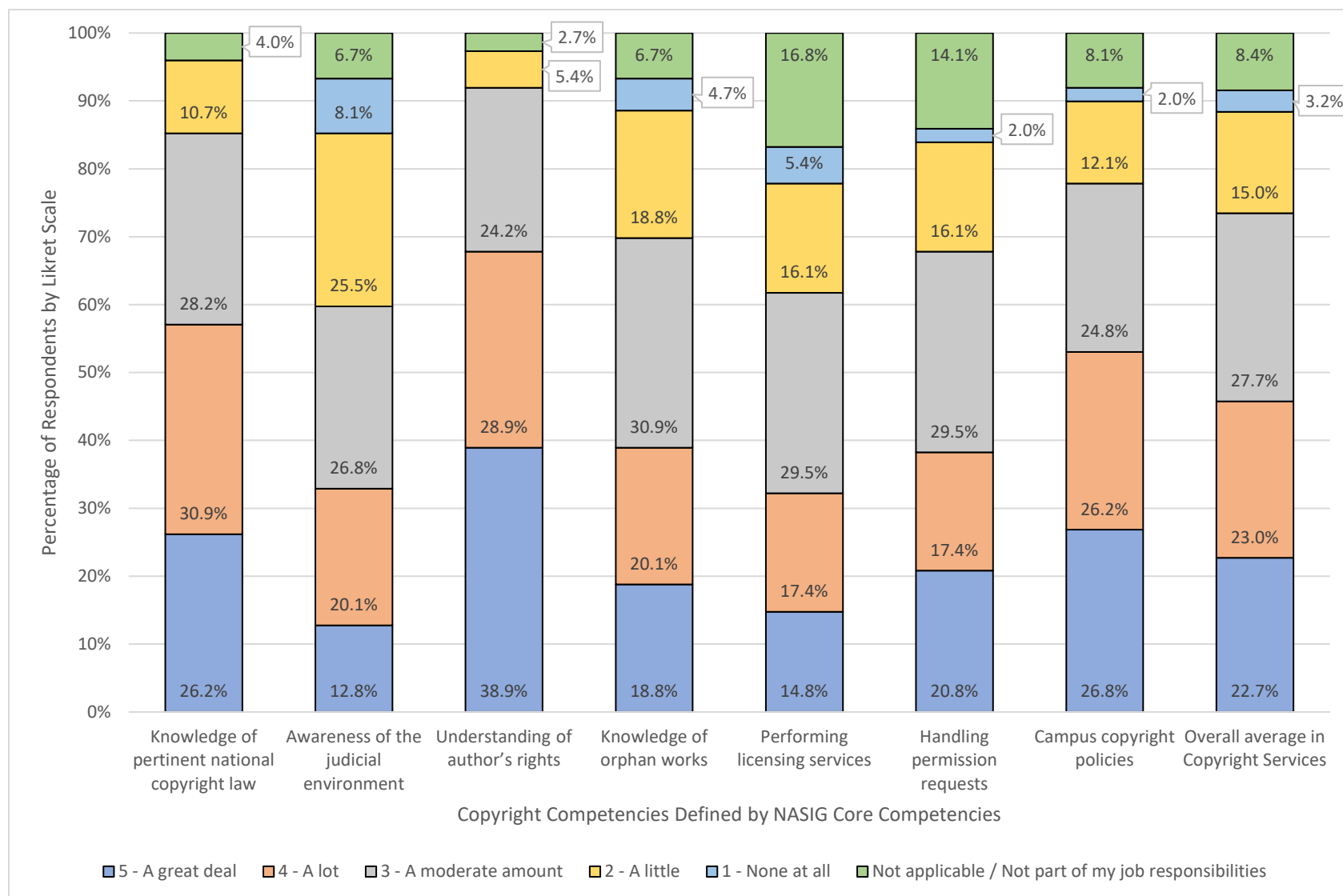


Figure E. Confidence levels in Assessment and Impact Metrics competencies

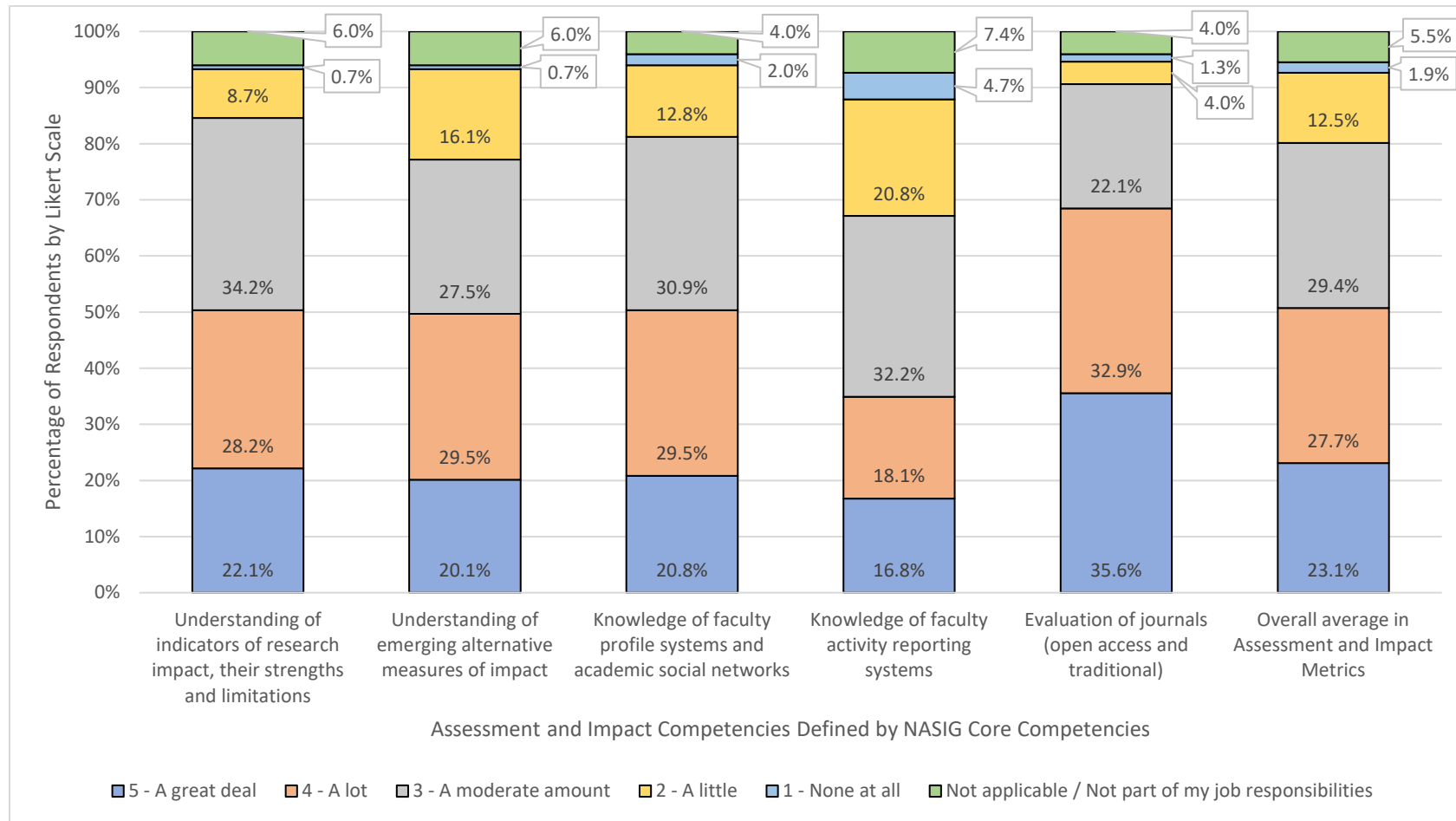


Figure F. Publishing: Percent of low-CIPS vs. high-CIPS respondents with a great deal of confidence

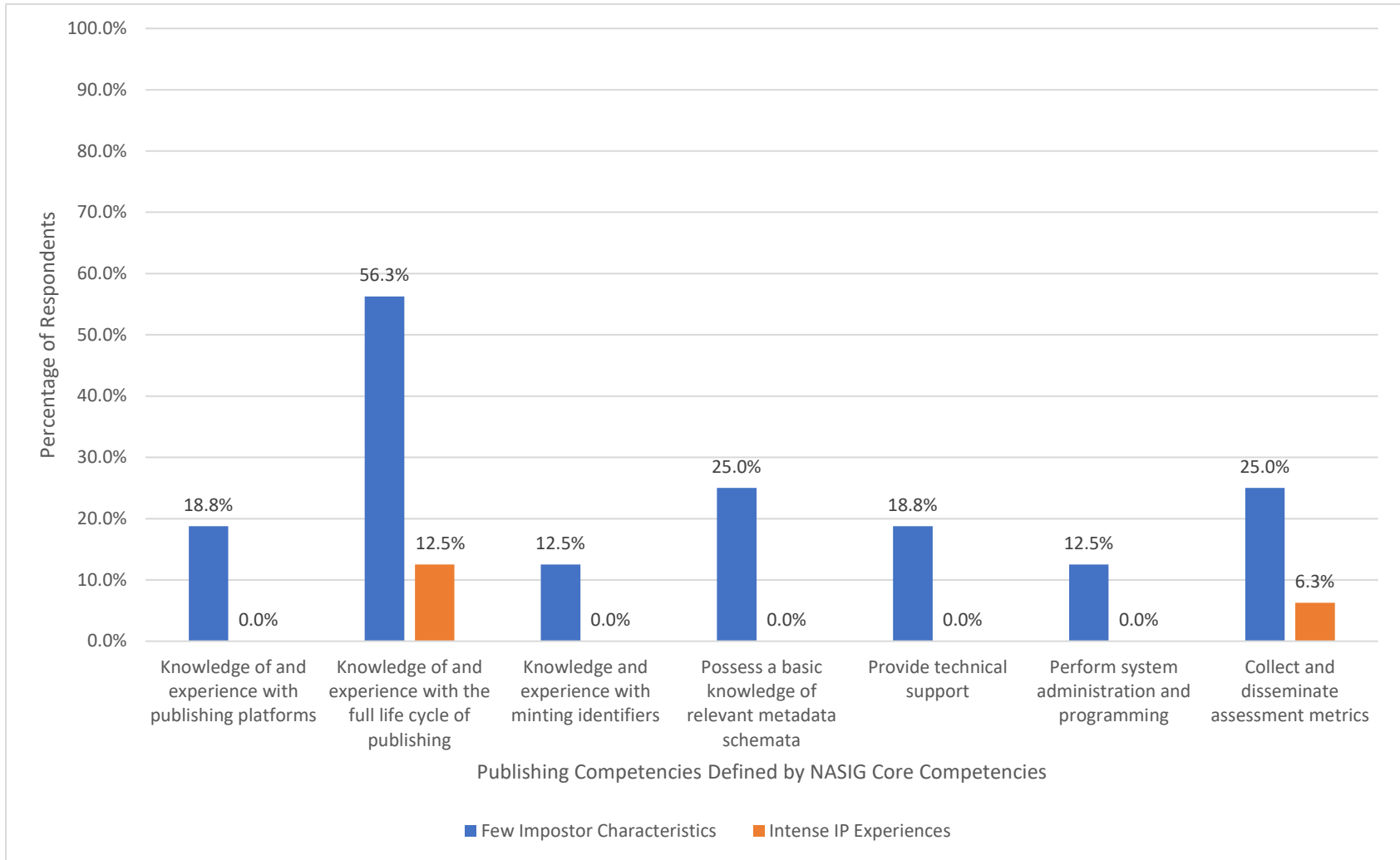


Figure G. Copyright: Percent of low-CIPS vs. high-CIPS respondents with a great deal of confidence

