Re-Energizing Our Recruitment Efforts

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Background

• In 2018 Duke Library Human Resources was comprised of 2.5 staff members
  • Director of Library HR
  • 1.5 HR Specialists

• Shortest tenure was 12 years – we have all been challenged by how to diversify our candidate pool for some time.

• We needed some fresh perspectives

• The solution – create a task force to challenge our thinking
The Charge

- Review current DUL search processes and recruitment initiatives.
- Research and identify effective and innovative recruitment practices among libraries and other professions with similar demographics that DUL could adapt and pilot.
- Explore potential causes of the lack of diversity in our candidate pool.
- Review our postings (position descriptions) and web presence to identify unintentional biases, possible barriers to application or language that would negatively impact a perspective applicant’s interest in employment with DUL and/or Duke.
- Propose to LHR and EG any new initiatives that the Libraries could undertake to support the recruitment of a more diverse workforce.
- Propose to LHR and EG any recommendations to changes to our current recruitment processes and/or language that could lead to more diverse candidate pools.
Task Force Members

- **Katie Henningsen** (Chair), Head of Research Services, David M. Rubenstein Rare Book & Manuscript Library
- **Winston Atkins**, Preservation Officer
- **Fouzia El Gargouri**, Team Leader, Non-Roman Languages, Acquisitions
- **Jack Hill**, DevOps Systems Analyst
- **Sierra Moore**, Library Assistant, Rubenstein Library
- **Heather Martin**, Librarian for African Studies and African American Studies
- **Teresa Tillman** (ex officio), Library Human Resources Representative
The Report

The task force produced an excellent report with comprehensive recommendations on:

• Building an inclusive community
• Retention and mentoring
• Training
• Position descriptions, job announcements, and advertising
• Search committees
• Recruitment process, including interviews
But this is not about the recommendations…

It’s about lessons learned and how the initiative re-energized our recruitment efforts.
Lessons Learned
Get people involved
Sometimes you need a fresh perspective
Recruitment does not exist in a vacuum
Talking about Diversity/Equity/Inclusion leads to talking more about Diversity/Equity/Inclusion
The questions you ask tell a lot about you
It’s amazing how impactful the simple things can be