



May 2002 Membership Meeting Building Capacities

Nuts & Bolts of Recruitment to Research Libraries

Strategies and Techniques to Attract Librarians to Academic Research Library Careers

Concurrent Discussion Session II

Friday, 24 May 2002

11:30 a.m. - 12:15 p.m.

Wilshire I

Discussion led by Clifford H. Haka, Michigan State University

Every ARL library competes for the best and brightest librarians. While we obviously compete with one another, we also compete with other academic, public, and special libraries, in addition to an ever-expanding array of alternative career opportunities. What can be done to enhance the chances that a career in an academic research library will be chosen? What strategies can we share that have proven effective?

ARL libraries face several challenges that can inhibit recruiting. These include concerns about publishing requirements for librarians with academic status; environments that may be less diverse than, for example, a public library in a large city; and pay that may be dwarfed by corporate opportunities. What techniques can be utilized to overcome these and other perceived obstacles?

Cliff Haka will briefly describe steps taken at the Michigan State University Libraries to increase recruiting success and then lead a discussion focusing on recruitment challenges and strategies.

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