

THE BALL'S IN OUR COURT



**Virtual academic interview
experiences from
administrative and
candidate perspectives**

INTRODUCTIONS

**VIRTUAL INTERVIEW
EXPERIENCES**



**PANEL
POINTS FOR DISCUSSION
AGENDA**



**LESSONS
LEARNED**

RESOURCES

Morgan Pruitt

**OUTREACH AND ASSESSMENT LIBRARIAN
CENTRAL CAROLINA COMMUNITY COLLEGE**

* Interviewed for current position
remotely in 2021

* Moderator for this session;
here to listen, learn, and ask
questions



Elizabeth Ellis

INSTRUCTION LIBRARIAN

WAKE FOREST UNIVERSITY

- * Interviewed for current position remotely in 2020
- * Contributed to Z. Smith Reynolds Library's Taskforce to evaluate interview practices



NOT A TENNIS PLAYER

Mary Beth Lock

ASSOCIATE DEAN

WAKE FOREST UNIVERSITY

- * Implemented remote search in 2020 for Elizabeth's position
- * Chair of Z. Smith Reynolds Library's Taskforce to evaluate interview practices



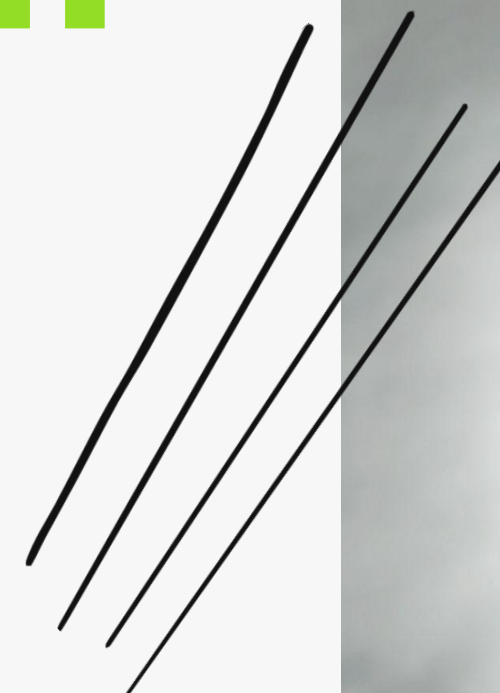
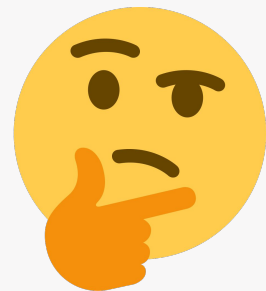
AVID WALKER, ALSO NOT A TENNIS PLAYER

Katherine Heilman

**ELECTRONIC RESOURCES LIBRARIAN
UNC GREENSBORO**

* Interviewed and started current position remotely in 2020

*^s Currently navigating the UNCG onboarding process. Is it normal library operations/culture or the pandemic?



Christine Fischer

HEAD OF TECHNICAL SERVICES

UNC GREENSBORO

Handwritten signature



Katherine's supervisor -- so glad she joined the University Libraries



Member of group under EDI Initiative Team -- how library employees can welcome Diversity Resident Librarian, including during hiring process



**The pandemic
forced some
“big moves”**

“Big moves involve organizing and investing in marginalized communities as well as pushing back on institutional policies, procedures, and structures that create and exacerbate inequities.”

-Amy Collier (2020)



VIRTUAL INTERVIEW EXPERIENCES

The first round interview can look quite different for each person.

- What was your experience with the first round interview?
- What platform(s) did you use?

VIRTUAL INTERVIEW EXPERIENCES



- What aspects of the remote interview process did you like or enjoy?
- What elements gave you freedom and opportunity to be successful?



VIRTUAL INTERVIEW EXPERIENCES



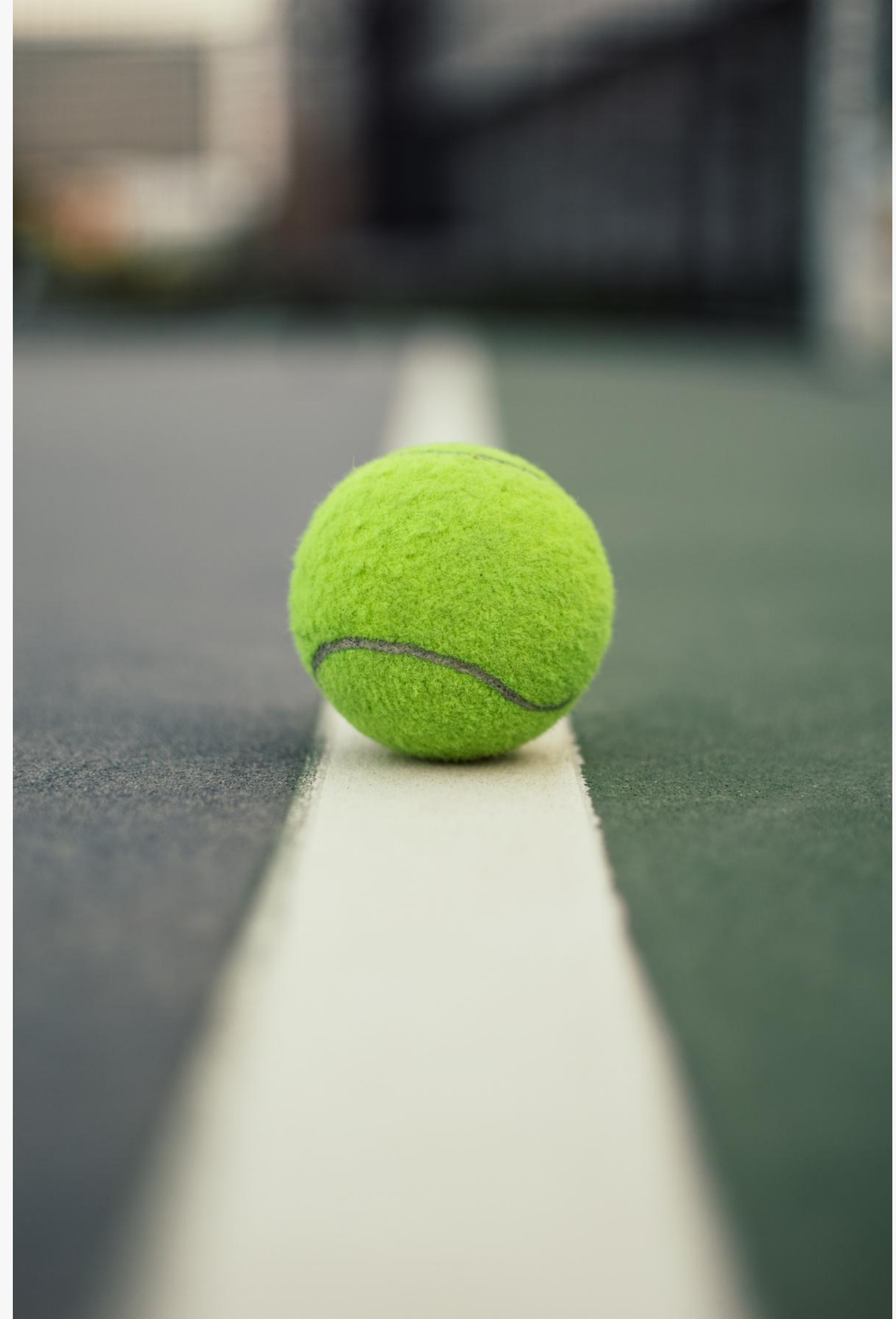
- What kind of problems or difficulties did you encounter?
- What are some solutions to these challenges?



VIRTUAL INTERVIEW EXPERIENCES



What kind of elements get overlooked or left out during the remote interview process?





LESSONS LEARNED



- What are the lessons learned from our remote interview experiences?
- What will we do in the future that reflects what we learned?



RESOURCES



Hardenbrook, J. (2021, February 12). Will COVID end the all-day academic librarian interview? I hope so! *Mr. Library Dude*. [link](#)



Boddie, A., Fiedler, B. P., Haslam, M., Luna, E., Martinez-Flores, E., Padilla, T., Wainscott, S. B., White, C., Day, A., Cheng, J., George, K., Green, H., Melilli, A., Mazmanyman, K., Brombosz, C. (2020). *Inclusion and Equity Committee Recommendations for Diverse Recruitment Report*. [link](#)



Collier, A. (2020). Inclusive design and design justice: Strategies to shape our classes and communities. *Educause Review*, 2020(4), 10-23. [link](#)



[Spark Hire](#)

THANK YOU FOR
FEEL FREE TO REACH OUT
JOINING US!



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