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Beyond the Chemistry Web

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Beyond the Chemistry Web

Bob Buchanan, Chemistry Librarian, Auburn University



Hiring the right people is one of the most important things that a library can do. After recently chairing an academic library search committee for the first time, I have become more sensitive to the opportunities and pitfalls of the process. Here are a few websites that may help if you find yourself on a search committee.

The Association of College & Research Libraries provides a brief set of best practices in **A Guideline for the Screening and Appointment of Academic Librarians Using a Search Committee**.

<http://www.ala.org/acrl/standards/screenapguide>

Searching for a Key Employee – The 7 No Nos of Hiring questions common search committee practices and proposes new ones. Written by the not-for profit group Creating the Future, this site suggests sorting resumes by yes/no (instead of ranking) and starting with long-term goals (instead of the job description). You may not be in a position to be able to implement some of the suggestions, but they are worth thinking about.

http://www.help4nonprofits.com/NP_PRSNL_SearchKeyEmp_Article.htm

Academic Jobs Wiki – Dear Search Committee gives the perspective of frustrated job seekers. Although one-sided, it can remind search committee members what it is like to be searching for a job.

http://academicjobs.wikia.com/wiki/Dear_Search_Committees

Search Committee Etiquette gives practical advice to search committee members on how to treat candidates.

<http://www.insidehighered.com/advice/2010/02/12/brottman>

A number of freely accessible columns in *The Chronicle of Higher Education* address the role of the search committee. Although most of these columns discuss non-librarian faculty searches, much also applies to academic librarian searches.

The Right Search Committee talks about the characteristics needed by the search chair and

the committee members. The ability to invest sufficient time in the search tops the list.

<http://chronicle.com/article/The-Right-Search-Committee/44699/>

Attention Search Committees recommends writing a clear position announcement, detailing specific requirements, and avoiding inappropriate questions during the interview.

<http://chronicle.com/article/Attention-Search-Committees/46579/>

How Search Committees Undermine Their Own Efforts discusses false search expectations, the importance of committee make-up, and building good relationships with candidates.

<http://chronicle.com/article/How-Search-Committees/46236/>

Don't just search, recruit advocates that the search committee actively recruit candidates, sell the position, and be willing to negotiate the job offer.

<http://chronicle.com/article/Dont-Just-Search-Recruit/46546/>

Written in 2006 when there was more of a sellers' market, **Endlesse Recherche** discourages academic library search committees from conducting long searches or having unrealistic expectations – both may end in a failed search.

<http://chronicle.com/article/Endlesse-Recherche/46856/>

A tenured faculty member gives advice to untenured faculty on search committees in **Your First Search-Committee Gig**. Some of the advice also applies to tenured faculty.

<http://chronicle.com/article/Your-First-Search-Committee/123739/>

If your interest in the job search process still not sated, check out **On Hiring**, an active blog at the *Chronicle of Higher Education*.

<http://chronicle.com/blogs/onhiring/> ❖