

**State Library of Oregon**  
Library Support and Development Services

# Why Get a Library Degree?

OLA SSD 2023 Conference

Greta Bergquist, Youth Services Consultant



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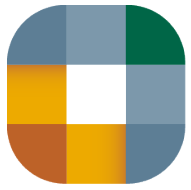
# Welcome!

3 Questions



**When you  
were 10, what  
did you want  
to be when  
you grew up ?**

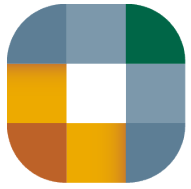




**What's the first  
job you got paid  
for?  
What's one thing  
you learned from  
it?**







**What do you  
enjoy most  
about your  
current role?**





# Today's Agenda

- Welcome
- Greta
- Work Values
- Library Field in Oregon
- Questions to Consider
- Time to Talk



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# Teacher



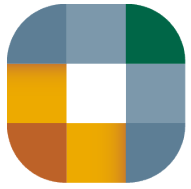


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# Restaurants







# Greta

*MLIS 2011, University of Washington.*

*Previous careers: High school education, afterschool learning, professional development for educators, youth librarian.*

*Love: Early lit, teen stuff, facilitation. Baking, basketball, block parties, murals.*





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# Currently...





# Work Values

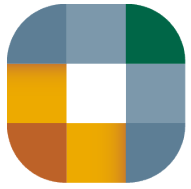
- Autonomy
- Community & collaboration
- Facilitation & learning
- Meaningful
- Pacific Northwest
- Youth-focused
- Work/life balance



# Why talk about values?

- Knowing what matters to you can help you develop your professional goals and future plans.
- It can also help you find places to work that work for you.





# Work Values

- Autonomy
- Community & collaboration
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- Meaningful
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# What about YOU?

What's important to you at work?



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# MLIS Degrees in Oregon

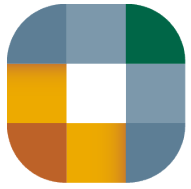




## **MLIS degree-holders in Oregon Public Libraries**

- Full time librarian positions: 502
- Librarian positions requiring an MLIS: 86% (approx. 430)





**Oregon Public Libraries with no MLIS degree-holding employees: 59**

Adams, Agness, Amity, Arlington, Athena, Banks, Brownsville, Dallas, Dora, Drain, Dufur, Echo, Elgin, Enterprise, Fossil, Gilliam County, Grant County, Halsey, Harrisburg, Helix, Ione, Jefferson, Joseph, Junction City, Lakeside, Langlois, Lebanon, Lyons, Maupin, Milton-Freewater, North Powder, Nyssa, Oakland, Oakridge, Ontario, Pilot Rock, Port Orford, Powers, Rainier, Scio, Sheridan, Sherman County, Siletz, Stanfield, Sutherlin, Toledo, Ukiah, Umatilla, Union, Vale, Vernonia, Wallowa, Weston, Willamina, Winston, Yachats, Yoncalla



# Clackamas County Librarian Job Posting

↓ Previous Job

**Librarian 1**

## **PAY AND BENEFITS**

**Annual Pay Range:** \$60,187.52 - \$76,070.68

**Hourly Pay Range:** \$28.936309 - \$36.572443

Salary offers will be made within the posted pay range and will be based on a candidate's experience (paid or unpaid) that is dire

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Clackamas County proudly offers an attractive compensation and benefits package, including competitive wages, cost-of-living a status employees.



# State Library of Oregon

## Library Support and Development Services

Clackamas County's Oak Lodge and Gladstone Libraries seek a committed and service-oriented library professional to join our team as a Librarian 1.

The Librarian 1 provides professional library services and programs designed to assist patrons and the general community in the selection of books, general recreation and information. Incumbents perform varied professional library functions requiring the application of accepted, current library varied, core professional library services, including helping patrons, the public, and other users locate and effectively use library resources, tools and services. The Librarian 1 is a lead worker, overseeing activities of regular, temporary and volunteer library support staff within a major functional area of the library.

Successful candidates will have demonstrated experience in:

- Providing excellent customer service with a willingness to reach out and help others;
- Planning and providing adult programming in a public library;
- Collection management and selection;
- Providing adult reference in a public library;
- Performing circulation activities in a public library;
- Communicating effectively, both verbally and in writing with diverse patrons and staff. Proficiency in a second language preferred; and
- Conflict management.

#### **Required Minimum Qualifications/ Transferrable Skills:\***

- A minimum of five (5) years of related experience that would provide the required; knowledge and skills to perform the responsibilities of the position.
- Ability to work evenings and weekends;
- Ability to work well without close supervision;
- Must pass a criminal history check which may include national or state fingerprint records check
- Must pass a post-offer physical assessment; accommodation requests will be reviewed on an individual basis in compliance with State and Federal legislation.
- Driving may be necessary for County business. For position(s) with occasional/incidental driving, incumbents must possess a valid driver's license. For position(s) with regular driving, transportation will be reviewed on an individual basis in compliance with State and Federal legislation. For position(s) with regular driving, the course of employment. [Learn more about the County's driving policy](#)

#### **Preferred Special Qualifications/ Transferrable Skills:\***

- A master's degree in Library Information Science (MLIS) or Library Science (MLS)
- Adult reference experience
- Hands-on experience planning and providing adult programming
- Circulation experience



# Salem Manager Job Posting

## Programming and Outreach Supervisor

<b>Salary</b>	\$5,992.13 - \$8,053.07 Monthly	<b>Location</b> ⓘ	Salem, OR
<b>Job Type</b>	Fulltime-Career	<b>Job Number</b>	23-0307-03
<b>Department</b>	Library	<b>Org</b>	Library Admin Svcs
<b>Opening Date</b>	05/15/2023	<b>Closing Date</b>	5/29/2023 11:59 PM Pacific

DESCRIPTION

BENEFITS

QUESTIONS

Job Summary







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## Library Support and Development Services

### **Make an impact:**

Salem Public Library is seeking a highly collaborative individual as our new Programming and Outreach Supervisor be instrumental in implementing programs and outreach and provide services which cultivate community connections, center equity, diversity and inclusive practices, increase accessibility, and cultivate and strengthen our organizational culture. This supervisor will be responsible for prioritizing opportunities according to the library strategic plan imperatives in order to make the most impact with limited resources. You will develop quantitative and qualitative data to measure programming and outreach impacts to maximize resources while developing a programming and outreach road map for current and future services.

This role will build and maintain relationships with patrons, neighborhood organizations and the greater population served by Salem Public Library, in both library and community settings. You will explore and implement intentional partnerships to support and promote community outreach. You will establish connections with a diverse customer base to develop positive library experiences with patrons, and look for ways to proactively meet the needs of underserved patrons in our community.

### **What you will do:**

This position will act as the leadership liaison for the Communications Team and the Programming and Outreach Team. As a member of the leadership team, you will support to library operations and other departments by providing direction, information on best practices in programming and outreach and oversight as needed. You will direct, develop, define, and conceptualize new ventures or approaches that will ultimately result in innovative or more effective services. You will collaborate with staff and management to integrate program services, evaluate, and assess current levels of service and service needs.

The Programming and Outreach Supervisor will be responsible to oversees the management of the youth services team. You will be responsible for sustainably scheduling the daily work of staff to balance programming/outreach with daily branch operations. In addition to working closely with the leadership team and programming staff, you will work closely with the Community Engagement Librarian to market and promote library activities through a wide range of platforms.



# State Library of Oregon

## Library Support and Development Services

### What are the minimum qualifications?

- Must pass the pre-employment background check.
- Must pass a drug test (including marijuana).
- Must have an Oregon driver license and a driving record that meets the City of Salem's driving standards.
- Associate's degree from an accredited college or university in a related field to program assignment (i.e., library, business management, public service, etc.), and four years of supervisory experience in a related field, or any combination of education, experience and training that demonstrate possession of the knowledge, skills, and abilities as listed, and ability to perform the essential job functions.

### Additional information on job responsibilities:

- Analyzing, researching, developing, and initiating project ideas as well as preparing project proposals.
- Preparing reports and developing recommendations for managers on specific areas of library service.
- Consulting on projects and initiatives related to outreach and community engagement.
- Work with the Learning and Development supervisor and other library staff to create and deliver new training around programming community outreach as needed.
- Establishing a collaborative and professional work environment with staff and stakeholders that concentrates on creativity, best practices and emulates an excellent level of customer service.
- Compile and analyze statistics pertaining to library programs.
- Investigate and develop plans for new or expanded services; recommend changes to existing programs.
- Evaluate execution and effectiveness of library programs and perform after-action audits.
- Adhere to, support, and effectively implement City and Library policy, procedures, and values; and communicate them to staff and to patrons.



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# MLIS Degree Programs



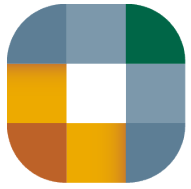


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# Is library school the way forward?

Questions to Consider





# Outside of Work

- What matters most outside of my job?
- Do I have sufficient family/friend/community support to pursue a different path?



# Location

- Am I willing to move?
- Do I want to live where I currently live for a long time?
- Does the state I want to move to have stricter MLIS requirements?



# Money

- Can my family take a pay cut?
- Am I willing to start in a lower position?
- Do I need to make more money than I currently make?
- Do I have the financial resources to attend school?
- Can I get funding to help pay for school?



# Level of responsibility

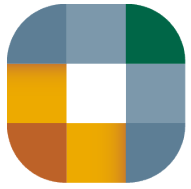
- What type of responsibility do I want?
- Do I want to manage people?
- What types of jobs appeal to me when I look for library jobs?



# Peopling

- Do I like collaborating with other people to get things done?
- Working on projects with community members you may not agree with/like/enjoy is a **big** part of being a librarian.
- Examples:
  - Local funders
  - Local government
  - Foundations
  - Friends of the Library
  - Rotary
  - Kiwanis
  - School district
  - Afterschool programs
  - Parks and Rec
  - Etc, etc, etc





# Organization Size

- The Goldilocks approach
- How big is too big?
- How small is too small?



# Actually....

- Do I want a career change?
- Or do I just want a different job?



# Would I hire myself?

- Am I a good candidate?
- What areas can I grow in so I'm a better candidate for jobs I would like?



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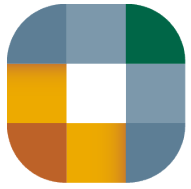
**Now what?**



# A few links:

- [In Praise of Non-degreed librarians](#), Book Riot
- [On the MLIS, Why I'm Getting the Library Degree](#), Book Riot
- The Silver Lining: [Finding Value in a Library Science Degree](#)
- ALA: [Do I Need a Library Science Master's Degree?](#)
- US Bureau of Labor Statistics Occupational Outlook Handbook, [Librarians and Library Media Specialists](#)





# And one more for the road:

- [How book banning campaigns have changed the lives and educations of librarians](#) – Dr. Nicole Cooke, University of South Carolina



# Contact:

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