THE BALL’S IN OUR COURT

Virtual academic interview experiences from administrative and candidate perspectives
PANEL AGENDA

POINTS FOR DISCUSSION

INTRODUCTIONS
VIRTUAL INTERVIEW EXPERIENCES
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
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

Currently navigating the UNCG onboarding process. Is it normal library operations/culture or the pandemic?
Christine Fischer

Head of Technical Services

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]


Spark Hire
THANK YOU FOR JOINING US!

FEEL FREE TO REACH OUT
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