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CS2Rev Q's

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1. According to the text, the four typical employee categories in most libraries are:
 - A. Full time with MLS and/or a subject graduate degree
 - B. Full time with degrees ranging from high-school to postgraduate
 - C. Part-time, with or without a degree
 - D. Volunteers

However, the majority of the MLS-holding librarians at my library appear to be part-time (although I am not certain). While they could fall within category C, the text describes that category to encompass pages, shelvers, interns, student assistants, and volunteers, rather than professional librarians. I suspect that this has become a more typical situation than the text would suggest, and probably deserving of an additional category.

2. Honestly, I don't have any preference of labels for non-librarian positions. In fact, it's irksome to me that all the textbooks I've encountered from this publisher attest to some great debate about labels, whether it's what to call patrons or what to call "non-librarians." On the job, I will apply the labels in use at the library I'm working in. And I really don't believe those terms will have been settled on only after a significant amount of debate. In fact, any organization spending that much time focusing on what words to use, can't be spending much time focusing on fulfilling patron needs. (I really, really, dislike this textbook.)
3. The major steps in the staffing process are:
 - A. Needs determination/succession planning
 - B. Job design
 - C. Recruitment
 - D. Selection
 - E. Orientation/Training
 - F. Evaluation
 - G. Coaching/Discipline
 - H. Resignation/Termination
4. The job description is important because:
 - A. It helps recruit the brightest candidates by allowing them to make an informed decision about applying for and/or accepting a position.
 - B. It helps the recruiter determine what skills and qualifications candidates should have.
5. Student workers differ from other library employees in that they often aren't employees. They also tend to have varying schedules and may need to work around school requirements. The effects of this can be mitigated by taking a duties or mentoring approach to scheduling. Their positions often have built-in turnover as they graduate. Much of what else the textbook has to say about student workers appears to be based on stereotype and assumption, for instance,

that student workers are more approachable, are better at using technology, and relate better to the service population.

6. The question asks if I think volunteers are more valuable to libraries. More valuable than what, it doesn't say. Employees? Student volunteers? I think every staff member is valuable to the library. If they weren't they wouldn't be there. However, I do believe that volunteers, in general, are vital to the success of the library. They are important resources for performing tasks that other staff may not be able to devote time or resources to, such as dusting and shelf reading.