

INNOVATIVE WAYS TO RECRUIT AND TRAIN NEW GENERATION OF CATALOGERS



Anita Kazmierczak, MA, MLIS
Metadata Librarian
[Auburn University](#)

**INSTEAD OF THINKING OF
EXTINCTION WE LOOK FOR THE
SURVIVAL SOLUTIONS
TO PRESERVE AND MOVE FORWARD
THE PROFESSION, THE SKILL AND THE
TRADE OF CATALOGING**

**I would like to start the conversation and point out
few ways cataloging can be preserved and meet
the needs of current demands**

Why cataloging?*

the past, the present and the future

Cataloger 1 20+ years

- < Love to MARC at first sight
- < To organize
- < Solving the book as a puzzle

Cataloger 2 10+ years

- < Love at first cataloging class
- < Organize, organize, organize
- < Books are less challenging

Cataloger 3 5+ years

- < To create relevant records and support research and discovery
- < Organizing the chaos
- < Rules and standards follower

Change means progress when applied with mindfulness and care

- Change is a process, not an event
- Change creates new challenges for the profession
- Change can cost failure for “human side” can we avoid it?
- Proper adaptation to change will result in progress
- Change has to start from the top to the bottom
- Change is supported by training both: theory and practice
- Change comes with ownership
- Change needs to be communicated
- Change needs to happen within “cultural landscape” and “human landscape”

Source: (Jones, 2004)

Cataloging

New Formats

New Demands

New Rules and Standards

New Roles

New Interfaces

Outsourced

Automated

De-professionalized

Inadequate

Extinct? NO!

CATALOGERS

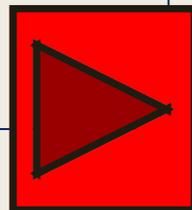
Metadata Librarian the new Cataloging Librarian

➤ To Train

Start from the classroom and continue through hands-on internship and on-site training.

Cataloging is not theoretical, it is very practical, and skillful profession that has to be enhanced by practice, example and mentoring.

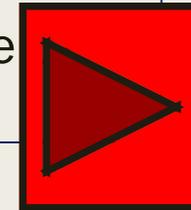
“Per Aspera ad Astra”



➤ To Recruit

Students, young librarians, people with different backgrounds, specializations, and degrees, existing paraprofessional staff.

“De-obscured” cataloging to all and make it a solid and an attractive profession accessible all.



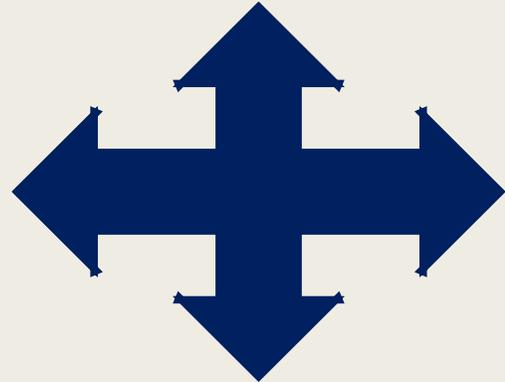
Specialization that endures the change



Recruiting fields

Current
catalogers

**STUDENTS!
STUDENTS!**



Paraprofessional
staff

Subject
specialist
professional



Training practices

“curses are not enough” (Hall-Ellis, 2006)

“apprenticeship” (Hill, 2005)

“obscure view into profession” (Hill, 2005)

“metadata librarianship” (Leysen and Boydston, 2003) (Han and Hswe, 2010)

“rediscover and redesign”

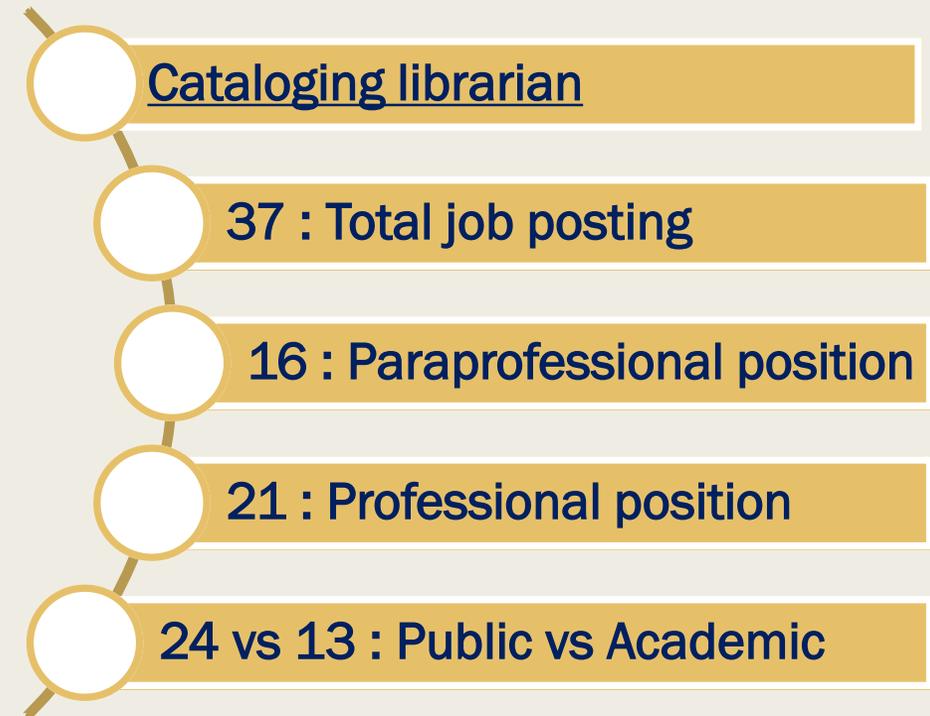
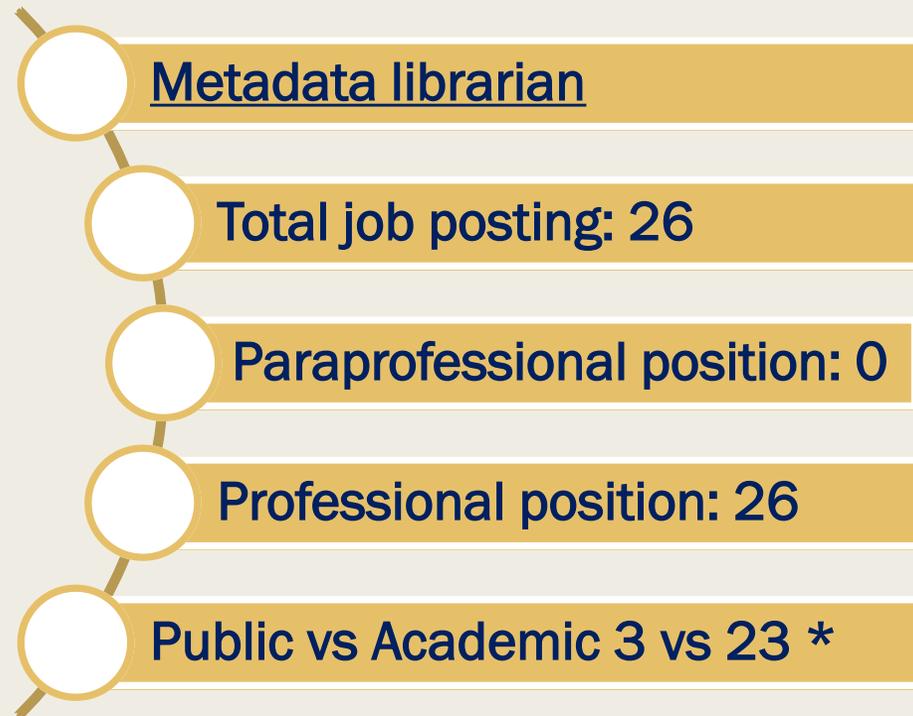
“improve courses” (Hill, 2004, 2005)

- 1. Improve and update cataloging courses
- 2. Create curriculum that leads to metadata librarian specialization
- 3. Make on-site cataloging internship required
- 4. Require cataloging expertise and up to date knowledge from metadata instructors and professors
- 5. Promote Metadata Librarian as specialization and concentration

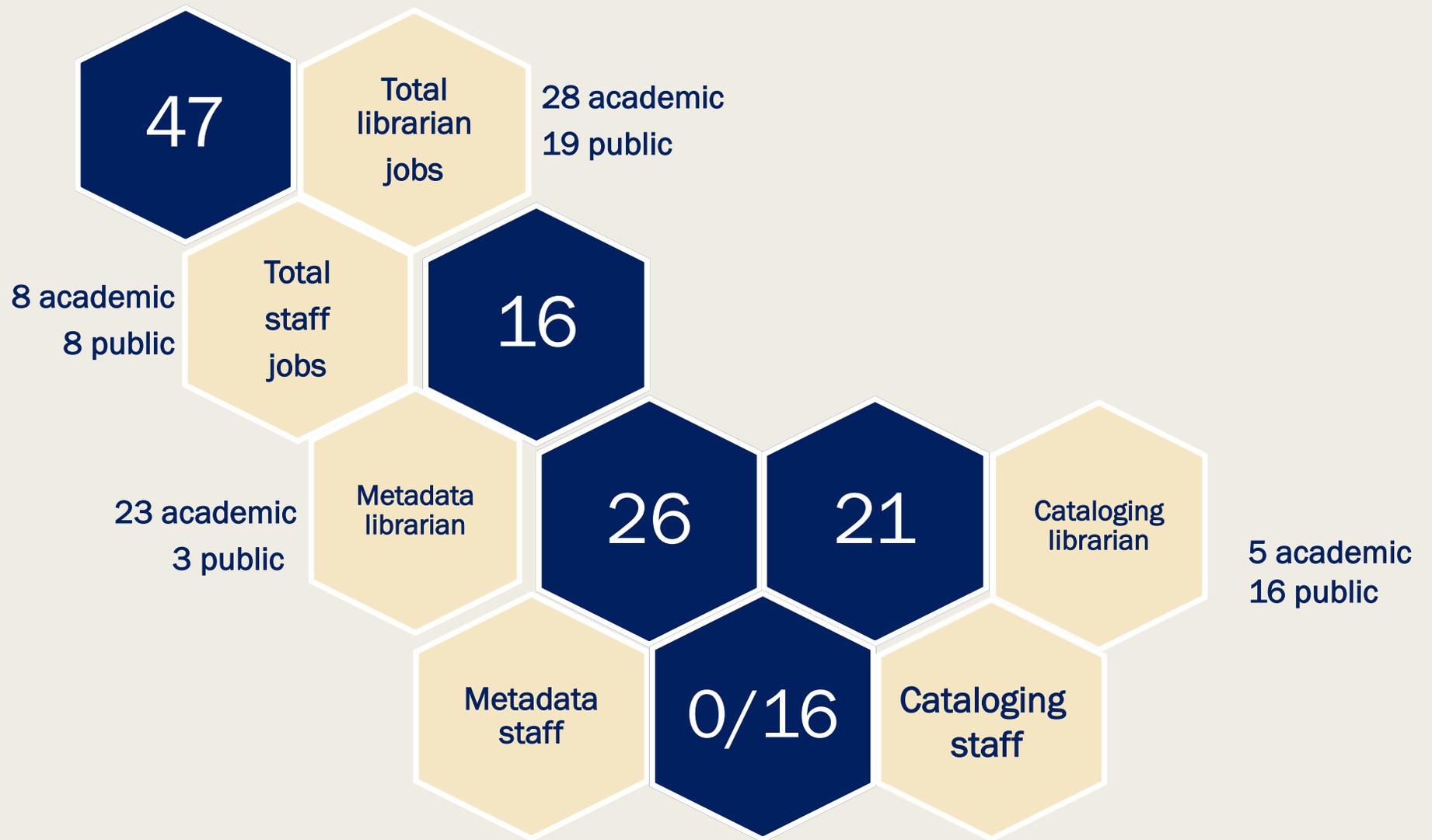
Hybridization and omnivorous librarian

- Catalogers and public services
- Catalogers and acquisitions
- Catalogers and instruction
- Catalogers and collection development
- Catalogers and the outreach programs

Metadata Librarian VS Cataloging Librarian

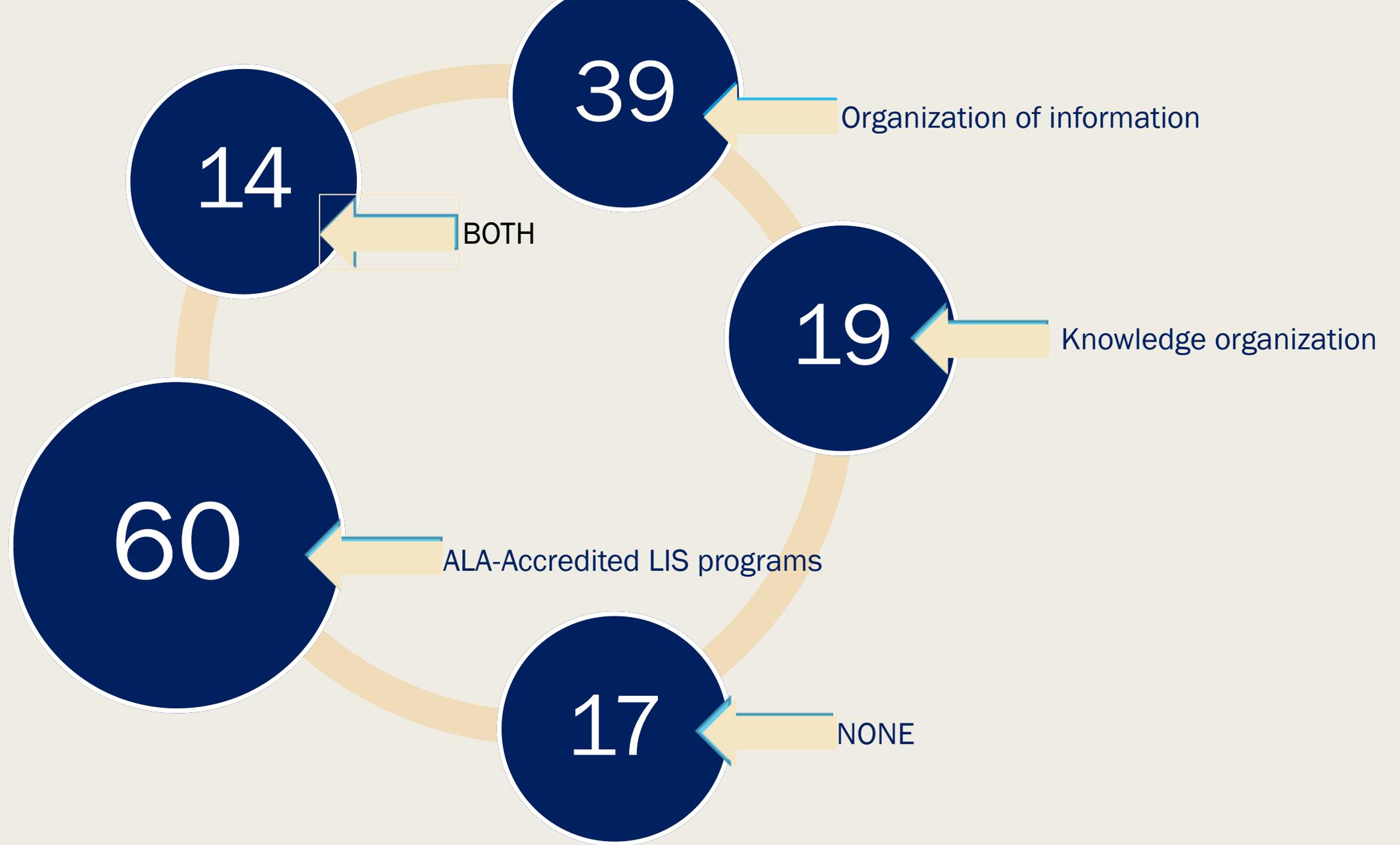


*AUTOCAT, ALA Jobs, LIU KIOSK, collected January 1st, 2018-Janaury 31st, 2018



*Info. ALA directory of Institutions offering ALA-accredited MS programs (Jan. 26/2018)

** sources: ACAT, LIU KIOSK



*Info. ALA directory of Institutions offering ALA-accredited MS programs (Jan. 26/2018)

** sources: ACAT, LIU KIOSK

This is very initial data gathering and I choose to share only one month of it to emphasize the shift that is happening not on the yearly but monthly basis. I plan to keep collecting all the jobs that are out there, I plan to move on to surveys, and questionnaires. This is a most interesting topic for me and I believe the answers to all questions hide in research and monitoring. I think the change is organic and just need to be grasped in time and follow adequately.

I wish to all who has something to add or to share to contact me. I believe more of us, librarians, catalogers get involved we will surely see ourselves in 5,10 and 20 years and most likely still will dispute the future of cataloging ...therefore we certainly will be not extinct!

It's been a pleasure being with all of you today, thank you and have safe travels back home and back to your libraries.

Let MARC be with you!

Anita Kazmierczak
Metadata Librarian II
Coordinator of Monographic Acquisitions
Auborn University
Anita.kazmierczak@auburn.edu
334-844-0241
www.lib.auburn.edu

References:

1. Janet Swan Hill (2003) *Transcending widgets: the nature of technical services*, Library Collections, Acquisitions, & Technical Services 27, no. 4, 377-391.
2. Janet Swan Hill (2005), *Cataloging boot camp: the training issue for catalogers*, ACRL Twelfth National Conference, April 7-10, 2005, Minneapolis, Minnesota, 94-101.
3. Janet Swan Hill (2004) *Education and training of catalogers: obsolete? Disappeared? Transformed?*, Technicalities 24, nos.1-2.
4. Andrew Abbott (1988) *The system of professions: an essay on the division of expert labor*. Chicago, Ill., The University of Chicago Press, 177-211.
5. Joan M. Leysen and Jeanne M.K. Boydston (2003) *Supply and demand for catalogers: present and future*, Library Resources and Technical Services, 49, no. 4, 250-265.
6. Bair, S. (2005) *Toward a code of ethics for cataloging*, Technical Services Quarterly, 23 (1): 13-26.
7. H. T. Tavani (2004) *Ethics and technology: ethical issues in an age of information and communication technology*, Hoboken, N.J.: John Wiley and Sons, Inc.
8. Stanley J. Wilder (2002), *Demographic trends affecting professional technical services staffing in ARL libraries*, Cataloging & Classification Quarterly, 34, no.1-2, 51-55.
9. Kara Jesella (2007) *A hipper crowd of shushers*, New York Times, July 8.
10. Myung-Ja Han, Patricia Hswe (2010) *The Evolving Role of the Metadata Librarian: Competencies Found in Job Descriptions*, Library Resources and Technical Services, 54, no.3, 129-141.
11. Sylvia D. Hall-Elli (2006) *Cataloging Electronic Resources and Metadata: Employers' Expectations as Reflected in American Libraries and AutoCAT, 2000-2005*, Journal of Education for Library & Information Science , 47, no. 1, 38-51.
12. Sandy L. Folsom (2000) *Out of the nest: the cataloger in a public services role*, Library Collections, Acquisitions, & Technical Services, 24, 65-71.
13. John Jones, DeAnne Aguirre, and Matthew Calderone (2004) *10 principles of change management, tools and techniques to help companies transform quickly*. Resilience report.