

# Academic Library Recruitment Efficacy and Outcome Study

<http://apps.uflib.ufl.edu/RecruitmentStudy>

## Introduction

An ongoing longitudinal study to investigate the efficacy of employee recruitment techniques used by academic libraries.

This study focuses on:

- advertising of vacancies
- solicitation of applications
- recruitment outcomes resulting from these activities

The study evaluates the use of venues and practices focusing on diversity.

The data collected for each search includes:

- position type (faculty or staff, technical focus, employment terms, etc.)
- advertising venues and efforts
- search results (completed applications, qualified candidates, and progress through the selection process)

The intent is to collect granular and comprehensive data on each search that will permit analysis and conclusions.

Data is submitted electronically on an ongoing basis, with no anticipated end date for collection. Over time, the study will result in a significant volume of data on academic library recruitment efforts.

## Data

Data sets for over 50 completed searches have been submitted:

Specialist Type	Total
Archivist/Curator	6
Assessment	1
Cataloger	3
Development/Fundraising	1
Facilities Planning and Management	1
Finance/Budget/Accounting	1
Instructional Services	6
Instructional Technology	1
Integrated Systems Librarian	1
IT, Programmer	1
IT, Systems	1
IT, Web Developer	2
Metadata	1
Preservation	1
Public Information/Communication	2
Public Services	4
Reference	3
Subject Specialist	16
Technical Services	1

Ethnicity of Persons Hired	Men	Women	Total
American Indian or Alaska Native	0	0	0
Asian	3	2	5
Black or African American	0	3	3
Hispanic or Latino	0	1	1
Native Hawaiian or other Pacific Islander	0	0	0
Not Disclosed	0	0	0
Other	0	0	0
White	9	26	35

  

Gender of Persons Hired	Men	Women	Total
	12	31	43

## Current Participants

**Duke University**  
 Michigan State University  
 Ohio University  
 Pennsylvania State University  
 Rutgers University  
**Texas A&M University**  
 University of Alberta  
**University of California – Irvine**  
**University of Chicago**  
 University of Colorado – Boulder  
 University of Florida  
**University of Massachusetts – Amherst**  
 University of Michigan  
**University of Minnesota**  
 University of Missouri  
**University of North Carolina – Chapel Hill**  
 University of Pennsylvania

## Outcomes

Because this study is the first of its kind for academic libraries and the only one of this scope, the data will capture a unique variety of practices and, over time, produce a statistically significant sample for analysis based on institutional characteristics, position types, advertising venues, recruitment activities, results, etc.

The greater the number of institutions participating and search data available, the better the aggregate data will support analysis and inform recruitment strategies.

## Benefits from Participation

- Long-term commitment from UF Libraries to store and archive the search data for your institution
- Ability to run reports on your own recruitment efforts and assess effectiveness internally
- Ability to run reports on all submitted searches based on various criteria including region and position types; and learn where other institutions have found applicants

To register, learn more about the study, or submit questions or comments, please contact researchers at (352) 273-2595 or by email at [recruitmentstudy@uflib.ufl.edu](mailto:recruitmentstudy@uflib.ufl.edu).

