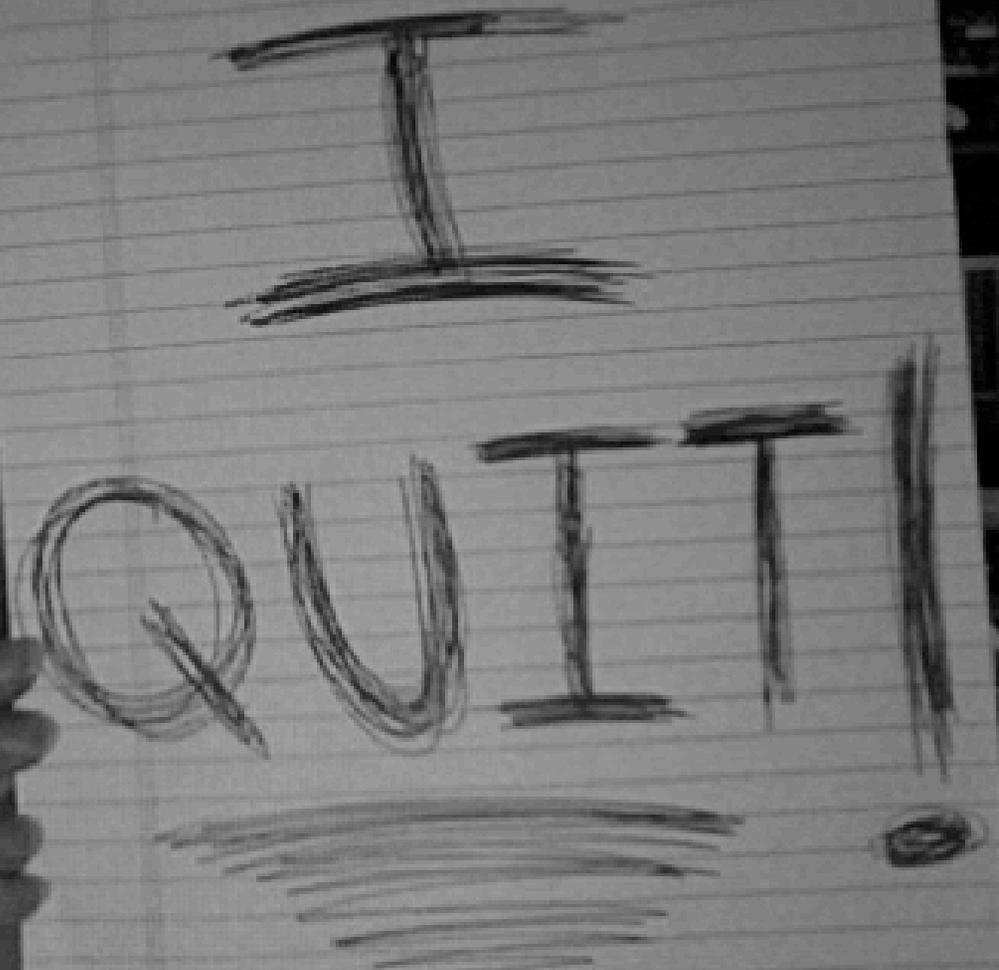


How to Lose Your New Tech Librarians

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Associated Press
Internet Librarian
2007



OR...

HOE FOR
HIRE
523-7954

How to Not Hire a New Tech
Librarian Every 1.5 Years

Who should stay awake?

People who want to be Admin

Jobseekers who want to know who to avoid

Administrators/Managers



Not everything is about me, much to my chagrin.

- This isn't specifically about me.
- About trends in new librarians.
- People leaving the field despite this supposed need for them. Why?
- Aren't we good mentors?
- Lots of interviews.

A close-up photograph of a computer keyboard with a warm, golden-brown color palette. The keys are slightly out of focus, with the 'Q', 'W', 'E', 'A', 'S', and 'D' keys being more prominent. A purple-bordered text box with rounded corners is positioned in the upper right quadrant, containing the word 'Origins' in a purple serif font.

Origins

Librarian “shortage”

Greying of the profession has brought in new librarians, more than we have jobs for!



Regardless, there is a shortage of tech-savvy librarians

Tech and library schools learned in MLS degrees are now coveted in other professions

New librarians can get jobs without us

One way, or another

A pair of shoes is shown against a dark, patterned background. The shoe on the left is dark brown and appears to be a loafer. The shoe on the right is light-colored, possibly white or cream, and is a high-top style. Through the opening of the light shoe, a tropical scene with palm trees and a sunset or sunrise is visible.

Either you are:

An administrator wishing to find someone with any technical skills

OR

A tech skilled librarian wondering where all these jobs are?

Do no harm

We shouldn't be driving away people with the skills we need and a lot of training and interest in the field from the profession!

it's the people who hate tech who we SHOULD be driving away



culture



Ignore tech corporate culture

Hey, they left it, so clearly they didn't want to come and go when they please, have snacks at work, get paid well, work somewhere that values creativity, or somewhere where working on something till 2am is discouraged.

Working weeks and weeks through committees to get an something approved that could be programmed in a day discourages techies from ever doing anything creative again

Ridicule tech milestones
& culture while
celebrating equally silly
library holidays.

Jobs' Keynote
vs.
Harry Potter
party!





Curtail any extracurricular participation in tech activities.

You can't have a blog!

Stop collaborating with everyone--if you put it online everyone will steal it and your administrators won't look cool and brilliant!

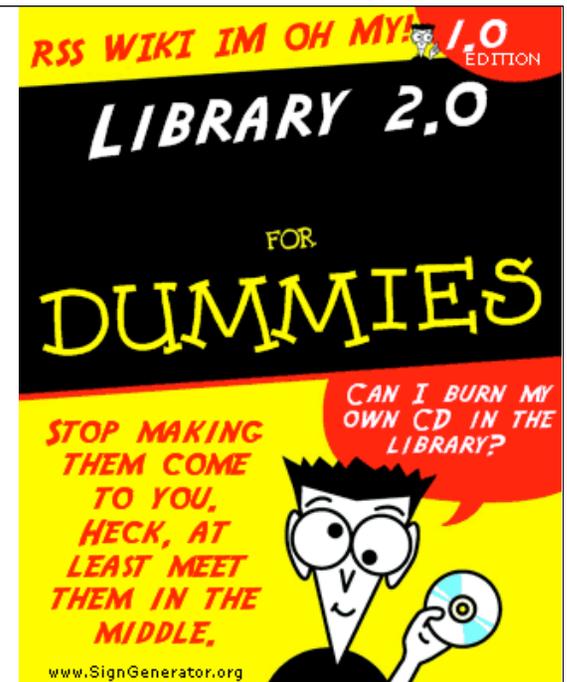
How are you supposed to present for tenure if it's already all online and people actually find it useful?



Discourage professional excitement, creativity, or experimentation

Part of tech is building things that don't work or aren't popularly adopted.

Adopt technology just for the buzzword aspect, not because it helps your users or makes sense.



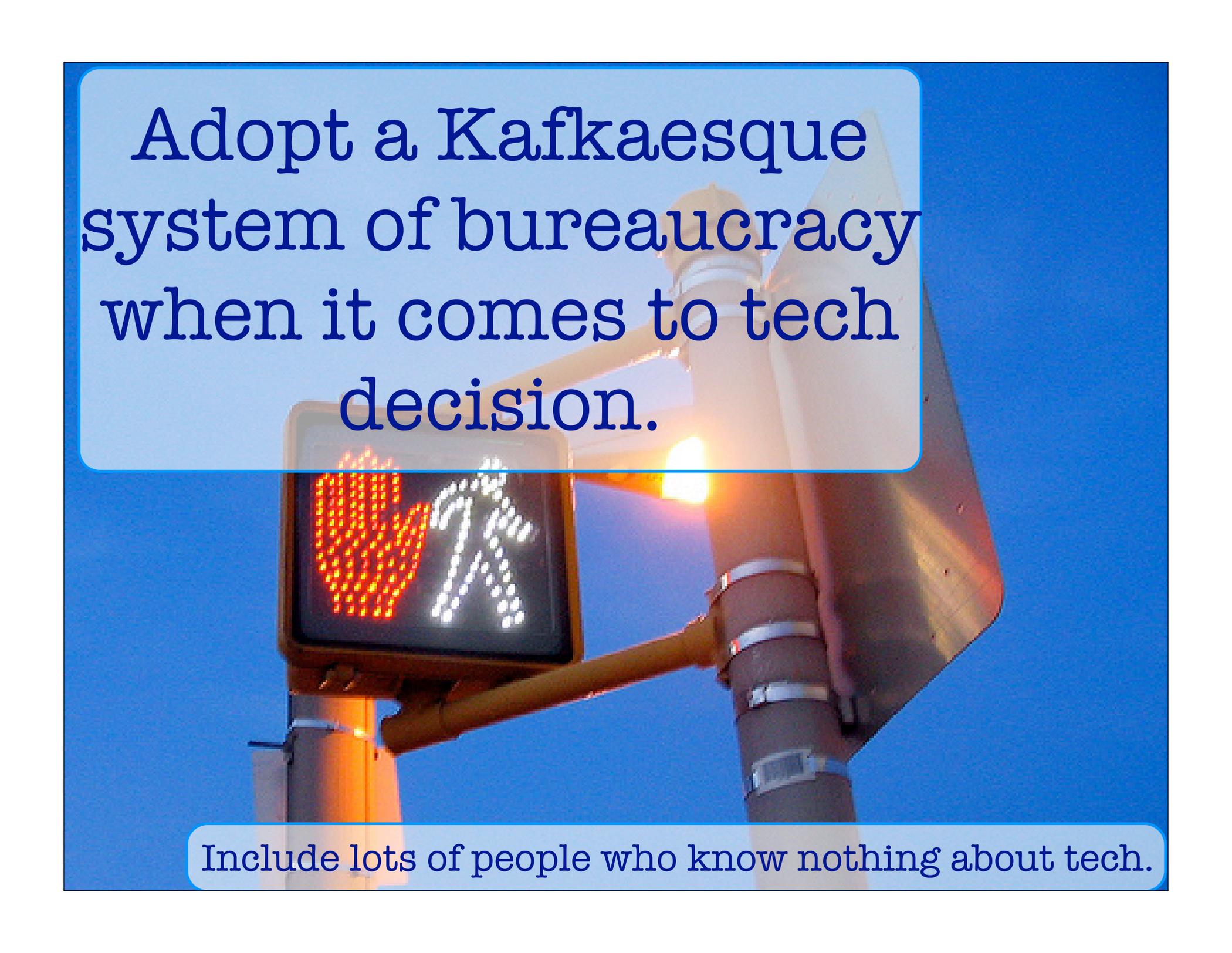
Let's Twitter about where we are in the library! Won't that make us look really cutting edge?

Look we have online books, but no one with an iPod can use them!

Talk negatively about tech corporations that would give your techie a sweet employment package.

Nothing says rebellion against a cranky library boss than jumping ship to Google Books.



A photograph of a traffic light at dusk. The sky is a deep blue, and the sun is low on the horizon, creating a bright orange glow. The traffic light is a standard three-light signal. The left light is illuminated with a red hand symbol, indicating a stop for pedestrians. The right light is illuminated with a white arrow symbol, indicating a go-ahead for traffic. The text is overlaid on a semi-transparent blue box in the upper left quadrant of the image.

Adopt a Kafkaesque
system of bureaucracy
when it comes to tech
decision.

Include lots of people who know nothing about tech.

friendster.

Search:

Hop on Internet trends 2 years after they happen, and 1.5 years after your techie suggested it.

Wait until everyone has abandoned them.

Let the workplace Luddite



attack all technological
advances suggested.



Put the
techie in
the
basement.

They like it
down there,
don't they?

management



Just because
you got
promoted
doesn't mean
you're a
good manager

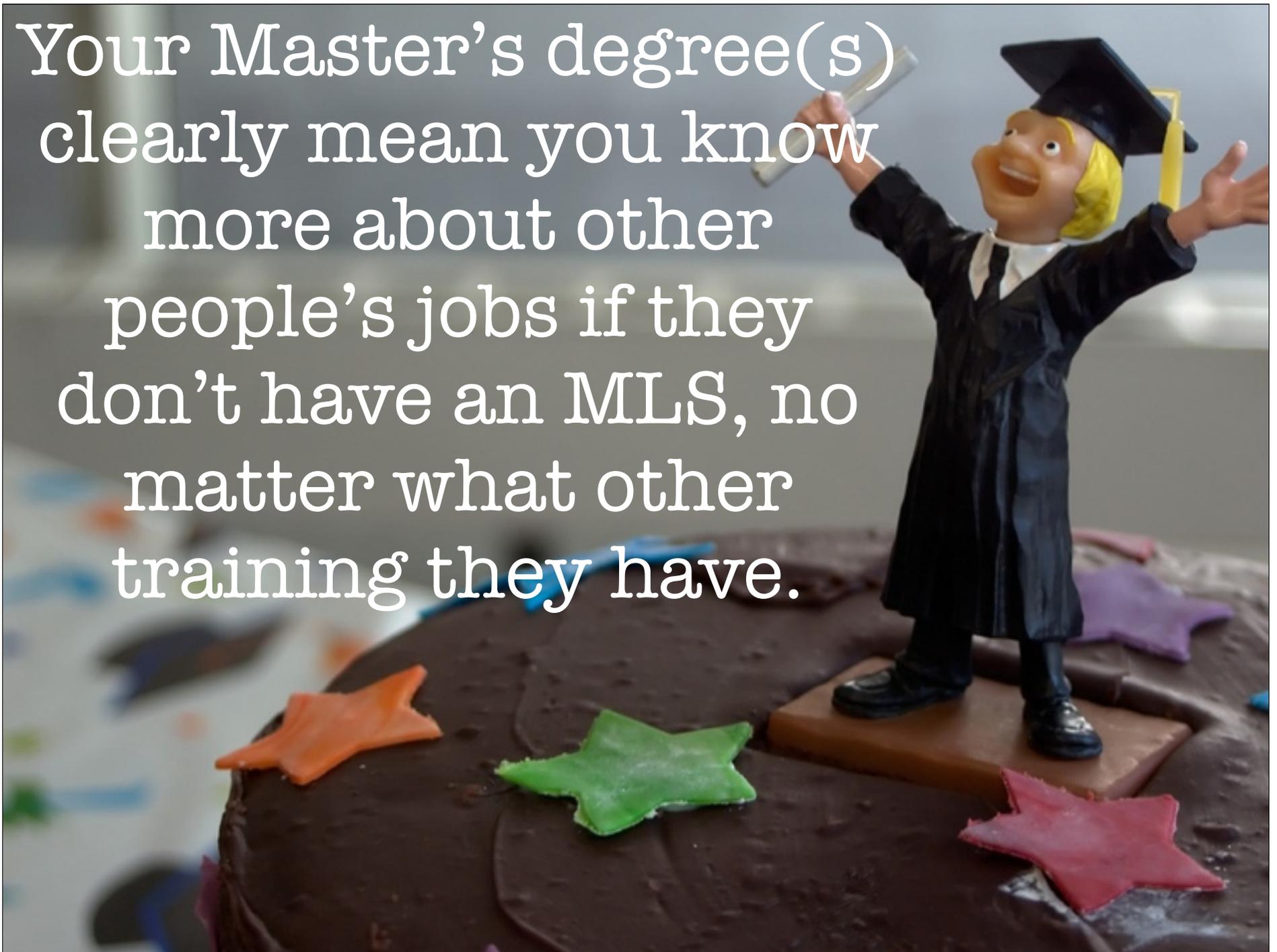
Bad Bosses Get Promoted

<http://www.reuters.com/article/oddlyEnoughNews/idUSN0230737820070803>

Rule following doesn't make you an awesome
manager

inappropriate behavior

Your Master's degree(s) clearly mean you know more about other people's jobs if they don't have an MLS, no matter what other training they have.



Treat Them Like a Student

Surely none of their previous experience elsewhere, outside of libraries could be useful.

No office/
privacy

Make them make your copies

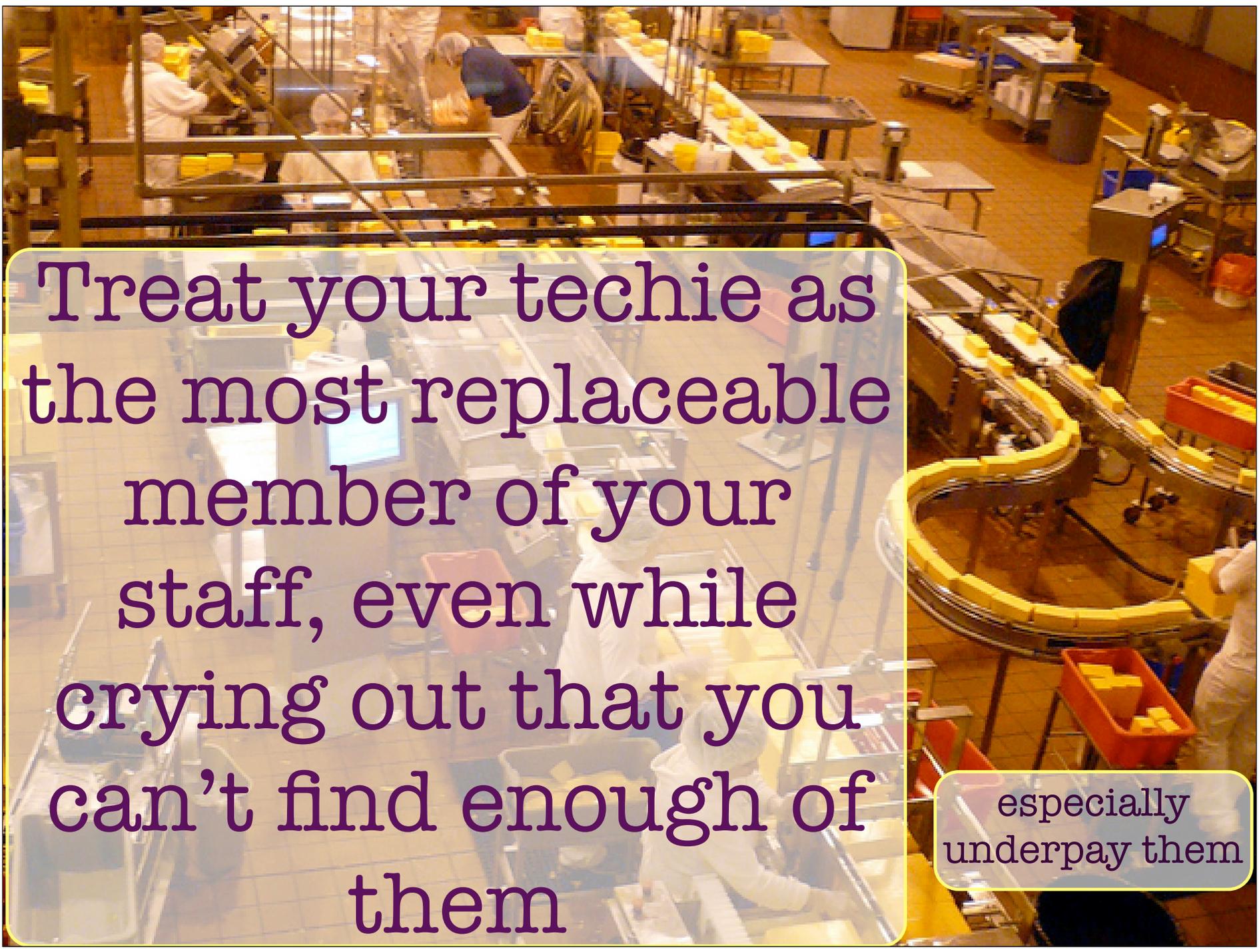
No office

Young isn't always a disadvantage, or an advantage

It's GOOD that they haven't been at your workplace forever

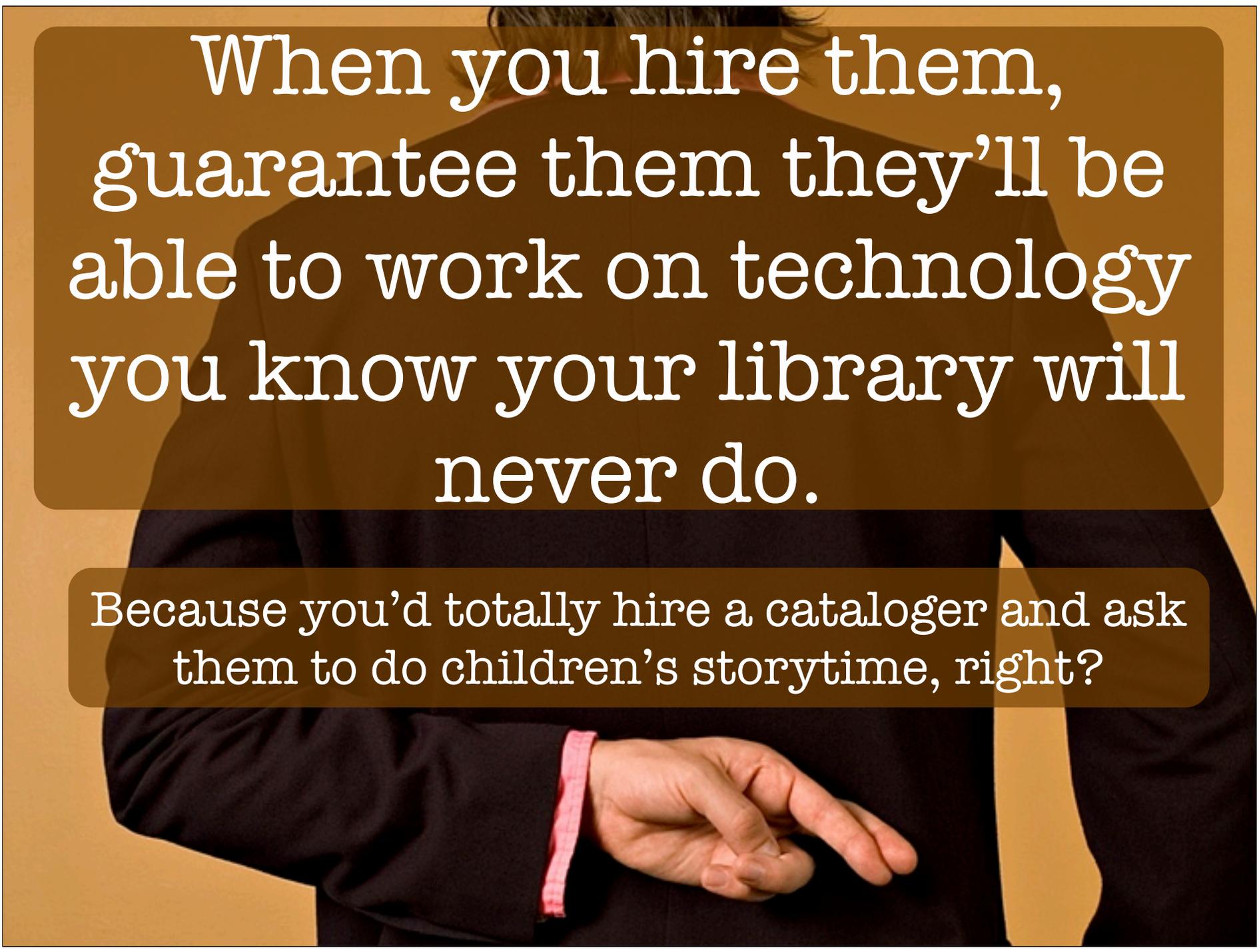
Continually refer to their age

“Before Your Time”

A photograph of a factory floor, likely a food processing plant. Several workers wearing white uniforms and hairnets are visible, working at various stations. The floor is filled with machinery, conveyor belts, and numerous yellow trays. The lighting is bright and industrial. A large, semi-transparent text box is overlaid on the left side of the image.

Treat your techie as
the most replaceable
member of your
staff, even while
crying out that you
can't find enough of
them

especially
underpay them



When you hire them,
guarantee them they'll be
able to work on technology
you know your library will
never do.

Because you'd totally hire a cataloger and ask
them to do children's storytime, right?

A person wearing a red hoodie is shown from the chest up, with their hands covering their face in a gesture of despair or frustration. The background is a plain, light-colored wall.

Demonize
technically
advanced people

Everyone knows if we make the OPAC work
no one will EVER READ A BOOK AGAIN
OMG THE SKY IS FALLING!

Don't fund their projects.

They don't need that new software/machine/non-library convention money. You don't understand what it's for, but they should find some other way.





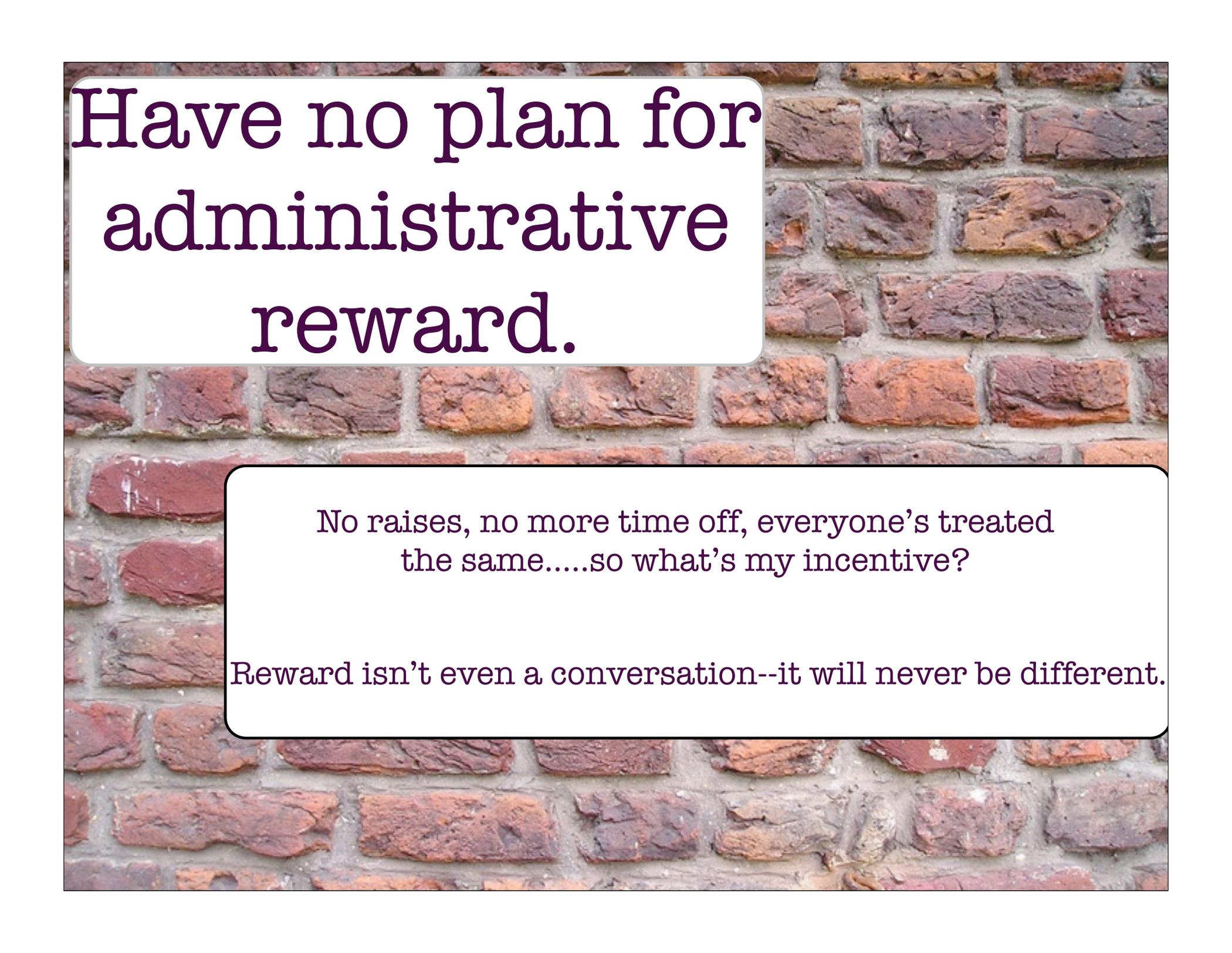
Tell them
you want
new
technology,
but reject
all change

Job security is for REAL librarians.

Hey, tech people aren't real librarians.

And, if they wanted job security,
they'd go to one of those web companies, right?

While the nature of funding might be different for
tech projects, they still might have kids to feed,
just like your reference staff.



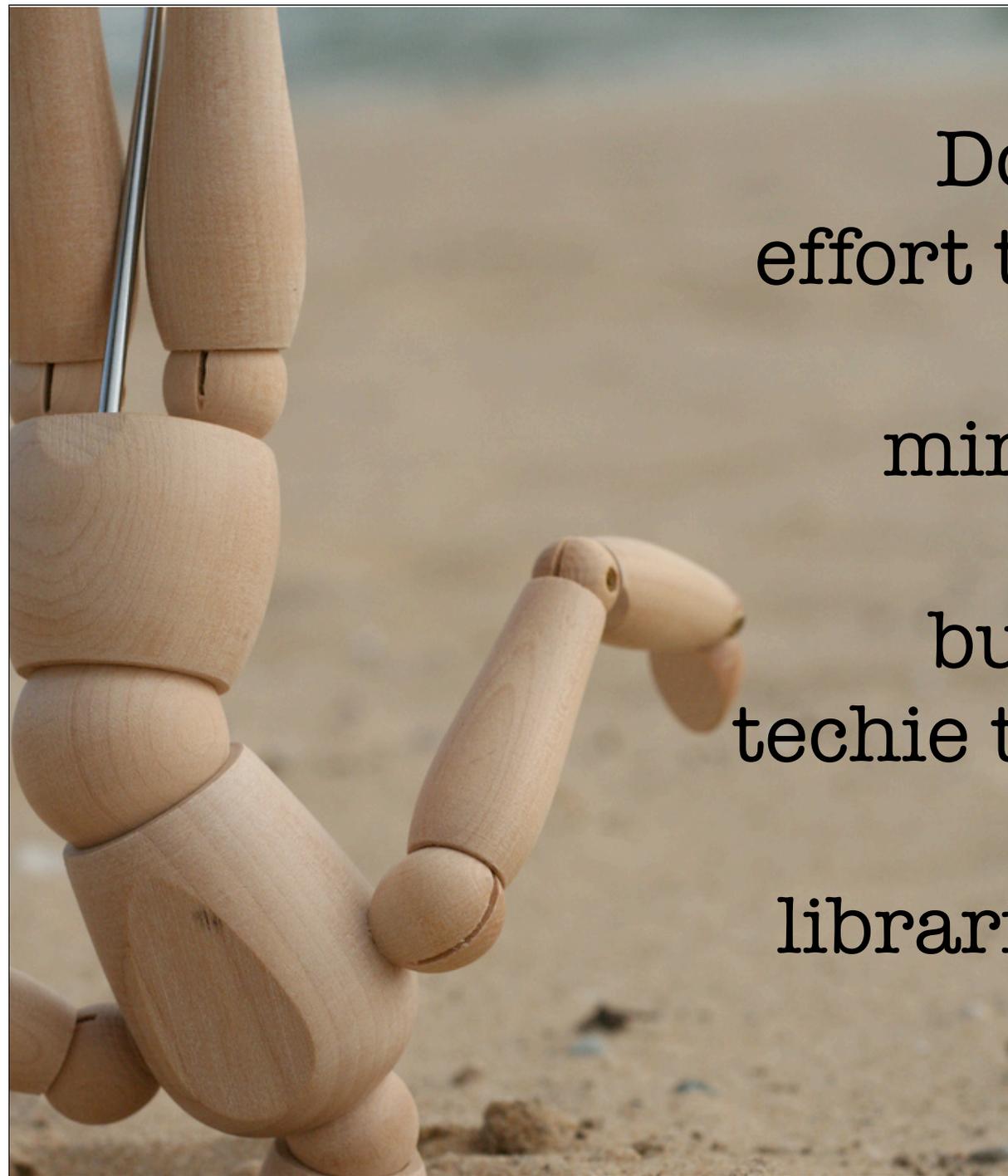
Have no plan for
administrative
reward.

No raises, no more time off, everyone's treated
the same.....so what's my incentive?

Reward isn't even a conversation--it will never be different.



Go out of your way to publicly state that you have no faith in your technical staff or the direction they're taking libraries



Don't make any effort to understand even the bare minimum of tech work, but expect your techie to know every aspect of librarianship inside and out.



Offer no professional
advice or mentoring

but expect your techie to be very
professionally involved.

That's not how we do it here.
We've never done it that way.



Gee, maybe that's why it sucks right now?

technical skills

Expect one
techie to
solve every problem in
the library, and when (s)
he doesn't, pooh-pooh all
new suggestions.



If one tech project fails, bring it up every time they suggest something,

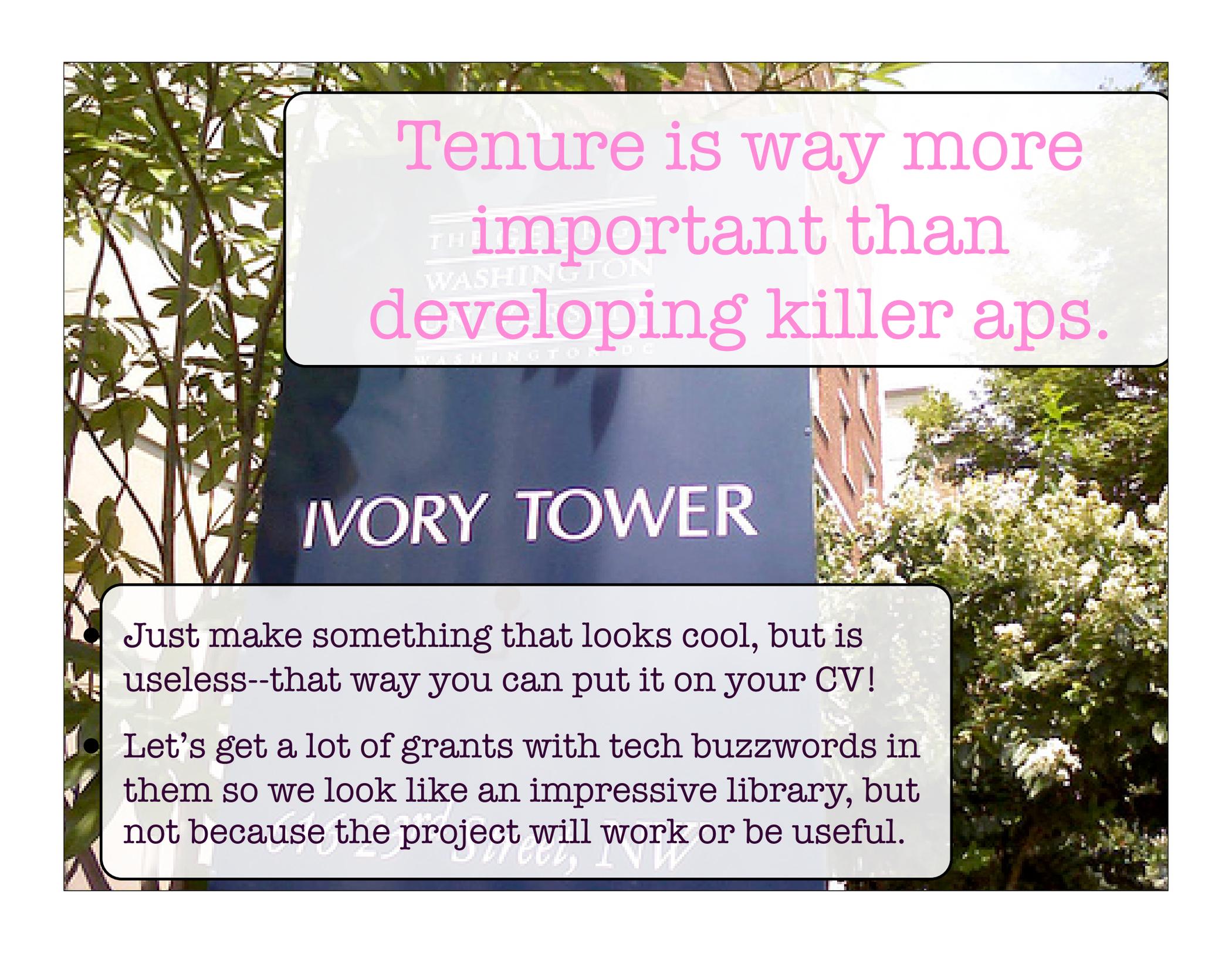
Since you don't understand tech stuff, expect every tech request to happen immediately.



Hospitals



**ADULT
EMERGENCY**

The background image shows a building with a sign that reads 'THE UNIVERSITY OF WASHINGTON' and 'IVORY TOWER'. There are green plants and trees in the foreground. The text 'Tenure is way more important than developing killer apps.' is overlaid in pink on a white rounded rectangle.

Tenure is way more
important than
developing killer apps.

IVORY TOWER

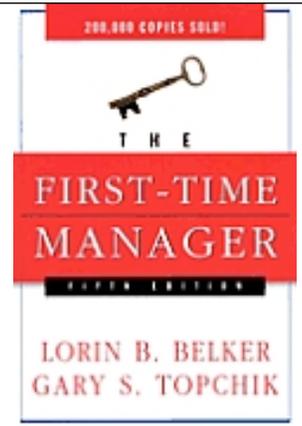
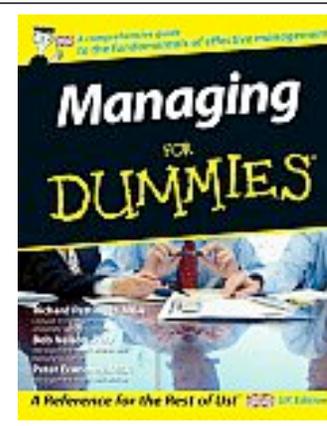
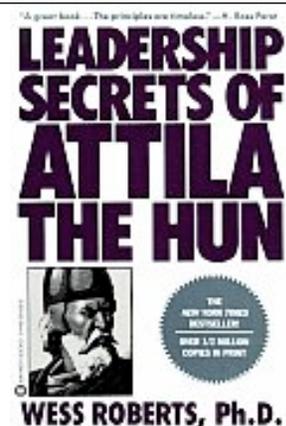
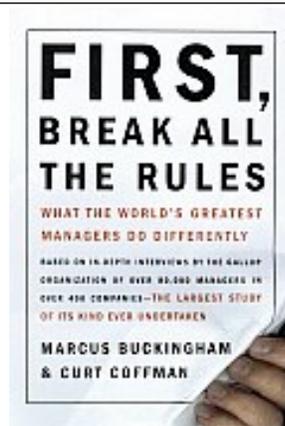
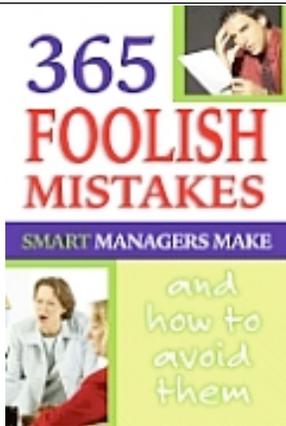
- Just make something that looks cool, but is useless--that way you can put it on your CV!
- Let's get a lot of grants with tech buzzwords in them so we look like an impressive library, but not because the project will work or be useful.



The Good News



- You can't change everything!
- Realize that most tech librarians have the skills that will be rewarded outside of libraries.
- So, at least, **SHOW YOUR APPRECIATION.**



There are management classes and books that you can ingest.

It won't make you look like you don't know your job. It will make you a better person to work for.



They're different, just
like everybody else.

People with a technical background and MLS
shouldn't be treated less than other librarians...

But since they have way more employment
options, they should be appreciated and appeased.

Passion for the Profession

A young girl with long brown hair, wearing a purple t-shirt, is lying on her back in a large pile of colorful confetti. She has her arms outstretched and is looking up at the camera with a slight smile. The confetti consists of many small, multi-colored pieces in shades of red, blue, yellow, and grey.

If you aren't enthusiastic about your job, no one beneath you will be either.

Passion for work v. the company:

“Works late nights when, "I'm just one-compile away from this awesome refactoring that's going to make this thing run 40% faster." In other words, they work late when they're driven by something they know they can do better on.” -- Kathy Sierra



Heaven Knows I'm Miserable Now

or,
how do I get out
of here?

If your library doesn't value tech, get out.

Don't wait for a generation to die off--it's never going to
change

Specifically state why you are leaving when you get that
great job at a startup. Specify you love libraries, but hate
Luddites.

What are you missing
out on, by not saying



A facebook profile is free. Employee happiness
is free. Reaping the benefits of passion is free.

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Bad bosses get promoted, not punished?

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