

by Kevin Seeber 8 months ago

#critlib chat: privilege in the library job search process

For more information, visit: <http://critlib.org/privilege-in-the-library-job-search-process/>



Christine M. Moeller

@christinemoe

The readings and questions are posted for tonight's #critlib chat, if you'd like to see them ahead of time: critlib.org/privilege-in-t...



8 MONTHS AGO



Annie Phó

@catladylib

Join tonight's #critlib chat on privilege in lib job searches in about 30 mins! bit.ly/2tbXxVF



8 MONTHS AGO



Annie Phó

@catladylib

Tonight's #critlib chat is moderated by @ForgetTheMaine, @modbrarian, @christinemoe, & @kevinseeber



8 MONTHS AGO



Annie Phó

@catladylib

Hey #critlib! Let's get started with introductions. I'm Annie, academic librarian in L.A. and one of the moderators for tonight's chat.



8 MONTHS AGO



Dylan Burns

@ForgetTheMaine

Hi #critlib I'm Dylan, Digital Scholarship Librarian in Utah...moderator.



8 MONTHS AGO



Christine M. Moeller

@christinemoe

Hi #critlib! I'm Christine, Info Lit and Instruction librarian in WI, and one of tonight's moderators.



8 MONTHS AGO



Aman

@akaur0

@catladylib Hi Annie! I'm a resident librarian in Philly! I'm looking forward to tonight's #critlib chat!



8 MONTHS AGO



courtums

@courtums

@catladylib #critlib Courtney, Academic Medical Librarian at Dalhousie University. Mostly just lurking tonight.



8 MONTHS AGO



James

@modbrarian

Hi #critlib I am James a ref/inst librarian tonight and one of your moderators!



8 MONTHS AGO



Ali Versluis

@aliversluis

Hi #critlib-ers. Ali here, a Schol Commie from the Great White North (Guelph, Ontario).



8 MONTHS AGO



Annie Phó

@catladylib

For tonight's #critlib chat Q's and reading, check out the website: critlib.org/privilege-in-t...



8 MONTHS AGO



Kate Deibel
@metageeky

#critlib hi, I'm Kate from the PNW. I'm an academic libtech, and just interviewed for an academic librarian position last week.

 8 MONTHS AGO



Megan Wacha
@megwacha

Hi, #critlib! I'm Meg, ScholComm librarian and Wikipedian in NYC

 8 MONTHS AGO



April I. Siqueiros
@AprilMuses

Hola #critlib! I'm April, academic librarian in San Diego going through the job search process and totally into this topic!

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

Hi #critlib! I'm an academic lib in NYC!

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

Hi #critlib! I'm Kevin. Academic librarian in Denver, CO, supervisor of several MLIS students, and person of intersectional privilege.

 8 MONTHS AGO



Helene Williams
@bibliorogue

Hi, #critlib ! Helene Williams, longtime academic librarian now teaching at the @UW_iSchool in Seattle

 8 MONTHS AGO



Lisa Hubbell
@lisahubbell

Hey #critlib! I'm an academic librarian in CA.

 8 MONTHS AGO



A. Roberto
@irobotarte

Hi #critlib I'm Roberto. Library Fellow from IN.

 8 MONTHS AGO



Kate Kitchens
@Infinity_Dots

Hi, everybody! I'm Kate Kitchens, academic librarian from University of Dubuque. #critlib

 8 MONTHS AGO



Rebecca Halpern
@beccakatharine

Hi! Instruction and reference coordinator (academic) librarian in Los Angeles! #critlib

 8 MONTHS AGO



madison
@beastlibrarian

Hi #critlib! I'm madison! I'm an academic librarian in seattle. Went through 2nd librarian job search last year 🍷 📚

 8 MONTHS AGO



Jenni B
@JenniLBurke

Hi #critlib. I'm Jenni. Just finished a year contract as an academic librarian in Denver. Currently job hunting.

 8 MONTHS AGO



Amanda Meeks
@A_meeksie

Hello! Amanda, teaching and learning librarian in Flagstaff, AZ! #critlib

 8 MONTHS AGO



Violet Fox
@violetbfox

To post anonymously to tonight's #critlib chat, please use @metageeky relay form: script.google.com/macros/s/AKfyc... which posts to @CritLib_anon

 8 MONTHS AGO



Olivia Miller
livie_leigh

Hi #critlib! I'm Olivia, Art & Humanities Librarian in Massachusetts. I'm 4 years post-MLS and just started my 2nd job.

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

I'm also one of tonight's moderators, and encourage anyone hesitant w/ sharing to use the #critlib anonymous relay script.google.com/macros/s/AKfyc...

 8 MONTHS AGO



Aimee Gee
@sameaimee

Glad the director asked about PLG during my interview yesterday. Talked about #critlib for a minute. #librariesarenotneutral

 8 MONTHS AGO



Eamon Tewell
@EamonTewell

Hi #critlib. I'm an academic librarian in Brooklyn NY. I recently co-chaired a search committee so privilege & hiring has been on my mind.

 8 MONTHS AGO



Zoe Fisher
@zoh_zoh

Hey #critlib fam, I'm an academic librarian in Denver and I work with @kevinseeber. I threw a box of Clif bars at him yesterday.

 8 MONTHS AGO



Annie Phó
@catladylib

Q1. How does the library job search process and hiring for “fit” reinforce hegemonic cultural expectations aka whiteness? #critlib

 8 MONTHS AGO



Jenny Ferretti
@CityThatReads

Hi #critlib! 🙌📚 I'm the Digital Initiatives Librarian at Maryland Institute College of Art in Baltimore.

 8 MONTHS AGO



Violet Fox
@violetbfox

Hi #critlib I'm Violet, a cataloger in the middle of Minnesota, also looking for a new position.

 8 MONTHS AGO



Chelsea Heinbach
@chelseaheinbach

Hey #critlib! I'm Chelsea, a teaching librarian in California. Looking forward to tonights chat!

 8 MONTHS AGO



Jessica Schomberg
@schomj

#critlib Jessica, academic librarian in the midwest, tho I've worked for publics, special, + vendors in the past. Recent exp on hiring side

 8 MONTHS AGO



Patrick Williams
@activitystory

hey #critlib I'm patrick, humanities subject specialist librarian in a private academic library in central ny

 8 MONTHS AGO



Maura Smale
@mauraweb

Howdy #critlib! I'm Maura, chief librarian at a public college in Brooklyn.

 8 MONTHS AGO



Rebecca Halpern
@beccakatharine

@zoh_zoh @kevinseeber what flavor? #critlib

 8 MONTHS AGO



Mari V
@marvellings

Hi #critlib! I'm Mari, based in Toronto, and I work for an academic library consortium/services org.

 8 MONTHS AGO



Annie Phó
@catladylib

For more context, read @panoptigoth's article Soliciting Performance, Hiding Bias: Whiteness & Librarianship bit.ly/2tGLl2T #critlib

 8 MONTHS AGO



Aman
@akaur0

@violetbfox @metageeky @CritLib_anon I'm that there's a way to post anonymously on #critlib making it the most inclusive chat that I have participated in!

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

True story. #critlib twitter.com/zoh_zoh/status...

 8 MONTHS AGO



Zoe Fisher
@zoh_zoh

A1 it's such a small thing but names on CVs, cover letters, resumes trigger bias--white search cmtes prefer white-sounding names. #critlib



8 MONTHS AGO



Annie Phó
@catladylib

See also: You Call It Professionalism; I Call It Oppression in a Three-Piece Suit - bit.ly/2tGndNZ
#critlib



8 MONTHS AGO



V. Arellano Douglas
@arellanover

Hey #critlib! Veronica here. Academic lib in Southern Md. lurking until kiddo falls asleep 😴



8 MONTHS AGO



Q #critlib



Top

Latest

People

Photos

Video

Related Searches

magatrump5



ancestry



ron swanson



david foster



#sharkweek



What is with these "related searches" when I'm following #critlib?!? #sharkweek? Ron Swanson?
pic.twitter.com/3RnBfrOLsy



STEPHANIE @SFABBA · 8 MONTHS AGO



Kate Deibel
@metageeky

@zoh_zoh Yes, this finding has been found in repeated studies as well for gender. #critlib

 8 MONTHS AGO



Aman
@akaur0

Glad to so many #academic #librarians on #critlib tonight!

 8 MONTHS AGO



Ali Verluis
@aliverluis

A1: Expectations for previous experience (as capital L librarian), preference for applicant names that aren't "too ethnic" #critlib

 8 MONTHS AGO



kid presentable
@brinepond

hi #critlib i'm kelly, washed-out librarian extraordinaire

 8 MONTHS AGO



Olivia Miller
livie_leigh

A1. Requiring so much experience. Not everyone can afford to do internships in grad school!
#critlib

 8 MONTHS AGO



Gina Murrell
@GinaMurrell1

Hi, #critlib! I'm Gina, joining tonight's discussion from the bus stop. On my way home from my #library job in the Bay Area! #California

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

A1: So many assumptions about dress, language, & "professionalism" affect library job seekers' chances. V. little to do w/ ability. #critlib

 8 MONTHS AGO



Rebecca Halpern
@beccakatharine

A1: IME, search cmtes are looking for candidates that easily will fit into the existing workplace - which are often hostile to POC #critlib

 8 MONTHS AGO



kendra werst
@werstgerl

Hai #critlib, I'm Kendra...recent mls grad who is listening in while working on an interview presentation <3

 8 MONTHS AGO



Annie Phó
@catladylib

@jkgadsby Yes, hiring for "fit" is really, really not an equitable approach at all. #critlib

 8 MONTHS AGO



Amanda Meeks
@A_meeksie

A2: I suspect "fit" is synonymous w "sameness" and given that lib* is mostly white field this doesn't encourage diversity in hiring #critlib [twitter.com/catladylib/sta...](https://twitter.com/catladylib/status/123456789)

 8 MONTHS AGO



Walter Schlect
@WalterSchlect

Hey just stumbled on tonight's #critlib convo. I'm a librarian at a German cultural organization in NYC.

 8 MONTHS AGO



kid presentable

@brinepond

i have wondered what would happen if i switched my ambiguously ethnic surname for my mom's extremely anglo maiden name [#critlib twitter.com/zoh_zoh/status...](#)



8 MONTHS AGO



Jennifer Brown

@jeninthelib

A1 our unwillingness to look at in-house candidates (support staff esp.) during search process is ridic. [#critlib](#)



8 MONTHS AGO



V. Arellano Douglas

@arellanover

A1 Agree w/ [@jkgadsby](#). "Fit" is a weird way of saying "we don't want change bc change makes me uncomfortable" [#critlib](#)



8 MONTHS AGO



Dylan Burns

@ForgetTheMaine

[@aliversluis](#) A1: I'm feeling this right now...must be RESEARCH library experience even for our entry levels. [#critlib](#)



8 MONTHS AGO



Eamon Tewell

@EamonTewell

A1 Every step of finding a job demands that applicants demonstrate they can function in & maintain an organizational culture [#critlib](#)



8 MONTHS AGO



Krista Mccracken

@kristamccracken

A1: expectations of experience that are often tied to internship or volunteer work which privileges those who can afford unpaid work [#critlib](#)



8 MONTHS AGO



Kat Bell
@katkimbell

Good evening, #critlib! I'm Kat, and I work in an academic library.

 8 MONTHS AGO



Helene Williams
@bibliorogue

The job postings are full of (not always subtle) wording that says "be like we already are we don't really want new/other" #critlib

 8 MONTHS AGO



Rebecca Halpern
@beccakatharine

SO MUCH THIS #critlib [twitter.com/jeninthelib/st...](https://twitter.com/jeninthelib/status/1111111111)

 8 MONTHS AGO



Anastasia
@chiuchiutrain

Hi #critlib, I'm Anastasia, academic librarian newly in Long Island.

 8 MONTHS AGO



Olivia Miller
livie_leigh @livie_leigh

A1. Really with any full-time job interview, the pressure on what to wear to appear "legit" #critlib

 8 MONTHS AGO



Eamon Tewell
@EamonTewell

A1 "fit" often means "conforms to institutional culture" or "looks like us." One reason why librarianship is overwhelmingly white #critlib

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

Shout this from the rooftops! #critlib [twitter.com/catladylib/sta...](https://twitter.com/catladylib/status/1111111111)

 8 MONTHS AGO



Megan Kellner Fratta

@mnkellner

Hi #critlib! I'm 10 months into a one-year fellowship post-MLS. Looking forward to the convo tonight!



8 MONTHS AGO



Mattie Taormina

@MattieT650

Hey #critlib I'm lurking too. Academic librarian from Bay Area.



8 MONTHS AGO



Kate Deibel

@metageeky

A1. for my interview last week, I found myself focusing way more on my clothes than normal. #critlib



8 MONTHS AGO



Ali Versluis

@aliversluis

A1: Even the assumption that there *is* an internship / work study gig for everyone reinforces cultural expectations. #critlib twitter.com/livie_leigh/st...



8 MONTHS AGO



Jessica Schomberg

@schomj

A1 Was originally going to give snarky answer about expectation that people know what hegemonic means but aka ytness clarified it #critlib twitter.com/catladylib/sta...



8 MONTHS AGO



Patrick Williams

@activitystory

I read this as “in house cardigans” (which is also a problem) #critlib twitter.com/jeninthelib/st...



8 MONTHS AGO



Rebecca Halpern

@beccakatharine

@arellanover @jkgadsby Thirthing this, for sure - "fit" means we want someone who looks, acts, thinks in a way that is comfortable for us #critlib



8 MONTHS AGO



Christine M. Moeller

@christinemoe

A1: The *kind* of experience often demanded by library positions doesn't acknowledge a variety of lived experiences. #critlib



8 MONTHS AGO



P. F. Anderson

@pfanderson

Stumbling into #critlib while finishing another twitter chat



8 MONTHS AGO



kid presentable

@brinepond

related: i feel weird/rude in interviews when they mispronounce my name and i immediately correct it. like is it a bad impression? #critlib



8 MONTHS AGO



Jessica Schomberg

@schomj

A1. A less snarky answer is the unspoken expectation that people use words in the same way. Has a huge impact on hiring process #critlib



8 MONTHS AGO



Annie Phó

@catladylib

We should question what hiring for "fit" really means, especially w/the demographics of our profession. Who passes? Who doesn't? #critlib



8 MONTHS AGO



Krista Mccracken
@kristamccracken

A1: the term fit is often used to hire folks who look like and think like existing staff. #critlib

 8 MONTHS AGO



V. Arellano Douglas
@arellanover

@jeninthelib This ¹⁰⁰ #critlib. I have heard colleagues in other libs desc paraprof staff w/recent mls as not the right fit bc of their "para-mindset #ugh

 8 MONTHS AGO



Rachel Lux Stott
@rachellux

Hi #critlib folks! I'm Rachel, teaching librarian in Denver. Just served on a search committee so very interested in following tonight

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

A1.2: Also, entry level jobs that require experience. Just don't, libraries. #critlib

 8 MONTHS AGO



Anastasia
@chiuchiutrain

A1 It seems known that librarianship is not diverse, and diversity is a goal. Hiring for "fit" w/ existing culture seems counter... #critlib

 8 MONTHS AGO



Dylan Burns
@ForgetTheMaine

@christinemoe A1: don't move around a lot...don't shift educational paths...don't dabble in different librarianships...don't take time off...#critlib

 8 MONTHS AGO




Rebecca Halpern
@beccakatharine

You mean requiring years of experience for EL jobs isn't cool? #critlib
[twitter.com/christinemmoer/...](https://twitter.com/christinemmoer/)

 8 MONTHS AGO



courtums 
@courtums

@aliversluis also not considering customer service/retail/other jobs as "experience" towards librarianship. #critlib

 8 MONTHS AGO



Anonymous Critlib
@CritLib_anon

A1. Illegal interview questions usually favor whiteness #critlib

 8 MONTHS AGO



Jessica Schomberg
@schomj

A1. Also check out #academicableism and #academiaisableist for more common "fit" expectations #critlib

 8 MONTHS AGO



Aman
@akaur0

@catladylib During "casual" job interview lunches, I have 2 remember 2 follow food customs that I dont follow daily basis. It's just expected. #critlib

 8 MONTHS AGO



Anonymous Critlib
@CritLib_anon

#critlib Position descriptions where references re diversity boils down to "experience working with *those* people"--

 8 MONTHS AGO



Ali Versluis
@aliversluis

@brinepond I don't think it reads as rude or bad. But I say this as someone who gets their name mispronounced ALL THE DAMN TIME. #critlib

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

@beccakatharine SO NOT COOL! #critlib

 8 MONTHS AGO



Kat Bell
@katkimbell

A1 I think “fit” also is used to refer to candidates that won’t “rock the boat” if hired #critlib

 8 MONTHS AGO



Annie Phó
@catladylib

Seriously. This is a huge barrier, especially for those jobs where people can learn once on the job! #critlib [twitter.com/kevinseeber/st...](https://twitter.com/kevinseeber/status/1234567890)

 8 MONTHS AGO



Jenni B
@JenniLBurke

A1. Exp in public and school (college prep) not counting. Needing multiple years in academic as a min qual is a hurdle. #critlib

 8 MONTHS AGO



kid presentable
@brinepond

@aliversluis i really really appreciate when they ask first instead of me being all interrupt-y #critlib

 8 MONTHS AGO



Gina Murrell
@GinaMurrell1

A1. Hiring for "fit" reeks of classism as well, eg. assuming everyone has a car/access to a car to get to/from the #library job. #critlib [twitter.com/catladylib/sta...](https://twitter.com/catladylib/status/1234567890)

 8 MONTHS AGO



Dylan Burns
@ForgetTheMaine

Q2: What should search committees/hiring authorities be doing differently when recruiting, interviewing, & hiring library workers? #critlib

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

@ForgetTheMaine Yes, so true! Don't, you know, gain various experiences... #critlib

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

TOO true. #critlib [twitter.com/ForgetTheMaine...](https://twitter.com/ForgetTheMaine/status/1234567890)

 8 MONTHS AGO



Patrick Williams
@activitystory

A1 I have seen "fit"-ness is a way of discounting qualified candidate's job-description-matching experience #critlib

 8 MONTHS AGO



Rebecca Halpern
@beccakatharine

As someone who has served on MANY cmtes, we don't get trained on what is/isn't legal #critlib [twitter.com/CritLib_anon/s...](https://twitter.com/CritLib_anon/status/1234567890)

 8 MONTHS AGO



Ali Versluis
@aliversluis

@catladylib My favourite tactic in hiring committee meetings when this comes up is to be like "what do you mean by fit?" #critlib

 8 MONTHS AGO



Kayla
@Lavenderbrarian

Hi #critlib E-Resources Assistant from Boston...lurking mostly...

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

Thank you for sharing this! So important to understand. #critlib twitter.com/akauro/status/...

 8 MONTHS AGO



Lisa Hubbell
@lisahubbell

A1 cont'd #critlib And I've stood up for serving a range of people by having as wide a range as possible on staff. twitter.com/lisahubbell/st...

 8 MONTHS AGO



Anonymous Critlib
@CritLib_anon

fit reeks of classism and ageism as well #critlib

 8 MONTHS AGO



Krista Mccracken
@kristamccracken

This. 🙌 #critlib twitter.com/aliversluis/st...

 8 MONTHS AGO



Jessica Schomberg
@schomj

A1. This starts with the job design. If everyone who applies "looks like you/everyone you work with," it's already too late #critlib

 8 MONTHS AGO



Mari V
@marvellings

A1: Job postings & hiring processes reinforce existing org culture, not taken as opportunity for critical engagement & improvement [#critlib](#)

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

[@ForgetTheMaine](#) [@christinemoe](#) Also, don't have kids, a healthy work life balance, etc. [#critlib](#)

 8 MONTHS AGO



Ali Versluis
@aliversluis

People often can't come up with a way to explain it, sense that they are wrong, and back off. Of course, ymmv. [#critlib](#) twitter.com/aliversluis/st...

 8 MONTHS AGO



Kelly Thoreson
@klthoreson

Coming late to the party! I'm Kelly, and I'm a public librarian near Toronto. [#critlib](#)

 8 MONTHS AGO



kid presentable
@brinepond

i always feel "unprofessional" mainly b/c i'm from a working class background and other ppl's anti-fat bias [#critlib](#) twitter.com/kevinseeber/st...

 8 MONTHS AGO



Olivia Miller
livie_leigh livie_leigh

[@akauro](#) [@catladylib](#) This feels really relevant to my experience as first gen student [#critlib](#)

 8 MONTHS AGO



Zoe Fisher
@zoh_zoh

Have to take off to teach a class, but I'll be reading all the [#critlib](#) tweets later. Looks like this will be a great convo!

 8 MONTHS AGO



Jessica Schomberg
@schomj

A1. Are you designing the job to make sure that your new hire will fit with the org, no expectation that the org will fit to them? [#critlib](#)

 8 MONTHS AGO



Lisa Hubbell
@lisahubbell

[@GinaMurrelli](#) I wish LIS had taught us that public library jobs often require a driver's license, instead of assuming all of us drive. [#critlib](#)

 8 MONTHS AGO



Kat Bell
@katkimbell

A1 Also, where are we posting job ads? Job sites for "traditional" librarians [#critlib](#)
twitter.com/marvellings/st...

 8 MONTHS AGO





Ali Versluis
@aliversluis

[@kevinseeber](#) [@ForgetTheMaine](#) [@christinemoe](#) And whatever you do, don't you dare have any mental illnesses or disabilities. [#critlib](#)

 8 MONTHS AGO



courtums  
@courtums

[@ForgetTheMaine](#) more diverse search committees, less formal interviews, more casual/open conversations, stop reading q's from a sheet. [#critlib](#)

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

Q2 part of it 4 me is that recruitment doesn't stop w/your circles and a few extra listservs. Needs to go beyond jst ur reg ppl. #critlib

 8 MONTHS AGO



V. Arellano Douglas
@arellanover

A1. I've heard fit used in acad searches to describe ppl the dept would want to hang out w, and we all know how biased that is 😞 #critlib

 8 MONTHS AGO



Naomi Binnie
@libnaomi

hi #critlib 🙌🏻🧘🏻 in NYC, almost 2 years into first academic librarian job. loving this topic, prob mostly lurking and liking.

 8 MONTHS AGO



Aman
@akaur0

@aliversluis Or asking where certain "ethnic" name comes from during job interviews! It's a way to find out info that shouldn't be discussed. #critlib

 8 MONTHS AGO



kid presentable
@brinepond

i had a phone interview last week that was an hour long and was ENTIRELY sheet-reading. it was exhausting #critlib [twitter.com/courtums/statu...](https://twitter.com/courtums/status/1111111111)

 8 MONTHS AGO



Annie Phó
@catladylib

Be explicit w/the committee about setting tone for search & going off of what candidate brings to application & interview. #critlib [twitter.com/forgetthemaine...](https://twitter.com/forgetthemaine/status/1111111111)

 8 MONTHS AGO



P. F. Anderson
@pfanderson

@akauro @catladylib I also try to eat less than usual at interview lunches, to stay mentally sharp. #critlib

 8 MONTHS AGO



Ali Versluis
@aliversluis

A2: Search committees with more non-librarians, more relaxed settings, explaining what each stage in the process entails. #critlib

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

Q2 feel weird asking the ~diversity q~ in an interview? Me too, if I'm the ONLY ONE willing 2 do it. Be that person too pls. #critlib

 8 MONTHS AGO



V. Arellano Douglas
@arellanover

@akauro @aliversluis Uggghhhhh noooooo #critlib Also, I feel this so hard

 8 MONTHS AGO



Helene Williams
@bibliorogue

This is a great point--I teach how to read job ads in academic librarianship, haven't seen the same decryption for public lib ads #critlib twitter.com/lisahubbell/st...

 8 MONTHS AGO



Krista Mccracken
@kristamccracken

Q2: post job ads widely and avoid merely circulating them amongst listservs #critlib

 8 MONTHS AGO



Olivia Miller

livie_leigh livie_leigh

Q2. Recruiting: go through channels that directly interact with non-white, middle class, cis-gendered folks #critlib



8 MONTHS AGO



Gina Murrell

@GinaMurrell1

@lisahubbell And considering what many #libraryjobs pay, #librarians often can't afford both housing AND a car. #critlib



8 MONTHS AGO



Ali Versluis

@aliversluis

A2: GIVE INTERVIEWEES ALL THE INFO SO THEY DON'T HAVE TO ASK. #critlib



8 MONTHS AGO



courtums ♀

@courtums

@ForgetTheMaine start considering those without library experience but heavy customer service experience. #critlib



8 MONTHS AGO



PeaceOssomWilliamson

@123POW

Late-comer. I'm a #medlibs in DFW Texas. #critlib



8 MONTHS AGO



Anonymous Critlib

@CritLib_anon

#critlib Q2. Don't data mine a person in an interview when you have no intention of hiring them



8 MONTHS AGO



Jessica Schomberg

@schomj

A2. Pay for travel expenses up front. *glares at HR* #critlib twitter.com/ForgetTheMaine...



8 MONTHS AGO



P. F. Anderson
@pfanderson

@chiuchiutrain "Fit" is often used as an excuse for hiring comfortable candidate you wanted all along instead of candidate who is different #critlib

 8 MONTHS AGO



Annie Phó
@catladylib

Don't make it weird by bringing up offhand personal anecdotes from candidate lunch or dinner & hold it against them. #critlib twitter.com/forgetthemaine...

 8 MONTHS AGO



Amanda Meeks
@A_meeksie

A2: Diverse committees, blind application review, and more input from the candidates throughout the process #critlib

 8 MONTHS AGO



Helene Williams
@bibliorogue

I think this is changing a bit: less on ALA Joblist and more on Twitter/regional sites/FB. Still silos, though #critlib twitter.com/katkimbell/sta...

 8 MONTHS AGO



kendra werst
@werstgerl

@courtums @ForgetTheMaine I'd rather have a casual conversation about my librarianship interests, rather than putting together a presentation...#critlib

 8 MONTHS AGO



Olivia Miller
livie_leigh livie_leigh

Q2. Interviewing-send schedules to candidate ASAP, fit in times to breathe alone, inquire about dietary requirements, PAY FOR STUFF #critlib

 8 MONTHS AGO



Becca Quon
@beccaquon

Hi #critlib. Jumping in late-- I'm a recent MLS grad working @CLIRDLF, thinking about lib job privilege for both personal + work reasons. 🙌📚

 8 MONTHS AGO



kid presentable
@brinepond

A2 can we not have the day-long interview where you basically get carted off from department to department PLEASE #critlib

 8 MONTHS AGO



Krista Mccracken
@kristamccracken

Q2: Ask about pronouns. Don't intentionally misgender folks #critlib

 8 MONTHS AGO



PeaceOssomWilliamson
@123POW

And eat foods way outside of what I typically eat #critlib twitter.com/akauro/status/...

 8 MONTHS AGO



Anna Mattonen
@annamariereads

I feel the working class background thing hard. My staff is very homogenous class-wise, it makes it tough to be their boss at times #critlib twitter.com/brinepond/stat...

 8 MONTHS AGO



Kat Bell
@katkimbell

A2 I've experienced search comm process that has tried to figure out who is a "diverse" applicant, can be uncomfortable #critlib

 8 MONTHS AGO



Kayla

@Lavenderbrarian

"Fit" as the search committee uses it, irks me a lot, because of course not fitting frequently means "not white like me" [#critlib](#)



8 MONTHS AGO



Annie Phó

@catladylib

Understand that not everyone has privilege to do free labor aka internships & committee work. [#critlib](#) twitter.com/forgetthemaine...



8 MONTHS AGO



Kevin Seeber

@kevinseeber

A2: Give candidates questions a day before phone interview. Give printed versions of Qs at face to face interviews. [#critlib](#)



8 MONTHS AGO



Annie Phó

@catladylib

Don't make it weird by bringing up offhand personal anecdotes from candidate lunch or dinner & hold it against them. [#critlib](#) twitter.com/forgetthemaine...



8 MONTHS AGO



V. Arellano Douglas

@arellanover

A2. PAY TRAVEL COSTS FOR INTERVIEWS UPFRONT!!! No one on a student budget should have to wait for a reimbursement [#critlib](#)



8 MONTHS AGO



Elizabeth Smith

@jinglefrisbee

Can I subtweet most of the Australian library industry here [#critlib](#) twitter.com/catladylib/sta...



8 MONTHS AGO



April I. Siqueiros

@AprilMuses

A1. Hiring for fit also undermines the patrons that are a part of the library/institution. They are not reflected/heard. [#critlib](#)



8 MONTHS AGO



Matthew Murray

@MidniteLibrary

Pay up front for travel expenses. Not everyone can afford to pay hundreds of dollars for flights and get reimbursed months later. [#critlib](#) twitter.com/ForgetTheMaine...



8 MONTHS AGO



Olivia Miller

livie_leigh livie_leigh

Q2. realization: having just been through this, I realize it's hard for me to critique the system that allowed me to get this job.. [#critlib](#)



8 MONTHS AGO



Maura Smale

@mauraweb

A1 Yes, this, which IME can happen in other acad depts at colleges/unis too, sigh. [#critlib](#) twitter.com/arellanover/st...



8 MONTHS AGO



James

@modbrarian

A2: Post your salary minimum with the job ad not "commensurate with experience. [#critlib](#)



8 MONTHS AGO



Walter Schlect

@WalterSchlect

A1 "fit" makes me think of how hiring decisions often dubiously based on how applicant will "fit in" to current team [#critlib](#)



8 MONTHS AGO



Jessica Schomberg

@schomj

A2. One thing I've started doing is giving candidates search questions ahead of time. Putting people on the spot is unnecessary #critlib



8 MONTHS AGO



Kelly Thoreson

@klthoreson

A1. Used to do lots of student hiring (outside libs) and had to re-think a lot of our hiring practices to get intl stdnts thru #critlib



8 MONTHS AGO



Amanda Watson

@amndw2

Late to #critlib but hello! Academic librarian in New York here.



8 MONTHS AGO



kid presentable

@brinepond

having to be "on" all day is a HUGE challenge and you get no breathing room unless you run off to the bathroom #critlib



8 MONTHS AGO



Olivia Miller

livie_leigh

Q2. I look forward to being on search committees to help us do better, though! #critlib



8 MONTHS AGO



Christine M. Moeller

@christinemoe

Yes, this is rough!! #critlib [twitter.com/arellanover/st...](https://twitter.com/arellanover/status/1234567890)



8 MONTHS AGO



Ali Versluis
@aliversluis

100 this. It's uncomfortable, not a good indicator of skills, and requires a certain level of privilege to even make happen. [#critlib twitter.com/brinepond/stat...](#)

8 MONTHS AGO



Mari V
@marvellings

A2: Is an MLIS really a requirement? *Really?* Because if it's not, drop it. [#critlib](#)

8 MONTHS AGO



Kevin Seeber
@kevinseeber

A2.2: FUND TRAVEL FOR OUT OF STATE CANDIDATES. Book the flight and hotel for them. This is not that hard. [#critlib](#)

8 MONTHS AGO



Gina Murrell
@GinaMurrell1

A2. Look for/value experience outside of librarianship & which can be an asset to [#libraries](#), such as customer service skills. [#critlib twitter.com/ForgetTheMaine...](#)

8 MONTHS AGO



J Fashion & Cosplay
@jpcostume

[#TreasonAQuote](#) , Ken Rosenthal , [#OnTourWith](#) , [#critlib](#) , Rod Carew , [#TheFosters](#) , Joe Scarborough , [#BelowDeckMed](#)

8 MONTHS AGO



Anonymous Critlib
@CritLib_anon

A1: I make sure to never indicate being a parent during interviews and first 6 months+ on the job. [#critlib](#)

8 MONTHS AGO



Lori Salmon
@mslorilouise

hey #critlib! i'm a librarian in the art + architecture collection @nypl

 8 MONTHS AGO



V. Arellano Douglas
@arellanover

A2. Think hard about the ppl you send to meals w/candidates and how they will make them feel during an already stressful day #critlib

 8 MONTHS AGO



Anonymous Critlib
@CritLib_anon

A2. It's awkward, but is it possible reading questions from a sheet prevents too much chumminess? How can it be more flexible? #critlib

 8 MONTHS AGO



Jessica Schomberg
@schomj

A2. It doesn't (usually) mimic actual working conditions, and is discriminatory against English learners + some disabled people #critlib

 8 MONTHS AGO



Jim DelRosso
@niwandajones

Hey #critlib, academic librarian, late and lurking.

 8 MONTHS AGO



Mari V
@marvellings

A2: Provide interview questions in writing. If not well in advance, at the very least at the start of the interview. #critlib

 8 MONTHS AGO



Jenny Ferretti
@CityThatReads

A2. In the past I've handed out readings after a committee member told us they "know whether/not someone's right w/in 1st 5 min" [#critlib](#) [twitter.com/ForgetTheMaine...](#)

 8 MONTHS AGO



Annie Phó
@catladylib

[@jinglefrisbee](#) Haha go for it! Would like to learn about this from an international perspective. [#critlib](#)

 8 MONTHS AGO



Rebecca Halpern
@beccakatharine

A2: have a variety of interview options? all-day can't/shouldn't be the default interview setup [#critlib](#)

 8 MONTHS AGO



Eamon Tewell
@EamonTewell

A2 Account for types of experience other than # of years in libs. Stop thinking of diversity as quota to be met or a box to check. [#critlib](#)

 8 MONTHS AGO



kid presentable
@brinepond

post your salaries AND make them fair for the area, don't give me \$30k in NYC [#critlib](#) [twitter.com/modbrarian/sta...](#)

 8 MONTHS AGO



Lisa Hubbell
@lisahubbell

[@AprilMuses](#) Yes, THIS. I think "fit" should be defined in terms of who the library serves, not who runs it. [#critlib](#)

 8 MONTHS AGO



V. Arellano Douglas

@arellanover

A2. Yes! As someone who needs time to process, printed Qs are so helpful [#critlib](#)
twitter.com/kevinseeber/st...



8 MONTHS AGO



Jenny Ferretti

@CityThatReads

A2. I've also grilled people on questions. Elitist questions that measure your LC memory rather than your ability to help a patron [#critlib](#)



8 MONTHS AGO



Anastasia

@chiuchiutrain

A2 Relocation packages should be more common for non-academic libs, and stop being on a long AF reimbursement timeline [#critlib](#)



8 MONTHS AGO

Gonna look at [#critlib](#) from the sidelines tonight and join the convo at a later date.
pic.twitter.com/kwo82Rr6dJ



KEISHA 🇵🇸 @THATLIBRARYCHIC · 8 MONTHS AGO



Helene Williams
@bibliorogue

Q2: seeing some places (community colleges esp) doing pre-posting bias recognition training w/ search committees. Love to see more [#critlib](#)

 8 MONTHS AGO



anita librarian
@Anitalifedotcom

[@marvellings](#) This is sadly not possible in unionized environments [#critlib](#)

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

A2.3: Also, if going out to eat, let candidates choose where. Allows for religious/health/personal dietary restrictions. [#critlib](#)

 8 MONTHS AGO



h.pole.free
@haylmail

Hi [#critlib](#) - I just tuned in, I'm a recent UCLA MLIS grad who just applied for an academic art lib job...

 8 MONTHS AGO



Kat Bell
@katkimbell

But I think it's our responsibility when hiring to help spread word abt positions by posting in various places, way to up reach [#critlib](#) twitter.com/JenniLBurke/st...

 8 MONTHS AGO



James
@modbrarian

Q3: Job searching involves lots of emotions. How can we address them in a healthy way, esp. given pessimism in the larger field? [#critlib](#)

 8 MONTHS AGO



Rebecca Halpern

@beccakatharine

A2: oh and POST THE POSITION'S SALARY!!! #critlib

 8 MONTHS AGO



Jenni B

@JenniLBurke

A2: Allow more breathing time in on-campus itrvs. Consider that outside exp leads to a more well-rounded staff and helps stdnts #critlib

 8 MONTHS AGO



Chelsea Heinbach

@chelseaheinbach

A2. Don't assume candidates can pay to travel. Don't put candidates in reimbursement limbo. Pay for them to come up front. #critlib

 8 MONTHS AGO



Kate Deibel

@metageeky

Catching up on #critlib answers due to commuting home.

 8 MONTHS AGO



Olivia Miller

livie_leigh livie_leigh

@aliversluis I've had to ask for extra info to prep for past interviews and felt really anxious/embarrassed. Why do I have to ask these things? #critlib

 8 MONTHS AGO



Jessica Schomberg

@schomj

A2. I'd also love it if it was safer for people to ask for accommodations or if we could offer childcare during interview #critlib

 8 MONTHS AGO



Laura Braunstein
@laurabrarian

hey #critlib I'm Laura, academic librarian, also late to the party but here to listen

 8 MONTHS AGO



Annie Phó
@catladylib

Yes!! This!! #critlib twitter.com/arellanover/st...

 8 MONTHS AGO



Jenny Ferretti
@CityThatReads

A2 Rather, elitist questions *and* LC memory questions. I think if you memorize LC, you're pretty awesome 😊 #critlib

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

@aliversluis Doesn't this also represent ableism and neurotypical privilege? #critlib

 8 MONTHS AGO



Mari V
@marvellings

@Anitalifedotcom Right, but many orgs that specify an MLIS even when they don't need to. Makes it hard to sort out "worth applying to" vs. "not" #critlib

 8 MONTHS AGO



Gina Murrell
@GinaMurrell1

@arellanover Travel costs can also prohibit out-of-work #librarians from traveling for interviews. #critlib

 8 MONTHS AGO



Aman
@akaur0

@chiuchiutrain @123POW I wish HR asked about dietary restrictions! I wouldn't interview the lactose-intolerant me after having a cheesy lunch. #critlib

 8 MONTHS AGO



Ali Versluis
@aliversluis

A2: In addition to giving questions in advance, on the day of, provide the questions on paper for the candidate to look at. #critlib

 8 MONTHS AGO



Amanda Watson
@amndw2

And don't play that horrible mind game where you ask candidates what their target salary is (or what they currently make). #critlib twitter.com/modbrarian/sta...

 8 MONTHS AGO



April I. Siqueiros
@AprilMuses

A2. Ask questions that allow you to get more depth from a candidate that isn't library-centric. Questions tend to be restricting. #critlib

 8 MONTHS AGO



Eamon Tewell
@EamonTewell

A2 Hiring processes are extremely hierarchical. I wonder how/if it's possible to make them more participatory or self-reflective #critlib

 8 MONTHS AGO



Last King From Allah, Naser Mohammad Al-Yamani <https://t.co/Sjmw8pwjhX> #critlib
#Eddie_Hearn #ndpldr #AAMT2017 #Renzi <https://t.co/6kqFnLQT1E>

Last King From Allah, Naser Mohammad Al-Yamani the-greatnews.com #critlib #Eddie_Hearn
#ndpldr #AAMT2017 #Renzi pic.twitter.com/6kqFnLQT1E

 MOATAZ ALHANASH @MRMEEZ1 · 8 MONTHS AGO



Anonymous Critlib

@CritLib_anon

#critlib Count library experience from different settings



8 MONTHS AGO



kendra werst

@werstgerl

@arellanover I am missing two days of work (\$\$) for an interview...but they are paying to fly me out #critlib



8 MONTHS AGO



Kate Deibel

@metageeky

A2 We really need to anonymize resumes/letters. Either by hand or there should be NLP tools to help. #critlib



8 MONTHS AGO



kid presentable

@brinepond

A3 i'm super bad at emotions because i'm basically angry all the time #critlib



8 MONTHS AGO



Andrew J. Cano

@AndrewJCano

@christinemoe @aliversluis It's definitely not good for the neurodiverse. Hoping my research in this area helps raise awareness #critlib



8 MONTHS AGO



V. Arellano Douglas

@arellanover

A2. Don't treat people as quotas, or rubber stamps on how diverse you are...trying to recruit a brown person doesn't make ur lib ok #critlib



8 MONTHS AGO



Librarian
@klmccook

@modbrarian When I was on COSWL we pushed an ALA policy to include salary in ALA job ads: 54. still there. ignored. #critlib [ala-apa.org/about-ala-apa/...](http://ala-apa.org/about-ala-apa/)

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

Yes! I'd add that committees think hard about EVERY part of the interview. #critlib twitter.com/arellanover/st...

 8 MONTHS AGO



Kate Deibel
@metageeky

@werstgerl @arellanover I had to miss three days for mine. Luckily I had the vacation time. #critlib

 8 MONTHS AGO



Maura Smale
@mauraweb

A2 And if ur stuck w/an automated system see if you can work around it, e.g. include link in job ad to union's website w/salaries. #critlib twitter.com/beccakatharine...

 8 MONTHS AGO



Walter Schlect
@WalterSchlect

A2 I would like to see fewer job descriptions like "emerging technologies librarian" with high expectations and vague duties #critlib

 8 MONTHS AGO



Megan Wacha
@megwacha

@amndw2 And if your institution determines compensation on salary history, push back. HARD. #critlib

 8 MONTHS AGO



Laura Braunstein
@laurabrarian

A2 give job candidates plenty of opportunities for "bio breaks" -- in single-stall all-gender restrooms not stall farms [#critlib](#)



8 MONTHS AGO



Kat Bell
@katkimbell

A2 We have HR person handling logistics, but don't know if it's clear to cand. they can ask HR person ?'s w/o search comm knowing [#critlib](#)



8 MONTHS AGO



Jennifer Brown
@jeninthelib

A3 the interview process is rough, so allow AMPLE down time for candidates. Not sparse 15m breaks here & there, but rl alone time. [#critlib](#)



8 MONTHS AGO



Kevin Seeber
@kevinseeber

A3: End stigma around anxiety, depression, and mental health. This obvs goes beyond libraries, but damn. [#critlib](#)



8 MONTHS AGO



Eamon Tewell
@EamonTewell

e.g. discuss w/ committee how privilege determines applicant pool--the time + \$ required for MLS, who can afford unpaid labor [#critlib](#)



8 MONTHS AGO



Gina Murrell
@GinaMurrell1



[#critlib](#) twitter.com/lisahubbell/st...



8 MONTHS AGO





Krista Mccracken
@kristamccracken

And water. Seriously...it is simple but so important. #critlib twitter.com/laurabrarian/s...

 8 MONTHS AGO



courtums  
@courtums

[@ForgetTheMaine](https://twitter.com/ForgetTheMaine) and lets just completely ignore the fact that not all people have the same learning style, therefore impacting interview results. #critlib

 8 MONTHS AGO



The Bee's Knees 

Emmz4238nmz4238

[@kevinseeber](https://twitter.com/kevinseeber) I don't know about choosing, esp if you don't know the area. But I like getting asked what my preferences are. #critlib

 8 MONTHS AGO



V. Arellano Douglas
@arellanover

A3 the all day interview is hell on earth for introverts. give candidates time to collect their feelings, thoughts alone #critlib

 8 MONTHS AGO



Walter Schlect
@WalterSchlect

these feel like pitfalls to people new to the profession who are expected to know EVERYTHING right out of the box #critlib

 8 MONTHS AGO



Kate Deibel
@metageeky

[@AndrewJCano](https://twitter.com/AndrewJCano) [@christinemmoie](https://twitter.com/christinemmoie) [@aliversluis](https://twitter.com/aliversluis) If the job is cross-cutting departments, meeting various people is good. You can still make it more accessible though. #critlib

 8 MONTHS AGO



Elizabeth Smith
@jinglefrisbee

@brinepond We don't have these kinds of interviews in Australia! Seems weird, and a waste of everyone's time? How/why are these a thing in US? #critlib

 8 MONTHS AGO



Helene Williams
@bibliorogue

I remember that and had such hopes. Railing against all ads that don't list salaries #critlib
[twitter.com/klmccook/statu...](https://twitter.com/klmccook/status...)

 8 MONTHS AGO



Olivia Miller
livie_leigh @livie_leigh

Q3. I have a lot of feels about this. I searched for +1 yr before I got both jobs and it sucked. Practice empathy, interviewers. #critlib

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

YES!! And SUPER exhausting! Breaks, water, and quiet time can help. #critlib
twitter.com/arellanover/st...

 8 MONTHS AGO



Anonymous Critlib
@CritLib_anon

Committees developing a candidate assessment criteria that precludes diversity since they have to be "unbiased"-- #critlib

 8 MONTHS AGO



Kate Deibel
@metageeky

@AndrewJCanon @christinemoe @aliversluis Offer plenty of breaks. Give the schedule ahead of time. Provide refreshments. #critlib

 8 MONTHS AGO



kid presentable
@brinepond

@jinglefrisbee i think at least for academic librarians it's indicative of academic hiring as a whole
#critlib

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

A3 if someone is grilling a candidate, pls step in. Call out your colleagues; ensure that questioning is fair. #critlib

 8 MONTHS AGO



James
@modbrarian

@jinglefrisbee @brinepond sometimes academia interview can be 2-2.5 days long in the states. depends on institution. #CritLib

 8 MONTHS AGO



Olivia Miller
livie_leigh

Q3. I've mentioned this already but here it is again: schedule breaks & alone time during interviews #critlib

 8 MONTHS AGO



Anonymous Critlib
@CritLib_anon

#critlib Be willing to pay for experience rather than hiring only entry-level or forcing people to accept payout

 8 MONTHS AGO



Jessica Schomberg
@schomj

A2. We've had hiring targets for years but the uni doesn't follow up. I started a work group to explicitly talk about barriers + #critlib

 8 MONTHS AGO



Krista Mccracken
@kristamccracken

A3: Be thoughtful about the interview schedule - how can you avoid xrearing unnecessary stress and barriers? #critlib

 8 MONTHS AGO



Olivia Miller
livie_leigh

Q3. Remember how it was to be in their place. Try to be as empathetic and transparent as you can be with the process. #critlib

 8 MONTHS AGO



Jenny Ferretti
@CityThatReads

A3 Talk thru statements like 'candidate didn't seem enthusiastic,' w/ your committee. Understand this is a person, not a robot #critlib

 8 MONTHS AGO



Kate Deibel
@metageeky

@livie_leigh YES! Ask if the candidate prefers more frequent breaks or is better at some times of the day. #critlib

 8 MONTHS AGO



V. Arellano Douglas
@arellanover

A2 also, in terms of recruiting, stop making only teaching/outreach jobs available to entry level academic libs!!!! #critlib

 8 MONTHS AGO



Chelsea Heinbach
@chelseaheinbach

@Emmz4238 @kevinseeber I was given three options during an interview and that seems like a nice way to do it, presuming the places vary in accommodation #critlib

 8 MONTHS AGO



Kat Bell
@katkimbell

A3 I've been on the receiving end [#critlib twitter.com/jeninthelib/st...](https://twitter.com/jeninthelib/status/1234567890)

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

[@Emmz4238](https://twitter.com/Emmz4238) MPOW sends a few options w/ menus and lets candidates select. For me (a vegan) that was a huge relief on a stressful day. [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



Eamon Tewell
@EamonTewell

[@beccakatharine](https://twitter.com/beccakatharine) like a lot of [#critlib](https://twitter.com/critlib) work, small ways to improve a flawed system? things like inviting the whole library to job talks, to start [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



James
@modbrarian

I think the processing of emotions could b helped tenfold by a timely response to not getting a job and at least 1 sentence to why. [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



Elizabeth Smith
@jinglefrisbee

[@catladylib](https://twitter.com/catladylib) Not sure about larger organisations, but having worked for only small libs in Aus, the hiring for "fit" thing is a problem here too [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



Kate Deibel
@metageeky

A1 my interview had me debating a bit about disclosure and fit. The position does a lot of disability access advocacy. [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

@katkimbell Meee too. It's not fun & honestly can make someone reconsider ur whole org (and rightfully so). #critlib

 8 MONTHS AGO



madison
@beastlibrarian

A3 Don't job search alone. Lean on friends for support. They will remind u how valuable&competent u are when you feel anything but. #critlib twitter.com/modbrarian/sta...

 8 MONTHS AGO



Megan Kellner Fratta
@mnkellner

A3 on-campus interviews are a HUGE emotional & mental investment. Give your candidates a phone call if they weren't selected #critlib

 8 MONTHS AGO



Kelly Thoreson
@klthoreson

A2: so much of this. Also so cand's can figure out early on if the job is for them / they have the time for the selection process. #critlib twitter.com/aliversluis/st...

 8 MONTHS AGO



Mari V
@marvellings

A2: Respect the time and energy the candidate invested by the candidate. Don't drag on hiring processes longer than necessary. #critlib

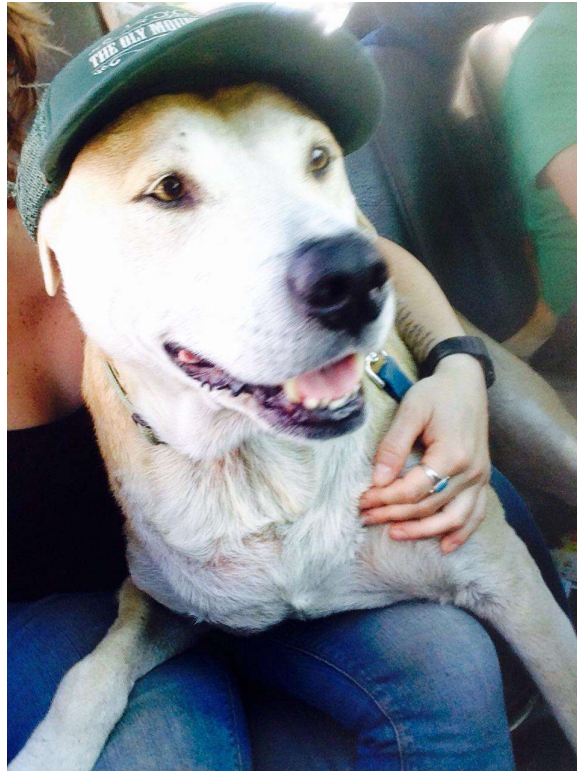
 8 MONTHS AGO



Jessica Schomberg
@schomj

A2. To talk about why we have not been hiring POC, the structural + social issues. I hope acknowledging the problem helps. #critlib

 8 MONTHS AGO



[#critlib pic.twitter.com/vdhTrY6OOq](https://pic.twitter.com/vdhTrY6OOq)

 RANDOMAWWPICS @RANDOMAWWPICS · 8 MONTHS AGO



Kevin Seeber
@kevinseeber

Q4. What can experienced library workers do to help job seekers with less library experience?
[#critlib](#)

 8 MONTHS AGO



Anonymous Critlib
@CritLib_anon

Once suggested the committee add diversity to the candidate assessment matrix. The response?
"White people need jobs too!" [#critlib](#)

 8 MONTHS AGO



Kate Deibel
@metageeky

I do have disabilities, but they're all invisible. How much could I/should I disclose to show I know what I'm talking about. [#critlib](#)

 8 MONTHS AGO



Amanda Meeks

@A_meeksie

Yes, this! providing questions and giving introverts a break often is helpful. [#critlib](#)
[twitter.com/arellanover/st...](#)



8 MONTHS AGO



V. Arellano Douglas

@arellanover

A3. Don't leave candidates hanging. The wait is so exhausting. Let them know where they stand.
[#critlib](#)



8 MONTHS AGO



Mari V

@marvellings

This, 100% [#critlib](#) [twitter.com/klthoreson/sta...](#)



8 MONTHS AGO



James

@modbrarian

[@christinemoe](#) yes, because there never is a reason why beyond "we liked someone else more."
[#critlib](#)



8 MONTHS AGO



Glenn PK

@Perry180

A3: Talk about our hiring failures more openly. From both sides. [#critlib](#)



8 MONTHS AGO



Phoebe Ayers

@phoebe_ayers

[@jinglefrisbee](#) [@brinepond](#) Interview length culture depends on type of library too. Longest in academic libraries, I think. [#critlib](#)



8 MONTHS AGO



kid presentable
@brinepond

i always ask about time frames in interviews and i get "we don't know" way more often than you'd think [#critlib twitter.com/marvellings/st...](https://twitter.com/marvellings/st...)

 8 MONTHS AGO



Amanda Meeks
@A_meeksie

[@mnkellner](https://twitter.com/mnkellner) I actually do not want a phone call if I didn't get a job. But that may just be my aversion to disappointment AND phones! [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



madison
@beastlibrarian

A3 give candidates multiple breaks plz. I took all the bathroom breaks 🙏📱 [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



Amanda Watson
@amndw2

A3 When you reject people, do it PROMPTLY. Seriously, job searches are agonizing enough; don't draw out the agony for candidates. [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



Gina Murrell
@GinaMurrell1

A3. Be a resource for someone (a reference, a couch for a lib friend traveling for interviews). Also, be unafraid to ask for help. [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



Elizabeth Smith
@jinglefrisbee

[@modbrarian](https://twitter.com/modbrarian) [@brinepond](https://twitter.com/brinepond) wow unreal, that sounds horrible and hmmm like an abuse of employer power to me [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



Rebecca Halpern

@beccakatharine

Mentor, mentor, mentor (& provide honesty, support, and experience) #critlib
twitter.com/kevinseeber/st...



8 MONTHS AGO



Annie Phó

@catladylib

A3: Having empathy & supporting ppl who are looking for jobs is important. Job searching can be depressing AF. #critlib twitter.com/modbrarian/sta...



8 MONTHS AGO



James

@modbrarian

A4: most imp thing mentor did @ my first job was go through an ad point by point + tell me where i was/wasn't qualified for a job. #critlib



8 MONTHS AGO



Ali Versluis

@aliversluis

A3: Proactively Ask unsuccessful candidates if they want feedback. Give it to them as specifically and timely as possible. #critlib



8 MONTHS AGO



Maura Smale

@mauraweb

A2 THIS times infinity, esp. for tenure-track acad lib jobs we need ways for early career folx to be hired in all parts of the lib #critlib twitter.com/arellanover/st...



8 MONTHS AGO



Mohamed Berray

@MohamedBerray

@arellanover @Luna_De When interview expenses are not paid upfront, money becomes an implicit qualification for recruitment & marginalizes the poor #critlib



8 MONTHS AGO



P. F. Anderson
@pfanderson

@laurabrarian We don't have all-gender restrooms in our newly renovated building. We even had to complain abt wheelchair access! Door too heavy! #critlib

 8 MONTHS AGO



Kelly Thoreson
@klthoreson

A2. Finding out salary ranges in job offers doesn't respect candidates time. Assumes every1 can afford to take every interview #critlib

 8 MONTHS AGO



James
@modbrarian

This was tough, but it gave me much needed prospective I couldn't give myself when upset about not getting a job. #CritLib

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

A3 Do we give ppl little info on nearby eateries, cafes, parks when they interview? Share relaxing places ppl can unwind afterward. #critlib

 8 MONTHS AGO



Krista Mccracken
@kristamccracken

Q4: Mentor, be open about their good and bad experiences and work to change problematic processes at their POW #critlib

 8 MONTHS AGO



Violet Fox
@violetbfox

A4. Offer to look at resumes, cover letters with a critical eye. Offer to be a reference. Offer to do practice interviews. #critlib twitter.com/kevinseeber/st...

 8 MONTHS AGO



Helene Williams

@bibliorogue

HR has become so bad at this in the last decade or so: used to be much better/more responsive (and personal) [#critlib twitter.com/arellanover/st...](https://twitter.com/arellanover/st...)

 8 MONTHS AGO



Jenny Ferretti

@CityThatReads

A4 offer 🙌📄 to 🙌📄 read 🙌📄 resumes 🙌📄 & 🙌📄 cover 🙌📄 letters 🙌📄 I've done this for a few POC. it takes time, but worth it! [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



Olivia Miller

livie_leigh livie_leigh

[@EamonTewell](https://twitter.com/EamonTewell) [@beccakatharine](https://twitter.com/beccakatharine) I experienced this-it really made a difference to me! Seeing many depts together gives a better idea of library atmosphere. [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



Patricia Hswe

@pmhswe

Consider not having SO many people interacting w/ candidate in interview sessions. Overwhelming, lots of names to remember. [#critlib](https://twitter.com/critlib) twitter.com/modbrarian/sta...

 8 MONTHS AGO



Anastasia

@chiuchiutrain

A4 Offer and provide unequivocally positive references. I have been so lucky. [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



Laura Braunstein

@laurabrarian

[@kevinseeber](https://twitter.com/kevinseeber) do you mean helping candidates who come to your library or mentoring colleagues who are looking to move on? [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



Kate Deibel
@metageeky

A4 When doing recommendations/letters, laud learning skills of candidates to address the absurd experience requirements. #critlib

 8 MONTHS AGO



P. F. Anderson
@pfanderson

@WalterSchlect I'm an emerging technologies librarian, & I expressed concern about exactly that when I took the job. #critlib

 8 MONTHS AGO



Annie Phó
@catladylib

A3: buy your peers lunch and listen to them if they're struggling to survive. Check in regularly. #critlib twitter.com/modbrarian/sta...

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

Interview protip: Take every single bathroom break they offer you. No one is paying attention and you can collect yourself. #critlib twitter.com/beastlibrarian...

 8 MONTHS AGO



Jenny Ferretti
@CityThatReads

A4 Grab coffee with people, answer questions via email, do a web meeting etc! I've done all of this at diff stages of my career #critlib

 8 MONTHS AGO



Kate Deibel
@metageeky

A4 Also create work spaces where learning is not an off-hours expectation. Let workers use the work week for traing when necessary #critlib

 8 MONTHS AGO



Helene Williams
@bibliorogue

My best interviews included getting this info from recent hires who were asked to advise on this/moving info. Very helpful! [#critlib](#) twitter.com/kristamccracke...

 8 MONTHS AGO



Anonymous Critlib
@CritLib_anon

Q4: help new librarians network with older (and/or other) librarians. We're a very small world.... [#critlib](#)

 8 MONTHS AGO



kid presentable
@brinepond

[@arellanover](#) i have, like ZERO teaching experience so it feels like these entry-level jobs are automatically out of reach [#critlib](#)

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

Yes, this! Offer to listen, too. [#critlib](#) twitter.com/violetbfox/sta...

 8 MONTHS AGO



Amanda Meeks
@A_meeksie

Yes, also don't make them find out they weren't successful by an announcement on your Lib* home page...yes, this happened. [#critlib](#) twitter.com/aliversluis/st...

 8 MONTHS AGO



Patricia Hswe
@pmhswe

A3: Make clear to candidate why they are meeting the people they're meeting that day. Not always straightforward, esp. if numerous. [#critlib](#) twitter.com/modbrarian/sta...

 8 MONTHS AGO



Kate Deibel
@metageeky

@kevinseeber At the very least, reapply deodorant. #critlib

 8 MONTHS AGO



Jessica Schomberg
@schomj

A3. I don't teach LIS but find myself offering coaching to job-seeking grad students aren't getting it from their profs #critlib [twitter.com/modbrarian/sta...](https://twitter.com/modbrarian/status/1234567890)

 8 MONTHS AGO



Kelly Thoreson
@klthoreson

A2. Same goes for interview process. LET CANDIDATES KNOW IF THEIR ARE MULTIPLE ROUNDS. Travel time, time off work, etc. all = \$\$\$ #critlib

 8 MONTHS AGO



Patrick Williams
@activitystory

A4 sharing red flags I didn't recognize in early-career interviews: what denotes an unhealthy library, what not to take personally #critlib

 8 MONTHS AGO



Lori Salmon
@mslorilouise

A4. librarians should be actively mentoring through organizations or solo #critlib

 8 MONTHS AGO



Jenni B
@JenniLBurke

A4. Tell MLIS stdts your story. Consider they may not want to do the job you do or even be in the type of lib you're in #critlib

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

Good question--both! [#critlib twitter.com/laurabrarian/s...](https://twitter.com/laurabrarian/s...)

 8 MONTHS AGO



Grace Haynes
gracehaynes

hey [#critlib](https://twitter.com/critlib) tuning in late because I'm also watching the [#AllStarGame](https://twitter.com/AllStarGame) 🏈 early career academic librarian in Michigan

 8 MONTHS AGO



Kate Deibel
@metageeky

This is why I'd really encourage making asking about accommodations a regular duty for the interviewers. [#critlib twitter.com/schomj/status/...](https://twitter.com/schomj/status/...)

 8 MONTHS AGO



M is for Rachel
@RachelMFleming

[#critlib](https://twitter.com/critlib) heya just jumping in to offer to review letters, CVs, discuss strategy and interview coach. hmu for real, especially queer folks.

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

[@modbrarian](https://twitter.com/modbrarian) [@kevinseeber](https://twitter.com/kevinseeber) YES, THE SILENCE!! Such an enormous relief after that process. [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



P. F. Anderson
@pfanderson

[@metageeky](https://twitter.com/metageeky) LOL! [#critlib](https://twitter.com/critlib)

 8 MONTHS AGO



madison
@beastlibrarian

A4 all your exp outside of libs is valuable - just needs to be well articulated to job opportunity at hand. folks can help w this. [#critlib twitter.com/kevinseeber/st...](#)

 8 MONTHS AGO



Jessica Schomberg
@schomj

A3. Obviously it's not only new grads who are looking for jobs, but this concerns me. Students need this support. [#critlib](#)

 8 MONTHS AGO



Anastasia
@chiuchiutrain

Practice the words now - "Please let me know if you would ever like me to act as a reference for you. I will sing your praises." [#critlib](#)

 8 MONTHS AGO



Olivia Miller
livie_leigh livie_leigh

Q4. Offer ourselves as mentors. Empathy! This is my unofficial invite to ask me stuff about job searching/interviewing, y'all! [#critlib](#)

 8 MONTHS AGO



Jenny Ferretti
@CityThatReads

A4 Went to grad school w/ a bff whose 1st language isn't Eng. Looked @ her resume/cover because I didn't want her to be judged [#critlib](#)

 8 MONTHS AGO



Crabby Librarian
@crabinthestacks

A3: Widespread ACKNOWLEDGEMENT that it is an emotional process for BOTH the candidate AND the interviewer. [#critlib twitter.com/modbrarian/sta...](#)

 8 MONTHS AGO



kid presentable

@brinepond

A4 give me a job. i am only half-joking here [#critlib](#)

 8 MONTHS AGO



Patricia Hswe

@pmhswe

Hi, [#critlib](#)! I'm Patricia Hswe, Program Officer for Scholarly Communications, Mellon Foundation. This is a topic important to me.

 8 MONTHS AGO



Kevin Seeber

@kevinseeber

[@metageeky](#) Check for stuff in your teeth. Lint roll as necessary. [#critlib](#)

 8 MONTHS AGO



Annie Phó

@catladylib

A4: Share your own application materials, provide feedback, serve as a reference if you can. [#critlib](#) twitter.com/kevinseeber/st...

 8 MONTHS AGO



Laura Braunstein

@laurabrarian

A3 but if you are on search or interviewing committee, do not also take bathroom break in stall next to candidate [#critlib](#) twitter.com/beastlibrarian...

 8 MONTHS AGO



Jenni B

@JenniLBurke

A4. If you live close to an MLIS univ, ask to speak to a class, talk about job searching & how to determine their career path [#critlib](#)

 8 MONTHS AGO



Christine M. Moeller

@christinemoe

And PLEASE don't make candidates ask for a bathroom break. Also, know where the bathrooms are! [#critlib](#) twitter.com/kevinseeber/st...



8 MONTHS AGO



courtums

@courtums

[@kevinseeber](#) just BE there for them. put aside the bs library drama/politics and just be an ear for them (or shoulder). [#critlib](#)



8 MONTHS AGO



Aman

@akaur0

[@livie_leigh](#) [@catladylib](#) "Polite eating" also varies throughout the US and amongst families. [#critlib](#)



8 MONTHS AGO



Amanda Meeks

@A_meeksie

[@aliversluis](#) It was pretty demoralizing! But it made me realize that empathy and transparency throughout the process is important! [#critlib](#)



8 MONTHS AGO



Gina Murrell

@GinaMurrell1

A4. Mock interviews. Resume critique. Even going shopping for an interview outfit or work wear. [#critlib](#)



8 MONTHS AGO



Jennifer Brown

@jeninthelib

A4 (if u have time/bandwidth) send ppl opportunities! I try to fwd things to folks when I can & others have done same 4 me. [#critlib](#)



8 MONTHS AGO



Jenny Ferretti
@CityThatReads

A4 I'm so grateful to all my mentors, everyone who offered to answer my questions and look at my covers/CV [#critlib](#)

 8 MONTHS AGO



Eamon Tewell
@EamonTewell

This is important for lots of reasons, esp. considering the microaggressions candidates will be dealing with [#critlib](#) twitter.com/arellanover/st...

 8 MONTHS AGO



P. F. Anderson
@pfanderson

[@jeninthelib](#) Another interview, manager took me outside at end, pointed vaguely in one direction, said you can find cabs a few blocks over, bye! [#critlib](#)

 8 MONTHS AGO



Violet Fox
@violetbfox

A4. Acknowledge difficulty of job search & share struggles, but at the same time help keep spirits up as much as possible. [#critlib](#)

 8 MONTHS AGO



Megan Wacha
@megwacha

[@violetbfox](#) YES. Also, be willing to test run the job talk. [#critlib](#)

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

A4 & if u knw folks where they're applying, vouch for your peeps if you can. [#critlib](#)

 8 MONTHS AGO



Helene Williams
@bibliorogue

Q4: your LIS faculty who are also librarians are resources (for resume review, mentoring, network connections, scuttlebutt...) #critlib

 8 MONTHS AGO



kid presentable
@brinepond

A4 i'm really bitter about this topic actually because i see all these ideas but as a job-seeker i never really...see it #critlib

 8 MONTHS AGO



Megan Kellner Fratta
@mnkellner

@A_meeksie Totally get that! Everyone has preferred communication. In my case the news that I didn't get the job was softened by a phone call. #critlib

 8 MONTHS AGO



Rebecca Halpern
@beccakatharine

Throwing it out there to HMU for cover letter/resume/job seeking support! #critlib

 8 MONTHS AGO



h.pole.free
@haylmail

I'd love to see anon. space in apps for feedback about how the form could be improved-some apps are confusing and insensitive #critlib [twitter.com/perry180/statu...](https://twitter.com/perry180/status...)

 8 MONTHS AGO



Jill E. Anderson
@jillian6475

This. 📌📌📌 Creating a clear, concrete job description benefits candidate, committee, library. #critlib twitter.com/walterschlect/...

 8 MONTHS AGO



Kate Deibel
@metageeky

For example, everyone has food preferences or cuisines that they know won't sit well with them on a stressful day. Just ask. [#critlib](#)

 8 MONTHS AGO



Brooke Robertshaw
@mbrookerob

if the majority of entry level jobs are in teaching & outreach, it implies you don't need experience to teach. teaching is hard.+ [#critlib](#) [twitter.com/mauraweb/statu...](https://twitter.com/mauraweb/status...)

 8 MONTHS AGO



Ali Versluis
@aliversluis

A4: Be a mentor (mock interview/cv/app feedback is good), be honest about the process (including shortcomings). JUST LISTEN. [#critlib](#)

 8 MONTHS AGO



James
@modbrarian

[@violetbfox](#) the most relieving to hear sometimes as an adult is "i have no idea what I am doing" from someone when you feel that way too. [#critlib](#)

 8 MONTHS AGO




Cat Jones
Catty_lj@Catty_lj

[@catladylib](#) See this in higher ed a lot. Tout diverse student body while staff is cookie cutter. [#critlib](#)

 8 MONTHS AGO



courtums 
@courtums

[@kevinseeber](#) check in on them, offer coffee dates. ask them how stuff outside of their library lives is going. applying for jobs is exhausting. [#critlib](#)

 8 MONTHS AGO



Crabby Librarian

@crabinthestacks

A4: Tell the search committee in your cover letter WHY you want to work for the library. It really does go a long way. #critlib twitter.com/kevinseeber/st...



8 MONTHS AGO



P. F. Anderson

@pfanderson

@graceahaynes Good to meet you! I'm another Michigan librarian #critlib



8 MONTHS AGO



Anonymous Critlib

@CritLib_anon

A2 If truly interested in improving diversity, rethink what makes the "best candidate." One person as most deserving is flawed. #critlib



8 MONTHS AGO



Mohamed Berray

@MohamedBerray

@modbrarian Don't assume that lunch meetings with minorities in the library will make minority candidates feel at home. We're all not the same #critlib



8 MONTHS AGO



Patricia Hswe

@pmhswe

Please don't schedule the job talk in the afternoon, fronting it / important a.m. interviews, making candidate even more anxious. #critlib twitter.com/ForgetTheMaine...



8 MONTHS AGO

A3. Shoutout to @kevinseeber for doing ALL THE THINGS for me! He offered perspective, read CV & CLs, was a reference, wrote letters #critlib pic.twitter.com/cgxEOA1tp8

 CHELSEA HEINBACH @CHELSEAHEINBACH · 8 MONTHS AGO



Kat Bell
@katkimbell

A4 When on search comm, I ask follow up Q's to help cand. think abt skills/exps/ideas that they may not think directly relates #critlib

 8 MONTHS AGO



Amanda Watson
@amndw2

A3: I feel like academia, in general, is really bad at acknowledging that ppl have emotions. Acad libraries need to work on this. #critlib

 8 MONTHS AGO



Olivia Miller
livie_leigh @livie_leigh

Omg. Yes. I've asked before and it took the person by surprise. You know YOU wanted this when you were applying. #critlib twitter.com/aliversluis/st...

 8 MONTHS AGO



Kate Deibel
@metageeky

Oh, and one thing all interview committees should be aware of is what the application system allows. #critlib

 8 MONTHS AGO



A A McNamara
@aamcnamara

This is like half my job seeking anxiety #critlib twitter.com/kevinseeber/st...

 8 MONTHS AGO



Eamon Tewell
@EamonTewell

A4 Share expertise or facilitate it, like this list of LIS job advice contacts @aliversluis is organizing! docs.google.com/document/d/1Lt... #critlib

 8 MONTHS AGO



Crabby Librarian
@crabinthestacks

A4: Also INCLUDE A COVER LETTER, FOR THE LOVE OF GOD. Nothing kicks a candidate out faster than not having one. #critlib twitter.com/kevinseeber/st...

 8 MONTHS AGO



Amanda Meeks
@A_meeksie

A4: Be a mentor & offer to pull them into projects that they are interested in, review materials, provide yours for example #critlib

 8 MONTHS AGO



Last King From Allah, Naser Mohammad Al-Yamani <https://t.co/Sjmw8pwjhX> #Nedim_Şener #Пентагона #Mosul #critlib <https://t.co/Tc462WwNup>

Last King From Allah, Naser Mohammad Al-Yamani the-greatnews.com #Nedim_Şener #Пентагона #Mosul #critlib pic.twitter.com/Tc462WwNup

 MOATAZ ALHANASH @MRMEEZ1 · 8 MONTHS AGO



Lydia Willoughby
@Willoughbrarian

#critlib we're hiring ref/instruction libn at [@sunynplibrary jobs.newpaltz.edu/postings/691](https://sunynplibrary.jobs.newpaltz.edu/postings/691)

 8 MONTHS AGO



Helene Williams
@bibliorogue

Q4: I gladly spend hours each week reading resumes and helping current/former students w/ job search questions. Ask for help! #critlib

 8 MONTHS AGO



V. Arellano Douglas
@arellanover

Yes! Or loan a suit / jacket. That stuff is expensive! #critlib twitter.com/ginamurrell1/s...

 8 MONTHS AGO



Kate Deibel
@metageeky

Some systems may insist on text-only resumes with no indication of how linebreaks are handled. #critlib

 8 MONTHS AGO



madison
@beastlibrarian

Q4 help job seekers work thru how their out of lib exp is valuable. Incredible how blind we are to our own achievements & experience! #critlib twitter.com/kevinseeber/st...

 8 MONTHS AGO



Ali Versluis
@aliversluis

Yes! And do this proactively, without being asked. Lots of folks are too shy to do the initial ask. #critlib twitter.com/chiuchiutrain/...

 8 MONTHS AGO



Megan Wacha

@megwacha

@kevinseeber Yes. I give friends pouches with bandaids, antacid, floss, etc. before an interview. You have to be comfortable, take care. #critlib



8 MONTHS AGO



Coral

@parody_bit

And 15 minutes before the for-some-reason-always-required presentation is NOT a break; that's setup & freak-out time. REAL breaks. #critlib [twitter.com/jeninthelib/st...](https://twitter.com/jeninthelib/status/1000000000000000000)



8 MONTHS AGO



Aman

@akaur0

@MattieT650 @catladylib Ex: Do you eat a sandwich with your hands or with a fork and knife? The answer varies amongst families throughout the US. #critlib



8 MONTHS AGO



Christine M. Moeller

@christinemoe

Yes, please share and/or add your name! #critlib [twitter.com/EamonTewell/st...](https://twitter.com/EamonTewell/status/1000000000000000000)



8 MONTHS AGO



Kevin Seeber

@kevinseeber

@GinaMurrell1 Yes! @zoh_zoh helped an MLIS student shop for clothes earlier this year. The expectations suck, but we still navigate them. #critlib



8 MONTHS AGO



Caitlin C-L

@christianlamb

@A_meeksie @mnkellner Same! I'd much prefer a rejection email to a rejection phone call, and if it's not a form email then even better 👍 #critlib



8 MONTHS AGO



Patricia Hswe
@pmhswe

[@werstgerl](#) Sometimes it happens bc library wants as many people to have exposure to candidate. But it's not a caring stance toward candidate. [#critlib](#)

 8 MONTHS AGO



h.pole.free
@haylmail

YES. Listen to your mentees and try not to crush our spirits with your 'this is just how it is' mentality. [#critlib](#) twitter.com/beccakatharine...

 8 MONTHS AGO



Phoebe Ayers
@phoebe_ayers

A4 experienced ppl can offer to read cover letters for style too - there are many cover letter cultures. Long? Short? Effusive? [#critlib](#) twitter.com/CityThatReads/...

 8 MONTHS AGO



Kate Crowe
@kcrowe

Hi I'm Kate, academic archivist/librarian, late to the game per usual. [#critlib](#)

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

Q5: If you started a new job in the last year, what advice can you offer job seekers looking for their first position? [#critlib](#)

 8 MONTHS AGO



P. F. Anderson
@pfanderson

[@brinepond](#) We have been DRASTICALLY overhauling our hiring process to make more inclusive, comfortable, engaging, fun, and less stressful [#critlib](#)

 8 MONTHS AGO



V. Arellano Douglas

@arellanover

A4 Include libs / job seekers with less experience in your writing and pres opps. Can really help boost their profile/resume [#critlib](#)



8 MONTHS AGO



Anastasia

@chiuchiutrain

A4 White librarians giving jobhunt advice need to look @ the room while speaking. PoC DO NOT need to hear "just be confident" [#critlib](#)



8 MONTHS AGO



kendra werst

@werstgerl

@CritLib_anon Professional organizations & MLS programs need to work on this!!! Take action and not just talk about it. [#critlib](#)



8 MONTHS AGO



Brooke Robertshaw

@mbrookerob

teaching requires practice, lots of it. it's hard, and teaching is often devalued. ~says the chick w/ 3 degrees in education. [#critlib](#)



8 MONTHS AGO



Violet Fox

@violetbfox

@haymail And in the future when you're well-placed in library profession, remember these lessons so you can ease the way for others! [#critlib](#)



8 MONTHS AGO



Kat Bell

@katkimbell

I feel like we've moved to 30 mins, plus someone arrives early to get tech setup so everything is good to go when candidate arrives [#critlib](#) twitter.com/parody_bit/sta...



8 MONTHS AGO



P. F. Anderson
@pfanderson

@brinepond One cool thing we did was lightning rounds so candidate has brief presentation & sees our highlights, too. More fun, less stress #critlib

 8 MONTHS AGO



Kate Deibel
@metageeky

@pfanderson @brinepond You need to make sure the changes to the process trickle down to everyone. While a hiring cmte might know, other employees may not #critlib

 8 MONTHS AGO



Kelly Thoreson
@klthoreson

@AndrewJCano @christinemoe @aliversluis Agree we should mod interviews, but also offering a clear and private option for accommodation important too. #critlib

 8 MONTHS AGO



Laura Braunstein
@laurabrarian

A4. this. listen & let people vent w/out offering solutions or strategies. just say, "man, that's fucked up & you are brave" #critlib twitter.com/aliversluis/st...

 8 MONTHS AGO



Cat Jones
Catty_lj@Catty_lj

@ForgetTheMaine Hire w/intention to help employee develop into the role, given salaries are so bad rn. Or be prepared to pony up for the talent #critlib

 8 MONTHS AGO



Eamon Tewell
@EamonTewell

A4 Advocate for full time jobs at your workplace, and ones that don't combine 3 different positions. Resist precarity & burnout #critlib

 8 MONTHS AGO



Annie Phó
@catladylib

A5: Know that the 1st year is really tough but if you reach out for help, people will be there to support you. [#critlib twitter.com/christinemmo/...](#)

 8 MONTHS AGO



Kate Crowe
@kcrowe

A1 If you have a largely cis, hetero, white, able-bodied workforce, fit generally means how well you align with/perform to that. [#critlib twitter.com/catladylib/sta...](#)

 8 MONTHS AGO



h.pole.free
@haylmail

Empathy. Is. Key. [#critlib](#) just b/c you survived doesn't mean it's easy for the next person, or that they should have 2 suffer as you did... [twitter.com/catladylib/sta...](#)

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

A4 think of all the qs you WISH you'd asked when u were interviewing & share w/those on the market. [#critlib](#)

 8 MONTHS AGO



V. Arellano Douglas
@arellanover

This is so sweet and thoughtful  [#critlib twitter.com/megwacha/statu...](#)

 8 MONTHS AGO



Megan Wacha
@megwacha

And have someone on hand to handle technical issues! This should never be on the candidate [#critlib twitter.com/parody_bit/sta...](#)

 8 MONTHS AGO



Patricia Hswe
@pmhswe

Offer CV & cover letter critiques, do mock interviews (phone & in person), give job talk feedback, mentor, coach, listen, support. [#critlib twitter.com/kevinseeber/st...](#)

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

A4 ESP w/respect to tenure-track roles! That esp. is not common knowledge. [#critlib](#)

 8 MONTHS AGO



Annie Phó
@catladylib

A5: be proactive and schedule meetings and tours of campus spots to meet people. Helps to understand org culture by meeting folks. [#critlib twitter.com/christinemoe/...](#)

 8 MONTHS AGO



Ali Versluis
@aliversluis

PSA: Gonna make this easier to use / navigate very good, but the foundation is there so feel free to add yo self! [#critlib twitter.com/EamonTewell/st...](#)

 8 MONTHS AGO



Jenni B
@JenniLBurke

A5: Ask lots of ?s, throw out your opinion, seek out people who are doing really good things & learn from them, do hard things [#critlib](#)

 8 MONTHS AGO



Jessica Schomberg
@schomj

A4. Oof. Mixed feelings about this. "Volunteers" who need work experience often require a lot of unpaid labor [#critlib twitter.com/kevinseeber/st...](#)

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

Yes, reflection and practice can help you feel more confident. #critlib
twitter.com/beastlibrarian...

 8 MONTHS AGO



Dave Rice 
@dericed

A4 In addition to reviewing resumes for others, share what questions the resume may inspire you to ask if you were interviewing. #critlib

 8 MONTHS AGO



P. F. Anderson
@pfanderson

@metageeky @brinepond Agree. I know they made a lot of changes, but I only know about the parts I was involved with. #critlib

 8 MONTHS AGO



Annie Phó
@catladylib

A5: something is wrong with you if you don't cry at least once in your first year. Wait, just me? #critlib [twitter.com/christinemoe/...](https://twitter.com/christinemoe/)

 8 MONTHS AGO



Gina Murrell
@GinaMurrell1

A5. Be persistent. Keep an open mind. Know you can always change your mind. Connect with other lib students/pros for support. #critlib [twitter.com/christinemoe/...](https://twitter.com/christinemoe/)

 8 MONTHS AGO



Kate Deibel
@metageeky

A5 If you can, take an extra day to visit where you might be living. A perfect job is not worth hating your non-work life. #critlib

 8 MONTHS AGO



Megan Kellner Fratta

@mnkellner

@christianlamb @A_meeksie Give candidates personalized notifications, whichever form it might take. Show that their interest in position was appreciated, etc #critlib



8 MONTHS AGO



Amanda Meeks

@A_meeksie

A5: Build yr community of "frientors" to help guide you through the process & no question is a bad question, ex: interview attire #critlib [twitter.com/christinemoe/...](https://twitter.com/christinemoe/)



8 MONTHS AGO



Christine M. Moeller

@christinemoe

@catladylib Definitely not just you! I cried A LOT my first year. #critlib



8 MONTHS AGO



courtums  

@courtums

@christinemoe I got my first job through volunteering for a library committee (s/o to @OCULA_OLA). #critlib



8 MONTHS AGO



Olivia Miller

livie_leigh livie_leigh

A5. Don't be too down on yourself through the process. SELF CARE. Reach out to folks to vent and ask for advice. Therapy is good. #critlib



8 MONTHS AGO



Anna Mattonen

@annamariereads

A5. Allow yourself time to adjust to the search, & then new job. I had to move to new city & it has been rough on my mental health #critlib [twitter.com/christinemoe/...](https://twitter.com/christinemoe/)



8 MONTHS AGO



kid presentable

@brinepond

a5 what if you got fired from your job this past year #critlib

 8 MONTHS AGO



Patrick Williams

@activitystory

Q4 talk to a friendly librarian about how the skills/experiences you've had can be cast as relevant to role, library, institution #critlib

 8 MONTHS AGO



Crabby Librarian

@crabinthestacks

A1: I deal a lot with "will this person fit in" with the people who have been there 20+ years when our community was less diverse. #critlib [twitter.com/catladylib/sta...](https://twitter.com/catladylib/status/1111111111)

 8 MONTHS AGO



Helene Williams

@bibliorogue

Agreed--one reason I stepped out of libraries, to make MLIS experience better/more applicable to real life #critlib [twitter.com/werstgerl/stat...](https://twitter.com/werstgerl/status/1111111111)

 8 MONTHS AGO



The Bee's Knees

Emmz4238

Juggling my tweets between the #AllStarGame and the #critlib discussion. Interesting cross section

 8 MONTHS AGO



Jenni B

@JenniLBurke

A5. If instructing, ask to see others teach, ask for your colleagues fave stuff, beg borrow & "steal", find things that excite you #critlib

 8 MONTHS AGO



Jennifer Brown

@jeninthelib

A5 you do not need to know *everything* from day 1 (I stressed abt this so hard). You can & will grow. Be kind to yourself. #critlib



8 MONTHS AGO



Kelly Thoreson

@klthoreson

@AndrewJCanon @christinemoe @aliversluis But what does this look like in practice w/o forcing folks to disclose? hope HR is on top of this. Would be curious to learn more. #critlib



8 MONTHS AGO



Jessica Schomberg

@schomj

A4. And if their "volunteering" is actually work, they should be paid. We devalue the profession with unpaid internships #critlib



8 MONTHS AGO



Kate Deibel

@metageeky

A5: Attend the job talks of candidates even after you get hired. Lob an easy question if you can. #critlib



8 MONTHS AGO



Skull earrings - mini skul... Grab it => goo.gl/FqDjnX #skulltanktop #grimreapertattoo #skulltshirt #sugarskulls #critlib pic.twitter.com/AN6J3LkdqY

 AWESOME SKULLS STORE @SKULLSSTORE · 8 MONTHS AGO



Rachel Walden
@rachel_w

@esevetson @arellanover We are able to do that - we get a deal w a hotel near campus & reserve/pay directly which is excellent #critlib

 8 MONTHS AGO



Phoebe Ayers
@phoebe_ayers

Eg I write VERY long cover letters for my academic jobs, which would never fly at all in corporate. Confusing! #critlib

 8 MONTHS AGO



Kate Deibel
@metageeky

And fill out those feedback forms on candidates you like. #critlib

 8 MONTHS AGO



h.pole.free
@haylmail

Agreed. The most helpful folx were those who emailed me directly to say 'you should apply for this job and I will be a reference!' [#critlib twitter.com/violetbfox/sta...](#)

 8 MONTHS AGO



Laura Braunstein
@laurabrarian

it is a deeply felt & meaningful response, yet also appropriate for so many situations [#critlib twitter.com/beccakatharine...](#)

 8 MONTHS AGO



Kat Bell
@katkimbell

A5 took me 5 yrs post-MLS to get 1st full-time, permanent, prof-level lib position. Sometimes path isn't trad for everyone [#critlib twitter.com/GinaMurrell1/s...](#)

 8 MONTHS AGO



Kate Crowe
@kcrowe

If our profession developed a proactive pipeline for interested non-MLIS-havin' staff, that would be a huge step in the right dir. [#critlib twitter.com/jeninthelib/st...](#)

 8 MONTHS AGO



Chelsea Heinbach
@chelseaheinbach

A5. Be kind to yourself, reflect on how you're learning and growing, celebrate the little things, reach for big things [#clichetweet](#) [#critlib](#)

 8 MONTHS AGO



Alonso Avila
@nomadicflaco

Been following convo for since Q2. I'm a 3rd yr resident librarian nearing the end of my residency & will soon be in the job market [#critlib](#)

 8 MONTHS AGO



Ali Versluis
@aliversluis

A5: Having a list of thoughtful, deliberate questions can sometimes redeem a mediocre interview performance (true story). #critlib

 8 MONTHS AGO



Mari V
@marvellings

@haylmail To quote @janeschmidt: "Never let someone older than you dismiss your feelings just bc they had to endure it and survive." #critlib

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

whoops I kind of misread the q5; this is more first-day feels. #critlib

 8 MONTHS AGO



Jenny Ferretti
@CityThatReads

A5. I applied to *a lot* of jobs before landing my first job after of grad school... #critlib

 8 MONTHS AGO



Crabby Librarian
@crabinthestacks

A1: "Fit" has come to mean "fits in with the other staff" when really, a staff should reflect the community, NOT each other. #critlib [twitter.com/catladylib/sta...](https://twitter.com/catladylib/status/1111111111)

 8 MONTHS AGO



Liz McGlynn Bellamy
@thelizbrarian

Don't take 1st job offered to you just bc you're afraid you won't get another offer. Can you see urself growing there? If not, run. #critlib [twitter.com/christinemoe/...](https://twitter.com/christinemoe/status/1111111111)

 8 MONTHS AGO



Anastasia
@chiuchiutrain

A5 You will get wildly conflicting advice on your resume. It will happen. I'm sorry. [#critlib](#)

 8 MONTHS AGO



Jenny Ferretti
@CityThatReads

A5. Didn't let the years of experience required stop me from applying. If I was interested & thought I could do the job, I applied [#critlib](#)

 8 MONTHS AGO



Patricia Hswe
@pmhswe

Even tho I'm not always great at this: ask lots of Qs, listen closely, go to coffee/tea w/ new colleagues, *learn* your new org. [#critlib](#) [twitter.com/christinemoe/...](https://twitter.com/christinemoe/)

 8 MONTHS AGO



P. F. Anderson
@pfanderson

[@metageeky](#) The day after an interview, I went back in jeans & sweatshirt to explore. No one recognized me, got great feel for the place. [#critlib](#)

 8 MONTHS AGO



Kate Deibel
@metageeky

[@phoebe_ayers](#) Yes. Sometimes, a cover letter needs to be longer than a page. [#critlib](#)

 8 MONTHS AGO



kid presentable
@brinepond

[@haylmail](#) see this is what i get mad about because NO ONE has ever done this for me [#critlib](#)

 8 MONTHS AGO



Helene Williams
@bibliorogue

SO MUCH THIS! Give yourself time to learn, stabilize, adjust to so much new (job, geography, people etc.) [#critlib](#) twitter.com/jeninthelib/st...

 8 MONTHS AGO



Caitlin C-L
@christianlamb

YES YES YES - learning & development need to be supported as core part of the job, not optional add-on to be done on weekends, etc. [#critlib](#) twitter.com/metageeky/stat...

 8 MONTHS AGO



Jessica Schomberg
@schomj

A4. If experienced library workers would lobby to hire AND TRAIN entry-level folks, that would help. Looking at you, systems + TS [#critlib](#)

 8 MONTHS AGO



Rebecca Due
@rebeccadue

[@christinemmo](#) A5. Just. Keep. Applying! Also check the private FB MLIS job board I created to find unique opportunities: m.facebook.com/groups/1152624... [#critlib](#)

 8 MONTHS AGO



Jenni B
@JenniLBurke

A5. Rely on other job seekers. Find them, love them, help them. You'll get so much in return. [#critlib](#)

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

A5 celebrate EVERY win, yall. If you got an interview but didn't get the role? You're still DOPE, & use tht momentum to keep pushn [#critlib](#)

 8 MONTHS AGO



h.pole.free
@haylmail

A4: ask those ur writing references for if they have anything they specifically need. I'm terrified of being mispronounced in a ref [#critlib](#)

 8 MONTHS AGO



Eamon Tewell
@EamonTewell

[@livie_leigh](#) [@beccakatharine](#) I invited all libns & staff to job talks but only a couple outside of search committee showed *shrug*--glad it worked out for you! [#critlib](#)

 8 MONTHS AGO



Ali Verluis
@aliverluis

A5: Your cover letter is allowed to be more than a page. [#critlib](#)

 8 MONTHS AGO



The Bee's Knees 

Emmz4238

[@christinemoe](#) A5: NEGOTIATE! I am so thankful I took a workshop in that because it's terrifying but doable [#critlib](#)

 8 MONTHS AGO



Kevin Seeber
@kevinseeber

This is a really hard one for lots of folks, and turning down isn't always an option, but if you can run, do. Avoid toxicity. [#critlib](#) [twitter.com/thelizbrarian/...](https://twitter.com/thelizbrarian/)

 8 MONTHS AGO



P. F. Anderson
@pfanderson

[@mnkellner](#) [@christianlamb](#) [@A_meeksie](#) Can only do that if institutional HR rules permit. [#critlib](#)

 8 MONTHS AGO



Chelsea Heinbach
@chelseaheinbach

A5.2 Even if it's your first job you have valuable ideas/experiences to offer. I really struggled to believe it but it was true! #critlib

 8 MONTHS AGO



Kat Bell
@katkimbell

Yes! As search comm member, # of yrs experience is not my first focus #critlib
[twitter.com/CityThatReads/...](https://twitter.com/CityThatReads/)

 8 MONTHS AGO



Jennifer Brown
@jeninthelib

A5 ohh! and yall, dnt pass opportunities b/c u feel like ur bckgnd isn't ~right~. i have no sci bckgnd, but was hired 2 b sci lib. #critlib

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

I cannot second this hard enough. #critlib twitter.com/kevinseeber/st...

 8 MONTHS AGO



Anastasia
@chiuchiutrain

A5 I wish I'd planned days off for interviews better in my last 3 job hunts. If you get 3 in-person intvws, you may need 6-8 days #critlib

 8 MONTHS AGO




Jessica Schomberg
@schomj

A4. I am willing to offer resume, cv, other coaching when I'm able. But hesitate to say that should be required bc unpaid labor #critlib

 8 MONTHS AGO




@k_bubbs

Agreed. I tell ppl you are interviewing them as much as they are interviewing u. My fav ?: why would someone want to work here? [#critlib](#) [twitter.com/aliversluis/st...](#)

 8 MONTHS AGO



P. F. Anderson
@pfanderson

[@metageeky](#) /pout. Easy question? Oh, alright. Thanks for idea, I usually thrive on difficult questions. [#critlib](#)

 8 MONTHS AGO



Kate Deibel
@metageeky

Oh, and here's an accessibility thing for interviewers. Offer the candidate a sheet with the questions. [#critlib](#)

 8 MONTHS AGO

This is a timely and awesome [#critlib](#) conversation since it's hiring season! Thank you all for this. <3 I have to run <3 [pic.twitter.com/Dnp0xbF2IX](#)

 AMANDA MEEKS @A_MEEKSIE · 8 MONTHS AGO



Crabby Librarian

@crabinthestacks

A5: Every job search is different. Keep applying! Being declined for one position doesn't mean that you're out for the others. [#critlib twitter.com/christinemmo...](#)



8 MONTHS AGO



Kate Crowe

@kcrowe

A2. All search committees should have staff. Also, before you post, CONSIDER THE QUALIFICATIONS (ESP YRS OF EXP). [#critlib twitter.com/ForgetTheMaine...](#)



8 MONTHS AGO



madison

@beastlibrarian

Q5 Research the hell out of where you apply to and ask around. You're interviewing them too. Ask LOTS of questions incl hard ones [#critlib twitter.com/christinemmo...](#)



8 MONTHS AGO



Ali Versluis

@aliversluis

And put those ideas in the cover letter! [#critlib twitter.com/chelseaheinbac...](#)



8 MONTHS AGO



Chelsea Heinbach

@chelseaheinbach

A5.3 Negotiate even though it's scary and it's your first position. [#critlib](#)



8 MONTHS AGO



A A McNamara

@aamcnamara

[@EamonTewell](#) [@livie_leigh](#) [@beccakatharine](#) MIT Libraries is really good at inviting everyone to job talks & ppl show up, I've learned a lot from attending incl as paraprof! [#critlib](#)



8 MONTHS AGO





Walter Schlect
@WalterSchlect

A3 informing candidates more quickly about decisions would spare us all a lot of anxiety #critlib

 8 MONTHS AGO



   
@k_bubbs

And if supervisor for position is there as them to describe their managerial style. #critlib

 8 MONTHS AGO



Jessica Schomberg
@schomj

A4. And there's a lot of research, at least in academia, showing that it's usually marginalized folks who do that unpaid labor #critlib

 8 MONTHS AGO



Kat Bell
@katimbell

A5 In interview, have some ?'s handy that may uncover culture - what's your fav/least fav thing? describe lib in 1 word/sentence #critlib

 8 MONTHS AGO



Lisa Hubbell
@lisahubbell

A5. I print out lists of typical interview questions, and jot down notes and stories for potential responses. #critlib

 8 MONTHS AGO



Megan Wacha
@megwacha

A5. your first job doesn't define your career #critlib

 8 MONTHS AGO



Kate Deibel
@metageeky

@pfanderson Keep in mind this is a person nervous about applying for a job and may not have all mental resources ready. #critlib

 8 MONTHS AGO



Olivia Miller
livie_leigh

This was job search advice. First year of new job? Everything is a learning experience! Go into it with a sense of curiosity. #critlib

 8 MONTHS AGO



Patricia Hswe
@pmhswe

Keep up those information interviews w/ librarians who hold positions you're keen to learn more about. Keep deconstructing job ads. #critlib [twitter.com/christinemoe/...](https://twitter.com/christinemoe/)

 8 MONTHS AGO



James
@modbrarian

Ok everyone looks like it's time to start rapping up time We want to hear your pitches. #critlib

 8 MONTHS AGO



Rebecca Halpern
@beccakatharine

Also: once you land that offer (and you will!), I'm willing to serve as a salary negotiation coach. GET THAT PAPER! #critlib

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

This was one of the most important things my mentor told me. The interview works both ways. Ask about the things that matter to you #critlib twitter.com/beastlibrarian...

 8 MONTHS AGO



Emily Drabinski

@edrabinski

It took me 6mos to get my first library job put of school, another 6 to get a job I wanted in a good job market w all my privilege. #critlib



8 MONTHS AGO



Ali Versluis

@aliversluis

Same. Twice! In current job and previous job. Also hired to be a Schol Commie with very little *actual* schol com exp. #critlib twitter.com/jeninthe/lib/st...



8 MONTHS AGO



h.pole.free

@haylmail

Why not ask, 'how would you like to hear about this?' Then honor that info. #critlib twitter.com/mnkellner/stat...



8 MONTHS AGO



James

@modbrarian

Pitch: Know of any resources, lists, blogs, zines, communities that deal with these questions? Want to start one? #CritLib



8 MONTHS AGO



Gina Murrell

@GinaMurrell1

@kevinseeber Yeah, if you're out of a job and need a job, take that first job offer. Sometimes, you really have to be practical. #critlib



8 MONTHS AGO



Grace Haynes

gracehaynes

A5 job search process is like a 2nd job. Set aside dedicated time when u can just focus on your apps, CV, and cover letters #critlib



8 MONTHS AGO



Jessica Schomberg

@schomj

@literal_narwhal It's so ridiculous how hard it is to find true entry-level positions. Entry-level salaries with mid-career requirements is gross #critlib



8 MONTHS AGO



Kate Crowe

@kcrowe

A3 I mean, basically what @kevinseeber said. #critlib [twitter.com/modbrarian/sta...](https://twitter.com/modbrarian/status/1234567890)



8 MONTHS AGO



Kate Deibel

@metageeky

A5: Have questions ready for the interviewers relevant to the position. Show you've thought ahead. #critlib



8 MONTHS AGO



Coral

@parody_bit

Stop writing job postings for unicorns. Think about what skills you NEED from your new coworker on day 1, versus what can be taught #critlib



8 MONTHS AGO

Winding down after a loooooong day, must. go. to. bed. Thanks for the chat #critlib!
pic.twitter.com/1ieGkl8Ei6

 JENNY FERRETTI @CITYTHATREADS · 8 MONTHS AGO



kendra werst
@werstgerl

[@thelizbrarian](#) but my bills...lol #critlib

 8 MONTHS AGO



h.pole.free
@haylmail

Just ask! Just ask! Just ask! (For all the things!) #critlib twitter.com/metageeky/stat...

 8 MONTHS AGO



Caitlin C-L
@christianlamb

Yes! Having customer service background really does help me in my job, but I know some folks don't get that w/o parallels explained #critlib twitter.com/beastlibrarian...

 8 MONTHS AGO



P. F. Anderson
@pfanderson

@metageeky Truth. One yr on bring-yr-daughter-to-work-day, my DD sketched an interview as mouse at table of sharks. Hiree sd, YES! THAT! #critlib

 8 MONTHS AGO



cheapsiderz
Maty_Claire

@catladylib Be aware that candidates have been schooled in crit lib & may challenge prevailing perceptions of your institution in interview #critlib

 8 MONTHS AGO



Phoebe Ayers
@phoebe_ayers

@aamcnamara @EamonTewell @livie_leigh @beccakatharine People showed up at U. of Calif too. But at MIT I <3 culture of "Job searches take priority over all but most essential work." #critlib

 8 MONTHS AGO



Kate Crowe
@kcrowe

Q4 Echoing everyone who has said: read resumes/CVs, work to get ppl paid internships/job opps, serve as a ref, be a sounding board. #critlib twitter.com/kevinseeber/st...

 8 MONTHS AGO



Kat Bell
@katkimbell

A5 I like stories. Walk me through an experience, your thoughts/feelings, outcome, - as search comm mem, I will remember! #critlib twitter.com/lisahubbell/st...

 8 MONTHS AGO



Anonymous Critlib
@CritLib_anon

A2: Interviewing an internal candidate? Offer them paid time off, so they can focus on their interview/job talk/etc. #critlib

 8 MONTHS AGO



Annie Phó
@catladylib

I would do a job search depression zine [#critlib](#) [twitter.com/modbrarian/sta...](#)

 8 MONTHS AGO



Kate Deibel
@metageeky

For my interview, I asked how they foresaw working with this new position I was applying for.
[#critlib](#)

 8 MONTHS AGO



P. F. Anderson
@pfanderson

[@metageeky](#) I like to give them a question that is not obviously easy, but which gives them an opportunity to shine. [#critlib](#)

 8 MONTHS AGO



Rachel Walden
@rachel_w

[@pmhswe](#) YES Read ads for kind of jobs you want, make note of what skills/exp you don't have then GET THEM-even if self study, coursera etc [#critlib](#)

 8 MONTHS AGO



Coral 
@parody_bit

Also, treat all candidates as potential new equal colleagues, NOT as if they are supplicants.
[#critlib](#)

 8 MONTHS AGO



Kate Deibel
@metageeky

[@pfanderson](#) Yeah, that's what I meant. Easy as in helps them but isn't a waste of question time either. [#critlib](#)

 8 MONTHS AGO



h.pole.free
@haylmail

@brinepond Sorry. It has only happened once or twice to me, but everyone deserves to be approached and thought of in this way. #critlib

 8 MONTHS AGO



kendra werst
@werstgerl

@Emmz4238 @christinemoe Another area where my MLS education lacked....#critlib

 8 MONTHS AGO



V. Arellano Douglas
@arellanover

Fantastic chat! Thanks for moderating @modbrarian @christinemoe @ForgetTheMaine @catladylib #critlib

 8 MONTHS AGO



   
@k_bubbs

YES. I negotiated my salary for my first real job. Terrifying but I got close to what I wanted. #critlib #knowyourworth #youareworthit [twitter.com/emmz4238/statu...](https://twitter.com/emmz4238/status/1111111111)

 8 MONTHS AGO



Kelly Thoreson
@klthoreson

Srsly, @rebeccadue's job board was everything for my job search. 🙌🙌🙌🙌🙌 #critlib [twitter.com/rebeccadue/sta...](https://twitter.com/rebeccadue/status/1111111111)

 8 MONTHS AGO



P. F. Anderson
@pfanderson

@parody_bit Job postings for unicorns are often actually written for internal candidates but required to post nationally. Lrned the hard way #critlib

 8 MONTHS AGO



kid presentable

@brinepond

i'm going to paralegal school in the fall and if there are any librarians in the legal field let's be friends ok [#critlib](#)



8 MONTHS AGO



Walter Schlect

@WalterSchlect

A4 help decipher coded language in job ads, tell them when a job is underpaid or not worth their time [#critlib](#)



8 MONTHS AGO



Kevin Seeber

@kevinseeber

My [#critlib](#) pitch is that you educate yourself and your library users about [#netneutrality](#) and [#NetNeutralityDay](#) en.wikipedia.org/wiki/Day_of_Ac...



8 MONTHS AGO



Olivia Miller

livie_leigh livie_leigh

This [#critlib](#) discussion went a bit away from privilege, but let's be aware as job seekers and those on committees of how it influences us.



8 MONTHS AGO



Kate Crowe

@kcrowe

Yes, and vice versa, do not be afraid to treat the job interview as a two-way street. You are interviewing them too. [#critlib](#) twitter.com/parody_bit/sta...



8 MONTHS AGO



Megan Wacha

@megwacha

Yes, please! [#critlib](#) twitter.com/kevinseeber/st...



8 MONTHS AGO



Walter Schlect
@WalterSchlect

A4 also always offer to read cover letters, listen to practice presentations, etc [#critlib](#)

 8 MONTHS AGO



Helene Williams
@bibliorogue

This has been a great discussion! Keep asking questions--I'm glad to help/advise, just ping me [#critlib](#)

 8 MONTHS AGO



Emily Drabinski
@edrabinski

Join your union. Read your contract. Don't have a union? Find out who's organizing for one. [#critlib](#)

 8 MONTHS AGO



Ali Versluis
@aliversluis

For you [#critlib](#)-ers who want to help w/ resumes/job apps/interviews/mentorship stuff, please consider submitting: docs.google.com/document/d/1Lt...

 8 MONTHS AGO



Alonso Avila
@nomadicflaco

Really grateful to have signed into Twitter when I did & look forward to returning to this conversation. Thank you all 4 ur input [#critlib](#)

 8 MONTHS AGO



James
@modbrarian

Thanks everyone. I am going to sign off now. Will be thinking alot about what you all shared the next few days. [#CritLib](#)

 8 MONTHS AGO



Annie Phó
@catladylib

Shoutout to my co-mod's [@christinemoe](#), [@modbrarian](#), [@ForgetTheMaine](#), and [@kevinseeber](#) for a solid [#critlib](#) chat!!



8 MONTHS AGO



Kat Bell
@katkimbell

A5 If it doesn't feel right after phone interview, don't feel obliged to do in-person interview [#critlib](#)



8 MONTHS AGO



Lauren Marie
@MarieGossip1

Ohhh I missed a good [#critlib](#) tonight!



8 MONTHS AGO



Christine M. Moeller
@christinemoe

Many thanks to all of you who participated in (and continue to participate in) tonight's [#critlib](#) chat!



8 MONTHS AGO



madison
@beastlibrarian

also... please don't forget how rough the job search process was for you. support others going through it now ❤️ [#critlib](#)



8 MONTHS AGO



P. F. Anderson
@pfanderson

[@chiuchiutrain](#) [@metageeky](#) Yes, please! [#critlib](#)



8 MONTHS AGO



Emily Drabinski

@edrabinski

I see so much advice about negotiating for your own salary. Bargaining collectively is better for everyone. #critlib



8 MONTHS AGO



Ali Versluis

@aliversluis

I would love more US perspectives, and there are some (many) sectors that need to get populated. Feel free to add categories too! #critlib twitter.com/aliversluis/st...



8 MONTHS AGO



kid presentable

@brinepond

well tonight's #critlib made me cry, time to log off



8 MONTHS AGO



Kate Deibel

@metageeky

@edrabinski Yes. We need to talk about this more as a community. It's just not a skillset I have. #critlib



8 MONTHS AGO



Kevin Seeber

@kevinseeber

Thanks for participating in tonight's #critlib chat everyone! I'll get cracking on the Storify. #keepingtheminutes



8 MONTHS AGO



Coral

@parody_bit

@pfanderson Sometimes! But, just as often, they're not for a particular person; they are just a sign of a lack of prioritization or direction. #critlib



8 MONTHS AGO



P. F. Anderson
@pfanderson

@WalterSchlect Not only agree, but strongly encourage this. Definitely do practice presentations. Helps build confidence, more fluid style. #critlib

 8 MONTHS AGO



Emily Drabinski
@edrabinski

Also I am currently feeling like the only mid career library worker who just never left her job. Am I the only one? #critlib

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

And special thanks to my co-moderators @modbrarian, @catladylib, @ForgetTheMaine, and @kevinseeber for making this happen! #critlib

 8 MONTHS AGO



Maura Smale
@mauraweb

Great #critlib tonight, thanks everyone and esp to the rad mods team @kevinseeber @catladylib @ForgetTheMaine @modbrarian @christinemoe !

 8 MONTHS AGO



The Bee's Knees

Emmz4238nmz4238

I wasn't planning on participating but I'm glad I did. I love this community and the way we help each other. 💜💛💚💙 #critlib

 8 MONTHS AGO



Caitlin C-L
@christianlamb

And on top of this, think about what it is really feasible time-wise for that new coworker to get done within parameters of the job #critlib [twitter.com/parody_bit/sta...](https://twitter.com/parody_bit/status...)

 8 MONTHS AGO



Walter Schlect
@WalterSchlect

A5 seek out peer mentors for advice. Don't job hunt alone [#critlib](#)

 8 MONTHS AGO



Kelly Thoreson
@klthoreson

A5. 2 mo into my 1st prof job. Lessons: accept help, learn your team's strengths (+use them!), find someone you can talk to. [#critlib](#)

 8 MONTHS AGO



Phoebe Ayers
@phoebe_ayers

[@jeninthelib](#) Yes!! Ppl should not be afraid to apply to science & eng jobs. Most of us have no sci bckgnd; you just learn the jargon. [#critlib](#)

 8 MONTHS AGO



Ali Versluis
@aliversluis

That [#critlib](#) was *intense* y'all. So hard to keep up + think + tweet at the same time. Thx to all who contributed by tweeting or reading!

 8 MONTHS AGO



Rachel Walden
@rachel_w

[#critlib](#) bc I failed to tag

 8 MONTHS AGO



Eamon Tewell
@EamonTewell

[@edrabski](#) it's a fact! dpeaficio.org/programs-publi... [#critlib](#)

 8 MONTHS AGO



@literal_narwhal

[#critlib](#) Don't be afraid to reach out to a librarian on Twitter you relate or look up to. Ask for advice. Make a library friend.



8 MONTHS AGO



P. F. Anderson

@pfanderson

Final thoughts? Hiring is, and is not, about you. If they don't choose you, remember, getting the interview is still major kudos [#critlib](#)



8 MONTHS AGO



kendra werst

@werstgerl

[@parody_bit](#) List more in the preferred qualifications & find the candidate with the right mix of basic and preferred...?[#critlib](#)



8 MONTHS AGO



Jim DelRosso

@niwandajones

This is a topic near and dear, and [#critlib](#) did not disappoint. Wonderful conversation! Thank you all!



8 MONTHS AGO



Japan Art & Design

@artsynihon

[#CalifornicateAMovie](#) , Alphonso Davies , [#MavsSL17](#) , Carlos Martinez , Rod Carew , [#critlib](#) , Jose Ramirez , The Freeze



8 MONTHS AGO



J Fashion & Cosplay

@jpcostume

The Freeze , [#critlib](#) , [#DonJrChildrensBooks](#) , Alphonso Davies , [#AllStarGame](#) , Jonathan Schoop , Salvador Perez



8 MONTHS AGO



April I. Siqueiros

@AprilMuses

Ended up just reading the rest of the answers bc of the relevance to my current situation (and the next year it seems lol) Thanx [#critlib](#)!



8 MONTHS AGO



Rebecca Halpern

@beccakatharine

Submitted! Available to support for whatever, but esp interested in helping negotiate salaries [#critlib](#) twitter.com/aliversluis/st...



8 MONTHS AGO



Kate Crowe

@kcrowe

A2.1 Basically, consider hiring someone who can grow into it, who has demonstrated interest/skill, who's not quite there yet. [#critlib](#)



8 MONTHS AGO



Chelsea Heinbach

@chelseaheinbach

Signing off now. Thanks for a great chat everyone & thanks to the moderators for bringing in this important topic! Night y'all. [#critlib](#)



8 MONTHS AGO



Kat Bell

@katkimbell

That hour went fast, as always! Thanks [#critlib](#) for another great chat!



8 MONTHS AGO



Amanda Watson

@amndw2

Thanks to everyone for the conversation! [#critlib](#)



8 MONTHS AGO



The Bee's Knees

Emmz4238

Whew I'm all hyped up on [#critlib](#) and [#baseball](#) [#AllStarGame](#)



8 MONTHS AGO



Patricia Hswe

@pmhswe

Thanks, [#critlib](#) moderators and participants, for an informative, helpful session!



8 MONTHS AGO



Kelly Thoreson

@klthoreson

A5: hardest part of new job has been isolation in org where I don't interact with a lot of librarians and loneliness in new city [#critlib](#)



8 MONTHS AGO



Dr.EB

@LNBel

late for [#critlib](#) 15 years after MSLS stopped looking for [another] job, but had privilege to always have one, be contingent labor



8 MONTHS AGO



Coral

@parody_bit

[@MattieT650](#) Asking people to write a talk just for your organization is exploitative, or at least disrespectful of candidates' time. [#critlib](#)



8 MONTHS AGO



Kate Deibel

@metageeky

[@klthoreson](#) [@AndrewJCan](#) [@christinemoe](#) [@aliversluis](#) This is why I recommend being proactive and having the interview committee ask directly. Try to "normalize" the flexibility. [#critlib](#)



8 MONTHS AGO



h.pole.free
@haylmail

@beastlibrarian What if u're not sure ur narrative will be welcomed fully? Some things I take the most pride in make me a 'difficult' cand 4 jobs.. #critlib

 8 MONTHS AGO



Coral 
@parody_bit

@MattieT650 It's DOUBLY harmful when it's required even for non-public-speaking positions. #critlib

 8 MONTHS AGO



Mari V
@marvellings

I have many thoughts & feels about tonight's #critlib, but I'm too pooped to articulate them. Thanks to everyone who participated!

 8 MONTHS AGO



Becca Quon
@beccaquon

leaving tonight's #critlib feeling extra-grateful for the (many) mentors in undergrad/grad who taught me about white collar work/GLAM field.

 8 MONTHS AGO



h.pole.free
@haylmail

Share things like this, please! We're all only human. #critlib [twitter.com/catladylib/sta...](https://twitter.com/catladylib/status/123456789)

 8 MONTHS AGO



kendra werst
@werstgerl

Thanks everyone and moderators <3 I appreciate it as an emerging professional #critlib

 8 MONTHS AGO



Kelly Thoreson
@klthoreson

Keep ties to ur people + find new ones. CALL UR MOM. You can't be good at your job if you aren't taking care of yourself first. #critlib

 8 MONTHS AGO



john fink ok!!
@adr

Boy, I'm real real real sorry I missed #critlib. Definitely relevant to my interests.

 8 MONTHS AGO



Dr.EB
@LNBel

I want us to hire librarians that look like our students with good salaries, positions, support! should've tuned in earlier to #critlib

 8 MONTHS AGO



Chelsea Heinbach
@chelseaheinbach

Last thing-if you get the job, start working to have conversations abt privilege & hiring practices. Bring these conversations in #critlib

 8 MONTHS AGO



h.pole.free
@haylmail

I have found the most enthusiastic support from those also looking for or newly hired to jobs. #critlib twitter.com/jennilburke/st...

 8 MONTHS AGO



Erica Eades
@eades_eric

Highly recommend checking out tonight's #critlib chat. Some great advice for recent (and soon-to-be!) #MLIS grads.

 8 MONTHS AGO



Kate Crowe
@kcrowe

@anotherround's signoff is relevant. Drink some water, take your meds, call your person.
[#critlib](#) [twitter.com/klthoreson/sta...](#)

 8 MONTHS AGO



Dr.EB
@LNBel

@edrabsinski sharing your salary information with colleagues is important too as is giving a step up to those behind [#critlib](#)

 8 MONTHS AGO



Phoebe Ayers
@phoebe_ayers

@MargaretJanz @jeninthelib @ScottMLibrary Yes, same. I'm an engineering librarian - engineering libship is great - but have also done physics etc. [#critlib](#)

 8 MONTHS AGO



tara robertson
@tararobertson

Looks like I missed another excellent [#critlib](#) session. Will be reading it tomorrow.

 8 MONTHS AGO



Christine M. Moeller
@christinemoe

For anyone who missed tonight's [#critlib](#) chat, the Storify will be coming soon.
[twitter.com/kevinseeber/st...](#)

 8 MONTHS AGO



Dr.EB
@LNBel

@edrabsinski whispers of colleagues that negotiated salary bumps and release time really strains solidarity/morale - happening a lot [#critlib](#)

 8 MONTHS AGO



Kate Crowe
@kcrowe

[@parody_bit](#) [@MattieT650](#) I don't know that I'd agree with that if it's a position where you're expected to present publicly as a part of the position. [#critlib](#)

 8 MONTHS AGO



Rebecca Kennison
@rrkennison

[@LNBel](#) [@edrabinski](#) Transparency is so important. A rising tide raises all boats only matters if everyone is already on a boat (as it were). [#critlib](#)

 8 MONTHS AGO



kendra werst
@werstgerl

[@tessawithorn](#) [@thelizbrarian](#) My lease is up at the end of july...interview on monday....let's see what happens...I'm tired of playing the game [#critlib](#)

 8 MONTHS AGO



Rachel Walden
@rachel_w

[@aliversluis](#) [@parody_bit](#) Agree - writing refs or letters of rec for further ed, scholarships, conf funding etc is one of my favorite things to do [#critlib](#)

 8 MONTHS AGO



Dr.EB
@LNBel

[@rrkennison](#) [@edrabinski](#) more likely in higher ed these days, that everyone is equally bailing the leaky boat, seriously rocked by admin waves [#critlib](#)

 8 MONTHS AGO




Kate Crowe
@kcrowe

[@edrabinski](#) I never left MPOW but I have had 3 diff jobs (all of which were each closer to my prof goals). I'm now in the one I wanted so eek? [#critlib](#)

 8 MONTHS AGO



Coral 
@parody_bit

@kcrowe @MattieT650 So let them give a talk they've given before, or give them a syllabus and have them do part of an infolit session for that class #critlib



8 MONTHS AGO



Kate Crowe
@kcrowe

A 2.2 if you're writing the description, consider writing it so that you think as broadly as humanly possible about what you need. #critlib



8 MONTHS AGO



Coral 
@parody_bit

@kcrowe @MattieT650 Putting together a fresh, new, high-quality talk about some abstract concept takes LOTS of time. #critlib



8 MONTHS AGO



Rachel Walden
@rachel_w

Every single time I'm able to drop in on a #critlib chat I walk away more informed and more inspired 💪



8 MONTHS AGO



Dateless Librarian
@DatelessLib

Took a day off and drove 3 hours to an interview that lasted roughly 40 min. Wish I had asked if Skype was an option instead. #critlib



8 MONTHS AGO




Coral 
@parody_bit

@kcrowe @MattieT650 When I was employed full-time and able-bodied, every job talk I had to prepare cost me a conference presentation. #critlib



8 MONTHS AGO



Coral 
@parody_bit

@kcrowe @MattieT650 When I was employed full-time and disabled, a job talk was *incredibly* hard on me. Being disabled takes away a lot of spare time. #critlib

 8 MONTHS AGO




Kate Crowe
@kcrowe

@parody_bit @MattieT650 I do think that search comms shld give a prompt that's broad enough that you could recycle a bit. But I am fine with asking for 1. #critlib

 8 MONTHS AGO



Coral 
@parody_bit

@kcrowe @MattieT650 It's the same for single parents and others with lots of caregiving responsibilities. Asking for huge preparation tasks is harmful #critlib

 8 MONTHS AGO