

Responses to Question:

If you think libraries are having difficulty recruiting and filling library openings today, what do you believe is the primary cause of the difficulty?

University	Comment
University of North Texas	1. Number of qualified applicants that are willing to move. 2. Pay
University of North Texas	A disconnect between what is wanted in the positions and the experience of the available pool
Texas Woman's University	Academic libraries move slowly. Too often they look for a perfect candidate. Too often they are not realistic in what they want in terms of race or gender.
University of North Texas	Actually, I don't really know, but it does seem like there are a lot of job openings. Perhaps more librarians are retiring than entering the field.
Texas Woman's University	announcement concerning the managements goal and ideals are not being conveyed
The University of Texas at Austin	Applicant qualification
University of North Texas	At least in my state in the K-12 field, certified professionals are not valued--in my district for instance, to be full-time librarian, one has to take on 3 schools and very, very taxing schedule.
University of North Texas	At the library I work at pay is lower than other places. Everyone is going for the Reference positions instead of the other open positions.
Texas Woman's University	Availability
University of North Texas	Because having the MLS is a requirement for the profession, and so few people have the degree. Myself and some of my fellow students have found it difficult to procure an entry-level (not-clerical) within a library because of the masters requirement. I feel that maybe if they waived the degree requirement for current MLS students, it would be very helpful so that we have professional experience before graduating...
The University of Texas at Austin	Budget difficulties
Texas Woman's University	Certification requirements and pay for hires.
University of North Texas	Currently all school and public library positions are frozen. The only opportunity is in the academic setting. When I first started working in libraries the difficulty was finding someone with an MLS because the program wasn't offered in our area. This is no longer true because of distance learning. When the hiring freezes are opened there is a flood of qualified people to apply and then they freeze the position again. The other concern is there is no job security because there is now talk of closing libraries and reducing staff.
University of North Texas	extra qualifications needed to fill positions at some places.
University of North Texas	Finding GOOD candidates. I've been to presentations by candidates at my academic library, and some of them are awful!
Texas Woman's University	Finding librarians with supervisory experience
University of North Texas	Finding someone who fits into the organizational/departmental culture.
University of North Texas	From the employees perspective, I think employers need to provide help with obtaining a degree in library science. Scholarships and grants are very limited to certain type.
The University of Texas at Austin	Funding difficulties.
Texas Woman's University	Funding for adequate salaries to compete with corporate libraries (special) or even to match public school teaching salaries.
Texas Woman's University	Funds
The University of Texas at Austin	Geography; low pay; few entry-level positions
University of North Texas	I don't know about other libraries, but public libraries are often so beholden to municipal HR departments that it is difficult to recruit & hire staff in a timely fashion.

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University	Comment
The University of Texas at Austin	I don't think they do. I think libraries get TOO many applications, and too many of the applicants for entry level jobs should be moving up in their careers. They're instead moving horizontally. This is the problem. There are a TON of jobs out there; however, they're NOT entry level. They're managerial.
The University of Texas at Austin	I feel there are no/limited entry level library openings. It seems that all of the openings require at least 2-3 years professional experience.
University of North Texas	I find that there seems to be few entry level positions available (that I am aware of).
University of North Texas	I think for some libraries, salary issues play a big role.
University of North Texas	I think most libraries are having budget problems just like other professions in today's economic climate. As a result, many can only offer part-time work with no benefits. For those of us who are single and rely on our job to provide health benefits, that is a problem.
University of North Texas	I think quite the opposite is true. It seems as if every position I apply for, even the most entry level, \$14/hr job, is filled in record time. I think there are many qualified librarians, and few good-paying jobs.
University of North Texas	I think salary is an obstacle. It also seems that libraries are willing to accept someone without official library school education--I know several people working as librarians without an MLS. I also think it is difficult to change careers and become a librarian because I have no previous experience working in a library.
University of North Texas	I think that lack of state funding is the primary cause. Perhaps even some misuse of funds. Part-time librarians do not receive medical benefits, and are underpaid considering their skill level.
University of North Texas	I think that there is a breakdown in communication between potential candidates and potential positions. I also think that many libraries are looking for librarians with greater leadership and management skills than recent graduates often are able to provide.
University of North Texas	I think the primary difficulty is rate of pay and benefits. Libraries themselves are woefully underfunded, and are therefore unable to compensate their employees adequately.
Texas Woman's University	I think there are more MLS graduates than library jobs.
Texas Woman's University	I think there are not enough people going into the field, thus they are limited to who they hire. Also, it is an older field so most of the graduates are using this as a way for a second career.
University of North Texas	I think there is financial pressure to hire paraprofessionals and not degreed librarians for entry positions. Thus it is harder to gain professional experience.
University of North Texas	I wasn't aware there was a difficulty. There don't seem to be many jobs, so.
University of North Texas	I work in an area that has recently seen a challenged book create an extremely hostile environment for librarians. This negative view of our profession from a small, but vocal segment of the population often casts librarians in a negative light for an extended period of time. Many people would rather not enter a profession that has the potential to become high-profile when a controversy arises.
University of North Texas	I'm not sure. I'm basing my answer on the number of open positions advertised by the Dallas Public Library, and on the number of school libraries that are staffed by people without librarian degrees.
University of North Texas	In public schools, it would be because of the teaching req.

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University	Comment
Texas Woman's University	In the area where I live, which is deep south texas, many of the schools DO NOT have certified librarians. Many schools do not see the value in hiring a professional to fill these positions. Often times the positions that are available for professionals will not have at least one library assistant or clerk. The pay for school librarians in this area is extremely low as well. Often times just a couple of hundred dollars a year more than a teacher.
University of North Texas	In the case of the library I currently work at, they have problems recruiting professionals because the city requires that most all librarian positions are part time, so that benefits do not need to be included with the position. In fact, the city is cutting part time professionals to 18 hours a week so as not to pay retirement into TMRS for these employees. Most professionals want benefits and a full time job.
University of North Texas	Inadequate pay for Public and Academic librarians
Texas Woman's University	inadequate salary
University of North Texas	it doesn't seem like there are that many academic library jobs available, and if there are how does one find out about them other than networking and staying really proactive. I don't really think the employers have to recruit.
The University of Texas at Austin	It's hard to fill school library positions because school librarians need both a masters degree and teaching experience to get certified, plus school librarians don't get paid much more than teachers.
The University of Texas at Austin	lack of compensation considering that a master's degree is required
The University of Texas at Austin	Lack of connections
University of North Texas	Lack of funds
The University of Texas at Austin	Lack of interest in the field.
The University of Texas at Austin	Lack of money/budgetary concerns/lack of retirements
The University of Texas at Austin	Lack of on-the-job training opportunities giving students job experience to qualify for entry-level positions.
Texas Woman's University	Lack of pay and geography. The jobs are not necessarily where the applicants are.
University of North Texas	Lack of qualified people in relation to the retiring workforce. Also locale determines the availability of qualified personnel.
Texas Woman's University	Large percentage of librarians retiring
University of North Texas	Librarians in public libraries have increasing responsibilities for inadequate pay.
University of North Texas	Libraries are having a difficult time recruiting SLIS students due to the harsh economy where they are not able to have enough money on their budgeted payroll. Competition with other graduate programs such as law school, med school and MBA schools can provide graduates better opportunity and pay. Finally, competition with vendors who persistently can recruit SLIS graduates to work with their companies such as Lexis, West and CCH.
Texas Woman's University	Libraries are offering very low salaries for all the qualifications they require of their applicants. For example most academic libraries want two masters and only offer entry-level people 40000-42000. That is ridiculous when requiring 2 degrees.
University of North Texas	Libraries have no problem filling openings for undesirable public library openings, but it is seemingly impossible to get in at academic or specialized libraries. It is disheartening, and it makes me regret having done the MLIS in the first place.

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University	Comment
The University of Texas at Austin	libraries think regionally, and seem un-ambitious in their searches. also, library administration, or maybe library unions, think staff needs a library degree to succeed. it is an artificial and sometimes onerous responsibility. Think that the Librarians of Congress are typically NOT primarily library professionals-the requirement for a higher degree is a huge barrier for recruitment.
Texas Woman's University	Library location of where to work is not "exciting" for a budding new librarian
University of North Texas	limited budgets
The University of Texas at Austin	Little pay offered for lots of responsibilities; many of the openings are not in major metropolitan areas where first time employees tend to congregate.
University of North Texas	location and salary
Texas Woman's University	location and specialized requirements
University of North Texas	location and/or salary
University of North Texas	Low low low salaries. Some of the salaries public libraries are offering are pitiful.
University of North Texas	low pay
University of North Texas	low pay
University of North Texas	Low pay compared with technology professionals
University of North Texas	low pay, eroding respect for librarians
University of North Texas	low pay, location, and office politics
Texas Woman's University	Low pay, poor benefit packages, lack of job stability
University of North Texas	Low pay.
University of North Texas	low pay; difficult hours; breaking up jobs into part time positions to avoid paying benefits
The University of Texas at Austin	Low pay; limited entry-level jobs
Texas Woman's University	Low salaries
Texas Woman's University	Many libraries want to hire part time librarians when the librarians want or need to work full time.
University of North Texas	Many students are available to work part-time while finishing the MLS. These hourly jobs provide good experience but do not pay enough for employees with families. In smaller cities the full-time librarian positions are often very competitive.
University of North Texas	Misconception of what the job entails; respect for the profession
University of North Texas	Most library students seem to be rooted to there current locations and don't seem to be willing to move for a job in a new location.
University of North Texas	na
The University of Texas at Austin	No experience applicants, especially in remote locations.
Texas Woman's University	Not enough librarians to go around
University of North Texas	Not enough young people view librarianship as an exciting or worthwhile career.
University of North Texas	not sure if my data is accurate, but as I understand it, there are less of us graduating

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Texas Woman's University	Partly I think many libraries are unrealistic in their requirements for prospective candidates. The academic library I am employed at is now asking for either a BA in the subject area or a second Masters in the subject area. Someone with their BA or MS in say engineering or chemistry is unlikely to pursue an MLS and a career in librarianship. At a base pay of \$42,000 it is not enough to compensate someone with a second Masters. Add to the fact that most graduates are burden with student loans. They need a job that is going to pay them enough to survive. Another factor is that recruiting libraries are either unable or unwilling to help with moving expenses. A friend of mine had to turn down a public library entry level position in another state that would have paid \$45,000 because she was unable to afford to move. She is on her own and like many Latinos, her family is unable to assist her in anyway. It would have been great if the library could have paid for at least a portion of her moving expenses. There is also a problem with locating full-time openings to apply for. Many positions are only part-time or temporary. At times it often seems like our
Texas Woman's University	Pay
University of North Texas	Pay
Texas Woman's University	pay not "exciting"
Texas Woman's University	Pay level is probably a big factor for entry-level positions in some areas
University of North Texas	People believe that libraries are dead. With the advent of Google and search engines in general it is harder for people to believe they need to go to a library to gather information.
The University of Texas at Austin	People do not realize how much education is required to work in the fireld.
Texas Woman's University	People's views of the role of librarians as not being necessary
University of North Texas	Poor economy
University of North Texas	Postings for Public Libraries are usually through a city or via txla.org. The PLs need to consider recruiting more through the individual schools via the resources they have.
Texas Woman's University	Qualified applicants to fill positions in remote locations.
Texas Woman's University	Regarding Texas public schools, the requirement to have taught for 3 years is difficult for outsiders to teaching.
University of North Texas	Reluctance to go beyond their current scope of what a librarian should be. Their hesitance to hire someone who they see as a flight risk or someone with too little experience.
University of North Texas	requiring too much experience for entry level positions
Texas Woman's University	salary
Texas Woman's University	Salary and how low it is. I'm not worried personally--I am a school librarian. And as such I make \$5K more anually than a beginning librarian.
University of North Texas	Salary, fringe benefits, failure to recruit minorities
Texas Woman's University	Salary, salary, salary
The University of Texas at Austin	School librarians retiring
Texas Woman's University	Shrinking budgets, low image of librarians in society.
University of North Texas	Some libraries do not have the enough money in their budget to offer a competitive pay scale.
University of North Texas	Some libraries have additional requirements that must be met before positions can be filled.
Texas Woman's University	State certification requirements, poor hours at public libraries
University of North Texas	Still fighting the old "Marion the Librarian" issue! But I think it is getting better :), slowing but surely!

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University	Comment
University of North Texas	THE AMOUNT OF LIBRARIANS RETIRING THAT ARE FROM THE BABY BOOMER GENERATION IS GREATER THAN THE NUMBER OF LIBRARIANS ENTERING THE FIELD.
Texas Woman's University	The average starting salary, particularly in the public library field I am headed toward. Starting salaries are significantly lower than teachers, and not adequate for a position that requires a MASTERS degree.
Texas Woman's University	The economy
University of North Texas	The hours one is expected to work, the general lack of prestige, and the rate of pay compared to educational level.
University of North Texas	The library openings are generally part time, and often for para-professional positions, paying far below our value, education, and even experience.
Texas Woman's University	The pay is astonishingly low for someone with a master's degree.
Texas Woman's University	The positions that seem to remain open seem to be ones requiring very specialized skills. The postings will require 2 masters degrees, or a PhD, plus work experience in a very specialized field, and the salaries are often still very low. Those employers might be more successful hiring more entry level persons and training from within.
University of North Texas	The primary cause has to do with strategic planning of the library directory. Sometimes people are hired solely on what they can do and not groomed from the continued vision of the organization. Often times when there is turn over in an org it is b/c management does not allow for continued training.
Texas Woman's University	The process is too long.
University of North Texas	The salary is too low in comparison to the education they want the candidate to have.
University of North Texas	There are a shortage of librarians in some areas of the country.
The University of Texas at Austin	There is still way too much expectation for recent graduates to have a full range of experience. This is left over, in large part, from the belief that many are coming back from time in the field to obtain a certificate or an MLIS. However, there are more and more of us who have relevant job experience (perhaps in other fields) but who may be intimidated by the wealth of job postings requiring 5 years+ of on-the-library-job experience. Also, the time in an Information School is limited (2 years), so there needs to be some understanding that education is to be ongoing. There is a general high stress level among students seeking their MLIS that they are not prepared in a thousand ways for a field changing so rapidly.
Texas Woman's University	There seems to be a lack of interest in young people wanting to pursue higher education in the program.
University of North Texas	They aren't offering enough money. The library I work for has had to advertise a Librarian 1 position twice because the applicants they were willing to hire wanted higher pay than they could give.
University of North Texas	They don't have enough experience.
University of North Texas	They take a cut in pay if they are ESL certified by approximately \$3,000.00.
University of North Texas	They want lots of experience that first year students don't have yet in most of the postings. All of the requirements even for a first year librarian are not obtainable within a two year program.
University of North Texas	Two library schools in the same city (Denton) and three schools (I think) in the state.
University of North Texas	We've been seemingly bludgeoned by articles and reports on the demise of libraries and librarians, low salaries, hiring freezes. Rarely do we ever see good news about being a librarian.