A4: One big way is to not be too judgey about previous employment type when serving on hiring committees!

& speak up when other hiring committee members mention not having experience in X type of library. We could have standard statements/arguments to use when trying to convince colleagues that it can be beneficial to the org to welcome someone with different experience. #critlib
Some great shared thoughts in this #critlib thread for those looking to move to a new library sector #librarytwitter ping @ALIANewGrads @aliangac

Ray Pun @raypun101
Replying to @raypun101
Last question Q5. If you've transitioned to a different type of library, what advice do you have for those looking to work in a different type of library?

If not, what's a good advice on job hunting that you can share? #critlib

Welcome Ean! #critlib

Ray Pun @raypun101
2:03 AM · Jan 15, 2021

HI Anna! #critlib welcome!!

Anna Ferri @ferrilibrarian · Jan 15, 2021
Hi #critlib. I'm Anna. I've worked in public and academic (specifically health sciences) libraries. Great topic and on my mind!

Ray Pun @raypun101
HI Anna! #critlib welcome!!
2:05 AM · Jan 15, 2021

Violet Fox @violetbfox
Looking forward to tomorrow's #critlib chat on moving between different types of libraries. Please join moderator @raypun101 Thursday Jan. 14 for this valuable conversation: participants from all types of libraries welcome!! Discussion questions: critlib.org/transferring-b...
7:15 PM · Jan 13, 2021
HI all! Looking forward to moderating this #CritLib chat on transferring between library types! Please feel free to introduce yourselves before we get started!

Looking forward to tomorrow's #critlib chat on moving between different types of libraries. Please join moderator @raypun101 Thursday Jan. 14 for this valuable conversation: participants from all types of libraries welcome!! Discussion questions: critlib.org/transferring-b...

Here are the questions again: critlib.org

Also be sure to respond w/ hashtag #CritLib in your tweets w/ corresponding responses Q1 = A1, etc.

Hi! My name is Kelly. I'm an academic librarian and former K12 educator/librarian. #CritLib
Hello all, I'm Violet, an unemployed cataloging-type person; since getting my MLIS in 2013 I've worked in academic libraries and for a nonprofit. #critlib

If you're new to twitter chats, check out critlib.org/twitter-chats/ for tips and tricks!

2:01 AM · Jan 15, 2021

Thanks Violet!! Couldn't have done this without your help and encouragement! #CritLib

2:01 AM · Jan 15, 2021

Hi #critlib! I'm Gina, and I've moved between different types of libraries before landing my current job at an academic library in the Bay Area. Looking forward to tonight's chat on the subject!

2:02 AM · Jan 15, 2021

Hi #critlib. I'm Anna. I've worked in public and academic (specifically health sciences) libraries. Great topic and on my mind!

2:03 AM · Jan 15, 2021
Here are the questions again: critlib.org
Also be sure to respond w/ hashtag #CritLib in your tweets w/ corresponding responses Q1 = A1, etc.

I should also mention I work at a school/academic library (solo librarian) - I've worked at public and special libraries before too #critlib

Hey, y'all. I'm Patrick, library assistant at a government library. Looking forward to this conversation! #critlib

Hi Kate! #critlib - thanks for joining!

Hello, I'm Nick and work at a public library, in the past I worked at a multitype library system and before receiving my MS, at an academic library. #critlib
I should also mention I work at a school/academic library (solo librarian) - I've worked at public and special libraries before too #critlib

OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

A1. After 25 years in K12 (14 of those as a school lib), I became an academic lib & I love it! I was afraid of becoming stagnant. Felt I needed a change to shake things up. Also, I needed growth opportunities that I wasn't finding in the K12 setting. #critlib

Hi, #critlib! I'm Keri, currently in administration at a large urban public library

#critlib
A1. For me, I have transitioned from one another (public to academic & academic to school) I've also worked in between in a museum library #critlib

A1. Continued... I work with other librarians who have transitioned from the public library to academic. It’s been a good move for them as well. #critlib

A1: I went from medical to public, and then back to medical. Where I have stayed for over 20 yrs. #critlib
If you would like to tweet anonymously, you can use the critlib anonymous Twitter relay found at critlib.org/anon/. You (and everyone else following the #critlib hashtag) will then see your tweet posted via the @CritLib_anon account.

2:07 AM · Jan 15, 2021

Anna Ferri
@fernilibrarian

Yes. I transitioned from public to academic because the local job market forced the change after I moved for my partner's work. I was not unhappy to make the change & it's been fruitful, but it was AN ADJUSTMENT! (still is, tbh) #critlib

2:07 AM · Jan 15, 2021

Ray Pun @raypun101
Replying to @raypun101
OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

2:07 AM · Jan 15, 2021

Adela Justicia Got the COVID19 Vax @chicalibrarian
Replying to @raypun101
A1: I went from medical to public, and then back to medical. Where I have stayed for over 20 yrs. #critlib

(Also with a brief p/t public library stint while working f/t at medical.) #critlib

2:07 AM · Jan 15, 2021

1
A1: I went from medical to public, and then back to medical. Where I have stayed for over 20 yrs. #critlib

Ray Pun
@raypun101

Oh interesting! Will be curious to see your responses to the later questions on that experience! #critlib

2:08 AM · Jan 15, 2021

Anna Ferri @ferrilibrarian · Jan 15, 2021

Yes. I transitioned from public to academic because the local job market forced the change after I moved for my partner's work. I was not unhappy to make the change & it's been fruitful, but it was AN ADJUSTMENT! (still is, tbh) #critlib

Ray Pun @raypun101

Replying to @raypun101

OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

Ray Pun @raypun101

Definitely!! I hear you. The adjustment part... #critlib

2:08 AM · Jan 15, 2021

Amy Houck MSLS @achouck23 · Jan 15, 2021

Replying to @raypun101 and @violetbfox

A1. I transitioned from an academic library to a medical school library.

Ray Pun @raypun101

Thanks for sharing Amy! #critlib

2:08 AM · Jan 15, 2021
A1. I transitioned from an academic library to a medical school library.

Whoops #critlib

Ray Pun @raypun101 · Jan 15, 2021
Replying to @raypun101
A1. For me, I have transitioned from one another (public to academic & academic to school) I've also worked in between in a museum library #critlib

Moon Kim @mooncindykim
A1. I went from working at special (museum/art library) to academic #critlib
2:09 AM · Jan 15, 2021 from Columbus, OH

Keri Cascio @keribrary
A1 I've worked in the following: software vendor, statewide OCLC network, national association, independent research library, public libraries #critlib
2:09 AM · Jan 15, 2021

See Amy Houck MSLS's other Tweets

See Ray Pun's other Tweets

See Moon Kim's other Tweets

See Keri Cascio's other Tweets
A1. For me, I have transitioned from one another (public to academic & academic to school) I've also worked in between in a museum library #critlib

A1. I should mention that I was inspired by so many leaders in the field who have made such transitions like Librarian of Congress Dr. Carla Hayden, US Archivist David Ferriero, Association of Research Libraries Executive Director Mary Lee Kennedy and & many others! #critlib

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc).

A1: Technically, yes; public to govt. My current lib is a regional Govdoc repository and special collection lib, but also public. #critlib

welcome Moon! Thanks for joining! #critlib
Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc).

A1: Technically, yes; public to govt. My current lib is a regional Govdoc repository and special collection lib, but also public. #critlib

Ray Pun @raypun101

Thanks for sharing and welcome! #critlib

2:11 AM · Jan 15, 2021

Keri Cascio @keribrary · Jan 15, 2021

A1 I've worked in the following: software vendor, statewide OCLC network, national association, independent research library, public libraries #critlib

Ray Pun @raypun101

Thanks for sharing Keri! The vendor transition is definitely interesting and potential #critlib topic!

2:11 AM · Jan 15, 2021

Kelly M. Hoppe @thebookinator

I get to do storytimes in a sense when I'm a guest reader at K12 reading celebrations. Also, we read to day campers when they are on campus during the summer and that's a lot of fun. #critlib

2:11 AM · Jan 15, 2021

Nick Bennyhoff @ntbennyhoff

A1. I worked at an academic prior to my MS, then went to a library system, and now to a public library. Interested in returning to an academic library at some point, probably not until after I finish the MA program I started this week. #critlib

2:12 AM · Jan 15, 2021
A big transition! I transitioned from public to academic, specifically to health sciences (nursing/dental/pharmacy/orthodontics). The specifics of the field took by far the most time & work to adjust & I know I'd have a TON of learning to do actual medical school wrk. #critlib
Charlotte Beyer @referencediva · Jan 15, 2021
I transitioned from special library (art) to academic. I also transitioned from undergraduate liberal arts academic to graduate health sciences. #critlib

Ray Pun @raypun101
Replying to @raypun101
OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

Ray Pun
@raypun101
Welcome Charlotte! Thanks for sharing! #critlib
2:13 AM · Jan 15, 2021

Gina "Wear a Mask, Don't Be Racist" Murrell
@GinaMurrell1
A1. I volunteered at a radio station library and state historical society library, then worked on contract at two university libraries. Accepted a job at a public library. From there, worked on contract at a corporate archive before my current job at an academic library. #critlib

Ray Pun @raypun101
Replying to @raypun101
OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

2:13 AM · Jan 15, 2021

See Gina "Wear a Mask, Don't Be Racist" Murrell's other T...
This is tangential but related, I've had different types of statuses: academic (staff), faculty, and/or unionized.

Totally! The staff to faculty/librarian level and/or unionized -- all potential topics for future #critlib discussions!

OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

A1. I switched from public to academic. I'd always intended to teach info lit but I finished grad school in a recession. #critlib
A1. I volunteered at a radio station library and state historical society library, then worked on contract at two university libraries. Accepted a job at a public library. From there, worked on contract at a corporate archive before my current job at an academic library. #critlib

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

Wow! Radio station library! I also have seen many archivists moving from corporate to academic to public over the years #critlib

A radio station library... that sounds cool #critlib
Kelly M. Hoppe
@thebookinator

A2. I definitely think it could be an issue that could be negative, but for me it my previous K12 teaching/library experience was invaluable because I’m an instruction librarian. #critlib

2:15 AM · Jan 15, 2021

Laurel
@LaurelRad

I transitioned from a public library to working in government records management and it’s a much better fit for me. I felt super burnt out in the library and I wasn’t excited about the work anymore. I feel more challenged in records. #critlib

Ray Pun @raypun101

Replying to @raypun101

OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

2:15 AM · Jan 15, 2021

Anna Ferri @ferrilibrarian

Replying to @achouck23 @raypun101 and @violetbfox

A big transition! I transitioned from public to academic, specifically to health sciences (nursing/dental/pharmacy/orthodontics). The specifics of the field took by far the most time & work to adjust & I know I'd have a TON of learning to do actual medical school wrk. #critlib

Amy Houck MSLS
@achouck23

Yup! I just transitioned this past September and am still learning the intricacies of it. My supervisor’s been a big help. #critlib

2:15 AM · Jan 15, 2021
Laurel @LaurelRad · Jan 15, 2021
I transitioned from a public library to working in government records management and it's a much better fit for me. I felt super burnt out in the library and I wasn't excited about the work anymore. I feel more challenged in records. #critlib

Ray Pun @raypun101
Replying to @raypun101
OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

Ray Pun
@raypun101

Thanks for sharing Laurel! #critlib

Keri Cascio @keribrary · Jan 15, 2021
A1 I've worked in the following: software vendor, statewide OCLC network, national association, independent research library, public libraries #critlib

Keri Cascio
@keribrary

A1 Working at a vendor and then a statewide network allowed me to work with and understand so many library types. I saw the similarities and differences #critlib
A1. I should mention that I was inspired by so many leaders in the field who have made such transitions like Librarian of Congress Dr. Carla Hayden, US Archivist David Ferriero, Association of Research Libraries Executive Director Mary Lee Kennedy and many others! #critlib

We are going to move to Q2. What do you think about the idea that library workers tend to get typecast based on their specific experience in the field? Is this an issue? #critlib

A2 For me, I see that this still happens - search committees, academic libraries often look for "academic" types in the work experience. This has also been applied to public libraries too. Very unfortunate. #critlib
Amy Houck MSLS @achouck23 · Jan 15, 2021
Replying to @ferrilibrarian @raypun101 and @violetbfox
Yup! I just transitioned this past September and am still learning the intricacies of it. My supervisor's been a big help. #critlib

Ray Pun
@raypun101

That's key there! Supervisor support! Great that you have that! #critlib
2:17 AM · Jan 15, 2021

Keri Cascio @keribrary · Jan 15, 2021
Replying to @keribrary
A1 Working at a vendor and then a statewide network allowed me to work with and understand so many library types. I saw the similarities and differences #critlib

Keri Cascio
@keribrary

A1 and I had a similar experience working for ALA in a "functional" division with members doing the same(-ish) work at different types of libraries #critlib
2:17 AM · Jan 15, 2021

Kelly M. Hoppe @thebookinator · Jan 15, 2021
Replying to @GinaMurrell1
A radio station library... that sounds cool #critlib

Gina "Wear a Mask, Don't Be Racist" Murrell
@GinaMurrell1

I enjoyed my time there! Learned a lot and volunteered alongside some amazing people. #critlib
2:17 AM · Jan 15, 2021
Richard Lee Guinn @rlgunt2001 · Jan 15, 2021
Replying to @raypun101 and @violetbfox
I went from public (a single library with no branches) to an academic health sciences library. I really enjoyed the transition

Ray Pun @raypun101

Thanks for sharing Richard! #critlib

2:17 AM · Jan 15, 2021

Anna Ferri @ferrilibrarian

I do see it happening (been on hiring committees & seen it). I've also seen a lot of very successful shifts. It's not not there, but there's more flexibility than we sometimes feel like there is during the excruciating pain of job searches. #critlib

2:18 AM · Jan 15, 2021

Ray Pun @raypun101

Replying to @raypun101
We are going to move to Q2. What do you think about the idea that library workers tend to get typecast based on their specific experience in the field? Is this an issue? #critlib

2:18 AM · Jan 15, 2021

Beautiful Specimen of an Okay Human Being @doomfelter

IDK about typecast, but there's def a separation; I have ZERO connection with with the public lib workers in my own city! #critlib

2:18 AM · Jan 15, 2021
A1: I am in academic libraries, but I've been told I would be very well-suited for public libraries. The idea does intrigue me...

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

A2. I've seen a lot of people disputing the idea that people get typecast in different types of libraries ("stuck" as a school librarian, for instance), but I haven't been on any hiring committees to know how much stock to give this idea. #critlib
IDK about typecast, but there's def a separation; I have ZERO connection with with the public lib workers in my own city! #critlib

We are going to move to Q2. What do you think about the idea that library workers tend to get typecast based on their specific experience in the field? Is this an issue? #critlib

Right? I think for some, they definitely see "hierarchy" in the field, which is a whole other conversation #critlib

Yes, I began my library career in public libraries so I know skills are transferrable and have hired as an academic librarian people who have worked in public libraries. The biggest thing is understanding the different paces of different environments.

A1 and I had a similar experience working for ALA in a "functional" division with members doing the same(-ish) work at different types of libraries #critlib

Right! the functions are key here which is leading to next question in a few minutes! #critlib
IDK about typecast, but there's def a separation; I have ZERO connection with the public lib workers in my own city! #critlib

We are going to move to Q2. What do you think about the idea that library workers tend to get typecast based on their specific experience in the field? Is this an issue? #critlib

Separation between workers at academic/public/school/etc. is definitely a thing! Really hard to build solidarity that way. I'd love to hear if anyone has had success breaking down those barriers, formally or informally. #critlib

Q2 I've seen plenty of people go between library types, but I'm sure there are some hiring managers or search teams that are skeptical #critlib

A2. I definitely think it could be an issue that could be a negative, but for me it my previous K12 teaching/library experience was invaluable because I'm an instruction librarian. #critlib

That's definitely a natural connection there! #critlib
Nick Bennyhoff @ntbennyhoff · Jan 15, 2021
A1. I worked at an academic prior to my MS, then went to a library system, and now to a public library. Interested in returning to an academic library at some point, probably not until after I finish the MA program I started this week. #critlib

Ray Pun @raypun101
Thanks for sharing and joining us Nick! #critlib
2:23 AM · Jan 15, 2021

Beautiful Specimen of an Okay Human Being · Jan 15, 2021
IDK about typecast, but there's def a separation; I have ZERO connection with with the public lib workers in my own city! #critlib

Ray Pun @raypun101
RePLYING TO @raypun101
We are going to move to Q2. What do you think about the idea that library workers tend to get typecast based on their specific experience in the field? Is this an issue? #critlib

Anna Ferri @ferrilibrarian
Yeah that is an issue I dislike a lot. A good state/province library association should be actively working to bridge this. There is no reason we shouldn't be creating these networks and many reasons (& collaborations) that can be developed. #critlib
2:23 AM · Jan 15, 2021

Charlotte Beyer @referencediva · Jan 15, 2021
RePLYING TO @raypun101
Yes, I began my library career in public libraries so I know skills are transferrable and have hired as an academic librarian people who have worked in public libraries. The biggest thing is understanding the different paces of different environments.

Ray Pun @raypun101
Right! The user needs/environments are key. #critlib
2:24 AM · Jan 15, 2021
Q2. I haven't been on any searches where someone was looking to transition, so it's hard to say, but it certainly feels difficult to transition from public back to academic, though there are other reasons for that than the specific library type going on there. #critlib

My first post-MLS jobs were in public libraries, and then I moved to academic libraries.

Welcome Kaetrena! Thanks for sharing and joining us! #critlib

I do see it happening (been on hiring committees & seen it). I've also seen a lot of very successful shifts. It's not not there, but there's more flexibility than we sometimes feel like there is during the excruciating pain of job searches. #critlib

We are going to move to Q2. What do you think about the idea that library workers tend to get typecast based on their specific experience in the field? Is this an issue? #critlib

I think it also depends on how members on committee perceive a different type of library environment and their interaction with people in the different section of the field. #critlib
Cassia @aravahshifra

#critlib Q2 I'm a recent grad with work in research libs and special collections
I'd been told if I work in other areas (public branch) it'd be "hard to come back." Been wondering if that's still true these days when any work is hard to find...!

Bit late to the chat- apologies!

2:24 AM · Jan 15, 2021

Keri Cascio @keribrary · Jan 15, 2021

Q2 I've seen plenty of people go between library types, but I'm sure there are some hiring managers or search teams that are skeptical
#critlib

Keri Cascio

Q2 I've spent a lot of my career in technical services or back office or operational support functions. It seems a little easier to translate that type of work between types of libraries. #critlib

2:24 AM · Jan 15, 2021

Ray Pun @raypun101 · Jan 15, 2021

Replying to @raypun101
We are going to move to Q2. What do you think about the idea that library workers tend to get typecast based on their specific experience in the field? Is this an issue? #critlib

Richard Lee Guinn

A2. I really can't speak much about this but I can see how this would be the case. Seems like, in my experience, most library workers do stay within whatever specific library type they start with. Also - my library school offered courses for specific library types #critlib

2:25 AM · Jan 15, 2021 from Golden Beach, MD
Jan 15, 2021
Cassia
@aravahshifra
#critlib
Q2 I'm a recent grad with work in research libs and special collections. I'd been told if I work in other areas (public branch) it'd be "hard to come back." Been wondering if that's still true these days when any work is hard to find...!

Bit late to the chat - apologies!

Ray Pun
@raypun101
Welcome Cassia! No worries! Glad you are able to share and join us! #critlib

2:25 AM · Jan 15, 2021

Keri Cascio
@keribrary
Replying to @keribrary
Q2 I've spent a lot of my career in technical services or back office or operational support functions. It seems a little easier to translate that type of work between types of libraries. #critlib

Ray Pun
@raypun101
Definitely - technical services work has been seen as quite transferrable #critlib @mooncindykim right?

2:25 AM · Jan 15, 2021

Gina "Wear a Mask, Don't Be Racist" Murrell
@GinaMurrell1
A2. I was told it would be difficult to go from academic to public, and vice versa, but I haven't found that to be the case. A lot depends on who you know and your transferable skills. But I will say I've gotten more respect as an academic than a public librarian. #critlib

Ray Pun
@raypun101
Replying to @raypun101
We are going to move to Q2. What do you think about the idea that library workers tend to get typecast based on their specific experience in the field? Is this an issue? #critlib

2:25 AM · Jan 15, 2021
Violet Fox @violetbfox

If you don't know about "Hiring Librarians," it was a great site that's now defunct, but the archives are still an excellent resource for folks looking to understand #LISjobs and the field. Here's a 2014 post on switching between library types! hiringlibrarians.com/2014/03/28/fur... #critlib

Further Questions: How easy is it to switch between diff...
This week we have a question from a reader. She asks: With the job market being the way it is, I have generally ...

Charlotte Beyer @referencediva · Jan 15, 2021
Replies to @ferrilibrarian

I think it also depends on how members on committee perceive a different type of library environment and their interaction with people in the different section of the field. #critlib

Anna Ferri @ferrilibrarian

I've been shocked that managerial experience in a pub library was discounted as relevant enough experience for a similar academic library. #critlib

Ray Pun @raypun101 · Jan 15, 2021
Replies to @raypun101

A2 For me, I see that this still happens - search committees, academic libraries often look for "academic" types in the work experience. This has also been applied to public libraries too. Very unfortunate. #critlib

Keep sharing your thoughts for Q1 and Q2!

Here's Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib
Violet Fox @violetbfox · Jan 15, 2021
Replying to @doomfelter
Separation between workers at academic/public/school/etc. is definitely a thing! Really hard to build solidarity that way. I'd love to hear if anyone has had success breaking down those barriers, formally or informally. #critlib

Keri Cascio
@keribrary
I find it interesting that many state associations are very split between library types. Sometimes there's a separate school library association #critlib
2:28 AM · Jan 15, 2021

Ray Pun @raypun101 · Jan 15, 2021
Replying to @raypun101
We are going to move to Q2. What do you think about the idea that library workers tend to get typecast based on their specific experience in the field? Is this an issue? #critlib

Patrice Green
@ReadingRenae
A2. The typecasting is real and especially relevant during job searches with the intention of breaking out of your area of expertise. It's an issue for those in career/job transition but also to those trying to move up in their current workplace. #critlib
2:28 AM · Jan 15, 2021
If you don't know about "Hiring Librarians," it was a great site that's now defunct, but the archives are still an excellent resource for folks looking to understand #LISjobs and the field. Here's a 2014 post on switching between library types! hiringlibrarians.com/2014/03/28/fur...

Further Questions: How easy is it to switch between library types?
This week we have a question from a reader. She asks: With the job market being the way it is, I...
hiringlibrarians.com

Perhaps a little depressing to read through the "Hiring Archives" site now and see how the same issues (too many graduates, not enough jobs) come up again and again and again. Or maybe it'll cheer you up to know you're not alone? (???) #critlib

Thanks for sharing Violet! #critlib
I mean goodness like pretty much all of them. It's adapting the skill to the context. I think changing job tasks/responsibilities is a bigger alteration. And even then...

#critlib

Ray Pun @raypun101
Replying to @raypun101
Keep sharing your thoughts for Q1 and Q2!

Here's Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib

2:28 AM · Jan 15, 2021

Anna Ferri @ferrilibrarian
Replying to @referencediva
I've been shocked that managerial experience in a pub library was discounted as relevant enough experience for a similar academic library. #critlib

Charlotte Beyer @referencediva
I have seen that. If anything managerial experience in a public library means you are used to dealing with many different things which is a good thing. Especially dealing with interpersonal things. #critlib

2:29 AM · Jan 15, 2021

Anna Ferri @ferrilibrarian · Jan 15, 2021
Replying to @referencediva
I've been shocked that managerial experience in a pub library was discounted as relevant enough experience for a similar academic library. #critlib

Ray Pun @raypun101
Also I've noticed folks tend to move up to management in public libraries faster than any other library type #critlib

2:29 AM · Jan 15, 2021
I find it interesting that many state associations are very split between library types. Sometimes there's a separate school library association.

#critlib

In one state I worked in, the state association was seen as "for publics" but the academics, and "for academics" by the publics 😊 #critlib

A 1.1 ... technical service librarian at a large public west coast university, a few freelance gigs, adjunct teaching jobs, now special collections librarian at a public college in NYC.

#critlib above oops

By writing for WOC+Lib, you get to:
Grow your audience and readership.
Connect with WOC+Lib team members and other LIS workers.
Earn a professional endorsement from WOC+Lib team member(s).
Enhance your brand by adding your unique viewpoint to WOC+Lib!

Click on the link: [bit.ly/38IwtW8] #Beheard
#WeareCritlib #Critlib #librarytwitter #Woclib

INTERESTED IN CONTRIBUTING A FEATURED POST TO WOC+LIB?
WOC+ Lib defines a woman/person of color ... 

docs.google.com
A2. The typecasting is real and especially relevant during job searches with the intention of breaking out of your area of expertise. It’s an issue for those in career/job transition but also to those trying to move up in their current workplace. #critlib

Thanks for sharing Patrice! Definitely agree w/ you! #critlib

Also I've noticed folks tend to move up to management in public libraries faster than any other library type #critlib

People tend to stay in managerial roles for a bit in academic and there can be more barriers in academic like publication/presentation which slows things down. #critlib

Marketing, programming/events, project management, outreach and volunteer organizing, training and professional development - all these things “look” different in different libraries, and the knowledge and application are valuable.

A3 100% #critlib this!
Laurel @LaurelRad

A3: “Customer” service. Even though I no longer work with the public, you still need a service orientation for gov’t records. My “customers” are now the staff in my department and I love getting to build relationships with them. #critlib

Ray Pun @raypun101
Replies to @raypun101

Keep sharing your thoughts for Q1 and Q2!

Here’s Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib

2:30 AM · Jan 15, 2021

Kelly M. Hoppe @thebookinator

That’s a smart way to frame your instructional experience! #critlib

2:31 AM · Jan 15, 2021

john schoppert @bodleianItch

Absolutely true. Deep divid between academic and public librarianship which is really only systematic. I transitioned from Public to academic. There were new dynamics manageable #critlib

Ray Pun @raypun101
Replies to @raypun101

A2 For me, I see that this still happens - search committees, academic libraries often look for "academic" types in the work experience. This has also been applied to public libraries too. Very unfortunate. #critlib

2:31 AM · Jan 15, 2021
Keep sharing your thoughts for Q1 and Q2!

Here's Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib

A3: organization skills and I don't just mean cataloging. :) But having a clear and concise plan when starting a new project and organizing your materials so that others can easily pick up where you left off if need be. Also customer service and interpersonal skills 1/2 #critlib

A3: Transferrable skills include project management, public speaking, soft skills, and technical skills (depending on the position) and user experience/centered work -- so many! #critlib

Also I've noticed folks tend to move up to management in public libraries faster than any other library type #critlib

I have seen that, but I also often see it moving too slowly in academic & stifling/chasing off ppl in academic libraries, so maybe they both need to agree on a middle ground 😞 #critlib
Separation between workers at academic/public/school/etc. is definitely a thing! Really hard to build solidarity that way. I'd love to hear if anyone has had success breaking down those barriers, formally or informally. #critlib

As an answer to my own question about breaking down barriers between library types, here's a 2016 #critlib chat about public-academic collaboration [critlib.org/public-academi...](critlib.org/public-academi...) and a 2017 #critlib chat about K12-academic collaboration. [critlib.org/collaborations...](critlib.org/collaborations...)

Definitely - technical services work has been seen as quite transferrable #critlib @mooncindykim right?

Totally, but to get the job, I think it's important to also consider how one justifies those transferable skills #critlib

A3: This might seem small, but how to use a microfilm reader. Went from a small lib where this never happened to where it happened every day! Really, just the mundane stuff overall. #critlib

Here's Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib
As an answer to my own question about breaking down barriers between library types, here's a 2016 #critlib chat about public-academic collaboration critlib.org/public-academic... and a 2017 #critlib chat about K12-academic collaboration. critlib.org/collaborations...

Ray Pun
@raypun101

I saw that! I don't think I participated in that but found it quite interesting! #critlib

Also new book by @BibliotecariaT #JonathanCain

Libraries and Nonprofits Collaboration for the Public Good

Libraries and Nonprofits: Collaboration for the Public Good explores collaborations between libraries and nonprofits to provide impactful...
Ray Pun @raypun101 · Jan 15, 2021
Replying to @raypun101
OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

Lalitha
@librarian_lali

A1. I worked for over a decade as a public librarian (mainly in youth services) before making the switch to academic libraries. Working as an adjunct community college librarian (which I still do) helped with the transition. #critlib

Charlotte Beyer
@referencediva

Q3. Developing programming, conflict management, working with groups like advisory boards, understanding the role of budgets. #critlib

Gina "Wear a Mask, Don't Be Racist" Murrell
@GinaMurrell1

A3. People really underestimate the importance of excellent people skills, which are crucial no matter the field. If you come across as someone who people want to work with, and you express a genuine desire to learn and to collaborate, that will go a very long way. #critlib

Ray Pun @raypun101
Replying to @raypun101
Keep sharing your thoughts for Q1 and Q2!

Here's Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib
Amy Houck MSLS @achouck23 · Jan 15, 2021
A3: organization skills and I don't just mean cataloging. :) But having a clear and concise plan when starting a new project and organizing your materials so that others can easily pick up where you left off if need be. Also customer service and interpersonal skills 1/2 #critlib

Marketing and design (especially website) skills are also useful. I took over our website when I started and that intro to computers class in college has turned out to be very handy. 2/2 #critlib

Keri Cascio @keribrary · Jan 15, 2021
Replying to @keribrary @violetbfox and @doomfelter
In one state I worked in, the state association was seen as "for publics" but the academics, and "for academics" by the publics 😞 #critlib

Violet Fox @violetbfox
😭 So sad!! In Minnesota, the multi-type regional library systems (like @CMLELibs & @MetronetMN) do a great job of facilitating cooperation between library types. Minnesotans don't realize how lucky they are to have such awesome services! #critlib

Lalitha @librarian_lali · Jan 15, 2021
Replying to @raypun101
A1. I worked for over a decade as a public librarian (mainly in youth services) before making the switch to academic libraries. Working as an adjunct community college librarian (which I still do) helped with the transition. #critlib

Ray Pun @raypun101
Thanks for sharing Lali! #critlib
A3. People really underestimate the importance of excellent people skills, which are crucial no matter the field. If you come across as someone who people want to work with, and you express a genuine desire to learn and to collaborate, that will go a very long way. #critlib

Ray Pun @raypun101
Replying to @raypun101
Keep sharing your thoughts for Q1 and Q2!

Here's Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib

Ray Pun
@raypun101
💯 definitely! #critlib

2:34 AM · Jan 15, 2021

Kelly @klthoreson
Kind of missing the chat but have enjoyed catching up what’s been said. I worked as a student in academic libraries and post-MLIS in public libraries. I think what's tough about crossing fields is that it takes so much effort to explain what you do. Example: #CritLib

2:34 AM · Jan 15, 2021

Dr.EB @LNBel
A3 - I draw on skills I learned in my one year as a public librarian all the time though I stayed in academics thereafter. #critlib

2:35 AM · Jan 15, 2021
A note to those in library school who always ask if they should take a certain track. I had a subject masters before MLS and was convinced I'd be academic subject librarian. My career took a much, much different path. MLS coursework was mostly irrelevant. #critlib

Laurel @LaurelRad · Jan 15, 2021
A3: "Customer" service. Even though I no longer work with the public, you still need a service orientation for gov't records. My "customers" are now the staff in my department and I love getting to build relationships with them. #critlib

Ray Pun @raypun101
Replies to @raypun101
Keep sharing your thoughts for Q1 and Q2!

Here's Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib

Anna Ferri @ferrilibrarian

This is really true! and it carries through to all areas of the library. the point is the ppl using the info. and figuring out how to make it findable & accessible is part of customer service. thinking of customer service in that way is a very specific & valuable skill #critlib

Kelly @klthoreson · Jan 15, 2021
Kind of missing the chat but have enjoyed catching up what's been said. I worked as a student in academic libraries and post-MLIS in public libraries. I think what's tough about crossing fields is that it takes so much effort to explain what you do. Example: #CritLib

Ray Pun @raypun101

Thanks for sharing! #critlib
Q3. Developing programming, conflict management, working with groups like advisory boards, understanding the role of budgets.

Ray Pun
@raypun101

Budgets, grant writing -- I agree. Conflict management, yes!

#critlib

2:36 AM · Jan 15, 2021

See Ray Pun's other Tweets

Erin A. Sulla
@archivalarden

A3. anything has transferable skills to libraries if you unpack it 😊

my experience as a theatre director has helped me plan and communicate more effectively as both a library student & instructor

#critlib

2:36 AM · Jan 15, 2021

See Erin A. Sulla's other Tweets

Ray Pun
@raypun101 · Jan 15, 2021

OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you?

#critlib

Kat
@katbhave

#critlib I transferred from specialist libraries in military museums to public libraries. Probably one of the best things I've ever done!

2:36 AM · Jan 15, 2021

See Kat's other Tweets
A3: so many- public services, training, supervision, event planning/programming, instruction, public speaking, budgets, collaborative work!

Willingness to learn and curiosity is hard to share via CV but still crucial in any role #critlib

Ray Pun @raypun101 · Jan 15, 2021
Replying to @raypun101
A3 Transferrable skills include project management, public speaking, soft skills, and technical skills (depending on the position) and user experience/centered work -- so many! #critlib

So many great responses!

Q4. What can experienced library workers do to help job seekers with different library experiences? #critlib

Kat @katbhave · Jan 15, 2021
Replying to @raypun101
#critlib I transferred from specialist libraries in military museums to public libraries. Probably one of the best things I've ever done!

That's great! #critlib
Kelly @klthoreson · Jan 15, 2021
Kind of missing the chat but have enjoyed catching up what's been said. I worked as a student in academic libraries and post-MLIS in public libraries. I think what’s tough about crossing fields is that it takes so much effort to explain what you do. Example: #CritLib

Kelly @klthoreson
I interviewed at an academic library last year and tried to talk about my exp managing summer reading at my library system, which serves a city of 600,000+. Nobody had any concept of what that meant except for the one former public librarian on the committee. #critlib

Ray Pun @raypun101
Wow! #critlib

Ray Pun @raypun101 · Jan 15, 2021
Replying to @klthoreson
Budgets, grant writing -- I agree. Conflict management, yes! #critlib

Charlotte Beyer @referencediva
Not having conflict management skills within departments can lead to things such as neglect which @Kaetrena mentions in her low morale studies. #critlib
A3 Transferrable skills include project management, public speaking, soft skills, and technical skills (depending on the position) and user experience/centered work -- so many! #critlib

Yeah - all those people skills #critlib

I interviewed at an academic library last year and tried to talk about my exp managing summer reading at my library system, which serves a city of 600,000+. Nobody had any concept of what that meant except for the one former public librarian on the committee. #critlib

So on top of having all of these great transferrable skills, you REALLY have to be able to talk about HOW they transfer in a language that hiring committees in other fields will understand. Which is hard to do before you have even entered the field! #critlib

A note to those in library school who always ask if they should take a certain track. I had a subject masters before MLS and was convinced I'd be academic subject librarian. My career took a much, much different path. MLS coursework was mostly irrelevant. #critlib

I took the "track" of doing a little of everything. I never felt I was prepared enough for any of the subsequent jobs, but I had lots of threads & baselines & concepts. Much of it was transferable. & I did many types (children's, adult programming/education, academic) #critlib
Keep sharing your thoughts for Q1 and Q2!

Here's Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib

Negotiating and collaborating (both verbs intentionally in action) #critlib

A4: Honestly just try to contextualize your advice. So much experience DOES carry over; we just don't talk about how it works in various contexts. #critlib

So many great responses!

Q4. What can experienced library workers do to help job seekers with different library experiences? #critlib
A3. Interpersonal communication, keeping up with tech (old AND new. We can’t afford everything). Grant writing/finding the money. Project management. Personal information management (this 100% did not happen last year and that’s fine). Assessment/data analysis. #critlib

Ray Pun @raypun101
Replying to @raypun101
Keep sharing your thoughts for Q1 and Q2!

Here's Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib

2:40 AM · Jan 15, 2021

Violet Fox @violetbfox

A4. I think this chat is an example of experienced library workers helping out newer people! I know there are plenty of folks who lurk on #critlib chats (heyyyy 👋) or check them out after the chat; hoping folks' answers (and questions!) here will be helpful to them.

2:40 AM · Jan 15, 2021
Patrice Green @ReadingRenae · Jan 15, 2021
A3. Interpersonal communication, keeping up with tech (old AND new. We can't afford everything). Grant writing/finding the money. Project management. Personal information management (this 100% did not happen last year and that's fine). Assessment/data analysis. #critlib

Ray Pun @raypun101
Replying to @raypun101
Keep sharing your thoughts for Q1 and Q2!
Here's Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib

Ray Pun @raypun101
Personal information management - how interesting. Did it have to do with privacy training as well? #critlib

Adela Justicia Got the COVID19 Vax @chicalibrarian
This is so true. I took courses in humanities librarianship, which was my goal (music or art). I ended up being a medical librarian. And I had taken NONE of the medical library school courses!! #critlib

Keri Cascio @keribrary
A note to those in library school who always ask if they should take a certain track. I had a subject masters before MLS and was convinced I'd be academic subject librarian. My career took a much, much different path. MLS coursework was mostly irrelevant. #critlib
A4 if you ever get a chance to speak with students, do it. I was able to go to a speed dating type event where students spent a few minutes with a librarian and learned about the work they do. Most students don't even think about vendors, consortia, associations #critlib

2:42 AM · Jan 15, 2021

KDDK @Kaetrena · Jan 15, 2021
Replying to @raypun101
A4: Keep folks encouraged to apply for a wide range of opportunities; ensure they know the environmental/cultural jargon. Promote the resume service at MW - that's a great resource.

2:42 AM · Jan 15, 2021

Ray Pun @raypun101
Yes the jargons! I had no idea what prospect research meant until I went to a conference in SLA to learn about it #critlib - never heard of it before.

2:42 AM · Jan 15, 2021

Dorothy Berry @dorothyjberry · Jan 15, 2021
Replying to @raypun101
A4: One big way is to not be too judgey about previous employment type when serving on hiring committees!

2:43 AM · Jan 15, 2021

100% ! #critlib
Help them translate to the jargon, culture, and values of the new environment. Knowing how to do the translation process in how to prioritize & describe your skills & what cultural aspect to connect them to is hard. #critlib

So many great responses!

Q4. What can experienced library workers do to help job seekers with different library experiences?

I think a few things...first if you are on a hiring committee help the other members see the value in experiences different than their own. If you are a job seeker look at the job ad and identify the transferable skills. Also identify why new opportunity interests you. #critlib
A1. I should mention that I was inspired by so many leaders in the field who have made such transitions like Librarian of Congress Dr. Carla Hayden, US Archivist David Ferriero, Association of Research Libraries Executive Director Mary Lee Kennedy and many others! #critlib

A.J. Muhammad
@AJMuhammad3

A1. went from working at an academic library to a public research library. #critlib

2:43 AM · Jan 15, 2021

Ray Pun
@raypun101

Welcome A.J.! #critlib

2:44 AM · Jan 15, 2021
Adela Justicia Got the COVID19 Vax
@chicalibrarian

Customer service—SO important for working in libraries.  
#critlib

Laurel @LaurelRad

A3: “Customer” service. Even though I no longer work with with the public, you still need a service orientation for gov't records. My “customers” are now the staff in my department and I love getting to build relationships with them. #critlib twitter.com/raypun101/stat...

2:44 AM · Jan 15, 2021

Jennifer Mottolese @jmottolese

#critlib Hi I'm Jen. I am an MLIS student and currently work in an academic archive. (I'm one of those lurkers @violetbfox mentioned...) Really enjoying this chat

2:44 AM · Jan 15, 2021

Violet Fox @violetbfox

Just a reminder that all the questions for tonight's #critlib chat are available at critlib.org/transferring-b.... If you're overwhelmed, don't worry about reading every tweet, just take what's valuable to you.

G I F

2:44 AM · Jan 15, 2021
Hi I’m Jen. I am an MLIS student and currently work in an academic archive. (I’m one of those lurkers @violetbfox mentioned...) Really enjoying this chat.

Welcome Jen! #critlib
A4. Check your biases. For example, some look down on public librarians (which is so unfair); others have an idea of what a librarian “looks like.” Also, be honest. You’re not doing anyone any favors by sugarcoating. Try to connect people. @raypun101 you’re good at that! #critlib

Ray Pun @raypun101
Replying to @raypun101
So many great responses!

Q4. What can experienced library workers do to help job seekers with different library experiences? #critlib

2:45 AM · Jan 15, 2021

Violet Fox @violetbfox · Jan 15, 2021
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Ray Pun @raypun101
Yes!! #critlib Totally agree!

2:45 AM · Jan 15, 2021

Keri Cascio @keribrary · Jan 15, 2021
A4 if you ever get a chance to speak with students, do it. I was able to go to a speed dating type event where students spent a few minutes with a librarian and learned about the work they do. Most students don't even think about vendors, consortia, associations #critlib

Keri Cascio @keribrary
A4 and I'm anyways happy to talk to folks about what is like to work for a vendor or organization. It's rewarding to do the work that supports other librarians and helps them be more successful. You can be the librarian's librarian! #critlib

2:45 AM · Jan 15, 2021
Crud, I didn't know this was going on but this is absolutely my wheelhouse - I'll go back and answer the other questions #critlib

Violet Fox @violetbfox
Looking forward to tomorrow's #critlib chat on moving between different types of libraries. Please join moderator @raypun101 Thursday Jan. 14 for this valuable conversation: participants from all types of libraries welcome!! Discussion questions: critlib.org/transferring-b...

A1. Yes--in my career, I've transitioned between academic to state agency to academic to public to academic. #critlib

Ray Pun @raypun101 · Jan 15, 2021
Replying to @raypun101
So many great responses!

Q4. What can experienced library workers do to help job seekers with different library experiences? #critlib

Amy Houck MSLS @achouck23
A4: All of your experiences are useful even if they aren't in the same type of library. I got my current job because of my substitute teaching and academic library experience because they were looking for someone experienced with instruction. #critlib

Ray Pun @raypun101 · Jan 15, 2021
Yes! I have tried that in my past exp in a search committee and it does give perspective to those members who have never worked in such library-- #critlib
Ray Pun @raypun101 · Jan 15, 2021
Repeating to @raypun101
Keep sharing your thoughts for Q1 and Q2!

Here's Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib

Droo @infoglut

A3: Customer. Services. Skills. Period. End. Of. Story. Public librarians have to deal with so much and their ability to deflect issues is so useful at so many other types of libraries! #critlib

Ray Pun @raypun101 · Jan 15, 2021
Repeating to @raypun101
So many great responses!

Q4. What can experienced library workers do to help job seekers with different library experiences? #critlib

Anna Ferri @ferrilibrarian · Jan 15, 2021
Help them translate to the jargon, culture, and values of the new environment. Knowing how to do the translation process in how to prioritize & describe your skills & what cultural aspect to connect them to is hard #critlib

Charlotte Beyer @referencediva · Jan 15, 2021
I think too hiring committees can identify what skills the ideal candidate should have to be successful. Then translate those skills and not worry about the exact experiences. #critlib
Hi #CritLib — longtime fan, first time caller. I currently work at a public library and an academic special collections library. I've previously volunteered at museum libraries. I often wonder about the (perceived) transferability of the skills gleaned at each place.

Ray Pun @raypun101
Replying to @raypun101
OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

2:46 AM · Jan 15, 2021

Gina "Wear a Mask, Don't Be Racist" Murrell @A4. Check your biases. For example, some look down on public librarians (which is so unfair); others have an idea of what a librarian "looks like." Also, be honest. You're not doing anyone any favors by sugarcoating. Try to connect people. @raypun101 you're good at that! #critlib

Ray Pun @raypun101
Replying to @raypun101
So many great responses!

Q4. What can experienced library workers do to help job seekers with different library experiences? #critlib

2:47 AM · Jan 15, 2021

THIS!! Bias. Definitely. That "hierarchy" perception in the field. Totally a different discussion but yes! #critlib
Yup! I started at a university library as a student assistant. Graduated and worked as a circulation assistant at a public library, then a law school library, and moved to a big school library afterwards. Currently at an academic library again.

Ray Pun
@raypun101

Full circle! Thanks for sharing! #critlib

Russel Peterson
@russ_librarian

A4: I've signed up for mentorship programs and have had mentor/mentee relationships organically develop. Both helped me tremendously when I was on the job market! Also, I've helped a good deal of library school students who messaged me out of the blue! #critlib
Check your biases. For example, some look down on public librarians (which is so unfair); others have an idea of what a librarian “looks like.” Also, be honest. You're not doing anyone any favors by sugarcoating. Try to connect people. @raypun101 you're good at that! #critlib

So many great responses!

That not sugar coating is important for applicants. I was really frank about what skills I brought, where I was gonna knock it outa the park right away, and what I was going to need to learn. my point, they were investing in me but I was a darn good investment. #critlib

A4. I know library associations offer mentorships/resume/cover letter helps through their own member benefits & I think that might be helpful for those looking to transition to other library types to get feedback and hear those work perspectives/cultures #critlib

Last question Q5. If you've transitioned to a different type of library, what advice do you have for those looking to work in a different type of library?

If not, what’s a good advice on job hunting that you can share? #critlib
Dr. Kate Deibel Yells A Lot
@metageeky

Crap... missed another #critlib.
2:48 AM · Jan 15, 2021

Alison "Close the Libraries" Baitz @AlisonBai...
Hi #CritLib — longtime fan, first time caller. I currently work at a public library and an academic special collections library. I've previously volunteered at museum libraries. I often wonder about the (perceived) transferability of the skills gleaned at each place.

Ray Pun @raypun101
Replying to @raypun101
OK let’s start the discussion!
Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

Ray Pun
@raypun101

Nice! Welcome Alison! #critlib
2:48 AM · Jan 15, 2021

Patrice Green
@ReadingRenae

Let LIS workers to cross-train in other departments. Embrace a “why not?” culture rather than a “why do you wanna spend time on that?” culture. Explain in clear language the functions of different types of LIS workers/department (what do scholarly comms people do? 😊)
#critlib

Ray Pun @raypun101
Replying to @raypun101
So many great responses!
Q4. What can experienced library workers do to help job seekers with different library experiences? #critlib

2:48 AM · Jan 15, 2021
So many great responses!

Q4. What can experienced library workers do to help job seekers with different library experiences? #critlib

A3: highlighting the work they do and how it applies to different library types - running workshops at public libraries is instruction. Programming events at academic libraries is similar to events at school libraries. #critlib

Last question Q5. If you've transitioned to a different type of library, what advice do you have for those looking to work in a different type of library? If not, what's a good advice on job hunting that you can share? #critlib

If you would like to tweet anonymously, you can use the critlib anonymous Twitter relay found at critlib.org/anon/

You (and everyone else following the #critlib hashtag) will then see your tweet posted via the @CritLib_anon account.
A1. Yes—in my career, I’ve transitioned between academic to state agency to academic to public to academic. #critlib

A2. This is a v interesting q. The main way I’ve been typecast is as "a tech person" wherever I go. This can be a problem when you join a staff that has preconceived notions about what you bring to the table and rely on/expect you to do something *instead* of themselves. #critlib

I think it's helpful to know that the job market really sucks right now, you're not imagining it, so it's less about any individuals' experience. Hard for *anyone* to find library jobs, which of course will make shifting between library types even more challenging. #critlib

Oh interesting! #critlib
Find out the culture of the different type of library you want to transition to. For example if you like fast paced and doing things all the time at a public library, going to a specialized library may be a switch. Manage expectations, and also match skills to job ad. #critlib

Last question Q5. If you've transitioned to a different type of library, what advice do you have for those looking to work in a different type of library?

If not, what's a good advice on job hunting that you can share? #critlib

I will tell anyone who will listen that the most valuable work exp I had before entering libraries was as a residence advisor in undergrad. Service, community, de-escalation. #CritLib

A5. My advice: Keep an open mind. You'll likely end up someplace that you never imagined and actually thrive there. And be willing to step outside your comfort zone. It can be so scary, but SO rewarding. #critlib

Last question Q5. If you've transitioned to a different type of library, what advice do you have for those looking to work in a different type of library?

If not, what's a good advice on job hunting that you can share? #critlib
Violet Fox @violetbfox    Jan 15, 2021

I think it's helpful to know that the job market really sucks right now, you're not imagining it, so it's less about any individuals' experience. Hard for *anyone* to find library jobs, which of course will make shifting between library types even more challenging. #critlib

Violet Fox @violetbfox

That said, take heart that there are *some* jobs being posted, and that things will get better as we collectively recover from covid. I hope they will, at least! (Sorry, trying not to be a total buzzkill here, just want to acknowledge challenges.) #critlib

2:53 AM · Jan 15, 2021

Gina "Wear a Mask, Don't Be Racist" Murrell @GinaMurrell    Jan 15, 2021

A5. My advice: Keep an open mind. You'll likely end up someplace that you never imagined and actually thrive there. And be willing to step outside your comfort zone. It can be so scary, but SO rewarding. #critlib

Ray Pun @raypun101

Replies to @raypun101

Last question Q5. If you've transitioned to a different type of library, what advice do you have for those looking to work in a different type of library?

If not, what's a good advice on job hunting that you can share? #critlib

Ray Pun @raypun101

Be willing to step outside of your comfort zone 100%! #critlib

2:53 AM · Jan 15, 2021


A2. This is a very interesting question. The main way I've been typecast is as a "tech person" wherever I go. This can be a problem when you join a staff that has preconceived notions about what you bring to the table and rely on/expect you to do something *instead* of themselves. #critlib

A2.1: As a manager, I've seen library workers find their own stride and develop around things they're interested in that they can bring to the table--when they're brought into a culture that lets them co-design their role. Typecasting gets in the way of that culture. #critlib

2:53 AM · Jan 15, 2021

Ray Pun @raypun101 · Jan 15, 2021
Replying to @raypun101

Last question Q5. If you've transitioned to a different type of library, what advice do you have for those looking to work in a different type of library?

If not, what's a good advice on job hunting that you can share? #critlib

Amy Houck MSLS @achouck23

A5: Well Inalj.com is always a good resource for library job searchers. For advice, I'd say that if a job description lists skills that you have, put an application in. Knowing the more commonly used databases in the subject area looks very good on resumes. #critlib

INALJ
The nexus of information professionals and information potential / Library and LIS jobs
@inalj.com
KDDK @kaetrena · Jan 15, 2021
Repeating to @raypun101
LOL! The Acronyms alone....

Ray Pun @raypun101
There was a joke with catalogers I worked with before -- to acronyms they say OCLC-ya!! lol #critlib
2:53 AM · Jan 15, 2021

Ray Pun @raypun101 · Jan 15, 2021
Repeating to @raypun101
Keep sharing your thoughts for Q1 and Q2!
Here's Q3: What are transferable skills in the field that you think are important and/or largely overlooked? #critlib

Adela Justicia Got the COVID19 Vax @chicalibrarian
A3: Oh I have a GOOD one. The ability to troubleshoot fax machines and printers. #critlib
2:53 AM · Jan 15, 2021

Anna Ferri @ferrilibrarian · Jan 15, 2021
Repeating to @referencediva
I wish I trusted more hiring committees to do that well...

Charlotte Beyer @referencediva
Found I am a bit of an outlier at times as I have worked in special, public, community college, 4 year, and professional graduate so I think everyone is awesome. It is all about being open to new ideas and change which libraries esp academic are not always the best at #critlib
2:53 AM · Jan 15, 2021
Jan 15, 2021
Ray Pun @raypun101
Replying to @raypun101

Last question Q5. If you've transitioned to a different type of library, what advice do you have for those looking to work in a different type of library?

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A.J. Muhammad @AJMuhammad3

Q5. Some of the listservs of the ethnic causes might be a good place to get advice from people who have worked in different types of libraries #critlib
A.J. Muhammad @AJMuhammad3 · Jan 15, 2021
Replying to @raypun101
Q5. Some of the listservs of the ethnic causes might be a good place to get advice from people who have worked in different types of libraries #critlib

Ray Pun @raypun101

Thanks for sharing! #critlib I agree!
2:55 AM · Jan 15, 2021

Rain @rainyweatherz

I question if I even still want to be a librarian. It's been years & I still haven't felt a good fit anywhere I've been (3 different types of libraries). I enjoy providing information & organizing but other than that... 🤷‍♀️ #critlib
2:57 AM · Jan 15, 2021

Keri Cascio @keribrary

A5 as hiring manager, at interview stage I'm looking to see if you have skills that match what's needed. Currently most of the roles I'm hiring for are specialized and have small application pools. It's somewhat easier to move between library types in these roles #critlib
2:58 AM · Jan 15, 2021

Violet Fox @violetbfox

Thanks so much to @raypun101 for this topic and to everyone who chimed in to this chat!! If you're interested in suggesting a topic and/or moderating a #critlib chat yourself, find the suggestion form at critlib.org/twitter-chats/....
2:59 AM · Jan 15, 2021
A2.1: As a manager, I’ve seen library workers find their own stride and develop around things they’re interested in that they can bring to the table—when they’re brought into a culture that lets them co-design their role. Typecasting gets in the way of that culture. #critlib

A3. Transferable skills: Budget mgmt (remarkably similar going from public->academic for me), customer service, autodidactism (sp?), dedication to Just Finding The Thing, and most important of all: realizing the alignment in vision, role, & values between library types. #critlib

Ray Pun @raypun101 · Jan 15, 2021
Replying to @raypun101

Last question Q5. If you’ve transitioned to a different type of library, what advice do you have for those looking to work in a different type of library?

If not, what’s a good advice on job hunting that you can share? #critlib

A5: For those looking to work in a diff type of library, network and connect with others! You may learn that the environment may or may not be for you -- #critlib

Thank you all for participating in this #critlib chat! Please feel free to continue sharing as we wrap up!
Last question Q5. If you've transitioned to a different type of library, what advice do you have for those looking to work in a different type of library?

If not, what's a good advice on job hunting that you can share? #critlib

Moon Kim
@mooncindykim

Q5: Talk to people at the type of institutions/positions you want or if you have an institution in mind, someone already there; you'll be surprised to learn how supportive the community is. I've once cold-dialed someone who left and asked about the inst culture #critlib

2:59 AM · Jan 15, 2021 from Columbus, OH

See Moon Kim’s other Tweets

Anna Ferri
@ferrilibrarian

if you've received an offer by someone in that area to review your materials, do it. many of us, me included, will do this gladly. they can help you translate. be ready to write off an interview as practice (sorry bad news ). seeing it in action makes a big difference. #critlib

Ray Pun @raypun101
Replying to @raypun101

Last question Q5. If you’ve transitioned to a different type of library, what advice do you have for those looking to work in a different type of library?

If not, what’s a good advice on job hunting that you can share? #critlib

2:59 AM · Jan 15, 2021

See Anna Ferri’s other Tweets
Anna Ferri @ferrilibrarian · Jan 15, 2021
Replying to @GinaMurrell1 and @raypun101
That not sugar coating is important for applicants. I was really frank about what skills I brought, where I was gonna knock it outa the park right away, and what I was going to need to learn. my point, they were investing in me but I was a darn good investment. #critlib

Charlotte Beyer @referencediva
As a hiring manager it is so important to know what you are working with, and is not a deal breaker. I would rather know where I have to invest and plan for it than be surprised.
#critlib
3:00 AM · Jan 15, 2021

Violet Fox @violetbfox · Jan 15, 2021
Thanks so much to @raypun101 for this topic and to everyone who chimed in to this chat!! If you're interested in suggesting a topic and/or moderating a #critlib chat yourself, find the suggestion form at critlib.org/twitter-chats/....

Gina "Wear a Mask, Don't Be Racist" Murrell @GinaMurrell1
Thank you @raypun101! #critlib
3:00 AM · Jan 15, 2021

Violet Fox @violetbfox · Jan 15, 2021
Thanks so much to @raypun101 for this topic and to everyone who chimed in to this chat!! If you're interested in suggesting a topic and/or moderating a #critlib chat yourself, find the suggestion form at critlib.org/twitter-chats/....

Ray Pun @raypun101
Thank you Violet and all for participating in this enriching discussion! Best of luck to those searching for positions! Rooting for you all! #critlib
3:00 AM · Jan 15, 2021
Moon Kim @mooncindykim · Jan 15, 2021
Replying to @raypun101
Q5: Talk to people at the type of institutions/positions you want or if you have an institution in mind, someone already there; you'll be surprised to learn how supportive the community is. I've once cold-dialed someone who left and asked about the inst culture #critlib

Ray Pun @raypun101
Wow! Good tip! #critlib
3:00 AM · Jan 15, 2021

Keri Cascio @keribrary
A5 if you have the opportunity to use a resume review service at library association or alumni career services, do it! It's usual a free service at ALA conferences. Not sure how it was handled for virtual conference... #critlib
3:02 AM · Jan 15, 2021

Ray Pun @raypun101 · Jan 15, 2021
Replying to @raypun101
We are going to move to Q2. What do you think about the idea that library workers tend to get typecast based on their specific experience in the field? Is this an issue? #critlib

Droo @infoglut
A2: I hear about this so often and I never really experienced it until a job interview I had where they asked why I would want to leave my tenure track job for a public library position. And I explained why. I don't think I convinced them. Hahaha. #critlib
3:03 AM · Jan 15, 2021
A3. Transferable skills: Budget mgmt (remarkably similar going from public->academic for me), customer service, autodidactism (sp?), dedication to Just Finding The Thing, and most important of all: realizing the alignment in vision, role, & values between library types. #critlib

A4. When I moved from public to academic, I asked for soooo much help from academic library workers. Same went for moving from a state agency to a public. From "the other side" of these changes, I want to wholeheartedly extend my availability to job seekers/transitioners #critlib

Patrice Green @ReadingRenae · Jan 15, 2021
Let LIS workers to cross-train in other departments. Embrace a “why not?” culture rather than a “why do you wanna spend time on that?” culture. Explain in clear language the functions of different types of LIS workers/department (what do scholarly comms people do? 😊) #critlib

Ray Pun @raypun101 · Jan 15, 2021
So many great responses!

Q4. What can experienced library workers do to help job seekers with different library experiences? #critlib

Patrice Green @ReadingRenae · Jan 15, 2021
A4. And I understand the importance of being in your lane - I've been told time and time again to “pick a thing,” which is fine, but you can’t learn and grow in the research/instruction box forever. Gotta let people stretch and breathe and connect their work to others.’ #critlib
A4. Also, career coaching is an option - though not sure about library-specific coaching. I know ALA has a list of career coaches available.

A5: sell your skills. Talk about something that excites you about the position and how something you've done at your other library type helps you succeed at such a task. #critlib

Lurking in this evening's #critlib chat about transitioning between library careers. In library school, it sometimes felt like you would end up stuck in either academic, special or public, and that it would be too hard to transition between them.
A4. When I moved from public to academic, I asked for soooo much help from academic library workers. Same went for moving from a state agency to a public. From "the other side" of these changes, I want to wholeheartedly extend my availability to job seekers/transitioners #critlib

A4.1 I use Twitter as a way of vetting various things I'm checking out (like new vendors/products), asking for quick advice, book recommendations, etc. Tho this platform can be a shitshow, it's been helpful for my career--sometimes there was really no one around to ask. #critlib
This is so true. I took courses in humanities librarianship, which was my goal (music or art). I ended up being a medical librarian. And I had taken NONE of the medical library school courses!! #critlib

A note to those in library school who always ask if they should take a certain track. I had a subject masters before MLS and was convinced I’d be academic subject librarian. My career took a much, much different path. MLS coursework was mostly irrelevant. #critlib

Me too :) Literally it was the job that was available and now I am a director 😂 #critlib

A use Twitter as a way of vetting various things I'm checking out (like new vendors/products), asking for quick advice, book recommendations, etc. Tho this platform can be a shitshow, it's been helpful for my career--sometimes there was really no one around to ask. #critlib

A5. This is pretty cheesy, but the best advice I can think of is "believe in yourself." I had so many crises of confidence when I started my last two jobs (both transitions), but the reality is most of what I've done at any library has been stuff I picked up on the job. #critlib
A5. This is pretty cheesy, but the best advice I can think of is "believe in yourself." I had so many crises of confidence when I started my last two jobs (both transitions), but the reality is most of what I've done at any library has been stuff I picked up on the job. #critlib

A5.1 We have such a warped sense of "productivity" in the US that gets even weirder in libraries where output is differently quantified. I think ppl get a distorted sense of how quickly they should figure everything out, but being good at helping run a library takes time #critlib

Ray Pun @raypun101 · Jan 15, 2021
Replying to @raypun101
Last question Q5. If you've transitioned to a different type of library, what advice do you have for those looking to work in a different type of library?

If not, what's a good advice on job hunting that you can share? #critlib

NaoB @BishopNaomi · Jan 15, 2021
A5: I have worked in corporate and academic libraries, my advice is to talk to people and ask if they are hiring locally. Also keep applying to a place you really want to work. I applied about 5 times to the UA and got 5 rejections before I finally landed a dream job. #critlib
Some great discussion on transitioning between LIS sectors from last night’s #critlib chat - check out the hashtag!

Ray Pun @raypun101
Replying to @raypun101
OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

8:22 AM · Jan 15, 2021

Stefanie Maclin-Hurd @srmaclin
I’ve transitioned between special, museum, special, corporate, special, academic and public so many times, I’ve lost count. DMs are generally open, should anyone have questions about moving skills, experience, and/or library type.

#critlib

Ray Pun @raypun101
Replying to @raypun101
OK let's start the discussion!

Q1. Have you transitioned from one type of library to another? (i.e. public to school, academic to special, special to public, etc). If so, please share! If not, is this of interest to you? #critlib

11:37 PM · Jan 15, 2021
A3 Transferrable skills include project management, public speaking, soft skills, and technical skills (depending on the position) and user experience/centered work -- so many! #critlib

I would also argue basic customer service skills. I joke that half my best reference skills, I learned while working as a barista at S*bux. #critlib

Don't be afraid to try something new. The path in librarianship can be very windy. Look at all your skills, and see where you fit best. And also, don't be afraid to fail. #critlib
Ilana Stonebraker
@librarianilana

My #bizref #critlib article is out "A critical librarianship approach for teaching patent searching: Who becomes an inventor in America?"

Very rich topic! If you think scholarly articles are a equity mess, buckle up, patents are taking you for a RIDE