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**Contenidos de este número**

# Placements & Salaries 2017: Librarians Everywhere

By [Suzie Allard](http://lj.libraryjournal.com/author/sallard/) on October 17, 2017 [2 Comments](http://lj.libraryjournal.com/2017/10/placements-and-salaries/2017-survey/librarians-everywhere/#comments)



**Recent graduates** are experiencing faster placements and earning more money than last year’s, this year’s snapshot of the job market suggests.

Forty of the 52 schools with American Library Association (ALA)–accredited LIS master’s programs participated in LJ’s annual Placements and Salaries survey. Collectively, these programs reported that a total of 4,223 people graduated from their programs in the 2016 calendar year. Thirty-nine percent of these graduates answered questions about their job-seeking experiences. Graduates were primarily female (79%), with 20% identifying as male, and 1% as other. Graduates self-identified as white/non-Hispanic (76%), Asian/Pacific Islander (9%), Hispanic/Latinx (6%), Black/African American (4%), or as more than one race (3%).

**FULL-TIME, JOBS OUTSIDE OF LIBRARIES RISE**

Overall, 2016 graduates have been successful in finding jobs, with 83% of those employed reporting that they have full-time positions. That is up slightly from last year and matches the level of the 2014 survey. Most of these are permanent rather than temporary positions. About 67% of these full-time professionals work in a library setting, markedly lower than last year.

About 20% of full-time employed graduates use their library skills in a different environment, also a higher percentage than last year. About 17% of working 2016 graduates have part-time status, down slightly from the 18% reported last year. More than half of part-time employees hold only one part-time position, however others hold multiples; the average part-time employee holds about 1.6.

**WHAT MAKES US HAPPY?**

Nearly three out of four graduates report being satisfied with their current job placement. Graduates who landed full-time positions in public libraries (84%) or school libraries (81.4%) report the highest satisfaction levels. Many respondents link their job satisfaction to the fulfillment of their career goals; they are delighted to be working in the service areas that they aimed for, or applying what they learned in their LIS programs. Satisfied job holders also point to good salaries and benefits, pleasant working environments, and supportive coworkers and management. Satisfaction is also a result of the characteristics of their duties, such as interacting with favorite user groups, making a difference for their organizations or communities, and having some control or influence over the decisions of their employers.

Overwhelmingly, unhappy graduates point to under­employment issues, including low wages; lack of benefits; having to settle for part-time, temporary, or nonprofessional positions; or having to piece together two or three part-time positions to support themselves. Several report being frustrated about carrying student debt for their LIS degree without being able to use the degree in their current positions.

**WHERE DO WE COME FROM?**

The class of 2016 continues the trend, identified last year, of younger graduates pursuing a career for the first time. The proportion is very similar to last year; more than two-thirds of graduates are under 36 years old and more than half are making their first venture into a professional career. Also similar to last year, 45% of graduates are working in libraries before they graduate.

However, about 44% of graduates report that the LIS degree is a springboard to leave an existing career and enter the information profession. Career-changers come from more than 28 different fields. Education is the most common original path, with 14.3% of graduates originally working in K–12 education and another 2.3% in higher education. The next most frequent feeder field is business, including accounting, finance, and management, as well as retail, banking, and real estate (8.1%). Graduates also noted previous careers in law (attorneys, paralegals) or law enforcement (6.4%), and in publishing, writing, editing, journalism, or communications (5%). Entertainment fields, such as TV/cinema production, the music business, or theater/performing arts, were the first profession for 4.3% of career changers.

**http://lj.libraryjournal.com/2017/10/placements-and-salaries/2017-survey/librarians-everywhere/**

1. **Kansas City Public Library Raises Minimum Wage for Employees**

By [Lisa Peet](http://lj.libraryjournal.com/author/lpeet/)



Kansas City Public Library

As Missouri continues its two-year clash with its two largest cities over minimum wage regulations, Kansas City Public Library (KCPL) director R. Crosby Kemper III has taken matters into his own hands.

Kemper raised the minimum wage for part-time library employees to $10 an hour, with those who already made more than that getting an increase as well. “We’ve got a problem with low wage people being stuck in low wage jobs,” Kemper told LJ. “Libraries are like a lot of other public service institutions in that we’ve had low wage people over the years—but when we can afford to we should close the gap to the extent that we can.”

While the [Missouri minimum wage of $7.70](http://www.epi.org/minimum-wage-tracker/#/min_wage/Missouri) still tops the federal rate of $7.25, both Kansas City and St. Louis—blue cities in a red state—enacted local municipal minimum wages by city ordinances in 2015. In September of that year, the Missouri legislature preempted those efforts by passing a law preventing any locality—cities, towns, or counties—from raising its local minimum wage above the state’s. In February 2017, St. Louis struck down the state law in Missouri Supreme Court, raising its wage floor to $10, only to have the state legislature pass a new preemption law that lowered rate to $7.70 again effective August 28.

Kansas City’s minimum wage rates saw a similar roller-coaster effect. On August 8, local voters took minimum wage regulations to the polls. Sixty-nine percent approved a ballot measure raising the minimum wage to $10, with annual increases of $1.25 an hour beginning in 2019 to reach $15 in 2022. The new rate took effect on August 24; four days later, the same state ruling that affected St. Louis returned Kansas City’s minimum wage to $7.70 as well.

An [August 11 editorial in the Kansas City Star](http://www.kansascity.com/opinion/editorials/article166833462.html) called on business owners to raise rates on their own initiative, and for consumers to patronize those businesses. More than 100 St. Louis businesses had done so in the face of the anticipated August rollback, encouraging local businesses to [#SaveTheRaise](https://fightfor15.org/s-petition/st-louis-petition-splash-page/).

Kemper took a look at the salaries of KCPL’s lower wage earners—one full-time and 22 part-time workers—mainly library aides who perform a variety of tasks from shelving to some desk work to facilities maintenance. Most earned more than the city’s minimum wage of $7.25 but less than $10.

When the library’s chief financial officer and head of human relations conferred with Kemper, he agreed that these workers’ hourly wages should be raised to $10. Anyone earning just above $10 an hour would be raised to $11, and those earning over $11 to $12. “It’s a question of fairness, rather than a statement about the minimum wage for everybody,” Kemper told LJ. The KCPL board gave its indirect approval, although it does not have direct jurisdiction over employee salary increases, and as library employees are not unionized, the wage hike went into effect immediately, on August 19.

**DOING THE RIGHT THING**

KCPL is in a good position to allocate the extra payroll money, noted Kemper. While for most of the past decade the city’s tax policies have put a cap on library revenue, FY18 looks to be a good one for the system. “We are looking at an increase in revenue this year, according to the assessor,” he said. “So we felt in light of that, this is a year when we could target some of our low wage employees for a special one-time increase. It’s a permanent increase, so it’s a floor for the future.” The library will continue to give yearly cost of living increases.

Kansas City housing costs require a single worker to earn around $15 an hour in order to spend less than 30 percent of their income on rent or a mortgage, Kemper explained. Although most of the KCPL employees affected are not the sole wage earners in their families, or have more than one job, he said, “raising [the library’s minimum wage] is the right thing to do, and we were able financially to raise it without changing what we would otherwise do in terms of hiring new employees, in terms of maintaining our technology and equipment, our computers, buying books, and doing the other things that we would do.”

Kemper himself is not in favor of minimum wage legislation, he told LJ, citing [research](https://www.epionline.org/studies/r129/) showing that a legislated higher minimum wage can work against entry-level job seekers—employers needing to pay more tend to offset this by reducing services or stretching existing personnel rather than train incoming low-wage workers. But raising the library’s minimum hourly rate isn’t a contradiction, he stressed. “I certainly agree with the research but I think businesses are always able to raise their own minimum wages when it’s appropriate,” he told LJ. And in KCPL’s case, he said, it’s certainly appropriate.

Efforts toward raising the wage floor, both for Missouri and its cities, continues. Labor organizations began launched a statewide petition in August for a $12-an-hour goal, rather than the $15 called for in the national [Fight for $15 movement](https://fightfor15.org/s-petition/st-louis-petition-splash-page/), and a separate petition for Kansas City is also in circulation. Kansas City council has passed a resolution calling on city government and local businesses to implement higher wages.

“We haven’t heard what anybody else is doing,” noted Kemper in late August. “I thought there would be a rush to do this, and now we’re sitting out there as some kind of lone ranger. At least so far—I assume other people will do it. But we’re certainly the only one who did it publicly.”

Kemper added, “We’re just trying to do the right thing. This isn’t really special. Most libraries try to act this way, I think, with their employees and we don’t always have the money to do that. Fortunately this year we had enough money to do it, and it’s just really a question of doing the right thing. We have some very hardworking people who are not paid very well.”

**About Lisa Peet**

Lisa Peet is Associate Editor, News for Library Journal.

**http://lj.libraryjournal.com/2017/10/legislation/kansas-city-public-library-raises-minimum-wage-employees/**

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| [**Beyond Desktops: 10 Ways to Make Your Automated Device Checkout Program One-of-A-Kind**](http://mediasource.actonservice.com/acton/ct/10574/s-156d-1711/Bct/l-00ab/l-00ab:22523/ct1_1/1?sid=TV2%3AT6aVy6uii) **Wednesday, November 29, 2017**  **2-3 PM ET, 11 AM-12 PM PT**  Librarians only have so much time, and patrons bring an increasingly wide array of needs. Your library, centered around desktop labs and circulation counters, can boost efficiency and transform itself by turning to self-service mobile devices via automated kiosks.   Specially-Constructed LaptopsAnytime Kiosks that dispense laptops, tablets and/or new 110V portable power chargers have been transforming the library scene for some time. In this informative webcast, learn how to customize a kiosk to deliver a one-of-a-kind experience to your patrons (and/or students). Find out how the self-service methodology can transform your facility, empower your end users and unburden your staff.  [**Register Now!**](http://mediasource.actonservice.com/acton/ct/10574/s-156d-1711/Bct/l-00ab/l-00ab:22523/ct1_2/1?sid=TV2%3AT6aVy6uii)  **Panelists**  **Deb Sica**, Deputy Director, Alameda County Library (CA) and Project Manager of “Tech It Out” Program  **John Baldwin**, Director of Technology Delivery, Barry University (FL)   **Michael Shaw**, Creative Director, LaptopsAnytime (TX)   **Moderator**  **Matthew Buscher**, President, LaptopsAnytime (CA)   |  | | --- | | [Register](http://mediasource.actonservice.com/acton/ct/10574/s-156d-1711/Bct/l-00ab/l-00ab:22523/ct1_3/1?sid=TV2%3AT6aVy6uii) | |
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## Floating Collections: How It Can Work in a Public Library

Tuesday, October 10, 2017

By Tricia Racke Bengel, Library Sales & Services Manager, Ingram Library Services   
I’m sure, like many of you, I watch a lot of education webinars. They are a great way to learn things in a cheap, convenient way. You always think: I can duck out of the topic if it doesn’t end up being interesting or pertinent to me, or listen with half an ear while multi-tasking three different things. Occasionally, I put everything else away and listen with both ears. A few weeks ago, I did the latter. I closed my email, laid my pen down, and listened for an hour and 15 minutes to a really great library webinar.

The webinar was on the subject of floating collections in public libraries, something for which there is not a great amount of helpful literature or journal data for library collection development services.

**The Reality of Floating Collections**

With four panelists, ranging from a 6 branch library system serving about 300,000 residents in Orange County Florida serving 1.3 million and circulating over 15 million items a year, there was a lot of ground covered. The panelists all listed the reasons to start floating:

* increase efficiencies, reduce delivery times of books to shelves
* improve holds turnover
* freshen collections across the county while getting books to where they need to be for the patrons who want them

Two of the libraries are very pleased with the results, one turned off floating and the other is tweaking their process for improvements. With the range from extremely displeased with floating collection drawbacks to extremely pleased with floating collections, it was surprising just how many of the experiences were the same between the librarians.

All reported that pooling of materials happens in branches that are easy drop off points and entire collections get lost in some branches, i.e. all books about frogs end up at one branch. They also report that patrons don’t seem to comment all that much which is not really surprising since folks tend to be more vocal about negatives rather than a positive. What I did not expect was just how much impact there is on staffing and how it keeps branch staff constantly managing a collection that is always in flux.

When I was a page and then circ. assistant back in the late 80’s, I knew the Dewey ranges much better than I do now, but I also knew where every commonly requested book was on my branch’s shelves. I could quickly grab that science experiment book that was popular two weeks out of the year, the Native American book that every kid wanted because it had the best pictures and the co-dependent no more books that the “Co-Dependent No More Lady” came into get every 3 months after losing another boyfriend. I felt like I served my patrons well by being so efficient.

I am trying to think how I would have felt if my small branch location suddenly became a moving target and instead of the four dinosaur books I could rely upon, I suddenly had none, but instead I had 15 copies of the six month old James Patterson book. In hindsight, I think I would have been better at my job. I would not rely on the four dinosaur books and would instead have compiled the best list for the student using the OPAC, my knowledge of the collection, and then fit the needs of the kid with the best books. I would have looked at the system’s collection and gotten the best books. I would have not just relied on what was in my branch collection.

**What did the experts say?**

The panelists shared how they came up with some very smart ways to make sure their library services team could shift and reallocate materials to keep materials moving around the system, thus ensuring that individual branches don’t have stagnating collections or very uneven collections. Practices such as knowing which locations tend to need rebalancing because they are in a more isolated area of the county or who gets overstocked with bestsellers because their patrons are very sophisticated holds users, ensures that each location maintains balanced subject areas and well represented fiction collections throughout the system. While all of the panelists acknowledged that floating collection problems were caused by an increase in different workloads for the branches, none viewed this as a bad thing. The staff has to go straight to the OPAC a lot more and teach patrons how to place holds. They also have to figure out where to send pooled items or when to get rid of them. Making sure entire collections aren’t depleted is a top priority– again, to prevent all the frog books ending up at one place.

It became apparent that all of the panelists initially hoped that patrons would take care of redistributions and the collection would somehow manage to be in the branches where folks needed for it to be. I think we are all on that elusive trail but, what happened instead is they have a collection that is constantly moving and refreshing, but the library services staff is managing the movement caused by patron demand, and sometimes with the help of patrons. With combinations of Google Docs for branches to know where and what can be sent, analytics software reports, lots of spreadsheets, steady communication between staff, and dedicated courier staff, floating collections, or not floating collections, can keep things moving. But, in all of the example libraries, the resulting outcomes ended up aligning with the hypothetical outcomes, just not in the manner predicted.

Whether the end decision of the floating experiment is to keep it on, tweak it, or turn it off – some of the same conclusions can be made. It comes back to staff. It takes good library staff who know their audience and the knowledge to curate the collections our patrons need. We may all take different paths but for the most part, we end up in the same place.

Libraries are amazing places and I am proud to be part of a profession that is willing to experiment and then step back and tweak as long as necessary to make our libraries the best they can be, in the least expensive way, while keeping the staff from mutinying when administration changes things once again…

[**https://www.ingramcontent.com/blog/floating-collections-how-it-can-work-in-a-public-library?utm\_campaign=icg-blog&utm\_source=lj-reviews-sponsored-content&utm\_medium=tell-me-more**](https://www.ingramcontent.com/blog/floating-collections-how-it-can-work-in-a-public-library?utm_campaign=icg-blog&utm_source=lj-reviews-sponsored-content&utm_medium=tell-me-more)

# “Text And Data Mining: A New Service For Libraries?”

Filed by [Gary Price](http://www.infodocket.com/author/gprice/) on October 21, 2017

From the [European Parliament Research Service:](https://epthinktank.eu/2017/10/20/text-and-data-mining-a-new-service-for-libraries/)

Text and data mining (TDM), the automated analysis of digital data searching for trends, correlations and patterns, is rapidly gaining prominence due to exponentially increasing amounts of digital data (‘Big Data’) and decreasing technology prices. TDM enables researchers to access and analyse material that was previously impossible to process. Is TDM the next step for libraries to provide information to their users?

This was the premise of the event organised by the [European Parliament’s Library](http://www.eurolibnet.eu/3/72/&for=show&tid=7917), inviting experts to explain their take on the role libraries can and should play in utilising this new research potential. The panel consisted of Catherine Stihler (S&D, United Kingdom), Kiera McNeice of the British Library, Julien Roche, professor at Lille University, and was moderated by Joe Dunne, Director of the EP Library. Julia Reda (Greens/EFA, Germany) presented some opening remarks on the subject before the panel discussion began.

Read the [Complete Event Summary](https://epthinktank.eu/2017/10/20/text-and-data-mining-a-new-service-for-libraries/)

**About Gary Price**

Gary Price ([gprice@mediasourceinc.com](mailto:gprice@mediasourceinc.com)) is a librarian, writer, consultant, and frequent conference speaker based in the Washington D.C. metro area. Before launching INFOdocket, Price and Shirl Kennedy were the founders and senior editors at ResourceShelf and DocuTicker for 10 years. From 2006-2009 he was Director of Online Information Services at Ask.com, and is currently a contributing editor at Search Engine Land.

**http://www.infodocket.com/2017/10/21/it-report-text-and-data-mining-a-new-service-for-libraries/**

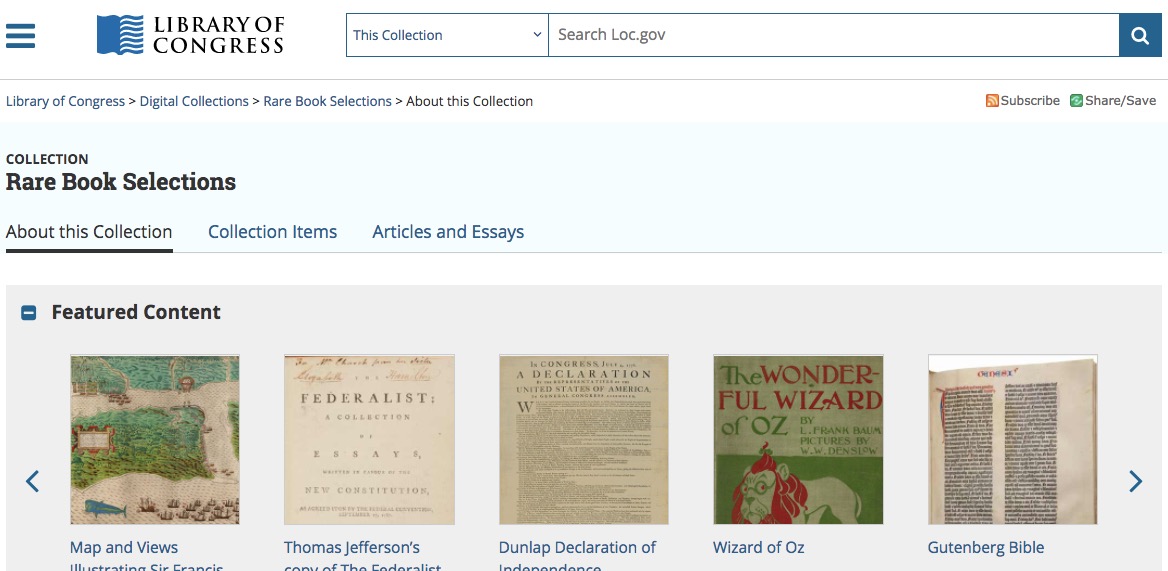
# Digitized Rare Books: Library of Congress Introduces Rare Book and Special Collections Division Web Portal

Filed by [Gary Price](http://www.infodocket.com/author/gprice/)

From [The Library of Congress Blog:](https://blogs.loc.gov/loc/2017/10/new-online-a-digital-treasure-trove-of-rare-books/)

There is a mystique surrounding libraries with old, rare books, and the Library of Congress is no exception. Just think of all the dark and vast vaults of the [Rare Book and Special Collections Division](https://www.loc.gov/rr/rarebook/) that are closed to the public and imagine what undiscovered treasures they hold. Now, thanks to the digital age, the stacks are open and searchable—everyone can access these untold treasures through [our newly released web portal](https://www.loc.gov/collections/rare-book-selections/about-this-collection/).

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The new portal will continue to grow and improve as we add more content and supporting documentation. Currently, there are nearly 1,000 digital resources to discover. Featured content, highlighted in the banner at the top of the portal’s home page, includes “[Maps and Views Illustrating Sir Francis Drake West Indian Voyage](https://loc.gov/item/2007626708/),” [Thomas Jefferson’s copy of the “Federalist](https://loc.gov/resource/rbc0001.2014jeff21562v1/?sp=11&loclr=blogloc),” [the Declaration of Independence](https://loc.gov/item/2003576546/?loclr=blogloc), “[The Wonderful Wizard of Oz](https://loc.gov/item/03032405/)” and no less than [the Gutenberg Bible](https://loc.gov/resource/rbgut.vol1/?sp=7&loclr=blogloc). Continue to scroll along the top banner to sample a few of our other top treasures.

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**http://www.infodocket.com/2017/10/21/digitized-rare-books-library-of-congress-introduces-rare-book-and-special-collections-division-web-portal/**

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