

Staffing for the Future: ARL University Library Hiring in 2011

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Introduction

This study investigates how research libraries are staffing for the future by examining their planned investment in new professional positions. New professional hires, whether newly funded or funded from reallocated positions, represent a significant long term investment of financial resources. This yearlong survey of ARL hiring provides insight into current research library staffing priorities, and evidence of emerging job specializations in the research library field.

Methodology

Position vacancy announcements were collected for all 113 English-language ARL member university libraries in the United States and Canada.

The scope of the study includes only full-time, non-term, librarian and professional staff positions. A position is considered "professional" in this study if it lists an advanced degree (Master's degree or higher) as a required or preferred qualification, or is otherwise described as "professional" or "librarian" in the job description. Medical and law libraries are excluded from this study.

The vacancy announcements for qualifying positions were retrieved from the university-wide or library-specific employment website for each organization, on a quarterly basis, for a total of four sampling periods in the 2011 calendar year.

Analysis

	2011		Q1	Q2	Q3	Q4
Job vacancies found	444	Job vacancies found	149	142	164	150
Jobs explicitly described as "newly created"	33	Jobs explicitly described as "newly created"	8	16	11	11
Percent of libraries with one or more jobs in 2011	82.3%	Percent of libraries with one or more jobs in 2011	58%	56%	65%	55%

Excludes duplicates across quarters

Includes duplicates across quarters

Job Responsibility (all vacancies)

	Count	%
Senior Leadership (UL/AD/AUL)	40	9.0%
Department Head or Head of Specialized Library	72	16.2%
Functional Specialist	212	47.7%
Subject Specialist	120	27.0%

Job Responsibility (newly created positions)

	Count	%
Senior Leadership (UL/AD/AUL)	5	15.2%
Department Head or Head of Specialized Library	8	24.2%
Functional Specialist	17	51.5%
Subject Specialist	3	9.1%

Job Titles (all vacancies)



Job Titles (newly created positions)



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Key Findings

1. 82.3% of the ARL libraries researched had at least one job in the data sample during the 2011 calendar year. Nearly all of the libraries with no jobs in the sample are from public universities.
2. The total number of jobs found during each sampling period was consistent throughout the year. This suggests that there is no seasonal hiring pattern for ARL university libraries.
3. Jobs that were explicitly described as "new" or "newly created" in the job description account for 7.4% of all jobs in the data sample.
4. Management-level positions have higher than average representation within the category of newly created positions; subject specialist jobs are poorly represented among newly created positions.
5. Most newly created functional specialist jobs are clustered in a few functional areas: e-science, data management, and digital library projects.

Newly Created Positions (full list)

Senior Leadership

Associate Director of the Library
Chief Financial Officer
Editor in Chief, University Press
Associate University Librarian for Research
Chief Technology Officer

Department Head or Head of Specialized Library

Head of Learning Commons & Student Support Services
Director of Integrated Technology Services
Chair, Digital Services and Shared Collections
Director/Team Leader, Special Collections
User Experience Director
Head of the Knowledge Commons
Head, Knowledge Access Design and Development
Program Director, Literature Prizes

Functional Specialist

Digital Data Outreach Librarian
Digital Repository Coordinator
Digital Repository Manager
Data Management Planning Consultant
Manager, Data Management Services
Metadata Analyst
Data Management Planning Consultant
Assessment Librarian
Multidisciplinary Instruction Librarian
E-Science Librarian
Librarian, Digital Projects (3)
Instructional Design Librarian
Document Delivery Services Librarian
E-Science Librarian
Discovery Metadata Librarian

Subject Specialist

Digital Humanities Librarian
Health and Life Sciences Librarian (2)

Study Limitations and Next Steps

The data analysis in this study was limited to publicly available information in job descriptions. Consequently, the method for identifying newly created positions in this study very likely *undercounts* the actual number of newly created positions in the pool, since not all organizations make this distinction explicit in the job description. This study provides a *preliminary* analysis of ARL university library investments in new professional positions.

The next steps for this research study will focus on generating a complete list of the newly created positions in the sample data set. This will be accomplished by contacting personnel staff at each institution to provide additional information about the origin and funding source for each vacancy found on their website. The additional data will enable a more accurate and comprehensive analysis of new professional positions in the research library field.

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