

**TROUBLE GETTING ONBOARD?  
THE EXPERIENCES OF FIRST-TIME  
SUBJECT-SPECIFIC LIBRARIANS**

PALA Annual Conference

October 18, 2017

Green Tree, PA

Your participation is important to us! Please go to  
[Pollev.com/ciddec](http://Pollev.com/ciddec) OR text CIDDECS to 22333  
to join our Poll Everywhere session.

<http://tinyurl.com/palaonboarding>

## WHY THIS PANEL EXISTS

- Pitt MLIS, '16
- Started liaison/subject specialist jobs during the past year
- We noticed some common experiences
- To discuss common issues, explore possible solutions

# INTRODUCTIONS

- Bryan McGeary – Subject Librarian for the Humanities, Ohio University
- Kiana Jones – Visiting Fine Arts Librarian, University of Pittsburgh
- Matthew Jones - Phenomenology Librarian, Duquesne University
- Jacob Brintzenhof – Business Research Librarian, University of Pennsylvania
- Rebekah Miller – STEM Librarian, Duquesne University
- Alice Kalinowski – Liaison Librarian for Business, University of Pittsburgh

## YOUR EXPERIENCES

- Share with those around you what you can remember from your onboarding experiences.
- Did you have a formal onboarding process? What did it include?
- Did it meet your needs or expectations?

## SUPERVISOR RECOMMENDATIONS

“Uncertainty. No job as it is presented to an applicant is really what it seems to be.”

“To understand that they will need to undergo a continuous learning process”

“Independence”

“Basic productivity skills...teaching experience”

“Critical thinking...if paired with ownership and responsibility”

“Advanced search techniques...real experience in a library”

# SUPERVISOR RECOMMENDATIONS

“Patience and persistence...good observational skills”

“Tactfulness... respectfulness  
...just being kind and a nice person”

“Passion and commitment to the profession. Mature judgement...and ability to problem solve”

“Curiosity and initiative”

“Collaborative spirit...general congeniality”

“Work well with others...creativity; energy; confidence; sense of humor”

# REFERENCES

- Dunn, K. (2016). Hiring librarians and ensuring their early success. *Information Outlook*, 20(1), 6-8. Retrieved from [http://content.sla.org/InformationOutlookContent/1/1/1/1/19/Information\\_Outlook-January-February\\_2016.pdf](http://content.sla.org/InformationOutlookContent/1/1/1/1/19/Information_Outlook-January-February_2016.pdf)
- Faulkner, A. E. (2015). Reflections on the Impostor Phenomenon as a newly qualified academic librarian. *New Review of Academic Librarianship*, 21(3), 265-268. doi:10.1080/13614533.2015.1070185
- Graybill, J., Carpenter, M. T. H., Offord Jr., J., Piorun, M., Shaffer, G. (2013). Employee onboarding: identification of best practices in ACRL libraries. *Library Management*, 34(3), 200-218. doi: [10.1108/01435121311310897](https://doi.org/10.1108/01435121311310897)
- Harvey, J., Wheeler, A., Halbesleben, J. R. B., & Buckley, R. M. (2010). How did you figure that out? Employee learning during socialization. In H. Liao, J. J. Martocchio, A. Joshi (Eds.) *Research in Personnel and Human Resources Management*, vol. 29, (167-200). Bingley, UK: Emerald Group Publishing Limited.
- Keisling, B., & Laning, M. (2016). We Are Happy To Be Here: The Onboarding Experience in Academic Libraries. *Journal Of Library Administration*, 56(4), 381-394. doi:10.1080/01930826.2015.1105078
- Klein, H. & Heuser, A. (2008). The learning of socialization content: A framework for researching orientation practices. In J. J. Martocchio (Ed.), *Research in Personnel and Human Resources Management*, vol. 27, (279-336). Bingley, UK: JAI Press.
- Klein, H. J., Polin, B., & Leigh Sutton, K. (2015). Specific Onboarding Practices for the Socialization of New Employees. *International Journal Of Selection & Assessment*, 23(3), 263-283. doi:10.1111/ijsa.12113
- Korte, R., Brunhaver, S., & Sheppard, S. (2015). (Mis)Interpretations of organizational socialization: The expectations and experiences of newcomers and managers. *Human Resource Development Quarterly*, 26(2), 185-208. doi:10.1002/hrdq.21206
- Krasman, M. (2015). Three must-have onboarding elements for new and relocated employees. *Employment Relations Today*, 42(2), 9-14. doi:10.1002/ert.21493
- Larrivee, A. (2014). Exploring the stressors of new librarians. *Public Services Quarterly*, 10(1), 1-10. doi: 10.1080/15228959.2014.875766
- Mallon, M. N. (2014). Stealing the limelight? Examining the relationship between new librarians and their supervisors. *The Journal of Academic Librarianship*, 40(6), 597-603. doi:10.1016/j.ACALIB.2014.10.004
- Oud, J. (2008). Adjusting to the workplace: Transitions faced by new academic librarians. *College and Research Libraries*, 69(3), 252-66. doi: 10.5860/crl.69.3.252
- Snyder, L., & Crane, E. (2016). Developing and implementing an onboarding program for an academic library: Strategies and methods. *Library Leadership & Management*, 30(3), 1-6. Retrieved from: <https://journals.tdl.org/llm/index.php/llm/article/view/7164>  
<http://tinyurl.com/palaonboarding>
- Wanberg, C. (Ed.). (2012). *The Oxford Handbook of Organizational Socialization*. NY:, New York: Oxford University Press.