

00;00;00;00 - 00;00;36;21

Emily Weak

Welcome to season two of the Hiring Librarians podcast. We talk about hiring, getting hired, and broader career issues for librarians, archivists, and other folks in information service professions. I'm your host, Emily Week. This podcast is part of my work on the site [Hiring librarians.com](http://Hiringlibrarians.com), where I've spent more than a decade asking questions complex, stupid, and everywhere in between to list workers on both sides of the hiring table.

00;00;36;24 - 00;01;04;00

Emily Weak

This episode was recorded on June 25th, 2025. My guest is systems librarian Jamie Taylor. Before we get started, I wanted to mention that I'm running a four week online class for job searchers starting August 4th, 2025. If you're interested, you can find the link to register at [Hiring librarians.com/classes](http://Hiringlibrarians.com/classes).

00;01;04;03 - 00;01;22;24

Emily Weak

Hi. Hiring librarians podcast listeners. I'm here today with Jamie Taylor, and our plan is to talk not just about hiring, but about what it's like to work in a unionized workplace and how that might affect hiring. And I'm super excited. Jamie, will you introduce yourself?

00;01;22;27 - 00;01;38;17

Jaime Taylor

Sure. As as you said, my name is Jamie Taylor. I am the coordinator for the systems unit at the UMass Amherst Libraries up here in Massachusetts. I'm a mid-career librarian. I've been a librarian for about 15 years, and I've been hiring for probably half of that.

00;01;38;19 - 00;01;41;20

Emily Weak

So your workplaces unionized. Do you have any union roles?

00;01;41;25 - 00;02;00;16

Jaime Taylor

So I don't have any particular roles in the union. I haven't stood for election or anything like that. It's something I could do if I wanted to. Just haven't gotten to it yet. The librarians at UMass are in the faculty union where a type of non tenure track faculty, so we're unionized with them in the Massachusetts society professors.

00;02;00;19 - 00;02;26;23

Jaime Taylor

We have a few other unions also in the library. Basically everyone who's not administration one is called management and union terms is in one union or another. So we have PSU, the professional staff union, which is for people who have some kind of specialized profession or

skill that is in librarianship or being a faculty member. So a certified electrician, for example, would be in ESU.

00;02;26;25 - 00;02;46;12

Jaime Taylor

In the library we have people whose profession is technology. So a lot of our, our tech people, including someone I supervise, is in PSU. And then we have USA, the University Staff Association in the library. It's mostly what we might call clerical workers. I also supervise someone from that union. So I supervise people from all three of our major unions.

00;02;46;12 - 00;02;49;12

Jaime Taylor

And we also have asked me employees on campus.

00;02;49;14 - 00;03;05;07

Emily Weak

That is really interesting. And I totally jumped ahead. We had discussed talking about labor union stuff a little later on, but I totally jumped ahead because I didn't realize. I think it must be interesting as a supervisor to supervise people from different unions because theoretically everybody's got a slightly different contract, right? Yeah.

00;03;05;07 - 00;03;29;18

Jaime Taylor

So each one of those unions have different contracts with the various unions on campus, have tried to, over the last few years, been in close touch. When we negotiate those contracts so that we end up with similar rights and protections, similar raises, things like that. And we also because we're state workers, you know, we're we're in kind of the, the states that we both negotiate with campus.

00;03;29;18 - 00;03;34;13

Jaime Taylor

But then, for example, if we get raises, the state legislature has to vote on this in a budget.

00;03;34;15 - 00;03;40;18

Emily Weak

Yeah. Oh, so many, so many hands. And they're so many people, so many different voices.

00;03;40;22 - 00;04;02;06

Jaime Taylor

Yeah. And I think I'm possibly the only person in the library who supervises workers from all three of our unions. Oh, that's good. I have, aside from myself, I've got two librarians from Mssp. I've got one person from PSU and one person from USA. We're all locals of the Mass Teachers Association. The MTA, which is part of NEA.

00;04;02;08 - 00;04;27;12

Emily Weak

Oh, okay. I have some more questions about supervising people in unions and being in a union yourself, but I want to get back and just start at the beginning to let people know a little bit more about who you are. I try to ask everybody who comes on the show about their career path because I think, you know, some, some people that wanted to be librarians as children and some people found much later in life, and everybody's got sort of this interesting path to where they got.

00;04;27;12 - 00;04;33;19

Emily Weak

So will you tell us a little bit about how you got to librarians and the more particulars of the work you do now?

00;04;33;22 - 00;04;52;12

Jaime Taylor

I am not one of those people who, as a little child, wanted to be a principal reason. It never crossed my mind despite having librarians in my extended family. So one of my grandmothers to librarian, I have an aunt who is a librarian. I obviously I went to libraries as a child, but I didn't ever think, oh, that's what I want to do with my life.

00;04;52;15 - 00;05;12;09

Jaime Taylor

So I didn't have the thought that, oh, maybe I'll go be a librarian until I was halfway through undergrad. And an upper class woman who I lived in the same building with, she was headed off to library school after graduation, and that was the first time I thought, oh, that's the thing I could do. There's a path from where I am now to where where that would be.

00;05;12;11 - 00;05;20;21

Jaime Taylor

And so then I took a year off between undergrad and grad school and took myself off the library school, and I actually studied to be an archivist.

00;05;20;26 - 00;05;22;04

Emily Weak

So.

00;05;22;07 - 00;05;30;11

Jaime Taylor

I took an archives management track in grad school and, have never worked as an archivist.

00;05;30;13 - 00;05;31;12

Emily Weak
Who.

00;05;31;15 - 00;05;59;03

Jaime Taylor

I, you know, drifted job by job from something like that to where I am now. So my first quote unquote real job after grad school, I was an art librarian at a in a gallery in New York City. And then after that, I did work in a special collections library, but I was doing systems work. So being an art librarian to being a systems librarian in a special collections, and now I'm a systems librarian and supervisor in the university.

00;05;59;05 - 00;06;14;09

Jaime Taylor

But actually, I think it's pretty common for folks who study archives to end up in systems. I, I have another staff member who took a similar path. She studied archives and now she she's doing systems. So I think that's not uncommon, actually.

00;06;14;11 - 00;06;15;16

Emily Weak

Why do you think that is?

00;06;15;19 - 00;06;39;06

Jaime Taylor

Well, for one thing, there's certainly enough collections out that need to be processed. But collectively, I think we produce more archivists than archives are willing to hire. There certainly is the work to be done. And thinking about my own archives education compared to the general librarianship track, I think we end up getting more technical and systems education in archives.

00;06;39;09 - 00;07;04;03

Jaime Taylor

I certainly learned in my archives classes how to use software, how to make EDI records, and things like that. And there is, for the most part, there isn't really like a track in library school at almost any library school. That is like the systems track. You don't learn how to use the how to admin catalog software. You don't learn how to configure a discovery layer.

00;07;04;06 - 00;07;28;07

Jaime Taylor

So almost everyone learns that on the job. And someone who maybe went through the archives track and learned the technical aspects of archives because that does actually get taught or at least where I went, it did. I had 15 whatever years ago. It's, it's a bit of an easier shift because you've already been inside the guts of some kind of record system.

00;07;28;12 - 00;07;48;08

Emily Weak

Yeah, that's kind of what I was thinking when I was thinking when I was asking you the question. But I was always a public services librarian, so I don't have that specific experience. And it makes me want to ask you a really dumb question to reference. What how is a systems librarian distinct from a technical services librarian?

00;07;48;10 - 00;08;14;04

Jaime Taylor

So technical services would include systems librarians. Depending upon where you are, they might actually be some places, file them in it someplace and put them in technical services. Technical services is more than just system. So what we call the information resources management department in my library is basically our technical services department. And that has three units.

00;08;14;05 - 00;08;40;17

Jaime Taylor

That's my unit, which is systems. It has the acquisitions unit and it has the cataloging unit. So historically Technical Services mostly talks about cataloging. And you know, cataloging and systems work very closely together. Some smaller places are the same. So so there's kind of this life cycle record life cycle item and record life cycle function, knowledge group together in technical services.

00;08;40;17 - 00;08;45;10

Jaime Taylor

And that would include a lot of places, systems. But we'd also have other things.

00;08;45;12 - 00;08;55;26

Emily Weak

And so you would also be distinct from a cataloger in that a cataloger might, make the individual record that you're in charge of, like how is that record found within the science room?

00;08;55;28 - 00;09;23;17

Jaime Taylor

Again, depending upon exactly what gets stuck, where right. We are at my library, the systems unit, we admin the catalog software. Right. So the systems, the software that the catalogs are making their records and we administer that software. At this point our front end and back are different. So we administer the discovery layer that governs how the records are displayed, how they're searched, what they look like when patrons find them.

00;09;23;20 - 00;09;45;11

Jaime Taylor

And we might do, again, depending upon your library and the responsibilities we might do or cataloging might do kind of batch processes. So instead of cataloging one record, maybe you

have to make the same update to 5000 records. We might do that. Or maybe metadata would do that depending. And my last job where I was the only systems like in that was my response.

00;09;45;12 - 00;09;54;17

Jaime Taylor

If we were doing batch processes, you know, the catalog would tell me, here's what I need, and I go do it. And they would they would worry about individual records.

00;09;54;19 - 00;10;03;26

Emily Weak

But thank you very much, because that's something that's always in my head of like, I know systems librarians and I talk to them a lot. But that distinction, I think, is,

00;10;03;28 - 00;10;06;19

Jaime Taylor

So it helps the systems librarian to be very familiar with cataloging.

00;10;06;25 - 00;10;14;21

Emily Weak

Yeah. And I think it's something systems librarians are more common in academic libraries, perhaps. Or maybe they're more hidden in public libraries.

00;10;14;28 - 00;10;24;06

Jaime Taylor

I think they're more hidden. I think often, you know, a lot of our public libraries at this point are in consortia of some kind. And there's often like a central office for that.

00;10;24;09 - 00;10;24;27

Emily Weak

Yeah, because you.

00;10;24;27 - 00;10;45;04

Jaime Taylor

Only need, say, one. Yeah, not one library or at this point, especially for smaller libraries, and public libraries, especially in school libraries, those functions have been farmed out to vendors. So you don't just subscribe or purchase the software. The vendor kind of runs the software for you, for better or for worse, and in my opinion, for worse.

00;10;45;10 - 00;10;58;06

Jaime Taylor

Yeah. But so larger libraries and I think it really depends upon the software you run. And, you know, whether you have a consortium or things like that.

00;10;58;08 - 00;11;09;17

Emily Weak

So you in your intro told us that you had spent about half your career involved in hiring in some way or the other. So what kind of roles have you played in the hiring processes?

00;11;09;19 - 00;11;13;13

Jaime Taylor

So at this point, I've played most of.

00;11;13;16 - 00;11;13;24

Emily Weak

You know.

00;11;13;25 - 00;11;33;19

Jaime Taylor

Where I've been at UMass now for almost six years, and I've been on at least one hiring committee per year the entire time I've been there. And at my previous job at the special elections library, I did a little bit of hiring there, too, for some of my colleagues and interns and part timers. Now, when I'm hiring, I'm usually hiring my own staff.

00;11;33;23 - 00;11;58;25

Jaime Taylor

I've been on other people's hiring committees, so I've hired I have four people working in my unit. I've hired all of them in the last six years. So I write job descriptions. I help our HR department figure out like where to advertise. I do some of that advertising myself, especially like social media and person to person. With the search committee, I review resumes and cover letters, decide who we want to speak with, and then where I am.

00;11;58;25 - 00;12;16;11

Jaime Taylor

You know, we conduct two rounds of interviews. The first will be a zoom interview and shorter. And then we decide between those people and have them in on campus. The only thing that I don't do is, you know, decide who exactly is going to be hired and make a job offer that sits with, you know, the dean of libraries where I am, decide who to hire.

00;12;16;11 - 00;12;20;06

Jaime Taylor

And then our HR department deals with it with the offers.

00;12;20;09 - 00;12;36;23

Emily Weak

And something that I think is very interesting in many academic libraries is you are the supervisor or you're the manager. So you would think that perhaps you would get the final say

on who works in your department. But even if you're chairing a search committee or part of a search committee, it goes to somebody else.

00;12;36;25 - 00;13;02;04

Jaime Taylor

Yeah. So certainly and for all of the, the four people who I've hired, who, who work in my unit, I've gotten the person I wanted, I think for the most part, the deans of libraries that have, I've worked for and this is the third I'm on my third dean of libraries tend tend to either agree or defer to the decision of of the supervisor in the search committee.

00;13;02;07 - 00;13;18;28

Jaime Taylor

There have been cases before I was at UMass where the dean chose someone else and they have their reasons, whether that's sometimes budgetary sort of. And also, you know, on the on the side of the, the candidates, the first person who gets an offer, who might be your first choice, might turn you down.

00;13;19;00 - 00;13;20;01

Emily Weak

Sure. You don't know.

00;13;20;07 - 00;13;24;18

Jaime Taylor

And I don't know that I only know who actually gets hired in the end.

00;13;24;20 - 00;13;43;23

Emily Weak

And so it's that's really interesting. Part of the work that I try to do is to sort of pierce some of the opaqueness around hiring. And we think sometimes that the people on the committee or people that are interviewing us are the people that know exactly what's going on, but that this those levels of opaqueness happen at every level within the process.

00;13;43;26 - 00;13;47;07

Emily Weak

Do you remember the first person that you hired?

00;13;47;10 - 00;14;09;19

Jaime Taylor

I do, the first person I hired, his name is Kevin. I hired my job. We hired him to run our digital assets management system, for doing a migration from an older kind of defunct system that was not as robust to a new, very robust system and needed someone to first do the migration and then administer that system.

00;14;09;19 - 00;14;17;06

Jaime Taylor

So we hired him. That was maybe eight years ago. And we're still in touch, even though neither of us work there anymore.

00;14;17;06 - 00;14;25;00

Emily Weak

Yeah, yeah. Do you remember any, like, lessons you might have learned or any impressions that you had your first hiring?

00;14;25;03 - 00;14;54;02

Jaime Taylor

I don't know, the first round made a big impression. I certainly have thoughts now that I've done a lot of it. I think the one thing that being in a more technical role, working with software and things like that, I have definitely noticed that our candidate pools for these kinds of positions are usually pretty small. So I might for a technical role that requires some computer science knowledge, you know, maybe, you know, a coding language or something like that.

00;14;54;04 - 00;14;58;23

Jaime Taylor

I might only have 2 or 3 real true viable candidates.

00;14;58;25 - 00;15;00;18

Emily Weak

That actually have all of the skills that you.

00;15;00;23 - 00;15;03;19

Jaime Taylor

Actually have, the skill sets that would enable them to do the job.

00;15;03;24 - 00;15;04;24

Emily Weak

Yeah.

00;15;04;26 - 00;15;10;06

Jaime Taylor

So if that's you people are looking for jobs, you've got a good chance.

00;15;10;08 - 00;15;17;00

Emily Weak

Tell me more then about what those skill sets are. Is it it's pretty good coding languages or.

00;15;17;02 - 00;15;33;17

Jaime Taylor

It really you know it varies by software very much. So at my last job and when I started where I am now, we ran actually versus all of software and I, I don't have a computer science background, but I was suddenly, administering the software, and it's not that hard to learn. It's made of Oracle tables, right?

00;15;33;17 - 00;15;51;05

Jaime Taylor

It's very obvious and human readable. It's older software. So there's a lot of documentation. So that was not hard to learn. You don't need a lot of computer skills. You know being able to use a command line is helpful. Now I'm in a library that runs folio which is an open source software. It's super complex. It's still being developed.

00;15;51;08 - 00;16;14;08

Jaime Taylor

I, I couldn't administer that software. So as long as you know something, you have learned 1 or 2 programming languages, you can probably pick up whatever the other one is. I think really common ones, not just for administering software, but also working with batches of records, doing transformations on records and, doing reporting and things like that. Python is really helpful in almost any situation.

00;16;14;10 - 00;16;36;18

Jaime Taylor

My staff writes a lot of Python to deal with outside integrations with folio. So if we want to load our users into the catalog software, we might use Python. If we want to send billing records off to another office, we might use Python to make those connections between systems. And at this point there are a lot of open source, both back end and front end.

00;16;36;18 - 00;16;59;29

Jaime Taylor

So you might need Ruby on Rails, you might, you know, so the it's on, you know something. There's a catalog system out there that probably uses it. And if you got a couple, it's easier to learn more or at least make the case that you'll be able to learn them. I think if you don't know the exact language that whatever software is written in or uses, you know, knowing a couple already, you're, you're able to make a good case that you'll be able to learn it easily.

00;17;00;04 - 00;17;05;11

Emily Weak

Yeah. If you're if you're multilingual or bilingual, then it's easier to continue to learn.

00;17;05;14 - 00;17;37;20

Jaime Taylor

And also I just want to say also that like the, the non like coding technical skills. So being to for

example we were on folio, one of my staff members is a product owner for folio. So she's not necessarily writing code but she's making the process of the code happen. She's working with the developers. She's working with the libraries and interfacing between the two to create the priorities for what features get developed for writing user stories?

00;17;37;20 - 00;17;56;01

Jaime Taylor

For doing all that kind of work, for communicating back to the libraries who use folio. So so there are other kind of not hard technical skills, but like some interpersonal skills, some, you know, management skills that go with that, that are also especially if you're going to run open source software now, really important.

00;17;56;05 - 00;18;06;01

Emily Weak

Right. How do you determine if people have those qualifications like do you look for certification or do you have a little coding test? Or,

00;18;06;04 - 00;18;25;06

Jaime Taylor

We don't do tests. I generally speaking, like if I see the things listed on their, on their resumé or CV or mention it in their cover letter, I'm going to take them at their word. And frequently somewhere in education or experience are other indicators like, have you done this work before? Do you have a degree in computer science?

00;18;25;06 - 00;18;29;25

Jaime Taylor

Those kinds of things. Yeah.

00;18;29;28 - 00;18;37;19

Emily Weak

Talk sort of specifically about some of the nuts and bolts of getting heard in systems. But do you have any sort of top level advice for folks who are looking for work?

00;18;37;21 - 00;19;05;14

Jaime Taylor

Absolutely. My number one piece of advice is read the job ad and the things that are in the job ad that are required. Make sure make sure you address those things in your in your CV or resume and and your cover letter. If you don't do that where I am, I can't hire you. Yeah. So since I work for the state, it's very regulated about, you know, I can't just be like, oh, I think this person is clever and maybe they could do the job.

00;19;05;17 - 00;19;20;03

Jaime Taylor

I have to if it says it's required in my job ad you have to have it. You the read the job ad and point like every somewhere in your cover letter and your resume, your CV, everything that's required should be addressed.

00;19;20;06 - 00;19;39;01

Emily Weak

And that's something I tell people who are coming in from outside libraries or from trying to the to switch departments, is you have to make all of those connections. You have to say, you want this. This is how I can prove that I, I do this. Do you have any type of advice for people who are doing hiring?

00;19;39;01 - 00;20;10;02

Jaime Taylor

It's also going to be about job ads. What are your job ads really? Well, because similarly I can't hire for things that are not in my job, and I can't hire someone who doesn't have the things in my job. So I've I've gone over my job ads really carefully as I've been hiring in the last few years. And instead of just saying, like MLS required, I will say MLS or similar or advanced degree in a relevant subject or significant experience.

00;20;10;04 - 00;20;20;07

Jaime Taylor

So I can then hire someone who doesn't have an MLS. So one of my librarians has a master's degree in computer science, and I could hire him because that was, you know, in my job ad, it was like relevant other advanced degree.

00;20;23;09 - 00;20;56;18

Jaime Taylor

I haven't hired a librarian who doesn't have an advanced degree, but I think if I wrote it that way and someone had 20 years of software admin and development and that was what the role was, maybe I could, you know. Yeah, if I wrote equivalent experience in it. So so that's one place, especially if you do work for an arm of government, whether it's a state or municipality or if in a unionized environment you have a contract that states these things, you have to do them and you can't kind of wiggle around them.

00;20;56;18 - 00;21;18;14

Jaime Taylor

So be really careful about what you write your job ad as, because you are going to get what you write. So make sure you're asking for the right things that you actually need, not asking for things you don't need. And then if there are things where you can envision candidates that would be successful in that role, make sure you write in those possibilities.

00;21;18;14 - 00;21;22;22

Jaime Taylor

So extending a beyond master's degree in library science to other advanced degrees and experience.

00;21;22;27 - 00;21;33;14

Emily Weak

How do you get that picture in your head of what you need? Like is it is it just you and doing that exercise of thinking broadly, or do you consult with other people? Or.

00;21;33;17 - 00;21;53;21

Jaime Taylor

I think at this point, since I've hired quite a few people into systems roles, I have an idea of the kind of candidates I'm likely to get, especially at a given. So we're I am we have five ranks of librarians. One is a beginner librarian and five of their highest rank. Similar to the faculty ranks. And we will advertise our jobs at ranks.

00;21;53;21 - 00;22;11;20

Jaime Taylor

So we want to be like, oh, anyone? It'll be, I need a librarian 2 or 3. I need a librarian 4 or 5, I need a librarian one. And that has a lot to do with what the budget is for the position. Honestly, and sometimes how difficult the role is. Right? I'm not going to hire a supervisor for another unit at a librarian.

00;22;11;20 - 00;22;44;28

Jaime Taylor

One. Right? That doesn't make sense to me. So if I have an idea, after having done so much system's hiring of what kind of people are out there who would be able to do the job. So and especially at a given rank, and therefore at a given rate of pay. So if I'm hiring someone who does need to know a couple coding languages, who does need to be able to use statistical packages and things like that, and I'm trying to hire a librarian one, I look at that and say, I'm going to have a hard time hiring because they can make, you know, any, any day of the week, twice or three times that salary

00;22;44;28 - 00;23;01;12

Jaime Taylor

in the private industry. So I'm probably not going to get a lot of good candidates, or thinking like, I'm expecting this person to know how to admin software, but then also do this other thing. Does that make sense? Do people know both of those things? How would they have gotten those skills? I think a lot about how would someone have acquired those skills.

00;23;01;14 - 00;23;12;11

Jaime Taylor

And if that doesn't match up to what I'm asking for, is there's really no way for a person to develop the skill sets, especially if it's more than one that I'm asking for. I know that I'm going to

have a hard time.

00;23;12;13 - 00;23;29;20

Emily Weak

That's a really good question to think about. How would they have acquired, like to try to think about career paths or, you know, outside of a typical career path? I that's one of the things that I also that I hear a lot about creating better accessibility in jobs is to make sure that the things you're asking for are actually the things you need.

00;23;29;20 - 00;23;37;14

Emily Weak

And the typical example I hear is like asking for a driver's license when really you want to know, are they eligible to work or.

00;23;37;17 - 00;23;40;22

Jaime Taylor

I don't need a systems librarian who can lift 50 pounds?

00;23;40;24 - 00;23;41;07

Emily Weak

Yeah.

00;23;41;13 - 00;23;42;28

Jaime Taylor

You're not picking up the server.

00;23;43;03 - 00;23;56;05

Emily Weak

Yeah. And even that, even that language of lifting 50 pounds if you needed somebody to who is able to move the server physically like, but they, you know, they probably don't have to lift it like they could push it or when like.

00;23;56;05 - 00;24;01;23

Jaime Taylor

The amount of time you'd spend moving a server. I might do that once in my entire career. I can someone else to do it.

00;24;01;25 - 00;24;04;06

Emily Weak

Yeah. Oh yeah. Yeah. Can supervisors move?

00;24;04;08 - 00;24;13;01

Jaime Taylor

So having the standard language of having a driver's license can lift 50 pounds. I don't need a systems librarian who can do either of those things. Yeah.

00;24;13;01 - 00;24;27;29

Emily Weak

And you are you you said at the beginning that you, you have actually a pretty narrow pool of people who have the qualifications that you want and maybe also are interested in working for UMass rather than in the private sector where they can make a lot more money. Yeah, I do.

00;24;27;29 - 00;24;37;27

Jaime Taylor

Have staff who's making who've made that choice, who are to be in a, you know, unionize environment working for the state. Massachusetts has a great state pension still on the.

00;24;38;00 - 00;24;39;05

Emily Weak

Yeah. Knowing that they're.

00;24;39;05 - 00;24;40;29

Jaime Taylor

Only ever going to work 40 hours a week.

00;24;40;29 - 00;24;41;21

Emily Weak

Yeah.

00;24;41;24 - 00;24;50;06

Jaime Taylor

And and have a nice life and retire in their 60s with a pension like so some people have made that choice. But it's not as common as you'd think. Yeah.

00;24;50;06 - 00;25;11;25

Emily Weak

It seems like it behooves you to make that pool as wide as you possibly can to, like, eliminate the unnecessary barriers. So you can you can have a broader staff. Oh, hey, just a quick interruption to mention again, I'm running a four week online class for job searchers through Ala core. It's free for members and not free for nonmembers.

00;25;11;27 - 00;25;43;06

Emily Weak

This is for Las workers at all levels who are looking for more support and structure in their job search. If it's before August 4th, 2025 and you're interested, you can find a link to register at hiringlibrarians.com/classes. And now back to the podcast. So I guess let's maybe move on to

talking more about union stuff. So we talked a little bit about the fact that you supervise, you're the, the only person in your library that supervises people from three different unions.

00;25;43;09 - 00;25;59;07

Emily Weak

And we talked a little bit about writing your job description carefully, because the union might have something to say about who you hire based on your job description. Can you talk a little bit more about how unions might affect the hiring process, at least at the writing? The job description?

00;25;59;09 - 00;26;20;19

Jaime Taylor

So part of it is because we have those three unions that the tasks are kind of divided up in different classes. The more the different unions. And if we're hiring a new position or a vacant position and we've said, oh, this should be a US a position, which is our kind of general clerical staff, and it's going to be at this grade.

00;26;20;19 - 00;26;46;24

Jaime Taylor

So they're going to get paid this much. And, and we're looking at as librarians saying, wait a second, that's librarian work. That should be over in the MSP union, ranked as a librarian two and therefore get paid more. Right. That's the kind of thing that we can then take to both of those unions and say, hey, USA, the library wants to hire someone who's going to be doing out of title what we call out of title work, and therefore they're going to be underpaid.

00;26;46;26 - 00;27;07;14

Jaime Taylor

You know, this should be something that you don't want because you don't want your staff doing the work. That is not the kind of work you do. And then to my union saying, hey, the library is trying to hire someone into this other union for work that we think is library work and therefore faculty work. Right. You know, can you can you look at that?

00;27;07;14 - 00;27;14;13

Jaime Taylor

Because we don't want our positions stuck in other unions. We want work that's supposed to be in our union. In our union way.

00;27;14;14 - 00;27;14;27

Emily Weak

Yeah.

00;27;14;29 - 00;27;34;27

Jaime Taylor

So that's one way that it is really helpful for us is as you know, we negotiate back and forth with libraries, HR and administration of like what positions we need and what they'll be doing and what the requirements are and therefore where they should be placed in this structure. We have the backing of our unions. If it goes too far afield from what it's supposed to be, where we.

00;27;34;29 - 00;27;53;04

Jaime Taylor

The other thing that is helpful in hiring librarians is that our contract describes what it means in a couple of different ways, describes what it means to be at each one of these ranks one through five. So similarly, if I'm thinking, okay, I need a person who's going to do this kind of work, what does that mean in here?

00;27;55;24 - 00;28;15;15

Jaime Taylor

And then again, it's kind of if the job description exceeds the rank that library's HR has decided to give it, we can push back on that first with HR and then with, with our unions saying, hey, this work is well above this rank. It needs to be rank higher. So that's a couple ways where where it comes in.

00;28;15;15 - 00;28;37;23

Jaime Taylor

I do it at the moment on since we are faculty, the librarians Personnel Committee, which is kind of like our department personnel committee for linking catalogs to faculty departments. And we when we have candidates in for jobs, we speak with each candidate briefly. And one of the things we do tell them about in that meeting with them is about the union structure, about the contract.

00;28;37;23 - 00;28;46;24

Jaime Taylor

And then we advise them that if they get a job offer, they should get in touch with the union because the union will help them negotiate. And that's really important.

00;28;46;26 - 00;28;50;26

Emily Weak

But they'll have the union will help negotiate for pay or benefits for them.

00;28;51;01 - 00;29;16;01

Jaime Taylor

So the union will tell them, especially especially things other than pay, like, oh, you could ask for a spousal hire, you could ask for startup funds for this project and help, help kind of wade through the contract and the possibilities of all the things that someone could negotiate for. The union leadership is interested in that because of course, they want their workers to get the best deal possible.

00;29;16;03 - 00;29;31;14

Emily Weak

That is amazing. That's not something that I had ever considered that I mean, I hear from a lot of people who are nervous about negotiating or like, or the position where they know they should be negotiating, but not necessarily what they should negotiate in or how to do it.

00;29;31;16 - 00;30;00;03

Jaime Taylor

And that's why we started doing this is, you know, we we spoke with our union about how incoming workers were feeling, like they didn't even know where to put that in their in that process of dealing with HR, and that it felt kind of a little shady on its part. And so we worked out that, you know, we would have the opportunity to tell candidates this, and the union would be perfectly willing to hear from them so that we could kind of get around that and get better, better deals for incoming workers.

00;30;00;24 - 00;30;20;11

Emily Weak

That's great. That's really cool. I had a question of what do candidates need to know about applying to a unionized workplace. And I think that that's one of the things to know in advance. Like we I think of benefits for, you know, why I might want to work in a unionized workplace. I think of higher salaries and better benefits, but not that's absolutely.

00;30;20;13 - 00;30;23;13

Emily Weak

There anything else that you can describe.

00;30;23;15 - 00;30;43;16

Jaime Taylor

This piece of advice I would give? You know, maybe you, the union you're attempting to hire yourself into doesn't do advice on negotiating, but the one thing that everyone should do is if they're I wouldn't I wouldn't say do it as you write the application, but if you get an interview book, signed the contract and read it.

00;30;43;19 - 00;30;44;11

Emily Weak

And.

00;30;44;13 - 00;31;04;17

Jaime Taylor

So my union's contract is available online. Librarians are covered by article 20 in my contract so they don't read the whole thing. It's very long, but reading articles one is very illuminating. So if if you can find the contract for the union that the position you're interviewing is in, go read it. And

definitely if, you know, if you're getting that offer.

00;31;04;17 - 00;31;05;12

Emily Weak

Yeah.

00;31;05;14 - 00;31;06;21

Jaime Taylor

Read the contract.

00;31;06;23 - 00;31;12;10

Emily Weak

Is it available on your union's website or on your library's website?

00;31;12;13 - 00;31;19;29

Jaime Taylor

If one was to Google or DuckDuckGo or their, MSP UMass Amherst contract.

00;31;20;17 - 00;31;22;05

Jaime Taylor

It would probably be the first time.

00;31;22;08 - 00;31;33;00

Emily Weak

Yeah, I think so. It's it sounds like that might also be something that you could ask for, if not from HR, maybe from other librarians that you have interviewed with to ask if that's available.

00;31;33;02 - 00;31;39;02

Jaime Taylor

Yeah. And that's, you know, one of the things that we we don't give them the contract because again, it's very long, but we say here's, you know, there's a link here.

00;31;39;03 - 00;31;40;07

Emily Weak

Yeah. You know, you give them.

00;31;40;07 - 00;31;54;02

Jaime Taylor

A lot of documentation about working at the libraries. And one of the things is the the link to the country link to the contract. If you're if you're UMass interviewing for a librarian position, by the time you get the on campus interview, you're being handed the ability to find the contract.

00;31;54;09 - 00;31;59;22

Emily Weak

That's great. In general, have your union experience has been positive?

00;31;59;24 - 00;32;07;18

Jaime Taylor

Yes, very much. I came into UMass at a weird time. I started at UMass about six months before the pandemic started.

00;32;07;26 - 00;32;08;21

Emily Weak

Oh, sure.

00;32;08;23 - 00;32;22;12

Jaime Taylor

And also completely unrelated. You know, just incidental. At the time, my position supervises three staff, and two of them were retiring within two months of me getting there. So I did hiring right off the bat.

00;32;22;13 - 00;32;23;10

Emily Weak

Yeah.

00;32;23;12 - 00;32;41;24

Jaime Taylor

But also the way that, you know, I had my staff retire and a university, the hiring, hiring days, a long time, and the pandemic had hit before I'd gotten to my hiring. And so for quite some time, one other person and I were running the entire systems unit, and I was able to go to my union and say, hey, this is untenable.

00;32;41;24 - 00;32;55;05

Jaime Taylor

I'm doing two people's jobs, you know, like, what can we do about this? And we did eventually do something about it, you know, by looking at the contract and finding what I could ask for, kind of in exchange for doing this extra work. And in my case, I ended up getting two months of research leave a year later.

00;32;55;11 - 00;33;16;19

Jaime Taylor

Oh, wow. Kind of. And the way we argued that from the contract is that because we have these academic rank promotions as librarians and you're expected to produce some scholarship in order to qualify for them? Yeah. Fact that I was doing multiple other people's work for the first year and a half or so. I was there meant I didn't have time to attend to that kind of work.

00;33;16;22 - 00;33;35;27

Jaime Taylor

So in order to make up for that, we found a place in the contract where there was, you know, research leave and things like that available and said, hey, okay, Jamie gets eight weeks of research leave in order to catch up to where I should have been in terms of my scholarship production in order to qualify to advance to the ranks.

00;33;36;04 - 00;33;38;08

Jaime Taylor

Yeah, that's not all. Came from the contract.

00;33;38;14 - 00;33;53;04

Emily Weak

That's wonderful. My other question that I came up earlier that I. I'm glad I'm remembering to ask me is it could have gone the other way. So you are in a union, but you're also supervising people who are in your same union?

00;33;53;06 - 00;34;18;02

Jaime Taylor

Yes. Okay. Yeah. So. Right. There's workers and management and Mary Queen shall meet. And so I'm not management, I'm a worker. Venture nonunion. They're not in unions. We're. And so I'm in the faculty union and I do supervise, including other librarians. But my title is supervisor or the coordinator, and my work is supervision, and my title is coordinator.

00;34;18;02 - 00;34;39;12

Jaime Taylor

My title is not management. I don't manage in the sense that manage and management is used in a union sense. We kind of have a colloquial understanding of it where you'd think I do management, but in in how we talk about that in a union sense of workers and managers, workers and bosses, I'm not a boss. I coordinate, and that's how I run my unit.

00;34;39;12 - 00;35;02;13

Jaime Taylor

I'm not like wagging fingers and telling them what to do. I a really wonderful people, and so I coordinate the different work that they do. I do a lot of administrative and paperwork about it, and that's kind of the supervisor Reese tasks. You know, I do their annual reviews. I whatever, I liaise with them with other parts of the library and campus, but I'm not a manager.

00;35;02;13 - 00;35;10;23

Jaime Taylor

So that's how that that's how that works is that I have this specific role, and my role is to coordinate the work of these other people.

00;35;10;25 - 00;35;35;07

Emily Weak

So I'm just trying to tease out more about the distinction, because it does seem sort of like a, you know, I can hear you that means something different to you. But it, it also, it sounds very similar. Is it like so if you did a performance review or are you thinking less in terms of like, how would you do a performance or review, as a supervisor rather than as a boss?

00;35;35;10 - 00;35;58;19

Jaime Taylor

So I'm going to back that up a step and and talk a little more about the difference between management and workers and workers and unions. So what makes someone management? So if there was going, if I was going to say there's one thing that makes someone management versus worker, it's hiring firing power. Yeah I have the I do not have the power to hire decide to hire someone or decide to fire them.

00;35;58;23 - 00;36;20;10

Jaime Taylor

Right. I can't make that decision. So I am not management. I also don't have the other part that is similar. And also important is access to confidential HR information. I don't have access to anything that doesn't involve me. And that might be involving me as a supervisor, but I might not, as a supervisor, have access to everything about an issue.

00;36;20;12 - 00;36;38;13

Jaime Taylor

I only have the parts that are like me dealing with my part as a supervisor. I wouldn't know the whole story. And that's happened in my library, where I've been involved in in conflicts between people as a supervisor. And I don't know the whole story. I don't know what the ultimate resolution is because I don't have access to information, do my part.

00;36;38;13 - 00;36;44;19

Jaime Taylor

I know my part, but I don't have access to that. I don't get to decide what happens. And I can neither hire nor fire anyone.

00;36;44;19 - 00;36;45;29

Emily Weak

Yeah. So.

00;36;46;02 - 00;36;53;17

Jaime Taylor

So for something like a performance review, which we're currently doing, those, again, I supervise three unions. So there's three different processes.

00;36;54;04 - 00;37;22;09

Jaime Taylor

Librarians, again, we're faculty, so we write our own. We're not really being like, we have kind of a, tiered governance rate of the faculty. So we write annual reports. We don't do reviews, we do reports. And then whoever supervises you also reads them and makes comments and has a conversation with you for our, our the LPC, the personnel committee also reads it and makes comments and it kind of worked its way up.

00;37;22;12 - 00;37;41;17

Jaime Taylor

And the Dean gets it eventually, eventually. Similarly for for PSU, the professional staff mostly they write their own reviews and then I also it's something I have to do later today is write my comments on it after they've done their own review. And then for USA, the University Staff Association. It is more of what we usually think of as a performance review.

00;37;41;19 - 00;38;00;25

Jaime Taylor

And again, it's mostly me like advising upward of what I think. Right. So I'm not making decisions based on it. I might, especially at a like post hire 3 or 6 months review rather than an ongoing annual review. So here's what I think. I think we should keep this person. I think they need an improvement plan. Whatever.

00;38;00;27 - 00;38;10;27

Jaime Taylor

But I don't ultimately make that decision. So that's again, that difference is I can advise upward what I think, but the decision ultimately doesn't rest with me. I can't say you don't work here anymore.

00;38;11;01 - 00;38;26;14

Emily Weak

Right? Right. That's helpful. And I also definitely hear in the way that you're talking that you like, your mindset is just different. Your mindset is more peer oriented or, it's. Yeah, it's.

00;38;26;16 - 00;38;57;01

Jaime Taylor

I would say it's it's maybe not peer because I am of the folks I supervise. I'm older, not in some cases, but by quite a bit in some cases. And I've also been even for people who are close to my age in the profession, much longer. Well, you know, aside from kind of coordinating their work and making a cohesive and interlocking, I do a lot of more like mentoring and helping people get accustomed to the profession and accustomed to what it's like to work in person.

00;38;57;04 - 00;39;12;01

Jaime Taylor

Yeah. And that's that's big things and little thing. It's like it might be like, oh, how do I write a memo? I've never written a memo before. And then I'll give some examples and be like, here's what I think. Yeah. So and that is partially because I have a really wonderful staff that I get to approach it that way.

00;39;12;01 - 00;39;20;07

Jaime Taylor

And I know that's not the case for every supervisor, even in my library. Some some people have to do much more what we think of as like supervision.

00;39;20;09 - 00;39;20;18

Emily Weak

Right?

00;39;20;18 - 00;39;36;07

Jaime Taylor

Correct it and be a little more strict and do a little more like checking in, making sure people are doing what they're supposed to. I'm very lucky. I have a really wonderful staff. As I said, I got to hire all of them, so I had my pick. So it is both like I get to do it. But also it is yes.

00;39;36;07 - 00;39;42;26

Jaime Taylor

How I approach it is that I want this to be as egalitarian as we can make it, not an egalitarian system.

00;39;42;29 - 00;39;59;12

Emily Weak

Right? Yeah. And it's funny that you said mentorship because I was thinking like peer mentoring, like that was the other part of what was in my head. Let's see. So I don't know, are there other things about the union that we should talk about specifically?

00;39;59;14 - 00;40;21;20

Jaime Taylor

The other a great thing about my union, and I love my union. I know not all unions are as great as mine are. I think it's there's a few things. One is if your union is not as great as it might be or as great as mine is, it kind of behooves you to make it that way, because the union is not a body outside of ourselves, it is the body to which we belong.

00;40;21;22 - 00;40;45;15

Jaime Taylor

Yeah, it is not someone else's responsibility. It is all of our responsibility because it is us. So that might be, for example, in the USA this year we had a whole bunch of people stand as a slate together for election to various offices because they were dissatisfied with how that union had

been run for a long time. And one of my staff was on that slate and she did get elected.

00;40;45;17 - 00;41;01;22

Jaime Taylor

I did a couple other people in the library. So that's an example of like, if you don't like the direction your unit is going to, you can stand for election, you can get involved. There's other ways to get involved that don't involve getting elected. So for example, we had contract negotiations over the last couple of years again, and it took a very long time.

00;41;01;22 - 00;41;22;11

Jaime Taylor

And one thing that our union was regularly calling for was for testimony during negotiations. So on the day that they'd be negotiating, say higher salary, so higher salary floors, you know, those of us who were invested in that would go in and we'd get our minute or so to, to talk to administration of why we thought there should be higher salary floors.

00;41;22;11 - 00;41;40;26

Jaime Taylor

And I did that, you know, because where I live, the rent is very high. Housing is very expensive. And librarian one is the lowest paid, has the lowest salary floor of all types of faculty at the university, to the point that if someone is hired at the salary floor, they'll have a hard time renting a one bedroom apartment.

00;41;40;26 - 00;41;57;24

Jaime Taylor

Right? And I don't think that the administration had ever thought of it that way, because the last time anyone in university administration has tried to rent a one bedroom apartment, it was decades ago being able to get up and say that to their faces. Yeah. Whenever we participate, that don't necessarily involve a lot of, responsibility.

00;41;57;24 - 00;42;11;07

Emily Weak

You know, one thing that makes me feel happy and hopeful about library work is to hear librarians advocating for each other. So I know you're not a librarian one. But to to that, you went in and were able to mention that folks that were coming after you.

00;42;11;12 - 00;42;27;19

Jaime Taylor

And there's certainly a mercenary part there if I can't hire someone. Yeah. And one at a salary. They were to live here. They're not going to take the job, right? Yeah. So there is, of course, the I love my colleagues and I want them to be paid well. And also, as someone who does hiring, it's a little bit mercenary, right.

00;42;27;22 - 00;42;40;19

Jaime Taylor

Said, you know, and if you work at a library that isn't yet unionized, it's a great time to start a union. There's a lot of popular support from outside your immediate situation to start a union.

00;42;40;21 - 00;42;41;12

Emily Weak

Do you have any?

00;42;41;14 - 00;42;43;05

Jaime Taylor

Not as hard as you think.

00;42;43;07 - 00;42;46;25

Emily Weak

Do you have any resources or links that you think we should mention here?

00;42;47;00 - 00;43;05;22

Jaime Taylor

So I don't know if anyone remembers Jorts the cat on Twitter. The orange cat. Oh, you had the Jorts account? Uhuh. Whenever human was behind the Jorts Twitter account had this really great for par. How you how you start a union that I can't feel off the top of my head, but that was a really good, it really simplified it.

00;43;05;24 - 00;43;07;22

Emily Weak

I can find it at. Yeah, yeah.

00;43;07;24 - 00;43;34;22

Jaime Taylor

And depending upon where you are, there are probably big unions that would be interested in possibly taking you on. So if you're in New York, there's DC 37, which is cultural workers of all kinds, a lot of libraries, that are, that don't have librarians as faculty are it inexplicably to me, organized with the UAW. So that's another one.

00;43;34;25 - 00;43;49;04

Jaime Taylor

All right. If you have like a state, as we are in Massachusetts, where with the MTA, the Mass Teachers Association, perhaps looking through the education union, a lot of which are already existing, would be a good way to look, so don't do it yourself.

00;43;49;07 - 00;44;02;19

Emily Weak

We can do it for you. Yeah. That's great. And to think about, like the union exists to help you, even if you are not yet in a union. It's a good way to think about it. When I was in a public library union, we were SEIU, which is a service worker.

00;44;02;19 - 00;44;19;10

Jaime Taylor

Groups looking up the laws and things like that and getting some advice from places like SEIU or UAW. Attempting to organize a union is legally protected activity. So knowing that in case your institution tries to retaliate is really important.

00;44;19;12 - 00;44;42;22

Emily Weak

Yeah. You know I'm like in my librarian branch, it's like and then I will include the long list of unionizing resources. You which probably won't actually happen. So I think maybe to move on to more advice for people that are looking for work. Do you have any like nitty gritty advice like a cover letter should always be two pages?

00;44;42;22 - 00;44;46;07

Emily Weak

Or do you have any particular hiring rules in your head that you'd like to say?

00;44;46;07 - 00;45;02;02

Jaime Taylor

The thing I would offer here is actually that, like most of the rules don't apply anymore. So we're at a point where most of this work is done digitally, I'm sure, like you're not. So you don't have to worry about like, printing it on the newspaper anymore, right? Yeah. And when I was in New Librarian, we were in the middle of that transition.

00;45;02;02 - 00;45;22;20

Jaime Taylor

So it was really hard to tell. Like, does this job want electronically or do they want it on paper? Yeah. I care about the newspaper. Still. Do they care if it's too many pages. So worry less about that. The thing that I would say is make whatever document you're creating easy to read. I sometimes get resumes that are on these, you know, templates.

00;45;22;20 - 00;45;43;17

Jaime Taylor

Someone found out somewhere on the internet that I look at and I'm like, I can't understand what I'm looking at very easily. I would say if you're choosing between like templates or whatever, just like opt for the most basic, boring, simplest one that has a section on education and a section on experience. And at the bottom maybe you have some like skills sections.

00;45;43;20 - 00;45;46;25

Jaime Taylor

I don't need a sidebar that lists all this like keep it simple, stupid.

00;45;46;28 - 00;45;47;17

Emily Weak

Yeah.

00;45;47;19 - 00;46;10;15

Jaime Taylor

Not truly, you know, the page number thing I think you know isn't a rule any more. A general guideline would be the earlier you are in your career, the shorter it should be. Yeah. So if you're looking for your first library job, you know, one and a half pages each for at most absolute, most for rest and cover letter.

00;46;10;17 - 00;46;26;09

Jaime Taylor

And I, you know, as a mid-career librarian, like my my resume is now a CV and it's seven pages long and I'm not leaving UMass anytime soon. But if I were to go work at another university, they get all seven pages of it. Yeah. You know, and I and I would write a cover letter that was probably 2 to 3 pages long, right.

00;46;26;11 - 00;46;35;27

Jaime Taylor

Significant experience, things to talk about. But if you're if you're starting out early on, keep it shorter. Say what you need to say but keep it short.

00;46;36;00 - 00;46;37;02

Emily Weak

To the until.

00;46;37;02 - 00;46;39;28

Jaime Taylor

You have a lot of stuff to say. And then because you need to.

00;46;40;06 - 00;46;49;15

Emily Weak

Yeah I, I like that you were like the rules don't apply because sometimes they ask questions that I think of as like I'm just going to ask a stupid question. So they could say no.

00;46;49;15 - 00;47;10;03

Jaime Taylor

But that's wrong I think is like, do whatever the ad is asking of you, don't do less and don't do more. I yeah, like if it says, you know, give me a resume cover letter, you give them a resume

and a cover letter. Then ask for references. At that point give them the references. That point, if they didn't ask for references at that point, don't give them to them.

00;47;10;06 - 00;47;13;16

Jaime Taylor

Yeah. Do exactly what you're being asked for. No more, no less.

00;47;13;22 - 00;47;31;05

Emily Weak

Yeah. I think it can be so tempting, particularly if you've been looking for a while to try to find like a gimmick that will make you stick out or, you know, maybe you get very anxious and you're like, okay, but everybody else has asked for references and I think that that is really good advice. Dial your energy in it.

00;47;31;05 - 00;47;43;27

Emily Weak

What they asked for. Yeah, yeah. Oh, and so anything that any advice that you have around, how can job searcher determine if a place would be good to work.

00;47;43;29 - 00;48;02;15

Jaime Taylor

I think that's a little hard. You know those things that previously we would use as metrics of like have a lot of people left lately don't really stand anymore, especially in these weird times. Like, I think my library's a decent place to work, certainly has its problems, but we've had a lot of like, administrative turnover. That doesn't mean you shouldn't come work here.

00;48;02;15 - 00;48;19;01

Jaime Taylor

So I think that it's less important. Some of those things that previously have been metrics. The most important thing, honestly, is try to find someone to, you know, or who's a friend of a friend who works there or has worked there recently, and talk to them about what it's like. And hopefully they will tell you that both the good and the bad things.

00;48;19;04 - 00;48;41;16

Jaime Taylor

Yeah. And that doesn't. And also like a place like where I work, that is very large. You know, it might be really great to work in my unit. It might not be so great to work in someone else's unit. So thinking not just about the whole organization, but also where in the organization you're going to be, because it might be better or worse than the organization as a whole.

00;48;41;18 - 00;48;54;02

Emily Weak

That's great. Right? I've really enjoyed talking to you, and I think you've had some really good

insights to provide. Is there anything that I should have asked you that I didn't, or anything else that you want to, touch on before we wrap up?

00;48;54;04 - 00;49;07;20

Jaime Taylor

I just want to reiterate, if you don't have a union yet, try to start point. It's as workers, the best thing we can do for ourselves. It offers us so many more protections. So on average, we get paid more. Just it is absolutely worth it.

00;49;07;22 - 00;49;24;14

Emily Weak

Yeah. Yeah. That's a that is a really good message to end on. So if you don't have a union join one. If you've got one good on you Jimmy. Thank you so much. I really, really appreciate your time and all of your candor and insights. And I know my listeners will do too.

00;49;24;17 - 00;49;25;03

Jaime Taylor

Thanks for having.

00;49;25;03 - 00;49;53;15

Emily Weak

Me. You're very welcome. Thank you for listening. And thank you to my guest, Jamie Taylor. And now the commercials. One last plug for my four week online class for job searchers. It starts August 4th, 2025, and you can find a link to register by going to [hiring librarians.com/classes](https://hiringlibrarians.com/classes). If you'd like to support this podcast and my work on hiring library intercom, you can find my PayPal by visiting the site.

00;49;53;23 - 00;51;14;19

Emily Weak

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