



Print Libraries without the Librarians

Human Resources Management Section IA Fall 2023 CO Graded Discussions Discussion 3: Recruitment

Libraries without the Librarians

Created by Rebekah Black on Sep 8, 2023 1:26 PM **Subscribed**

Would you hire me as a surgeon, lawyer, teacher, or really anything just because I have "been on the job for years?" Or would qualifications matter?

"Because there are no standard legal requirements concerning minimum information in job (position) announcements, such announcements vary from jurisdiction to jurisdiction, from entry-level to professional recruitment, and from source to source" (Berman et al, 2021).

People hire lawyers who have gone to law school. They go to a doctor who has done his time at medical school and residency. Luckily, there are laws that govern the recruitment of library professionals (certified, active in profession, etc.) and here is one:

<https://law.justia.com/codes/georgia/2010/title-20/chapter-5/article-2/part-2/20-5-45>

"Numerous recruitment strategies—methods of contacting and informing potential applicants—are available, but seldom are they all used for any given position. Of course, it is not the sheer number of strategies used that determines a quality intake process but the choice of an appropriate combination. Unfortunately, governments historically have eschewed aggressive recruitment practices" (Berman et al, 2021).

My library uses the grandfather clause to usher high school graduates into management positions because regional supplies the Librarian.

References

Berman, Evan, M. et al. (2021). Human Resource Management in Public Service. SAGE Publications, Inc.

http://www.dol.state.ga.us/em/employment_laws_rules.htm

Rebekah Black

Posted Sep 10, 2023 7:35 AM • 136 Words

The strategy as outlined in the personnel manual

E-2. Job Postings

In general, notices of job openings will be posted on the <blank> website and may be advertised in a local newspaper and/or free resources. <Blank> reserves its discretionary right to not post a particular opening, as described in Section E-3. <Blank> is an Equal Employment Opportunity employer.

E-3. Non-Competitive/Internal Appointments

In certain instances, a non-competitive/internal appointment may be made (e.g., qualified internal candidates, to fill an emergency or temporary need, for a project-specific position, for a departmental reorganization, or when no other applicants are available). In these circumstances, the posting, screening, and selection processes described above may not apply. Non-competitive/internal appointments will be consistent with fair employment practices. <Blank> does not discriminate in employment opportunities or practices because of race, color, national origin, age, disability, sex, religion or any other lawfully protected status.

Posted Sep 17, 2023 7:38 AM

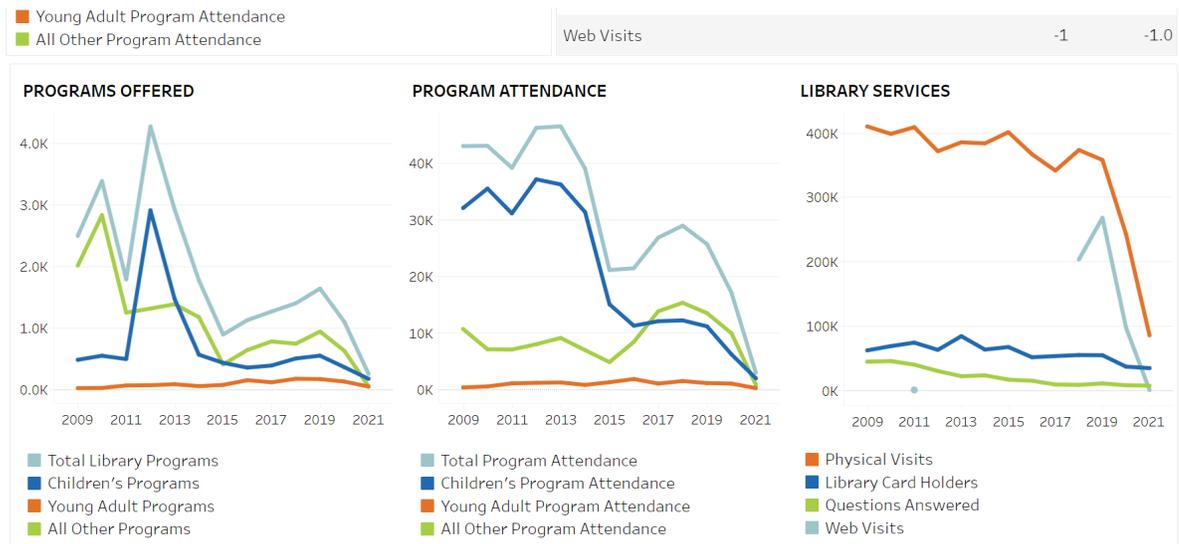
this sounds crazy. I had to read it a couple of times to make sure I was reading it correctly. We hire high school graduates heck we hire high schoolers but not as managers. They are shelvers and aids (Formerly known as pages) They are not even considered part-time. Just because a process is legal that doesn't make it ethical. How is staff morale? How are the services at this library since you have practically babies running it? Some young people are wise beyond their years but my goodness. I have so many questions about this process!

Rebekah Black

Posted Sep 17, 2023 8:59 AM • 152 Words

I have attached the job description for the library branch manager along with the personnel manual. The job req is rarely posted publicly, as the job goes to the person with seniority. I have a copy of it because I requested it from regional.

Some young people are wise beyond their years, but those young people typically get accepted into Ivy League colleges, not work their way up to management because in their own words, "I tried college once, but got bored." Yes, they actually disparage education! So, as you may be aware, I am of the opinion that this is bad management, but Dr. Most may chime in on how the practice is fine. But you be the judge after you look at our branch service statistics on IMLS (in decline) or the lack of diversity in collections and management as compared to our statistics listed in census data.



All data from IMLS FY2021 Public Libraries Survey

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Navigation icons: back, forward, search, etc.



<https://www.imls.gov/search-compare-downloads?FFYear=2021&FSCSKey=GA0006>

<https://www.census.gov/quickfacts/swainsborocitygeorgia>

- image.png (216.42 KB)
- SRPL REGIONAL Personnel Polic... (2.27 MB)
- Compare_GA0006_and_GA0025... (43.67 KB)
- Affiliate County Library Manager... (428.88 KB)

Rebekah Black

Posted Sep 17, 2023 11:32 AM • 18 Words

Can you view our Pines report statistics here against the census data and lack of strategic plan?

https://pines.georgialibraries.org/pinesreports/fy23reports_pines/index.php?facility=STRL&submit=Submit

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
82	STRL-SBOF	34	Japanese																
83	STRL-SBOF	43	Korean																
84	STRL-SBOF	185	French																
85	STRL-SBOF	241	Undetermined																
86	STRL-SBOF	907	Spanish																
87	STRL-SBOF	80595	English																
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89	STRL-SWA	1	Inuktitut																
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99	STRL-SWA	292	Spanish																
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Linda Most

Posted Sep 18, 2023 11:42 AM

Rebekah, please remember to take the Covid-19 pandemic library closures into account when you present a series of graphs such as this one to make your point. Most public libraries were closed from March 2020 to sometime in 2021. There were no programs being offered for people to attend. The library was actually showing an uptick in services in 2019, prior to having to close to the public during the pandemic.

Please do not twist my words or interpret them beyond my intent. I am not saying any of the practices you describe are ethical. I am responding to your attempts to use state laws to show that the practices you are describing are out of compliance with state laws.

Rebekah Black

Posted Sep 17, 2023 9:17 AM • 121 Words

Staff morale

In a library run by young high school graduates, the toxic environment can work for and against employees depending upon their status. Low status employees can be rescheduled at the last minute because the manager needs that lunch time slot. Low status employees end up working the front desk all the time while high status employees have 'fun Friday' playing on their phones in the back. Low status employees arrive on time and clean up after themselves; low status employees cover shifts of those who regularly arrive late and clean up after high status employees. Management will use verbal group yelling for feedback. I could go on, but ... #TLDR It works for some, but being low status is bad news.

Rebekah Black

Posted Sep 17, 2023 11:41 AM • 55 Words 

Babies in charge

I recognize from teaching when a child is about to get on a emotional rollercoaster. In the classroom, we assume the child does not want to tantrum and help them step off of the coaster before it becomes something scary, fast, and out of control. In the work environment, tantrums from management can be normalized?

Rebekah Black

Posted Sep 17, 2023 12:05 PM • 4 Words 

fun AND a baby?!

Babies first rave! [https://www.google.com/search?](https://www.google.com/search?q=babies+first+rave+neighbors&rlz=1C1CHBF_enUS934US934&oq=babies+first+rave+&aqs=chrome.2)

[q=babies+first+rave+neighbors&rlz=1C1CHBF_enUS934US934&oq=babies+first+rave+&aqs=chrome.2.69i57j0i512l2j0i22i30l2j0i390i650i5.10079j0j7&sourceid=chrome&ie=UTF-8#fpstate=ive&vld=cid:689f21a3,vid:jfA6jr-y7_A,st:0](https://www.google.com/search?q=babies+first+rave+neighbors&rlz=1C1CHBF_enUS934US934&oq=babies+first+rave+&aqs=chrome.2.69i57j0i512l2j0i22i30l2j0i390i650i5.10079j0j7&sourceid=chrome&ie=UTF-8#fpstate=ive&vld=cid:689f21a3,vid:jfA6jr-y7_A,st:0)

Linda Most

Posted Sep 18, 2023 11:39 AM

Again, Rebekah, when you quote state law, make sure you are quoting the appropriate law in the appropriate context. In the State of Georgia, a public library system director is a different position with different requirements than a branch manager for one library that is part of the specified public library system. If your local library is part of a public library system (as defined by state laws and rules), it will not have a director. Most often it will have a branch manager. Please show me the state law that specifies the structure of a Georgia public library system and the expectations stated in the law for the qualifications for a branch manager. Then make your point by citing the correct state law and rules.

Rebekah Black

Posted Sep 18, 2023 2:20 PM • 47 Words

<https://law.justia.com/codes/georgia/2022/title-43/chapter-24/section-43-24-4/>

Libraries serving more than 5,000 (we have 7,000) must have a librarian to receive state funding. Its catch 22, we do not have state funding, it goes to regional who is in compliance. Do we have access to a law librarian to weigh in on this?

Linda Most

Posted Sep 19, 2023 10:29 AM 

If you'd like to keep digging, go for it! You'll need to clarify the relationship (according to state law) between the regional library system and its member libraries/branch libraries in order to determine whether your point is valid or not. In the state of Georgia branch libraries (members of a regional system) fall under the supervision of the regional library. They are not independent entities so, in my opinion (not a lawyer), are not out of compliance with the state law you continue to cite. Franklin Memorial Library is not an independent library. It is a member of a regional public library system.

Rebekah Black

Posted Sep 19, 2023 10:32 AM • 18 Words

Asked and answered. The branches don't have the librarians, therefore the money goes to regional instead of them.

Linda Most

Posted Sep 19, 2023 10:36 AM

And the leadership of the regional libraries use the state funding to support infrastructure, programs, and services across all the member libraries. Where is the problem?

Rebekah Black

Posted Sep 19, 2023 11:09 AM • 31 Words

The problem is with **libraries without librarians** (leading to lack of strategic plan, lack of diversity in collections, management, etc. leading to a decline in service statistics as tracked by IMLS).

Linda Most

Posted Sep 19, 2023 11:50 AM

Again, the needs of each local member library community should be part of and included in the regional system's strategic planning, collection management etc, and their needs should be considered during all planning processes. If a local library community is that unhappy with its representation as a part of a regional library system, the local board can take the big decision to leave the regional and set up on their own or join a different system where they will have

different representation and different leadership. But that takes money and investment of time and leadership on the part of the community and the local board - if it even exists.

Rebekah Black

Posted Sep 19, 2023 12:20 PM • 42 Words

Gotcha. Does the board hire a lawyer to guide them through the separation process? Or, how do they proceed when their management are high school graduates? Is the first step of the local board to hire an actual Librarian and proceed together?