Staffing for the Future
ARL University Library Hiring in 2011

Tito Sierra, MIT Libraries
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Research Questions
How are research libraries staffing for the future?
What are the new and emerging jobs in the research library profession?
Data Source for Study

Vacancy announcements for professional positions advertised by ARL university libraries in 2011
Methodology
Scope of Research Study

• 2011 calendar year
• 113 ARL member university libraries
• Full-time librarian/professional staff
• Excludes
  • Contract and term positions
  • Support staff, civil servant, student workers
• Medical and law libraries
Data Collection

• Method – Manual retrieval of job descriptions for all 113 libraries
• Source – University-wide employment website or library website
• Frequency – Four quarterly sampling periods in 2011
# Data Collection Summary

<table>
<thead>
<tr>
<th></th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job vacancies found</td>
<td>149</td>
<td>142</td>
<td>164</td>
<td>150</td>
</tr>
<tr>
<td>Percent of libraries with jobs in data sample</td>
<td>58%</td>
<td>56%</td>
<td>65%</td>
<td>55%</td>
</tr>
</tbody>
</table>

*Includes duplicates across quarters*
## Data Collection Summary

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unique job vacancies found</td>
<td>444</td>
</tr>
<tr>
<td>Percent of libraries with jobs in data sample</td>
<td>82.3%</td>
</tr>
</tbody>
</table>
Supplemental Data

• Method – questionnaire
• Completed by library administrators
• Assign a single category for each job
  • Position is a refill for existing role
  • Position is similar to existing role, but description significantly redefined
  • Position is new to the organization
• Responses collected for 96.6% of jobs!
Analysis
## Type of Job Responsibility

<table>
<thead>
<tr>
<th>Type of Job Responsibility</th>
<th>Description</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Senior Leadership</strong></td>
<td>Member of organization's senior management team (e.g., UL, AD/AUL)</td>
<td>Associate Dean for Research and Learning</td>
</tr>
<tr>
<td><strong>Department Head / Library Head</strong></td>
<td>Head of a department or head of a specialized/branch library</td>
<td>Head, Library Preservation</td>
</tr>
<tr>
<td><strong>Functional Specialist</strong></td>
<td>Non-management position that provides specialized functional support</td>
<td>Digital Initiatives Applications Librarian</td>
</tr>
<tr>
<td><strong>Subject Specialist</strong></td>
<td>Non-management position that provides library services for a specific subject</td>
<td>East Asian Librarian</td>
</tr>
</tbody>
</table>

*Note: category assigned to job by Tito Sierra*
## Job Role Newness to the Org

<table>
<thead>
<tr>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Existing Role</strong></td>
</tr>
<tr>
<td>Position is a replacement for a previously vacated position;</td>
</tr>
<tr>
<td>Position is identical to one or more existing filled positions in the organization</td>
</tr>
<tr>
<td><strong>Redefined Role</strong></td>
</tr>
<tr>
<td>Position is similar to a previously vacated position,</td>
</tr>
<tr>
<td>but the position description has been SIGNIFICANTLY REDEFINED</td>
</tr>
<tr>
<td><strong>New Role</strong></td>
</tr>
<tr>
<td>Position is NEW TO THE ORGANIZATION</td>
</tr>
<tr>
<td><strong>Other</strong></td>
</tr>
<tr>
<td>[No description provided]</td>
</tr>
</tbody>
</table>

*Note: category self-assigned to job by organization via questionnaire*
<table>
<thead>
<tr>
<th>Role</th>
<th>Existing</th>
<th>Redefined</th>
<th>New</th>
<th>Other</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Leadership</td>
<td>21</td>
<td>6</td>
<td>10</td>
<td>1</td>
<td>38</td>
</tr>
<tr>
<td>Department Head / Library Head</td>
<td>30</td>
<td>15</td>
<td>23</td>
<td>1</td>
<td>69</td>
</tr>
<tr>
<td>Functional Specialist</td>
<td>67</td>
<td>47</td>
<td>87</td>
<td>5</td>
<td>206</td>
</tr>
<tr>
<td>Subject Specialist</td>
<td>70</td>
<td>36</td>
<td>9</td>
<td>1</td>
<td>116</td>
</tr>
<tr>
<td>Totals</td>
<td>188</td>
<td>104</td>
<td>129</td>
<td>8</td>
<td>429</td>
</tr>
</tbody>
</table>
Job Titles: Existing Role
Job Titles: Redefined Role
Job Titles: New Role

Keywords:
- Archivist
- Consultant
- Chief
- Digital
- Data
- Metadata
- Collections
- Research
- Management
- Outreach
- Development
- Technical
- Information
- Scholarship
- Collections
- User
- Scholarly
- Projects
- Initiatives
- User
- Conservator
- Manpower
- Copyright
- Systems
- Humanities
- Planning
- Manuscripts
- Assessment
- Manuscripts
- Infrastructure
- Scholarship
- Collection
Key Findings
Over 80% of ARL university libraries had at least one job in the data sample during the 2011 calendar year.
Over half of all jobs advertised by ARL university libraries in 2011 were newly created positions or significantly redefined roles.
Two-thirds of *Functional Specialist* positions were newly created or redefined roles.

Less than a third were “refills”.
Less than 10% of Subject Specialist positions were newly created, however 30% were significantly redefined.
About half of the newly created *Functional Specialist* positions have a strong digital or technology focus.
Research libraries continue to create plenty of new positions in ‘traditional’ library areas such as special collections, administration, and public services.
Thanks!

2011 ARL Job Descriptions:
Bonus Slides
New Digital Jobs

- Digital Preservation Officer/Librarian
- Librarian, Digital Projects (x3)
- Digital Humanities Librarian (x2)
- Metadata and Digital Resources Librarian
- Librarian for Digital Research and Scholarship
- Digital Humanities Technology Consultant
- Chair, Digital Services and Shared Collections
- Director of Digital Scholarship
- Digital Records Archivist
- Digital User Experience Specialist
New Technology Jobs

- Discovery Systems Librarian
- Digital Initiatives Applications Librarian
- Technology Services Head
- Assistant/Associate University Librarian – Information Technology and Digital Initiatives
- Digital Humanities Technology Consultant
- Director of Scholarly Technology
- Innovation and User Technology Research Librarian
- Web Services and Emerging Technologies Librarian
- Head of Web and Emerging Technologies
New Technology Jobs (cont.)

• Senior Programmer, Information Management & Systems
• Emerging Technology Services Librarian
• Library Web Developer/Designer
• Geographic Data Infrastructure Developer
• Senior Software and Systems Engineer
• Digital Technologies Development Librarian (2)
• Chief Technology Officer
New Data / E-Science Jobs

• Data Visualization Coordinator
• Data Management Planning Consultant (x2)
• Manager, Data Management Services
• Data Curation Librarian
• Digital Data Outreach Librarian
• E-Science Librarian (x3)
**“Newness” Matrix**

<table>
<thead>
<tr>
<th></th>
<th>Existing Line</th>
<th>New Line</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Existing Role</strong></td>
<td>REFILL</td>
<td>EXPANSION</td>
</tr>
<tr>
<td><strong>Redefined Role</strong></td>
<td>UPDATED</td>
<td>REDEFINED</td>
</tr>
<tr>
<td><strong>New Role</strong></td>
<td>REALLOCATED</td>
<td>NEW</td>
</tr>
</tbody>
</table>
Acquisitions Librarian
Advanced Writing Librarian
Archival & Metadata Librarian
Assessment Librarian (x2)
Assistant Curator of Manuscripts
Assistant Director for Information Services
Assistant Director of Development, University Libraries
Assistant Director, Development Communications
Associate Curator for Collections
Archivist for Flight and Space Exploration
Coordinator of Library Assessment
Copyright and Licensing Librarian
Curator, Special Collections Library
Data Curation Librarian
Data Management Planning Consultant (x2)
Data Visualization Coordinator
Digital Archivist
Digital Archivist, Digital Curation Services
Digital Data Outreach Librarian
Digital Humanities Librarian
Digital Humanities Technology Consultant
Digital Initiatives Applications Librarian
Digital Preservation Officer/Librarian
Digital Records Archivist
Digital Repositories Librarian
Digital Repository Manager
Digital Services and Access Librarian for Special Collections
Digital Special Collections and Oral Histories Librarian
Digital Technologies Development Librarian (x2)
Digital User Experience Specialist
Digitization Librarian
Director of Communications, Marketing and Events
Director of Digital Scholarship
Discovery Systems Librarian
Document Delivery Librarian
Document Delivery Services Librarian
E-Science Librarian (x3)
Electronic Resources Librarian
Emerging Technology Services Librarian
Geographic Data Infrastructure Developer
GIS Librarian (x2)
Head, Outreach & Consulting, Scholars Lab
Information Literacy Specialist
Innovation and User Technology Research Librarian
Instructional Design Librarian
Learning Design Librarian
Librarian for Digital Research and Scholarship
Librarian, Digital Projects (x3)
Library Materials Conservator
Library Web Developer/Designer
Manager, Data Management Services
Manuscripts Processing Archivist
Metadata and Cataloging Librarian
Metadata and Digital Resources Librarian
Metadata Librarian (x2)
Metadata Specialist
Order Unit Librarian
Preservation Librarian
Project Manager, Digital Content Infrastructure
Rare Books Cataloging Librarian
Reader Services Librarian
Reference and Instruction Librarian
Resource Acquisitions and Management Librarian
Scholarly Communications Officer
Senior Conservator for Special Collections
Senior Programmer, Information Management & Systems
Senior Software and Systems Engineer
Special Formats and Metadata Coordinator
Strategic Planning Officer
Teaching and Learning Services Coordinator
Technical Services Project Coordinator
Undergraduate Services Librarian
User Services Librarian
Web Services and Emerging Technologies Librarian