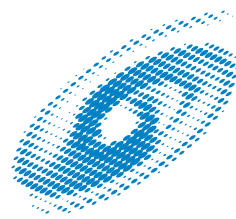


School of Information  
University of Michigan  
Career Placement Survey  
2002-03



SCHOOL OF INFORMATION  
UNIVERSITY OF MICHIGAN

## **Introduction**

The School of Information Career Services surveys Master of Science in Information (MSI) degree recipients to identify their post-graduation plans. This report summarizes information from the April 2002, August 2002, and December 2002 MSI graduates who completed the survey. Specifically, this report details post-graduation pursuits, salary information, work type and/or setting, geographic distribution, and job-search methods.

Of the 85 MSI students who graduated in 2002, 61 graduates completed the survey. This represents a 71 percent overall response rate; a higher response rate than in recent years.

Respondents' MSI degree specializations were Library and Information Services (LIS), 17; Tailored, 15; Human-Computer Interaction (HCI), 12; Archives and Records Management (ARM), 9; and Information Economics, Management and Policy (IEMP), 9.

***Joanna Kroll***  
***Assistant Director of Career Services***  
***School of Information***





## SI Graduates: Average Salaries

Forty-seven respondents reported (**Figure 3**) their starting salary (seven did not respond). The overall average salary of the 47 respondents was \$42,300. Salaries ranged from \$25,000 to \$87,500. Salaries varied significantly according to: **1) type of organization 2) geographic location 3) skills and experience, and 4) level of position.**

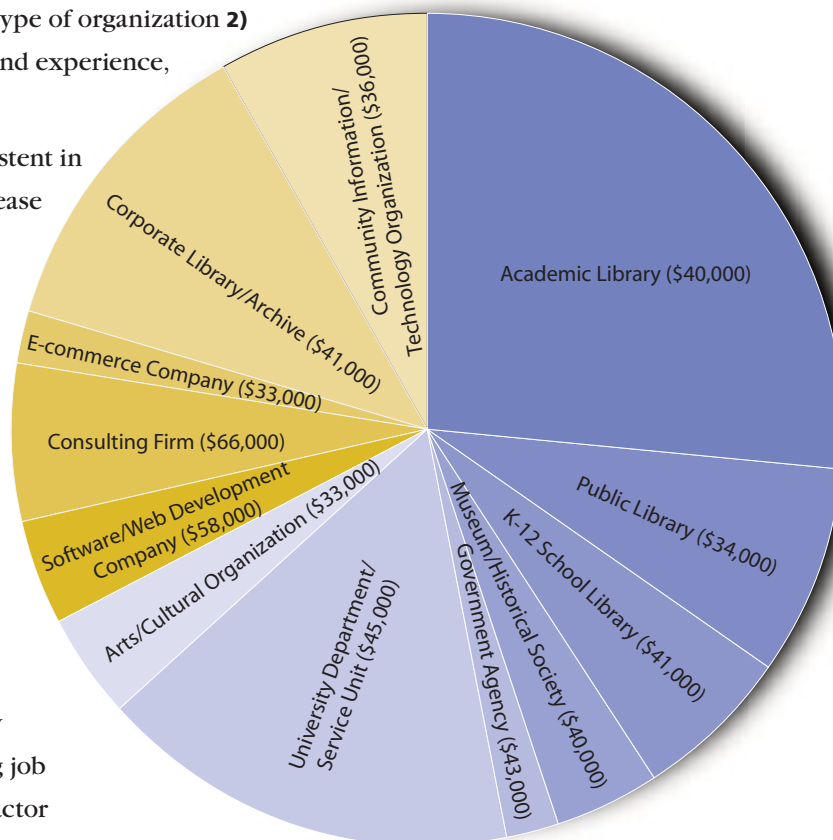
Starting salaries were consistent in most areas, with a slight decrease in public libraries, compared to 2001. The overall average salary was lower than in 2001, primarily since fewer grads landed high paying consulting/IT jobs, and more grads accepted positions in nonprofit settings. Four graduates with full-time jobs in corporate IT settings did not report salary data.

Salaries of SI graduates vary significantly. When evaluating job offers, salary is not the only factor that students consider. Students take into consideration different factors such as: benefits, type of work, work environment, and work/life balance. Graduates accepting jobs with lower salaries are taking these jobs for other reasons than salary, including interests, values, lifestyle, etc.

## SI Graduates: Geographic Locations

SI graduates have been able to secure employment in their locations of choice (**Figure 4**). Some found positions out of state while conducting a long distance job search. Others completed the search after moving to their chosen location.

Whether students decided to stay in the Midwest, or move out of state, SI graduates are successful in finding jobs nationwide. Certainly, a number of students from the state of Michigan attend SI in part for its location, and choose to accept positions (or to remain with their current organization) in Ann Arbor, metro Detroit, or other parts of Michigan.



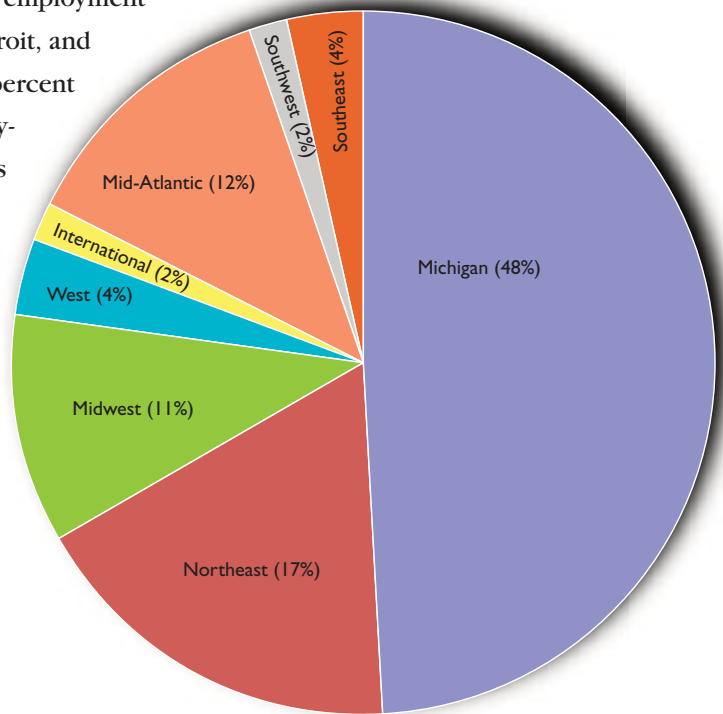
**Figure 3: Average Salary of Reporting 2002 Graduates**

Blue shaded = public/nonprofit sector  
Gold shaded = private sector

N =

- Academic libraries (13)
- Public libraries (4)
- K-12 school libraries (3)
- Museums/historical societies (2)
- Government agencies (1)
- University departments/ service units (8)
- Arts/cultural organizations (2)
- Software/Web development company (2)
- Consulting firm (3)
- E-commerce company (1)
- Corporate library/archive (6)
- Community information/ technology organization (4)

While half (28) of the respondents accepted employment in Michigan (16 in Ann Arbor, 10 in metro Detroit, and two in other parts of Michigan), the other 50 percent of respondents were successful gaining employment across the United States. Ten respondents accepted positions in the Northeast region (six in New York, two in Massachusetts, one in Connecticut, and one in New Jersey). Seven respondents accepted positions in the Mid-Atlantic region (five in the Washington, D.C., and two in Maryland). Five respondents accepted positions in the Midwest region (three in Ohio, one in Illinois, and one in Indiana). Two respondents accepted positions in the Southeast region (one in Florida and one in North Carolina). Two respondents accepted positions in the West region (two in California). One respondent accepted a position in the Southwest region (one in Arizona) and one respondent took an international position (Korea).



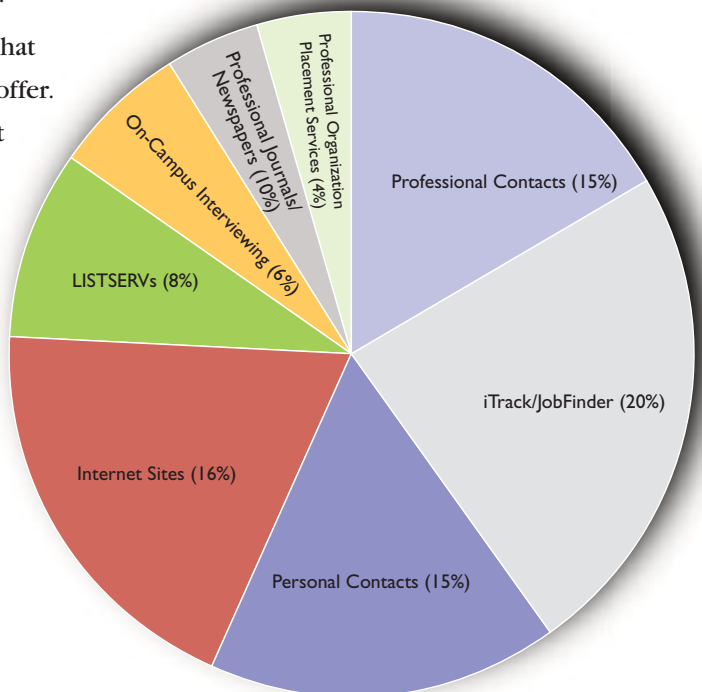
**Figure 4**

### Most Common/Effective Job Search Methods

In gaining employment, respondents utilized a combination of job search methods (Figure 5). The top three most common job search methods used were: iTrack Job and Internship Finder (SI's online career recruitment system), Internet sites (a company's Web site, industry specific Web sites, professional organization Web sites), and professional/personal contacts.

Fifteen respondents (28 percent) indicated that utilizing professional contacts led to their job offer. Eleven respondents (20 percent) indicated that Internet sites led to their job offers. Personal contacts led to eight (15 percent) of the job offers, followed by iTrack Job and Internship Finder, LISTSERVs, and professional journals/newspapers all leading to four job offers each. Finally, professional organization placement services led to three job offers and on campus interviews through the School of Information led to two job offers.

Most respondents used two to five of the above methods in their overall job search. Often a combination of search strategies played an integral part in the success of the respondents' job search.



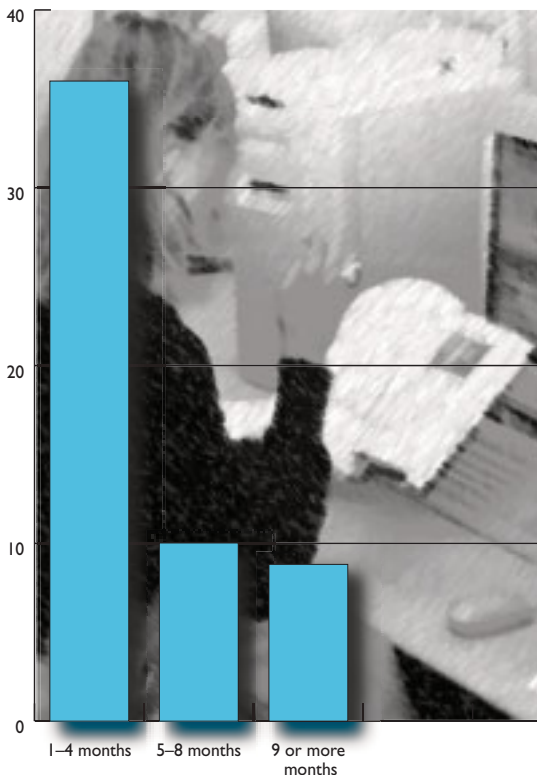
**Figure 5**

In a tougher labor market it is not only necessary to use many resources for a successful job search, but be proactive as well. Su-Yong Song, a 2002 graduate and market research analyst with Electro-Comm, speaks about how his tenacity in his job search helped him land a great job:

“My job search was a little more difficult. I had two obstacles to overcome: a bad economy, and the fact that I am an international student. I knew that I had to do whatever I could to prove that I was the best candidate for the job. I followed up with every employer I sent my resume to. My boss told me that of all the applicants, I was the only one who followed up with him. My follow-up phone call impressed him, as well as my ability to discuss my skills and potential for the job — not just reciting my credentials from my resumé. These factors are what made me stand out amongst the other candidates and ultimately were the deciding factors when I was offered the job.”

### Length of Job Search

Data indicate that the overall average job search length (**Figure 6**) stayed about the same as in 2001. The highest number of respondents 36 (66 percent) indicated their job search lasting any where from less than one month to four months. Ten respondents (18 percent) reported their job search length took between five and eight months, and nine (16 percent) reported their job search at nine to 10 months or longer.



**Figure 6**

“It is so important to stay in touch with the professional contacts you make throughout your time at SI. The professional contacts I gained through my internship at *People* magazine were instrumental in me landing my current position. Librarians in this industry area are frequently in communication with each other. My internship boss/mentor highly recommended me to my current boss — which was one of the main reasons why I got the job.”

**Marc Vera (MSI '02)**  
**Librarian,**  
*Entertainment Weekly Magazine*

While a short job search is certainly desirable in many cases, it is not the only measure of job search success. Some graduates could have had a job in hand quickly, but took their time to land their “ideal” position. Also, graduates conducting a job search in academic settings often find the application process to be quite lengthy. The typical job search in colleges and universities tends to take, on average, a few months or more from actively submitting the application to the job offer. Also, most organizations require a two- to three-interview process, which can result in a longer job search than expected. Due to the more challenging job market this year, it was evident that greater persistence in the job search was needed in some cases.

## Graduates Speak Out

Some 2002 graduates speak about the SI skills and experiences that helped them obtain employment, and that have proven to be important in their overall success in their current positions:

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"The multidisciplinary education at SI, the group projects, report writing and project management experience were important in obtaining my job. My group management skills and my experience in usability studies have been important in the success of my job. "

**Software Engineer**  
**SherTrack LLC**

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"Gaining practical experience in reference work through my ULA fellowship and all the archives courses — especially those that required substantial original research such as the appraisal and preservation classes—were the experiences most helpful in obtaining my current position. The skills I gained through these experiences such as reference interview skills and broad thinking, are the skills that are important in the overall success in my position. Practical experience was very valuable!"

**Kress Fellow in Art Librarianship**  
**Yale University Arts Library**

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"The Internet Public Library course and the usability course were the courses most helpful in obtaining my job. My interview and usability skills are essential to the success in my job. My skills evaluating and teaching technology are also valuable."

**Adult Services Librarian**  
**Plymouth District Library**

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"All of the IEMP courses and projects were helpful in obtaining my job. My knowledge and skills in information economics, statistics, professional report writing, presentations and reading research materials are all helpful in the overall success in my current position."

**Staff Analyst**  
**ApplEcon, LLC**

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"What helped me get my job is my professionalism and knowledge about library science related issues. My employer was also impressed by my technology skills. My reference work at a U-M library, coursework in government documents, as well as my cataloging and Web skills all contribute to the overall success in my current position."

**Government Documents Librarian**  
**Thomas More College**

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"All of the archives courses were important in obtaining my job. My archival skills, as well as database management, network and Web skills are instrumental in the overall success in my current position."

**Head of Access Services**  
**The Henry Ford-Benson Ford Research Center**

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"My summer internship at Microsoft was very important in helping to obtain my current position. The courses that were also helpful included "Evaluations of Systems and Services," "Database Design," "Design of Complex Web Sites," and "Designing User Interfaces." My skills and understanding of Web development, database backends, user interface design and evaluation are all skills that are instrumental to the overall success in my job."

**Senior Information Designer**  
**Digitas**

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"Meeting the state requirements for being a certified school media specialist at SI, as well as my DFE, were the experiences most helpful in obtaining my current position. The skills that I gained at SI that have contributed to the success of my job are my communication skills, Web design skills, and my knowledge of the fundamentals of library organization and management."

**School Media Specialist**  
**Jackson Public Schools**

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“The course in usability evaluation methods definitely helped me get my job. My professional knowledge and project experiences contribute to the overall success of my current position.”

**Usability Engineer**  
**Samsung Electronics**

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“The practical experience I gained through DFE’s at the Undergraduate Library, the Map Library and my head librarian positions were most helpful in obtaining my job. Courses in reference, online searching and databases, complex Web sites, and my independent study with the Internet Public Library were also instrumental in obtaining my job. The skills that I gained at SI that are important in the overall success in my position include reference interviewing, online searching, Web design, online reference, database design, cataloging and evaluating print and Web resources.”

**Reference Librarian**  
**Foundation Center**

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“My experience with CHICO helped me to gain Web/multimedia design and digital video production skills—which were helpful in obtaining my current position. The HCI curriculum (“Information Architecture,” “Design of Complex Websites,” “Advanced Database Design,” “User Interface Design,” “Managing the IT Organization,” and “Integrated Media Production”) was also instrumental in getting my job. The skills that I gained at SI that are important in the overall success in my job include management of IT projects, digital video production/editing, advanced Web design/applications development and database design.”

**Web Software Developer**  
**Lockheed Martin Information Technology**

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“The courses most helpful in obtaining my job were management of special information services, the Foundations courses and the cultural heritage outreach course. The skills that I gained at SI that are instrumental in my current position are managing information systems and services, overall understanding of organizational culture and memory, understanding information uses and assessing people’s needs and reference skills — especially in an electronic environment.”

**Information Specialist**  
**American Association of Museums**

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“Web authoring and online searching skills were important in obtaining my job. The ‘Professional Practice’ course was super useful to thinking about librarianship. My archives classes have helped me gain a strong understanding of the archival nature of special collections within libraries. The skills I gained at SI that are important in the continuing success in my current position include all computer class skills and user needs analysis skills.”

**Cataloger/ Systems Administrator**  
**New York Society Library**

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“My Directed Field Experience at the Bentley Historical Library was very helpful in obtaining my current position. The processing and reference skills that I gained at SI have helped in the overall success of my job.”

**Archival Specialist**  
**Chicago Public Library**

## School of Information 2002 Placements: MSI Tailored

Job Title	Organization
Digital research fellow	Cornell University
Information architect	Internet Public Library
Assistant librarian	Berklee College of Music
Programmer/project analyst	Cornell Library Research Department and University of Michigan Zoology Museum
Youth access program coordinator	Libraries for the Future
Academic resident librarian	University of Illinois-Chicago
Curator of art	Neville Public Museum
National youth access coordinator	Libraries for the Future
Macintosh OS coordinator	University of Michigan ITCS
Research associate	University of Michigan
Web software developer	Lockheed Martin IT
Web and database designer	Self-employed
Consultant	University of Michigan/self-employed
Web developer	Millennium Software Solutions, Inc.
Ph.D. program in computer science	Northwestern University

## School of Information 2002 Placements: MSI Human-Computer Interaction

<b>Job Title</b>	<b>Organization</b>
Software designer	Phoenix Data Systems
Adult librarian	Plymouth District Library
Curriculum writer	Computer Challenge
Web services librarian	General Motors
Web developer	University of Michigan Alumni Association
Software engineer	SherTrack, LLC
Accessibility specialist/ usability consultant	University of Michigan
Data manager	JSTOR
Usability engineer	Samsung Electronics
Senior information designer	Digitas
Intern	School of Information Computing Department
Programmer	Michigan Center for Biological Information

## School of Information 2002 Placements: MSI Archives and Records Management

Job Title	Organization
Records manager	Starr Commonwealth
Librarian	Entertainment Weekly
Manuscripts processor	Smith College
Archivist	History Enterprises, Inc.
Research associate	University of Michigan Office of Budget and Planning
Head of access services	Henry Ford Museum
Library assistant	University of Michigan Library
Master's program in medieval studies	University of Edinburgh
Ph.D. program in history	University of Michigan

## School of Information 2002 Placements: MSI Information Economics, Management and Policy

Job Title	Organization
Staff analyst	ApplEcon (Applied Economic Consulting)
Syndicated analyst	Corporate Executive Board
Consultant	Booz Allen & Hamilton
User-services librarian	University of Maryland
Market research analyst	Electro-Comm
J.D. program	Wayne State University Law School
Ph.D. program in organizational studies	MIT Sloan School of Management

## School of Information 2002 Placements: MSI Library and Information Services

Job Title	Organization
Information center manager	American Council of Life Insurers
Librarian	Jackson Public Library
School media specialist	Liberty Academy
Youth services librarian	Loutit District Library
Technology specialist and Web developer	Ann Arbor Public Schools
Government documents librarian	Thomas More College
Project archivist	University of California-Berkeley Environmental Design Archives
Media specialist	Lake Orion Community Schools
Information specialist	Jackson Public Schools
Reference librarian	Columbia University Diamond Law Library
Kress Fellow in art librarianship	Yale University Arts Library
Information specialist	Johnson Controls, Inc.
Information specialist	Lippincott, Williams & Wilkins/ American Journal of Medicine
Reference librarian	Foundation Center
Information specialist	American Association of Museums
Manager of Web development	University of Michigan BMC Media
Digital library initiatives Fellow	North Carolina State University Libraries
Ph.D. program in linguistics	Rutgers University

## Preliminary Results from 2003 Placement Survey Data

Based on preliminary results of the 2003 Placement Survey, there have been noticeable signs of an economic rebound. Of the 80 MSI students who graduated in April 2003 and August 2003, 44 have completed the survey. This represents a 55 percent response rate; a significantly higher response rate for this time of year as compared to 2002 response rates.

One-hundred percent of the respondents have obtained professional positions or are pursuing additional education. Of the 44 respondents, only six (13 percent) accepted full-time temporary professional positions, a significant decrease as compared to the 30 percent who accepted temporary professional positions in 2002. This is another indication that the economy may be on the upswing.

Here is a sampling of some of the interesting, substantial positions our 2003 grads have taken:

- University of Miami Law School, Miami — Assistant Professor of Library Reference/Faculty Services
- National Library of Medicine, Bethesda, Maryland — Associate Fellow
- Cerner Corporation, Kansas City, Missouri — Integration Analyst
- Los Angeles Public Libraries, Los Angeles — Adult Services Librarian
- Hewlett-Packard, Palo Alto, California — Information Architecture Analyst
- Intel Corporation, Taipei, Taiwan — Human Factors Engineer
- Microsoft Corporation, Redmond, Washington — Usability Engineer
- Cyber-state.org, Ann Arbor, MI—Policy Analyst
- Npower, Detroit — Technology Consultant
- MITRE Corporation, Bedford, Massachusetts — Software Systems Engineer
- Aptima, Boston — Human Systems Analyst
- Abbott Laboratories E-commerce Group, Chicago — Business Analyst
- Elsevier, Dayton, Ohio — Human Factors Engineer
- Plymouth-Canton Community Schools, Plymouth, Michigan — High School Media Specialist
- Livonia Public Schools, Livonia, Michigan — School Media Specialist
- University of Illinois Health Sciences Library, Chicago — Academic Resident Librarian
- University of Washington Libraries, Bothell, Washington — Reference and Instruction Librarian
- Michigan State University Library, East Lansing, Michigan — Metadata Librarian
- Autoweb Communications, Rochester Hills, Michigan — Software Engineer
- Plymouth District Library, Plymouth, Michigan — Youth Services Librarian
- University at Buffalo, Buffalo, New York — Processing Archivist
- Lehman Brothers, New York City — Reference Librarian
- Internal Revenue Service, Atlanta, Georgia — Operations Research Analyst