

Recruiting, Hiring, & On-Boarding
Non-MLS Liaison Librarians: A
Case Study

Presented by Amanda Schilling & Sarah Robbins



Context at University of Oklahoma

Recruiting & Hiring

—

Recruiting

- Write a job advertisement that minimizes library jargon and emphasizes skills that align with other academic positions (i.e. research/scholarship, outreach/engagement, teaching/learning)
- Post the job ad beyond traditional library job boards, including graduate student distribution lists in relevant disciplines

Interviewing & Hiring

- Communicate regularly with candidates to ensure they understand the nature of the interview process
- Be candid about potential impact of leaving a traditional academic career
- Expect confusion and the need for additional explanation when checking references

On-Boarding



Helping Non-MLS Liaisons Succeed

- Meet with divisions across the organization
- Discuss library jargon, liaison goals, and professional standards
- Teach the tools - ILS, LSP, databases, collection management
- Plan for continuing education and professional networking

Benefits & Consequences



Benefits for the Librarians

One librarian's perspective

- Rewarding work (service)
- Still tangentially involved in STEM research
- Better work-life balance
- More stable career than chasing post-doc positions

Benefits for University Libraries

- Faculty and graduate student receptiveness and rapport
- Understanding of academic culture within the disciplines
- Fresh perspective on library processes

Unintended Consequence

Changes to the OU HR system meant that we were unable to require an MLIS for the librarian, senior librarian, or lead librarian titles

Questions?



Curry, Claire, Sarah Robbins, Amanda Schilling, and
B.N. Tweedy. “Recruiting, Hiring, & On-Boarding
Non-MLS Liaison Librarians: A Case Study.” *Library
Leadership & Management* 36.1 (2022): 1-16.

