#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
@christinemmoe

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

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

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

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

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

For tonight’s #critlib chat Q’s and reading, check out the website: critlib.org/privilege-in-t...
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 @irobarte
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 @beccakatherin
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. #librariesarenootneural

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

Jenny Feretti  
@CityThatReads

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

Violet Fox  
@violetbfox

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

Chelsea Heinbach  
@chelseaheinbach

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

Jessica Schomberg  
@scomj

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

Patrick Williams  
@activitystory

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

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

8 MONTHS AGO

Rebecca Halpern
@beccakatherine

@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 Pho  
@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

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

STEPHANIE  @SFABBA - 8 MONTHS AGO
@zoh_zoh Yes, this finding has been found in repeated studies as well for gender. #critlib

Aman
@akaur0

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

Ali Versluis
@aliversluis

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

kid presentable
@brinepond

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

Olivia Miller
livie_leigh

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

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
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 Pho @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...
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...

Jennifer Brown
@jeninthelib

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

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

Dylan Burns
@ForgetTheMaine

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

Eamon Tewell
@EamonTewell

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

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

8 MONTHS AGO

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

SO MUCH THIS #critlib twitter.com/jeninthelib/st...

8 MONTHS AGO

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

8 MONTHS AGO

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

8 MONTHS AGO

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

8 MONTHS AGO

Shout this from the rooftops! #critlib twitter.com/catladylib/sta...

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

Megan Kellner Fratta
@mkkellner

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

Mattie Taormina
@MattieT650

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

Kate Deibel
@metageeky

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

Ali Versluis
@aliversluis

Jessica Schomberg
@schormj

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...

Patrick Williams
@activitystory

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

@arellanover @jkgadsby Thirling 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  
@christinemmoe

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 💀 #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  
@chiuchiiutrain

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

@christinemmoe 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
You mean requiring years of experience for EL jobs isn't cool? #critlib
twitter.com/christinemmoee/...

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

A1. Illegal interview questions usually favor whiteness #critlib

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

@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

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

@beccakatharine SO NOT COOL! #critlib

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

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...

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

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

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...

@ForgetTheMaine

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

@christinemmoe

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

@jeninthelib

TOO true. #critlib twitter.com/ForgetTheMaine...

@activitystory

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

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

Kayla @Lavenderbrarian

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

Christine M. Moeller @christinemmoe

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

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...

Anonymous Critlib @CritLib_anon

fit reeks of classism and ageism as well #critlib

Krista Mccracken @kristamccracken

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

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
Mari V
@marvellings

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

8 MONTHS AGO

Kevin Seeber
@kevinseeber

@ForgetTheMaine @christinemmoe 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
@kithoreson

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
@schornj

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

@GinaMurrell1 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 @christinemmoe 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
@akauro

@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...

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...

8 MONTHS AGO
@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
@jeninthebib

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
@arellanovaer

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

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

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

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

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

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

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

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_legh livie_legh

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 Pho @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 Pho @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 @inglefrisbee
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

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...

Olivia Miller
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

Maura Smale
@mauraweb

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

James
@modbrarian

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

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
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  
@ktthoreson

A1. Used to do lots of student hiring (outside libs) and had to re-think a lot of our hiring practices to get intnl 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  
@christinemmoel

Yes, this is rough!!  
#critlib twitter.com/arellanover/st...

8 MONTHS AGO
Ali Versluis
@aliversluis

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
@jpocostume

#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
@mstrorilouise

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

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
@schornj

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
@cattadylib

@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  
@chichiutrain

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

8 MONTHS AGO

@marvellings This is sadly not possible in unionized environments #critlib

8 MONTHS AGO

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

8 MONTHS AGO

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

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

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
@Jenni.Burke

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
@chelseahirbach

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
@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
@schornj

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
@christinemmoe

@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
@chiuchiutrain @123POW I wish HR asked about dietary restrictions! I wouldnt interview the lactose-intolerant me after having a cheesy lunch. #critlib

@aversluis

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

@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...

@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

@EamonTewell

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

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 thegreatnews.com #critlib #Eddie_Hearn #ndpldr #AAMT2017 #Renzi pic.twitter.com/6kqFnlQT1E
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

@christinemmoe @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
@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/...

Kevin Seeber
@kevinseeber

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

Kate Deibel
@metageeky

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

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...

Walter Schlect
@WalterSchlect

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

Megan Wacha
@megwacha

@amndw2 And if your institution determines compensation on salary history, push back. HARD. #critlib
A2 give job candidates plenty of opportunities for "bio breaks" -- in single-stall all-gender restrooms not stall farms #critlib

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

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

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

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

#critlib twitter.com/lisahubbell/st...
Krista Mccracken
@kristamccracken
And water. Seriously...it is simple but so important.
#critlib twitter.com/laurabrarian/s...
8 MONTHS AGO

courtums 🌹
@courtums
@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
Emmz42038
@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 @christinemmoes @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
@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/status...

8 MONTHS AGO

Olivia Miller 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 @christinemmoee

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

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

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

8 MONTHS AGO
@jinglefrisbee i think at least for academic librarians it’s indicative of academic hiring as a whole
#critlib

8 MONTHS AGO

Jennifer Brown
@jeninthebib

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 paycut

8 MONTHS AGO

Jessica Schomberg
@schornj

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

8 MONTHS AGO

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

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

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

8 MONTHS AGO

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

8 MONTHS AGO

@Emmz4238 @kevinseeber I was given three options during an interview and that seems like a nice way to do it, presumeing 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...
8 MONTHS AGO

Kevin Seeber
@kevinseeber
@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
8 MONTHS AGO

Eamon Tewell
@EamonTewell
@beccakatharine like a lot of #critlib work, small ways to improve a flawed system? things like inviting the whole library to job talks, to start #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
8 MONTHS AGO

Elizabeth Smith
@jinglefrisbee
@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
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
8 MONTHS AGO
@katkimbell Mee too. It’s not fun & honestly can make someone reconsider ur whole org (and rightfully so). #critlib

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...

Megan Kellner Fratta
@minkellner

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

Kelly Thoreson
@kithoreson

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

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

Jessica Schomberg
@schornj

A2. To talk about why we have not been hiring POC, the structural + social issues. I hope acknowledging the problem helps. #critlib
Amanda Watson
@amndw2
OMG, this. #critlib twitter.com/arellanover/st...

Jennifer Brown
@jeninthebib
@kevinseeber This is literally number ONE for me. So real, and so much stigma. #critlib

Christine M. Moeller
@christinemmoe
The two sentence email after a campus interview is THE WORST. #critlib twitter.com/modbrarian/sta...

Anonymous Critlib
@CritLib_anon
I have had to turn down potential interviews bc I didn’t have the necessary vacation time to take off on short notice. #critlib

Jenni B
@JenniLBurke
A3. Keep in mind that job seeker isn’t the only person involved. I had an itrvw where my SO had a lot to do with the decision (1/2) #critlib

Anonymous Critlib
@CritLib_anon
#critlib ac libn here - where I work phrases like demo’d innovative use of tech in ads is code for white male, favored by white male admin
Q4. What can experienced library workers do to help job seekers with less library experience? #critlib

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

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
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

@christinemmoe 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...

8 MONTHS AGO

Amanda Meeks
@A_meeksie

@mnellner 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

8 MONTHS AGO

madison
@beastlibrarian

A3 give candidates multiple breaks plz. I took all the bathroom breaks 🙏🏼➡️ #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

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

8 MONTHS AGO

Elizabeth Smith
@jinglefrisbee

@modbrarian @brinepond wow unreal, that sounds horrible and hmmm like an abuse of employer power to me #critlib

8 MONTHS AGO
Rebecca Halpern
@beccakatharine

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

8 MONTHS AGO

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

8 MONTHS AGO
@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
@kltthoreson

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
@violetpfox

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...
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...

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

8 MONTHS AGO

Olivia Miller  
@Livie_Leigh

@EamonTewell @beccakatharine I experienced this-it really made a difference to me! Seeing many depts together gives a better idea of library atmosphere. #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 twitter.com/modbrarian/sta...

8 MONTHS AGO

Anastasia  
@chiuchiutrain

A4 Offer and provide unequivocally positive references. I have been so lucky. #critlib

8 MONTHS AGO

Laura Braunstein  
@laurabrarian

@kevinseeber do you mean helping candidates who come to your library or mentoring colleagues who are looking to move on? #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 training 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
@christinemmoe

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  
@schomnj

A3. I don’t teach LIS but find myself offering coaching to job-seeking grad students aren’t getting it from their pros #critlib twitter.com/modbrarian/sta...

8 MONTHS AGO

Kelly Thoreson  
@kitthoreson

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  
@activilystory

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  
@Jenni.Burke

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...

8 MONTHS AGO

Grace Haynes
@seahaynes

hey #critlib tuning in late because I'm also watching the #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/...

8 MONTHS AGO

M is for Rachel
@RachelMFI Fleming

#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
@christinemmoe

@modbrarian @kevinseeber YES, THE SILENCE!! Such an enormous relief after that process. #critlib

8 MONTHS AGO

P. F. Anderson
@pfanderson

@metageeky LOL! #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
@schormj

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

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  
@christinemmoe  
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  
@jeninthebib  
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

Eamon Tewell
@EamonTewell

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

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

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

Megan Wacha
@megwacha

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

Jennifer Brown
@jeninthelib

A4 & if u knw folks where they’re applying, vouch for your peeps if you can. #critlib
Q4: your LIS faculty who are also librarians are resources (for resume review, mentoring, network connections, scuttlebutt...) #critlib

8 MONTHS AGO

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

@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

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

8 MONTHS AGO

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...

8 MONTHS AGO

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/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
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/kevinseeker/st...

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

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

@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

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...
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/cgxE0A1tp8

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...
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 #Пентагон #Mosul #critlib https://t.co/Tc462WwNup

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

MOATAZ ALHANASH @MRMEEEZ1 · 8 MONTHS AGO
Lydia Willoughby  
@Willoughbrarian

#critlib we're hiring ref/instruction libn at @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
@kevinseeber Yes. I give friends pouches with band aids, 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...

8 MONTHS AGO

Aman @akaur0

@MatticT650 @cat ladylib 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 @christinemmoe

Yes, please share and/or add your name! #critlib twitter.com/EamonTewell/st...

8 MONTHS AGO

Kevin Seeber @kevinseeber

@GinaMurrelli 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  
@haylmall

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  
@christinemmoe

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

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

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

Kelly Thoreson
@kthoreson

@AndrewJCan0 @christinemoe @aliversluis Agree we should mod interviews, but also offering a clear and private option for accommodation important too. #critlib

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...

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

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
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/christinemmoef/...

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...

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...

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

V. Arellano Douglas
@arellanoover

This is so sweet and thoughtful ❤️ #critlib twitter.com/megwacha/statu...

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...
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...

Jennifer Brown
@jeninthelib
A4 ESP w/respect to tenure-track roles! That esp. is not common knowledge. #critlib

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/christinemmoe/

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...

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

Jessica Schomberg
@schornj
A4. Oof. Mixed feelings about this. "Volunteers" who need work experience often require a lot of unpaid labor #critlib twitter.com/kevinseeber/st...
Christine M. Moeller
@christinemmoe

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 Phô
@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/christinemmoe/...

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/christinemmoe/...

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
@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/christinemmoe/...

8 MONTHS AGO

Christine M. Moeller
@christinemmoe

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

8 MONTHS AGO

courtums ♂️
@courtums

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

8 MONTHS AGO

Olivia Miller
livie_leigh

A5. Don’t be to 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 Matonen
@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/christinemmoe/...
Kid presentable
@brinepond

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

8 months ago

Patrick Williams
@activilystory

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/stat...

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/werpsterl/stat...

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  
@jeninthebib

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  
@kthoreson

@AndrewJCano @christinemmo @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 skull... Grab it => goo.gl/FqDjnX #skulltanktop #grimreapertattoo #skullshirt #sugarskulls #critlib pic.twitter.com/AN6J3LkdqY

@AWESOME_SKULLS_STORE @SKULLSTORE - 8 MONTHS AGO

Rachel Walden
@rachel_w

@esctevson @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
@haylmall
Agreed. The most helpful folk 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...

Laura Braunstein
@laurabrarian
it is a deeply felt & meaningful response, yet also appropriate for so many situations #critlib twitter.com/beccakatharine...

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...

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/jeninthelibr/st...

Chelsea Heinbach
@chelseahinbach
A5. Be kind to yourself, reflect on how you're learning and growing, celebrate the little things, reach for big things #clichetweet #critlib

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
Ali Versluis
@aliversluis

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

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

Jennifer Brown
@jeninthebib

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

Jenny Ferretti
@CityThatReads

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

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...

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/christinemmoe/...
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/christinemmoe/...

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

@christinemmooe 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 @Jenni.Burke

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
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

@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

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

8 MONTHS AGO

@christinemmoe A5: NEGOTIATE! I am so thankful I took a workshop in that because it's terrifying but doable #critlib

8 MONTHS AGO

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/...

8 MONTHS AGO

@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/...

8 MONTHS AGO

---

**Jennifer Brown**
@jeninthelib

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

8 MONTHS AGO

---

**Christine M. Moeller**
@christinemmoe

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**
@schornj

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
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/aliwersluis/st...

8 MONTHS AGO

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

8 MONTHS AGO

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/Dnp0xbF2lX

AMANDA MEEKS @A_MEKSIE · 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/christinemmoee/...

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/christinemmoee/...

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
@schornj

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
@katkimbell

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
@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/christinemmoee/...

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
@christinemmoe

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 out of school, another 6 to get a job I wanted in a good job market with 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/jeninthelib/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
@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...

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 looooong day, must go to bed. Thanks for the chat #critlib!
pic.twitter.com/1ieGkI8Ei6

JENNY FERRETTI @CITYTHATREADS · 8 MONTHS AGO

kendra werst
@werstgerl

@thelizbrarian but my bills...lol #critlib

8 MONTHS AGO

h.pole.free
@haymlail

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...

Kate Deibel @metageeky

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

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

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

Coral @parody_bit

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

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
<table>
<thead>
<tr>
<th>User</th>
<th>Tweet</th>
</tr>
</thead>
<tbody>
<tr>
<td>h.pole.free</td>
<td>@brinepond Sorry. It has only happened once or twice to me, but everyone deserves to be approached and thought of in this way. #critlib</td>
</tr>
<tr>
<td>kendra werst</td>
<td>@Emmz4238 @christinemmoef Another area where my MLS education lacked....#critlib</td>
</tr>
<tr>
<td>V. Arellano Douglas</td>
<td>Fantastic chat! Thanks for moderating @modbrarian @christinemmoef @ForgetTheMaine @catladylib #critlib</td>
</tr>
<tr>
<td>@k_bubbs</td>
<td>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...</td>
</tr>
<tr>
<td>Kelly Thoreson</td>
<td>Srsly, @rebeccadue’s job board was everything for my job search. 🤘🤘🤘 #critlib twitter.com/rebeccadue/sta...</td>
</tr>
<tr>
<td>P. F. Anderson</td>
<td>@parody_bit Job postings for unicorns are often actually written for internal candidates but required to post nationally. Lrned the hard way #critlib</td>
</tr>
</tbody>
</table>
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

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/11t...

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 allot about what you all shared the next few days. #CritLib

8 MONTHS AGO
Annie Phó  
@catladylib

Shoutout to my co-mod's @christinemmoe, @modbrarian, @ForgetTheMaine, and @kevinseeber for a solid #critlib chat!!

Kat Bell  
@katkimbell

A5 If it doesn’t feel right after phone interview, don’t feel obliged to do in-person interview #critlib

Lauren Marie  
@MarieGossip1

Ohhh I missed a good #critlib tonight!

Christine M. Moeller  
@christinemmoe

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

madison  
@beastlibrarian

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

P. F. Anderson  
@pfanderson

@chiuchiutrain @metageeky Yes, please! #critlib
Emily Drabinski @edrabinski
I see so much advice about negotiating for your own salary. Bargaining collectively is better for everyone. #critlib

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...

kid presentable @brinepond
well tonight's #critlib made me cry, time to log off

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

Kevin Seeber @kevinseeber
Thanks for participating in tonight's #critlib chat everyone! I'll get cracking on the Storify. #keepingthemminutes

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
P. F. Anderson  
@pfanderson

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

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

Christine M. Moeller  
@christinemmoe

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

Maura Smale  
@mauraweb

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

The Bee’s Knees  
Emmz456 hamstringz4238

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

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...
Walter Schlect
@WalterSchlect

A5 seek out peer mentors for advice. Don’t job hunt alone #critlib

8 MONTHS AGO

Kelly Thoreson
@kthoreson

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
@alisversluis

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

@edrabinski it’s a fact! dpeafcio.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
@chelseaeinbach

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
Whew I'm all hyped up on #critlib and #baseball #AllStarGame

8 MONTHS AGO

Thanks, #critlib moderators and participants, for an informative, helpful session!

8 MONTHS AGO

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

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

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

8 MONTHS AGO

@klthoreson @AndrewJCano @christinemmoe @aliversluis This is why I recommend being proactive and having the interview committee ask directly. Try to "normalize" the flexibility. #critlib

8 MONTHS AGO
@beastliibrarian 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

@Mattie650 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...

8 MONTHS AGO

kendra werst
@werstgerl

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

8 MONTHS AGO
Kelly Thoreson
@kthoreson

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
@chelseahcheinbach

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
@haymail

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_.erica

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

8 MONTHS AGO
@anotherround’s signoff is relevant. Drink some water, take your meds, call your person. #critlib twitter.com/klthoreson/sta...

8 MONTHS AGO

Dr.EB
@LNB

@edrabinski 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 @jeninthelibr @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
@christinemmoe

For anyone who missed tonight’s #critlib chat, the Storify will be coming soon. twitter.com/kevinseeber/st ...

8 MONTHS AGO

Dr.EB
@LNB

@edrabinski 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
@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
@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

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

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