

**Responses to:**

**What one thing would you tell library directors/HR managers that you believe would help them recruit new librarians?**

University	Comment
University of North Texas	1. Excitement about their library 2. Knowledgeable about new trends in library
University of North Texas	817-688-6303! Call Me!
The University of Texas at Austin	A decent salary with career development opportunities, and I am quite sure you will have no problem finding new librarians.
University of North Texas	A well-rounded package of everything above is the best way to go. I have selected salary as my least importance only, because my spouse has a good income, but normally salary is a big factor in people's decision.
The University of Texas at Austin	Accept applications from applicants who are in their last semester of library school.
University of North Texas	Actually offer a salary that matches having to earn a Master's degree. It almost seems better sometimes to work as a paraprofessional in a library with just a bachelors given the despicable salaries librarians are offered with Master's degrees.
University of North Texas	Adequate salary and benefits (see ALA guidelines.)
University of North Texas	Advertise more, use online recruitment
University of North Texas	Advertise/Promote at the high school level; Provide workshops for those who may be interested so they can see what the job entails
University of North Texas	Allow new hires to participate in development opportunities
University of North Texas	Allow people with some experience in the field have the job as they pursue their additional degree. Also, it would help if they would offer some incentive towards the
University of North Texas	Announcing through UNT reaches many potential candidates.
University of North Texas	As new librarians we might not have the skills down on paper you would like to see. But just because we haven't done something professionally doesn't mean we are not qualified for positions. We went to an ALA accredited program and have aquired most of the competencies you are looking for. Please give those of us who are less
University of North Texas	Ask librarians what are the most important considerations in which your library excels and market that.
Texas Woman's University	At this time there seems to be several jobs in various locations around the country, as baby boomer librarians retire, they will need qualified librarians for those
University of North Texas	Be a good host when interviewing candidates!
University of North Texas	Be as positive and upbeat about the profession as the people who recruited us into the library graduate programs. If they can't, then someone needs some truth in advertising readjustments.
University of North Texas	Be flexible in who you hire.
University of North Texas	be honest about opportunities to grow in their organization, and stress other benefits available like career dev ops
The University of Texas at Austin	Be honest and open about not only the positive aspects of the position, work environment, development opportunities, etc but also any potential negative
The University of Texas at Austin	Be honest with us with about job prospects and expectations.
The University of Texas at Austin	Be more flexible on the experience qualifications--students trying to get a job straight out of the program have probably been working in the field, but not as long
University of North Texas	Be more proactive in your hiring practices.
University of North Texas	Be more visible. Consider the new crop of soon-to-be professional librarians and reach out to them using the same technological methods to which they are accustomed, e.g. advertise on school and organizational listservs.
Texas Woman's University	Be open minded, do not discriminate on the basis of age
University of North Texas	Be open to accept entry-level graduate students and create positions for such as well as be opened to accept individuals of "retirement" age who may be starting
University of North Texas	Be open to change.
The University of Texas at Austin	Be open to different kinds of experience.
The University of Texas at Austin	Be open to new ideas and new types of people.
Texas Woman's University	Be open to new ideas.

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University of North Texas	Be open to new librarians that may not have as much experience.
The University of Texas at Austin	Be open to new librarians. Make them feel as if you value what they could bring to the table, despite the fact that they might not have as much experience as veteran
University of North Texas	Be open to those that want to change, the stagnation of one library system is harmful to librarianship as a whole. Look into those who may not be your "ideal" candidate and see potential.
The University of Texas at Austin	Be open-minded.
University of North Texas	Be prepared for new librarians to bring new technologies into the library and encourage them to do so.
The University of Texas at Austin	Be proactive!
University of North Texas	Be upfront about expectations and the future of the position within the library.
The University of Texas at Austin	Be upfront about Salary as possible. Unless your institution is Yale, a lack of a salary range in the description is the biggest turn-off. Also, update your library's website. An antiquated website does not instill confidence in your institution's ability to move
The University of Texas at Austin	Be visible!
Texas Woman's University	Be willing to allow first year librarians to learn on the job and not expect them to know exactly how to do everything on the first day.
Texas Woman's University	Be willing to pay a higher starting salary for those who bring special skills such as web development knowlege, etc. It's enormously frustrating to come in with a masters degree and experience in HTML and be offered \$35,000
University of North Texas	By providing a quality work environment that values opinions and acknowledges and compensates for accomplishments, recruitees will be more likely to accept positions, give better work performance, feel satisfied with their overall work experience, and stay with the selected positions.
The University of Texas at Austin	Call me!
University of North Texas	Career development- you are interested in developing the skills that will benefit your career in the long-term. Work environment is a plus, because the atmosphere on the job can help or hurt you work performance.
The University of Texas at Austin	Career fair on campus, give students opportunity to connect with many employers at one time in one place.
University of North Texas	Change the name of librarians to information professionals. The name sounds more relevant to kids. Also, teach individuals that the digital age makes it more important for individuals to archive this information.
Texas Woman's University	Clearly described job description. Visual presentation of facility.
The University of Texas at Austin	Come to our school and talk to us!
The University of Texas at Austin	Come to our school. It allows us to learn about you in a non-competitive
University of North Texas	compatible pay
Texas Woman's University	Consider hiring older workers with varied experiences in multiple fields for their potential in management positions.
Texas Woman's University	Consider supervisory experience gained in other job fields such as retail, private
Texas Woman's University	Considering that so many are right out of graduate school, and many have not ever worked in a library, or at least not at the professional level, to be more willing to consider those less experienced and to offer professional development and
University of North Texas	Considering the candidate meets the MLS requirement, be openminded about considering the types of non-librarianship experience the candidate can bring to the position. New librarians who are changing careers can bring in business, marketing, technical and other skills that will help libraries better compete with the other resources available in the consumer market. Job descriptions can be written in more general terms for required skill sets and capabilities, rather than specifically naming exact techincal applications (learnable by those having experience with technology)

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University	Comment
University of North Texas	Contact students when they about half-way through the program and show an interest in them. Sell your school district (school librarians), tell students about job fairs, invite students to visit schools...
University of North Texas	Contact universities such as University of North Texas with openings.
Texas Woman's University	Decent salaries and job security.
University of North Texas	Directors and managers should first understand the workload of the position. This includes the stated job description, but must also include all of the tasks the librarian will be expected to perform that are not included in the job description. This means the manager/recruiter must understand the climate of the library, the personalities of the people already there, and what it takes to run the library on a day-to-day
The University of Texas at Austin	Do not be hesitant to consider academic administrative work with accompanying MLIS degree as useful or applicable experience. I have almost 10 years of experience preparing budgets, proposals, managing administrative databases, providing publication support, yet a have not yet had the opportunity to learn or practice library cataloging. I would like ultimately to work in the field of archives, yet am concerned that my non-library work experience might not be perceived as
University of North Texas	Don't hire based on what new recruits know now. Hire based on their ability to adapt and continue learning.
University of North Texas	don't know
University of North Texas	emphasize the tech aspect of library media specialists' jobs!
University of North Texas	Encourage librarians to take the reigns and not be afraid to let them implement new ideas and projects.
The University of Texas at Austin	Establish a connection with library science students early on through a relationship with the library school.
Texas Woman's University	Even if a new librarian does not have much experience, give a new librarian a chance to prove themselves.
University of North Texas	Explain the diversity of the field and the importance of needing techno-savvy persons to work in the field.
University of North Texas	For first time librarians provide a mentor.
University of North Texas	Get involved with the student population at undergraduate level and encourage students to consider an MLS. Once applications have been received, process them
University of North Texas	Get the word out
Texas Woman's University	Get the word out in many different ways to reach a diverse group of applicants.
Texas Woman's University	Give people a chance. Most listings ask for years of experience. An opportunity to gain experience must be created.
University of North Texas	Give preferential hiring to candidates actually enrolled in MLIS programs or candidates who have actually completed them
Texas Woman's University	Give realistic expectations what to expect and what is expected of new librarians.
University of North Texas	give them support and training
University of North Texas	Give us a chance to prove ourselves
University of North Texas	Good mentors make good bosses, if they are good mentors then the librarians they hire will advance and grow in their career paths, this is the most important aspect of
Texas Woman's University	Have a mentoring program for new librarians.
Texas Woman's University	Having a sharp, well-trained librarian is definitely worth the cost in terms of client/taxpayer satisfaction. During lean economic times, library usage increases, so don't skimp on librarians--there are more patrons who need them!
Texas Woman's University	Higher salaries, treating librarians/staff with respect and valuing their efforts
The University of Texas at Austin	Highlighting the creative, encouraging atmosphere of the work environment.
Texas Woman's University	Hire the skill set, pay properly for it, and don't go crazy about race or gender.

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University of North Texas	Honesty. Some libraries have reputation for presenting themselves and/or positions in false light.
The University of Texas at Austin	How about, recruit new librarians? They're not. They claim they are seeking entry-level people, but they want an outrageous number of things from an applicant. Moreover, as someone with ample experience, I am under qualified by job ad standards. How about making people who are sitting in these entry level jobs move up within an organization? There needs to be some measure of output so that new people who are actually interested in moving up in the field get the chance. Since there's not a space on this survey for "other comments," I'd like to add that I'm actually finding more luck with jobs that don't require the mls. That scares me. Even more scary is that I've been job hunting for 5 months now, and there is nothing even remotely attractive about 70% of the jobs posted - they either want someone who can perform circus acts or they want a director. I feel the money I've spent on this degree is quickly becoming an issue that depresses me. I have a background in journalism and have been seriously considering just entering that field again; at least
University of North Texas	I am anxious to work in an engaging and stimulating environment with people dedicated to helping customers achieve goals. When interviewed, I am "interviewing" them to see if the work environment will be what I am looking for. This is my second career and I want it to be fulfilling and yes - fun!
The University of Texas at Austin	I can't speak for everyone, but I'm looking for a position where I have the opportunity to really contribute to the library. I want freedom to suggest/take on
University of North Texas	I dislike the electronic applications. There is no opportunity to contact anyone to follow up on the status of a position. I feel like the application vanishes into the ether, and suspect they are a waste of my time and effort. I suspect they already know who to hire for those positions, and the web posting is just a CYA measure for human resources. I also wish there were standard titles for librarians, because some positions are hidden under cryptic names: "knowledge manager" or
Texas Woman's University	I don't know how many library science students are mid-career, but current research on this most recent generation tells us they value opportunities to contribute (make a difference) in their workplace and salary very highly. Older persons such as myself value work/life balance opportunities and maybe long-term opportunity for career
The University of Texas at Austin	I don't know what to tell them, because I didn't know that they were/are having a problem recruiting librarians, or what would be something helpful to tell prospective
The University of Texas at Austin	I don't know.
The University of Texas at Austin	I don't see that there should be a problem with recruitment. There are plenty of people going into the field who are very familiar with the technological changes taking place in libraries, so I would think it shouldn't be hard to find new librarians.
The University of Texas at Austin	I have the most up-to-date knowledge and skills in this area.
The University of Texas at Austin	I personally find the library's collection to be an important factor in considering a job, so discussing it in the job posting may not be a bad idea.
University of North Texas	I think it needs to be emphasized that librarians are not a dying breed and will not be phased out or replaced in the near future.
Texas Woman's University	I think the biggest thing is to know about the job opprotunities and that they should promote those through the colleges so that we know what is available to us. Also, they need to understand that most of us have no previous library experience, and it is very frustrating to get job opprotunities via email that say you need 5-7 years

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University	Comment
University of North Texas	I think there need to be more programs such as the ACRL that help support minority groups for their first post-graduate professional position. Entry level positions seems hard to find and most often are gained when the person has some history of work experience. I think that library directors need to hire for longevity of the prospective applicant not solely on their skill levels. There are some that have all the training/skills in the world, but are not willing to re-learn how the system works in the new work environment. HR Managers need to hire more so on the applicants'
University of North Texas	I want to work for people who I fit in with and who are cooperative in my learning and working environment.
Texas Woman's University	I would just think it would help to get the word out there. Make their job offer stand out from others, even if it's just the way the job listing looks on the computer screen (colors and font, etc.)
University of North Texas	I would say that they need to stress that libraries can adapt and will be around in the future and that salaries are negotiable.
University of North Texas	I would say to make sure and include statements about the opportunity to advance within the organization. I would also say to beware of including a list of responsibilities that is two pages long. Mostly we are aware of what is expected of us; however, thirty adjectives describing how you want those responsibilities carried
Texas Woman's University	I would tell them to emphasize that they deem the profession as a very respectful field to be in for any professional.
University of North Texas	If someone is approaching his/her last semester of preparation hire them conditionally at a lower salary until the degree is completed.
University of North Texas	If the person has a professional degree, or an MLS, they should have the right to receive medical benefits, whether they are going to work at full-time or part-time. They should not be treated as poorly as wal-mart employees.
Texas Woman's University	If you believe in getting quality people, you have to offer quality situations (i.e., salary, benefits, etc.)
University of North Texas	I'm looking for a library that encourages creativity. I want my supervisors to trust me and let me take chances, not expect me to do things the "right" way.
University of North Texas	In writing job descriptions, convey to a potential applicant that training is available. Many job descriptions leave the potential applicant feeling highly unqualified.
Texas Woman's University	Increase salary schedles
Texas Woman's University	Increase the pay scale
Texas Woman's University	Increase the pay. It is insultingly low.
University of North Texas	Inform them about the availability of the MLS program with distance education.
Texas Woman's University	Intern/part time positions could easily turn into full time positions after degrees were
University of North Texas	It can be discouraging for many newly graduating librarians to hear that a certain amount of experience as a librarian is required. This is especially disconcerting when some of us have been professionals in other industries prior to going to library
The University of Texas at Austin	It seems like they don't need any help--we need the help! I feel like there are lots of qualified librarians graduating chasing few jobs (hopefully I am wrong).
The University of Texas at Austin	It would help if they could describe how new librarians do in their library. Can they give an example of the different types of innovative projects that new librarians are involved in? Also, what kind of mentoring can new librarians expect to receive.
Texas Woman's University	Larger starting salary. This, understandably, is no easy task.
Texas Woman's University	Let our LIS program give you the tools and understanding to help people enrich their lives, become a librarian.
Texas Woman's University	Let the new interviewee know about the work environment.
University of North Texas	Let them know that they will have a mentor in the new position.

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University	Comment
University of North Texas	Librarians are highly educated professionals working in an important field so pay, benefits, opportunities for professional growth, and work-life conditions should
Texas Woman's University	Librarians are not all dysfunctional.
University of North Texas	Librarians' roles have changed and it involves more than checking out books and
Texas Woman's University	Loan repayment programs or respectable salaries for someone that spent 6+ years
University of North Texas	Look at all the relevant experience, not just the library experience. Try to assess the character of the individual.
Texas Woman's University	look at experience (different types), creativity, talent, resourcefulness, involvement in community
University of North Texas	Look at the total applicant, including previous degrees and experience.
University of North Texas	lower the experience requirements for entry level positions
The University of Texas at Austin	Make entry level positions available! or allow new librarians the opportunity to present professional ability.
The University of Texas at Austin	Make it clear that you want new, fresh blood within the ranks! Also -- enough with paper-based systems. If you can go electronic, you'll get a higher application turnout
The University of Texas at Austin	Make it clear what is an entry level position and what isn't. Publish the job ad in as many places online as possible.
The University of Texas at Austin	Make it clear what specific skills you expect.
University of North Texas	Make sure that you offer the complete package. Good salary and benefits, but also good quality of life and healthy work environment. I have worked in jobs where the only good about the job was the salary and/or benefits. I want a balanced life and joy and satisfaction in my work more than any monetary benefit.
The University of Texas at Austin	Make sure they tell potential recruits how their work will be valued and appreciated, allow even the entry level librarians involvement in making decisions
Texas Woman's University	Make your job announcement as friendly as possible and list why it is a good place
University of North Texas	Many people are waiting to work and are unable to find jobs because of lack of experience. Most entry level jobs require 1 year of experience that the graduating student won't have. We would welcome the opportunity to complete trainings and accept probationary terms to get the skills needed.
University of North Texas	Many students are taking classes online so many times they are not available to go to the campus for job fair opportunities. Thus, directors and HR managers should recruit in various locations in a metropolitan area.
University of North Texas	Maybe.
University of North Texas	More communication in all aspects of librarianship.
Texas Woman's University	My education and experience will be valued within the organization.
Texas Woman's University	My perception is that librarians are very satisfied with their jobs. If your library has happy people, you have a powerful recruiting tool. Use it!
Texas Woman's University	n/a
University of North Texas	Need more guys in the workplace to avoid catfights.
University of North Texas	New librarians, especially younger ones, are not as interested in the field because of the "traditional" reasons some decided to become a librarian: job security and benefit packages. These new librarians want the ability to grow in a supportive work environment. From my point of view the organization culture is important to me
University of North Texas	no clue
University of North Texas	Not sure at this time
University of North Texas	not to shatter their idealism and enthusiasm for being a librarian.
University of North Texas	Notify UNT LIS dept.
University of North Texas	Offer a competitive salary.

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University	Comment
Texas Woman's University	Offer a salary that a librarian can actually live on. I might have to go the special library route because I am the primary breadwinner and cannot afford the pay cut that most academic libraries would require of me.
University of North Texas	Offer competitive salaries.
The University of Texas at Austin	Offer good benefits. I will not apply for any position without health insurance. So-called "temporary" positions carrying no benefits are exploitative, and ultimately will not end up attracting quality employees.
The University of Texas at Austin	Offer more entry level positions. Many graduates of the I-School have little practical experience working in libraries, managing departments, supervising staff, etc. Research and theory studied in graduate school only go so far. The I-School either needs to teach practical applications (how to do XML, database management, web design, etc.) or recruiters need to offer more entry level positions where new graduates will qualify. Requiring years of job experience and supervisory experience for an "entry level" position really limits the prospects of most I-School graduates.
University of North Texas	Offer more incentives for new hires.
University of North Texas	Offer more positions with at least health benefits. Many part-time employees need that coverage just as much as full-time employees. Even if you offered a basic benefit like health insurance and nothing else, you would have a better chance of retaining quality people on your staff. As it is, many librarians are forced to keep an eye open for a better position and are more likely to leave.
The University of Texas at Austin	Open up more entry level positions so new librarians have a chance, even if these are only part-time and limited in duties. Many positions call for more experience than a recent graduate has, therefore the possibilities are limited.
University of North Texas	Pay them competitive salaries and have education level open to achieving it after employment within a certain time limit like 3 years or so.
Texas Woman's University	People love to work here. Our turnover rate is very, very low. You can speak with other people in the department before making your decision. You can speak with the person who previously held this position because they left under positive circumstances and would happily recommend us as employers.
The University of Texas at Austin	Plant seeds early by pursuing a relationship with iSchools and library science schools and providing opportunities for iSchool students to get experience with you before
University of North Texas	Please see question 8. I think attending career fairs or advertising on school listservs or networking with LIS professors to get the job postings out would be effective.
University of North Texas	Post job opportunities at UNT.
University of North Texas	Post openings on a widely known listserv, online, and keep these postings current. Define a minimum salary, and encourage applicants with related experience or
Texas Woman's University	Post openings on the web and make application available via web.
University of North Texas	Posting open positions on more databases, such as Indeed.com or on school
University of North Texas	Postings on UNT website, email through UNT.
Texas Woman's University	Present positive culture of library and community that support new ideas and welcomes newcomers.
The University of Texas at Austin	Provide a good mentor program to establish positive work ethics for beginning
University of North Texas	Provide good salary and benefits, and give new librarians opportunities to learn
University of North Texas	Provide mentors and ongoing professional development. Fund attendance to professional conferences.
University of North Texas	Provide opportunities for collaboration through workshops. Many times there is only one librarian per school(s) and having a "team" is always beneficial to bounce ideas off of each other.
University of North Texas	Recognize us as receiptants of Master's degrees and adjust your pay scale
University of North Texas	Recruit at on-campus events.

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University	Comment
Texas Woman's University	Recruit the distance learning students. A virtual career fair. One website with several hiring libraries that would be available for a week or so. Potential job seekers could find out about job openings from the "career fair" site and upload their resumes to the site, as well as access the individual library websites to find out more
University of North Texas	Remember that you can't hire someone to do it all, but pay that person like he or she does nothing. Salary may not be the most important thing, but everyone wants to be paid a fair and reasonable salary for the work that he or she is expected to do.
Texas Woman's University	Salaries are going up!
University of North Texas	Salary, of course, is important, but the work environment and benefits package help each new librarians distinguish between different employers. For new new librarians, the work environment can nurture them and help them to better understand the field and the challenges they face as librarianship changes, but also allow them room
University of North Texas	Some of us are single parents and cannot work evenings, especially during the week, because we have children who need to go to bed at a reasonable hour so they can do well in school. I cannot take a job for relatively little pay and work evenings because it interferes with first responsibility--my child.
University of North Texas	Specifically say that new graduates are being hired.
The University of Texas at Austin	Spend ample time on job postings. Those descriptions, when done well, can make the application process so much smoother. When done poorly, they waste an applicant's time and raise false hopes. Also, include a description of the nature of the work to be done! I find that job postings frequently over-focus on what the employer's requirements of the applicant are. Applicants need to know what exactly
Texas Woman's University	spend extra money on salary; keep statistics on how many new hires are the sole source of support for their families and pay accordingly - chances are more are the breadwinners than you might think
The University of Texas at Austin	Streamline the interviewing process - even corporate positions don't require this much runaround!
The University of Texas at Austin	Take advantage of graduate's useful education and training in obtaining grants and new opportunities and services using digital technology in addition to a broader picture of library servies.
The University of Texas at Austin	tell recruits: "you can lead this giant ship someday. we will help you be prepared for
University of North Texas	That new librarians could be a part of a team and their ideas would be taken
University of North Texas	that there was room for advancement or for utilizing any special skills of that new
University of North Texas	That they are open to trying new ideas that recent graduates will bring to the organization because they have studied recent practices and cutting-edge
University of North Texas	That they are part of a team and there work would be valued.
University of North Texas	That they should be aware of the actual organizational/departmental work environment - culture/climate; so they can be able to share that with the potential
Texas Woman's University	That they welcome applicants with limited library work experience.
University of North Texas	That they will be treated as professionals, with appropriate salaries and advancement opportunities.
University of North Texas	that you have a team work environment
The University of Texas at Austin	The more information you can get to current students about available positions the better - especially through recruitment visits to campus and other communications with our career services office.
University of North Texas	The opportunity to better themselves professionally.
University of North Texas	The recruiters should match the potential candidate with a professional librarian that acts as a mentor to familiarize the new prospect with the library , the work environment, community and opportunities.

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University	Comment
The University of Texas at Austin	The traditional image of a librarian needs a make-over. The image needs new branding and new marketing.
Texas Woman's University	THE TRUTH
Texas Woman's University	They need to talk about job security.
The University of Texas at Austin	Think outside the box when you're looking at interviewees - we may be able to help you in ways that don't neatly fit your job description.
University of North Texas	To consider experience.
Texas Woman's University	To offer continuing education.
University of North Texas	To recruit the best librarians, offer the best compensation and expect the desirability of your location to affect your recruitment.
University of North Texas	To reduce the grueling interviewing process where the entire goal is to rake the candidate over the coals.
Texas Woman's University	To stay realistic with their expectations of the perfect candidate. Do not expect a candidate to be a jack of all trades and be familiar with everything (i.e. Systems, Children's literature, Genealogy, Web design, Web 2.0 technologies, marketing,
The University of Texas at Austin	To stress on the job learning for new graduates. I think there is a lot of fear and apprehension in new grads that they have the academic background but not "hands on" experience that a library is looking for.
University of North Texas	Treat your people well...follow the model set by Dan Rooney, Steelers Owner, on how he treats his players and employees.
University of North Texas	Try to get in contact with students in a Library Science program and try to recruit them while they are still students, so they have an idea of what they can expect. Also, having a potential job opportunity immediately after graduating might motivate the student to do their very best and develop a clear career goal.
University of North Texas	Try to make the job sound fun, interesting and challenging. Too many people think being a librarian sounds dull and boring.
The University of Texas at Austin	Understand how diverse your hiring pool is. Remember that you have some unconventional candidates. I am already retired from a first profession, for example, and possess another Master's degree. I have 25 years of supervisory experience.
University of North Texas	Ways to recruit I would suggest find people who are really interested in the profession and not just someone who is looking for a job. Its a difference. Someone who loves it will most likely continue on for a long time while someone who is just looking for a salary they would probably stay until something better come along.
University of North Texas	we support you
University of North Texas	While salary in itself is not the most important thing, it is an indication of how an organization feels about how important it is to have a good professional librarian.
University of North Texas	Willingness to help new graduates relocate.
Texas Woman's University	with all of the new expectations salary must be an important consideration
Texas Woman's University	With so many students utilizing distance learning thanks to new technology, be sure you do not limit yourself to campus visits to contact graduates! Email lists and online postings will be a big part of our searches.
University of North Texas	Work environment is so important!
The University of Texas at Austin	Work with library/information schools to make sure students understand what you are looking for and what you want to see on their resumes.
University of North Texas	You need to find a way to offer more full time, professional MLS library positions, rather than part-time, para-professional positions. Unfortunately, for public libraries in Texas, this is a huge mountain to climb.
University of North Texas	You need to sell the community as well as the job. Most librarians that i know want to be involved with more than just there job and a good community will be more

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<b>University</b>	<b>Comment</b>
University of North Texas	Young people are just as hard-working as any employee. Do not underestimate newly graduated candidates and be willing to mentor them in the profession.