INNOVATIVE WAYS TO RECRUIT AND TRAIN NEW GENERATION OF CATALOGERS

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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

<table>
<thead>
<tr>
<th>Change means progress when applied with mindfulness and care</th>
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<tbody>
<tr>
<td>■ Change is a process, not an event</td>
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<td>■ Change creates new challenges for the profession</td>
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<td>■ Change can cost failure for “human side” can we avoid it?</td>
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<td>■ Proper adaptation to change will result in progress</td>
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<td>■ Change has to start from the top to the button</td>
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<td>■ Change is supported by training both: theory and practice</td>
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<td>■ Change comes with ownership</td>
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<td>■ Change needs to be communicated</td>
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<td>■ Change needs to happen within “cultural landscape” and “human landscape”</td>
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Source: (Jones, 2004)
Cataloging

New Rules and Standards

New Formats

New Demands

New Roles

New Interfaces
CATALOGERS

- Outsourced
- Automated
- De-professionalized
- Inadequate

Extinct?  NO!
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-obsurred” cataloging to all and make it a solid and an attractive profession accessible all.

Specialization that endures the change
Training practices

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

"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)
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

Metadata librarian
- Total job posting: 26
- Paraprofessional position: 0
- Professional position: 26
- Public vs Academic 3 vs 23 *

Cataloging librarian
- 37 : Total job posting
- 16 : Paraprofessional position
- 21 : Professional position
- 24 vs 13 : Public vs Academic

*AUTOCAT, ALA Jobs, LIU KIOSK, collected January 1st, 2018-January 31st, 2018
Total librarian jobs: 28 academic, 19 public

Total staff jobs: 8 academic, 8 public

Metadata librarian: 23 academic, 3 public

Cataloging librarian: 5 academic, 16 public

Metadata staff: 26

Cataloging staff: 0/16

*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!

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References: