

It's Never Too Late: Making the Transition into Librarianship as a Second Career



Dawn Behrend, Instruction and Reference Librarian,
Lenoir Rhyne University



Nancy Williard, Information Services Librarian,
Brevard College

Objectives



- Factors in career change
- Our experiences as second career librarians
- Benefits
- Challenges
- Advice

Multiple Careers- The New Norm

- Many people have more than 1 career in their lifetime.
- Librarianship is particularly popular as mid-life career choice.

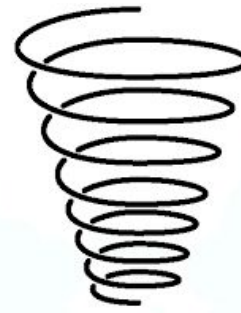


Terms of Endearment

Recyclers



Spiral Career



Burn-Ins



Factors in Making a Career Change

- Super's Developmental Self-Concept Theory
- Extrinsic Factors
- Intrinsic Factors
- Nonlinear career path



Dawn-The Psycholibrarian



- ❖ BA in Psychology
- ❖ MA in Clinical Psychology
- ❖ MBA
- ❖ Experience in business and psychology
- ❖ MLS in 2014
- ❖ Adjunct professor-psychology, counseling
- ❖ Adjunct Instruction & Reference Librarian at LRU since January 2016

Nancy - *Paper Chaser*



- ▷ Teacher / School Librarian
- ▷ Document Control/Records Management
- ▷ Principal / Director of Alt Ed
- ▷ Consultant - Grants, Research, Editor, Projects, OnCall Librarian
- ▷ Embedded Librarian / Online Services
- ▷ Information Services Librarian (ILL, Electronic Resources, Metadata, and so on...)

Writer

The Brightside

- Transferable skills
- Subject specialization
- Service profession
- Work environment
- Job satisfaction



The Challenges

- Learning curve
- Job market
- Salary
- Balancing two careers at once
- Building a new network/support system
- Professional Identity



Our Two Cents Worth

- ❖ Find a mentor
- ❖ Leverage the skills you have
- ❖ Be willing to start small
- ❖ Don't be afraid to admit you don't know--it's a learning curve
- ❖ Be proactive in participating in professional development activities
- ❖ Develop a formal career plan



Bibliography

- Auguste, M. (2010). Welcoming the alternate route teacher-librarian. *Teacher Librarian*, 37(3), 40-43.
- Bello, M.A. (1996). Choosing a career: Librarian? *Librarian Career Development*, 4(4), 15-19.
- Berry III, J. N. (2009). The new refugees. *Library Journal*, 134(14), 8.
- Claire, D., & Jacqueline, C. (2001). Make your own luck: a study of people changing career into librarianship. *New Library World*, 102(1/2), 13.
- Corry, J., & Mendez, R. (2006). No more candles! Second career librarians tell their stories. *OLA Quarterly*. Fall 2006, 15-18.
- Hines, T.M. and Baker, A.L. (2008). The career choices of business librarians: A survey and Discussion. *Journal of Business and Librarianship*, 13(3). 391-404.
- Lambert, C., & Newman, N. (2012). Second career librarians: teachers transitioning to librarianship. *Library Review*, 61(6), 428-446.
- Lowe-Wincentsen, D. & Crook, L. (2010). *Mid-Career Library and Information Professionals: A Leadership Primer*. Chandos Publishing: Oxford.
- Moniarou-Papaconstantinou, V., Vassilakaki, E., & Tsatsaroni, A. (2015). Choice of library and information science in a rapidly changing information landscape. *Library Management*, 36(8/9),584-608.
- Olivas, A. P. (2013). Natural transitions: from K-12 to US academic library instructors. *New Library World*, 114(7/8), 342-350.
- Ross, J. (2012). Behind the book stacks: Tales of a new librarian. *Library Media Connection*, 30(5), 26-28.
- Smart, R. & Peterson, C. (1997). Super's career stages and the decision to change careers. *Journal of Vocational Behavior*, 51, 358-374.
- Stickwell, L. and Sanders. B. (2014) *Making the most of your library career*. ALA Editions: Chicago.

Thanks!

Any questions?