

# New Academic Librarians in Their Own Words: Who are they and what they want.

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“New librarians are enthusiastic, passionate about the library profession, and eager to make a difference. I feel the profession is being placed in competent hands.”

“In library school you are exposed to the “big picture” concerns of the profession. This makes one excited about the principles of librarianship and solving the newest problems we face. When you actually get a job, however, you get caught up in the minutia of day-to-day operations and enmeshed in the local politics of your institution.”

“A dream job would be where you have a supervisor who can mentor you to greatness... in a place where dynamic things are happening, or at least, where dynamic things could happen.”

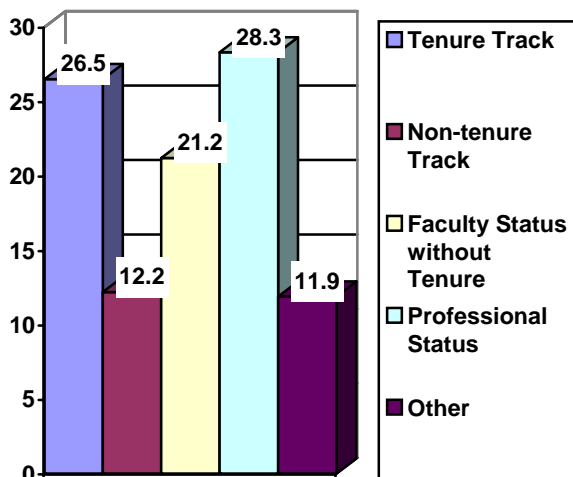
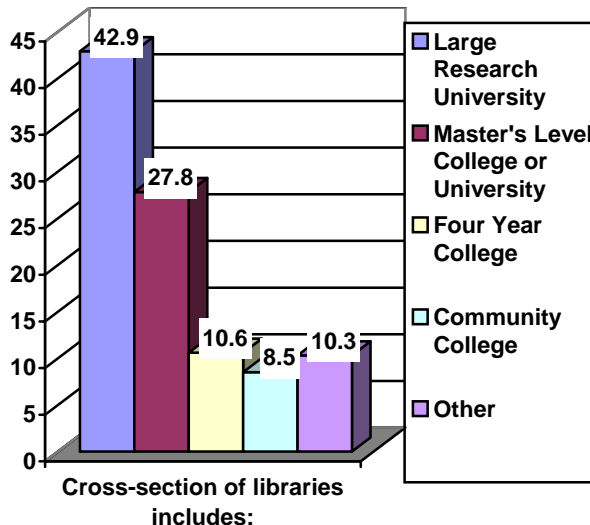
“No one is really telling me what they do around here. Even when I ask, the boomers really guard their turf. I’m afraid that when they retire in the very near future, the place will fall apart because we don’t know what they were doing!”

“The idea is to stay ahead of the curve and not behind it. Ultimately, the patron’s desires will guide the future.”

“[A dream job provides] the opportunity to working in a forward-thinking institution, with tech-savvy and enthusiastic colleagues, supervised by a person who understands the long-term value of mentorship.”

“My generation of librarians loves librarianship, and feels committed to the profession, but we’re often dissatisfied by the tendency to preserve the status quo and the slowness of change.”

“My first two years in an academic library have been both heavenly and something out of the ninth circle of hell.”



“There’s no promotion or tenure system in place here, which means I’ll never get more than the 2-3% annual raise. The only way to make more money will be to leave for a better job somewhere else in a few years once I get the necessary experience here.”

“It is a terrific profession and doesn’t receive the public attention it deserves. We don’t possess the level of confidence, and dare I say it, arrogance that exists in other professions. We need to find our groove, our swagger, and be noticed.”

(Quotes from new librarians’ survey and interviews)

# New Academic Librarians in Their Own Words:

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A copy of this presentation and hand-out is available at:

[www.trinity.edu/mmillet/professional/NewLibProject.htm](http://www.trinity.edu/mmillet/professional/NewLibProject.htm)