



Consent

My name is Erin Owens, and I am an Associate Professor in the Newton Gresham Library at Sam Houston State University (SHSU). I am conducting a study to explore confidence and impostor phenomenon among scholarly communication librarians. I am asking academic librarians in the U.S. who support scholarly communication efforts at their institutions to complete a survey, with the option to enter a drawing for a \$25 Amazon gift card. The results of the survey are expected to be communicated via publication in a scholarly journal.

The following survey includes questions that ask you to rate your experience with impostor phenomenon and your confidence in your professional knowledge pertaining to scholarly communication. The survey also includes demographic questions, such as your years of experience with scholarly communication, years of experience in libraries, and your institution's Carnegie Classification. It will take about 15-20 minutes of your time to complete the survey. To qualify for this study, you must be over the age of 18 and employed in an academic library at a college or university within the United States.

Your participation in this study is voluntary. If you decide to

participate, your responses will be anonymous, recorded without any identifying information that is linked to you (not even your computer's IP address will be recorded). Because reflecting on feelings of impostorism may make some people uncomfortable, you are encouraged to complete the survey in a private environment, finish the survey in one setting, and clear your browser's cache after the survey is completed, in order to maintain the privacy of your answers.

This survey will be open from February 12, 2020, to March 12, 2020. **Deadline extended to March 31, 2020.**

If you have any questions regarding this survey, please contact me at 936-294-4567 or eowens@shsu.edu. If you have any questions regarding your rights as a human subject and participant in this study, or to report research-related problems, you may call the Institutional Review Board at SHSU for information, at (936) 294-4875, or irb@shsu.edu.

This study was approved by the Sam Houston State University Institutional Review Board: IRB-2019-424/January 16, 2020

Do you consent to participate?

- ☐ I consent to participate
- ☐ I do not consent to participate

Eligibility

Are you over the age of 18 and currently employed in an academic library within the United States?

- ☐ Yes
- ☐ No

To what extent do you support scholarly communication at your institution?

- ☐ It is my primary role (e.g., I am the / a Scholarly Communication Librarian in my library)
- ☐ It is not my primary role, but it is an important secondary responsibility (e.g., I am a subject liaison librarian who answers scholarly communication questions within my subject area)
- ☐ It is only a minimal part of my responsibilities (e.g., I may answer basic questions, but I will most often refer users to a colleague with a primary role in this area)
- ☐ I never support this area

CIPS-Redacted

REDACTED - Questions from the Clance Impostor Phenomenon Scale (CIPS) instrument appeared here in the original survey with permission.

The Impostor Phenomenon: When Success Makes You Feel Like A Fake (pp. 20-22), by P.R. Clance, 1985, Toronto: Bantam Books. Copyright 1985 by Pauline Rose Clance.

Confidence

NASIG has identified [core competencies for scholarly communication librarians](#). The next several questions will ask you about your AMOUNT OF CONFIDENCE regarding your professional competence in these areas.

You may wish to open the competencies document in another browser tab or window to reference their detailed definitions of each area: <https://www.nasig.org/Competencies-Scholarly-Communication>

Institutional Repository Management - How much confidence do you have regarding your competence in these areas?

	5 - A great deal	4 - A lot	3 - A moderate amount	2 - A little	1 - None at all	Not applicable / Not part of my job responsibilities
Collect, store, and preserve faculty, staff, and student intellectual output	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of and ability to apply publisher policies on archiving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of and ability to apply metadata schemata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of and experience with repository solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to develop policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reporting statistics in support of outreach and education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Publishing Services - How much confidence do you have regarding your competence in these areas?

	5 - A great deal	4 - A lot	3 - A moderate amount	2 - A little	1 - None at all	Not applicable / Not part of my job responsibilities
Knowledge of and experience with publishing platforms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of and experience with the full life cycle of publishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge and experience with minting identifiers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possess a basic knowledge of relevant metadata schemata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide technical support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perform system administration and programming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collect and disseminate assessment metrics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Copyright Services - How much confidence do you have regarding your competence in these areas?

	5 - A great deal	4 - A lot	3 - A moderate amount	2 - A little	1 - None at all	Not applicable / Not part of my job responsibilities
Knowledge of pertinent national copyright law	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Awareness of the judicial environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding of author's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of orphan works	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Performing licensing services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Handling permission requests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus copyright policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Data Management Services - How much confidence do you have regarding your competence in these areas?

	5 - A great deal	4 - A lot	3 - A moderate amount	2 - A little	1 - None at all	Not applicable / Not part of my job responsibilities
Data description and storage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Data management planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of and ability to apply funder mandates related to data storage, access, and retention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of and experience with open source and hosted data repository solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collection development, organization of, and access to third party data sets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of text and data mining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Assessment and Impact Metrics - How much confidence do you have regarding your competence in these areas?

	5 - A great deal	4 - A lot	3 - A moderate amount	2 - A little	1 - None at all	Not applicable / Not part of my job responsibilities
Understanding of indicators of research impact, their strengths and limitations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding of emerging alternative measures of impact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of faculty profile systems and academic social networks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of faculty activity reporting systems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluation of journals (open access and traditional)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The NASIG Core Competencies for Scholarly Communication

Librarians also identify key Personal Strengths - How much confidence do you have in your demonstration of these strengths?

	5 - A great deal	4 - A lot	3 - A moderate amount	2 - A little	1 - None at all	Not applicable / Not part of my job responsibilities
Collaboration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication skills (oral and written)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enthusiasm/ambition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Generalist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comfort with change and ambiguity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

You answered Moderate, Little, or No Confidence for one or more aspects of **Institutional Repository Management**. What factors do you feel negatively affect your confidence in your knowledge of this area? Mark all that apply.

- ☐ I am still new to working with the topic(s) and need more time/experience.
- ☐ I have too many responsibilities and have not been able to devote enough time to the topic(s).
- ☐ I have not completed enough training on the topic(s).
- ☐ I have not found enough training available on the topic(s).
- ☐ Although conceptual training is available for the topic(s), I need practical / hands-on training that I have been unable to find.
- ☐ I have insufficient practice with the topic(s) due to lack of user demand in my environment.
- ☐ I have an insufficient personal understanding of the key concepts of the topic(s); I feel like I "don't get it."
- ☐ The information, standards, and/or practices in the topic(s) change too rapidly to keep up.
- ☐ The requests/demands of my users or university administrators do not fit with our profession's recommended best practices (for example, wanting to use impact metrics in inappropriate ways).
- ☐ Other factors (please describe)

You answered Moderate, Little, or No Confidence for one or more aspects of **Publishing Services**. What factors do you feel negatively affect your confidence in your knowledge of this area? Mark all that apply.

- ☐ I am still new to working with the topic(s) and need more time/experience.
- ☐ I have too many responsibilities and have not been able to devote enough time to the topic(s).
- ☐ I have not completed enough training on the topic(s).
- ☐ I have not found enough training available on the topic(s).
- ☐ Although conceptual training is available for the topic(s), I need practical / hands-on training that I have been unable to find.
- ☐ I have insufficient practice with the topic(s) due to lack of user demand in my environment.
- ☐ I have an insufficient personal understanding of the key concepts of the topic(s); I feel like I "don't get it."
- ☐ The information, standards, and/or practices in the topic(s) change too rapidly to keep up.
- ☐ The requests/demands of my users or university administrators do not fit with our profession's recommended best practices (for example, wanting to use impact metrics in inappropriate ways).
- ☐ Other factors (please describe)

You answered Moderate, Little, or No Confidence for one or more aspects of **Copyright Services**. What factors do you feel negatively affect your confidence in your knowledge of this area? Mark all that apply.

- ☐ I am still new to working with the topic(s) and need more time/experience.
- ☐ I have too many responsibilities and have not been able to devote enough time to the topic(s).
- ☐ I have not completed enough training on the topic(s).
- ☐ I have not found enough training available on the topic(s).
- ☐ Although conceptual training is available for the topic(s), I need practical / hands-on training that I have been unable to find.
- ☐ I have insufficient practice with the topic(s) due to lack of user demand in my environment.
- ☐ I have an insufficient personal understanding of the key concepts of the topic(s); I feel like I "don't get it."
- ☐ The information, standards, and/or practices in the topic(s) change too rapidly to keep up.
- ☐ The requests/demands of my users or university administrators do not fit with our profession's recommended best practices (for example, wanting to use impact metrics in inappropriate ways).
- ☐ Other factors (please describe)

You answered Moderate, Little, or No Confidence for one or more aspects of **Data Management Services**. What factors do you feel negatively affect your confidence in your knowledge of this area? Mark all that apply.

- ☐ I am still new to working with the topic(s) and need more time/experience.
- ☐ I have too many responsibilities and have not been able to devote enough time to the topic(s).
- ☐ I have not completed enough training on the topic(s).
- ☐ I have not found enough training available on the topic(s).
- ☐ Although conceptual training is available for the topic(s), I need practical / hands-on training that I have been unable to find.
- ☐ I have insufficient practice with the topic(s) due to lack of user demand in my environment.
- ☐ I have an insufficient personal understanding of the key concepts of the topic(s); I feel like I "don't get it."
- ☐ The information, standards, and/or practices in the topic(s) change too rapidly to keep up.
- ☐ The requests/demands of my users or university administrators do not fit with our profession's recommended best practices (for example, wanting to use impact metrics in inappropriate ways).
- ☐ Other factors (please describe)

You answered Moderate, Little, or No Confidence for one or more aspects of **Assessment and Impact Metrics**. What factors do you feel negatively affect your confidence in your knowledge of this area? Mark all that apply,

- ☐ I am still new to working with the topic(s) and need more time/experience.
- ☐ I have too many responsibilities and have not been able to devote enough time to the topic(s).
- ☐ I have not completed enough training on the topic(s).
- ☐ I have not found enough training available on the topic(s).
- ☐ Although conceptual training is available for the topic(s), I need practical / hands-on training that I have been unable to find.
- ☐ I have insufficient practice with the topic(s) due to lack of user demand in my environment.
- ☐ I have an insufficient personal understanding of the key concepts of the topic(s); I feel like I "don't get it."
- ☐ The information, standards, and/or practices in the topic(s) change too rapidly to keep up.
- ☐ The requests/demands of my users or university administrators do not fit with our profession's recommended best practices (for example, wanting to use impact metrics in inappropriate ways).
- ☐ Other factors (please describe)

You answered Moderate, Little, or No Confidence for one or more **Personal Strengths**. What factors do you feel negatively affect your confidence in your demonstration of these strengths?

General and Demographics

During the 2019 calendar year, approximately what PERCENTAGE OF YOUR WORK HOURS were spent in duties related to supporting scholarly communication at your institution?

For example, if you spend about 75% of your time in other subject liaison duties and only 25% of your time in scholarly communication duties, you would enter 25 in the box. If scholarly communication comprises the entirety of your role, you would enter 100 in the box.

Please make your best estimate and round to the nearest whole number.

(Optional) Comments regarding percentage of work time

During the 2019 calendar year, approximately how many HOURS OF CONTINUING EDUCATION OR PROFESSIONAL DEVELOPMENT did you accrue related to scholarly communication? Consider live or virtual classes, conference sessions, webinars, etc.

Please make your best estimate and round to the nearest whole number.

(Optional) Comments regarding hours of continuing education or professional development

How many peer-reviewed journal articles, book chapters, and/or books have you published (whether single-authored or co-authored)? Please enter a whole number (if none, please enter 0).

How many years have you worked specifically with scholarly communication in libraries?

- ☐ 0-2 years
- ☐ 3-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21+ years

How many years have you worked in libraries generally?

- ☐ 0-2 years
- ☐ 3-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21+ years

Do you hold an ALA-accredited Master of Library Science or equivalent degree?

- ☐ Yes
- ☐ No

Is your current institution public or private?

- ☐ Public
- ☐ Private
- ☐ Not sure

What is the Carnegie Classification of your current institution? (You can easily look it up here: <http://carnegieclassifications.iu.edu/lookup/lookup.php>)

Is your job a tenure-track faculty position (or your institution's equivalent terminology)?

- ☐ Yes
- ☐ No

Have you earned tenure (or your institution's equivalent terminology)?

- ☐ Yes
- ☐ Not yet
- ☐ Prefer not to say

Your gender

- ☐ Male
- ☐ Female
- ☐ Non-binary / Third gender
- ☐ Prefer to self-describe
- ☐ Prefer not to say

Do you personally identify as a person of color (POC)?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

Are you a first-generation college graduate?

- ☐ No
- ☐ Not at the undergraduate level, but first in my family to get a graduate degree
- ☐ Yes, first in my family to even get an undergraduate degree
- ☐ Prefer not to say

(Optional) Please feel free to share any additional comments pertinent to the subject of this survey.

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