

	Required				5%	10%	20%	20%																				
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<b>Online Services Librarian Candidates</b>	ALA Masters	Minimum one year professional experience providing instructional services in person and online	Evidence of innovative teaching and proficiency with Web 2.0 and emerging instructional methods and technologies	Evidence of the ability to develop relevant and engaging instructional materials	Unweighted total	Weighted total required qualifications	% Total possible required qualifications	Weighted total including desired qualifications	% Total possible including desired qualifications	Committee Votes	Date Application Received	Qualified?	Disposition of application	Phone interview date	On-campus interview date	Race	Gender	Notes										

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## Online Services Librarian

Candidate



**Phone Interview performance, details & comments**

Stated that his work preference is autonomy, independent working with little supervision or collaboration. Prefers to be given the big picture and allowed to flesh out the job on his own. Described his professional development method as haphazard. His questions for us had an adversarial tone. Top three things he is looking for in a job - ability to advance with more responsibility and more money, a place that values employees and the flexibility to do what he wants to do. Note from committee: he did not submit his artifact on time and had to be prompted. Did not offer a reason.

Candidate had difficulty understanding our questions and at times we had difficulty understanding his answers. In our cornerstone question about supporting online education, he stated that he would not be able to answer this question as a librarian. All of his examples dealt with instructional design from a faculty perspective and had no mention of serving patrons/students. He emphasized that he is an IT person who collects data and focuses on his research. He stated that he wanted a supervisor who allows him to do his research. His focus appears to be on assisting faculty with course design and not supporting student information literacy.

Best answer to patron service philosophy question yet! She loves to create online content. She took on a lot of responsibility as an intern. She is persistent and follows through. Stressed good communication. She is looking for a longterm situation. Good project management skills. She created the libguide template and instituted Guide on the Side. Two big projects!! Very impressive. Strong answer to the question about supporting online education. She has a passion for teaching. Sensitive to each patron as an individual when she is teaching, in person and online. Pride in doing a good job. Stellar candidate!!

Short, un-descriptive answers. The interview was scheduled for 45 minutes. Her answers to our 9 questions took 8 minutes. The top three items she looks for in a job included stability. This job will be ever-changing. Tone was flat with no affect at all. She was so soft-spoken that it was difficult to hear her even with the volume to the max. Not ideal for someone who will be creating video tutorials and developing our online presence.



**Phone references' comments**

Reference said he was very tech savvy. He created 65 video tutorials in a year. He is working on a badge program and updated their web page. She said he works quickly and always needs a proofreader as he sometimes submits works with grammatical or spelling errors. Very approachable, relates to students.

Reference did not know what position candidate had applied for. Thought it was for the Dean of the Library. Her experience working with him was 7+ years ago. She said that she is not good with technology but thought that he was. Patient with students and colleagues. Collaborative. Demanding teacher but available to help. Ambitious, motivated and creative. She had no specific examples for any of our questions.

Glowing reference! Stressed that she was a "natural connector" - people person. Most tech-savvy person at their library. He hates to lose her but her position there is a nine-month position. She gets things done and "floats above the nonsense". He said she has gotten more done in one year connecting with other campus partners than they had accomplished in the prior 20 years. She developed an outreach event (therapy dogs) when it took great persistence. Very smart. Very likeable. Wonderful reference!

Reference said that each year only a handful of MLS students have "it" and Natalie definitely has "it". He said that she will make some library director really happy someday. He described her as smart, energetic, and creative. Fun and funny. Her people skills are exceptional. She would be a great colleague. She has a natural confidence and that "certain something" that facilitates meaningful conversation at the reference desk. He recommended her very highly.

Strong reference. Proactive in solving student problems in an online environment. Very concerned with their affective experience as well as their technology experience. Technology: LMS as student and instructor, blogs, RSS feeds, screencasting, web conferencing, chat, etc. She is committed to scholarly writing. Recently won a LITA award.





**Committee Ranking**

Recommend no further action

Recommend no further action

Recommend for campus  
interview

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## Online Services Librarian

Candidate	Tool used



## Online Services Librarian

Candidate

Campus Interview performance, details & comments	Committee Ranking
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Acceptable

Acceptable

Unacceptable

Unacceptable