6-23-2018

From Smallville to Metropolis: Career transitioning from a small academic library to a large research university

Ramces L. Marsilli
Florida International University, rmarsill@fiu.edu

April Lafferty
Florida International University, alaffert@fiu.edu

Recommended Citation

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CAREER TRANSITIONING FROM A SMALL ACADEMIC LIBRARY TO A LARGE RESEARCH UNIVERSITY

April Lafferty & Ramces Marsilli
Florida International University, Miami, FL

ZAP!

HOW TO PREPARE

Education
- Workshops or classes in areas of interest: cataloging, archives, special collections, etc.

Develop your skills
- Internship
- Visit departments/ask questions
- Volunteer for special projects

Network
- Talk to your colleagues
- Join and *be active* in professional organizations - ALA, FLA, Regionals
- Join library listservs and social media

INTERVIEW PROCESS

Part 1: Phone screening interview

Part 2: Full day in-person interview
- Multiple interviews, meet with everyone in department, HR, and Dean
- Usually requires a presentation related to job EX. A mock instruction session
- Be prepared to talk about specific examples of special projects and research interests

POW!

SMALLVILLE VS. METROPOLIS

Smallville:
- ✓ Ability to work in multiple departments
- ✓ More face to face time with other departments = greater interdepartmental collaboration
- ✓ Not as many opportunities for promotion
- ✓ Collections lack expansiveness of subject matter

Metropolis:
- ✓ Highly specialized work
- ✓ More time to work on special projects
- ✓ Tendency to only work with people in own department
- ✓ Impossible to do ALL projects
- ✓ Bureaucracy = More red tape

TIPS FOR THE TRANSITION:

Find a mentor – formal or informal

Join writers' groups

Investigate publishing opportunities

Attend and present at conferences/workshops

PROMOTION PROCESS

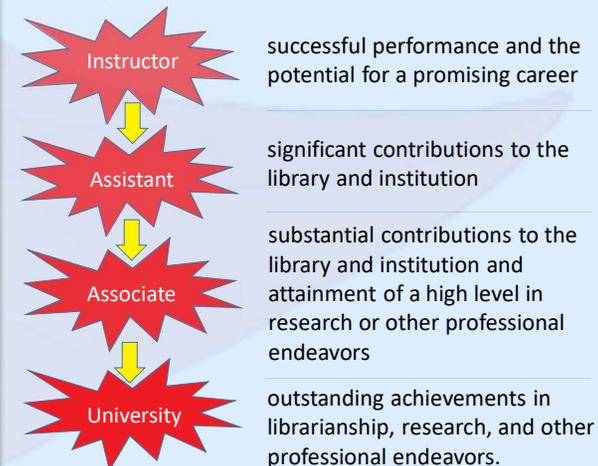Promotion file must include a proven track record of:
- *Professional Practice*
- *Research and Scholarship*
- *Service to the Library, Institution, and Community*

Takes up to a year to complete

KAPOW!

PROMOTION RANKS

Increasing levels of professional practice

Instructor — successful performance and the potential for a promising career

Assistant — significant contributions to the library and institution

Associate — substantial contributions to the library and institution and attainment of a high level in research or other professional endeavors

University — outstanding achievements in librarianship, research, and other professional endeavors.

May vary depending on institution
http://www.ala.org/acrl/standards/promotiontenure