RECRUITING SPECIAL LIBRARIANS
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Special librarians may be recruited from the nurses who don't like to get their hands wet, the chemists who don't like "smells," the journalists who prefer the purposeful commotion of the newspaper office to leg-work, the lawyers who shun the nervous strain of legal competition.

Far be it from these authors to encourage a drift of misfits and failures in their several professions into librarianship as a panacea for their misfitness. The professions can be a rich field for recruiting only if candidates are selected upon such constructive standards as personality, suitability of temperament, knowledge, and a sincere desire to be of service.

The confirmed specialist with years of experience behind him is not a potential librarian; rather, one young in his profession, who finds in himself a genuine interest in people and a desire to find and share information, a searching curiosity combined with broad education. These are qualities that distinguish the potential librarian from his fellow specialist.

How can a specialist be made aware of his suitability for a library career? Conferences with a library-conscious personnel director in his own company may be the means to steer the specialists to the library; this would be an advanced vocational guidance method to be used only by an able personnel officer who had the complete confidence and respect of the employee. The possible recruit may have his interest aroused by reading articles on libraries that appear in journals in his own field; for example, a chemist will find occasional articles on literature search (reference) methodology, building a chemical library, or science librarianship, in such periodicals as


Association with his company librarian may be the impetus needed to effect a change in profession; he may fill a vacancy on his own agency's library staff, or be added during an expansion program, or find an opening elsewhere.

Through the public relations programs of the professional associations it is possible to approach personnel officers in other fields, supplying them with sufficient information to enable them to recognize and stimulate the potential librarian in his agency. Also, the associations can encourage their membership to contribute articles to non-library periodicals in order to meet the specialist through the medium of literature on his own subject.

To attract the most qualified specialist the financial gain and prestige must be at least commensurate with that of the profession he is leaving. The statement of Judith W. Hunt, Librarian of Bio-Medical Libraries, University of Chicago regarding the science library can and should be applied to all special library recruiting: "Unless science libraries are willing to pay salaries in harmony with educational requirements and unless they are willing to introduce enlightened personnel policies, they will have to content themselves with the failures and refugees from other positions."

One source of special librarians is therefore the subject specialist already employed in his subject field who transfers voluntarily or is drafted into the company library.

Recruits From a General Library
A second source is the former librarian or library assistant in public, school or general university systems.

Such libraries have proved successful training grounds for the special li-

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