Metadata Librarians Today: Roles and Competencies

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ALCTS Metadata Interest Group
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Introduction

• Motivations behind the study
• What our study is about (its purpose)
• Research questions
  – Required skill set?
  – Changes & differences in skill set over time (2000-2008)?
  – Differences between cataloging librarians and metadata librarians with regard to qualifications and competencies?
Literature Review: The Cataloging Librarian

What does the literature say about cataloging librarian roles and competencies?

– Buttlar & Garcha (1998)
– Kwasik (2002)
– Hall-Ellis (2005)
Literature Review: The Metadata Librarian

• What does the literature say about metadata librarian roles and competencies?
  – Faiks and McCue (2004)
  – Beacom (2005)
  – Calhoun (2007)
  – Chapman (2007)
  – Park & Liu (2009)
Our Method

• Collected data from job descriptions for both metadata librarian and cataloging librarian positions
• Created Excel spreadsheet of categories
• Focused on required and preferred qualifications
  – Specifically: education, professional skill set, and work-related skills
Analysis – Part I

Preliminary findings across categories:
Job title, institution name, institution type, year of job posting, required qualifications, and preferred qualifications
### Number of Jobs

<table>
<thead>
<tr>
<th>YEAR</th>
<th>METADATA LIBRARIAN</th>
<th>CATALOGING LIBRARIAN</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>5</td>
<td>19</td>
<td>24</td>
</tr>
<tr>
<td>2001</td>
<td>6</td>
<td>19</td>
<td>25</td>
</tr>
<tr>
<td>2002</td>
<td>7</td>
<td>10</td>
<td>17</td>
</tr>
<tr>
<td>2003</td>
<td>5</td>
<td>8</td>
<td>13</td>
</tr>
<tr>
<td>2004</td>
<td>2</td>
<td>10</td>
<td>12</td>
</tr>
<tr>
<td>2005</td>
<td>8</td>
<td>5</td>
<td>13</td>
</tr>
<tr>
<td>2006</td>
<td>10</td>
<td>7</td>
<td>17</td>
</tr>
<tr>
<td>2007</td>
<td>24</td>
<td>3</td>
<td>27</td>
</tr>
<tr>
<td>2008</td>
<td>19</td>
<td>2</td>
<td>21</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>86</strong></td>
<td><strong>83</strong></td>
<td><strong>169</strong></td>
</tr>
</tbody>
</table>
Number of Metadata and Cataloging Jobs Compared
## Institution Types

<table>
<thead>
<tr>
<th>INSTITUTION</th>
<th>METADATA LIBRARIAN</th>
<th>CATALOGING LIBRARIAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic/Research Library</td>
<td>51</td>
<td>46</td>
</tr>
<tr>
<td>4-Year Academic Library</td>
<td>4</td>
<td>15</td>
</tr>
<tr>
<td>Government Agency</td>
<td>4</td>
<td>--</td>
</tr>
<tr>
<td>Public Library</td>
<td>3</td>
<td>--</td>
</tr>
<tr>
<td>Commercial Sector</td>
<td>3</td>
<td>--</td>
</tr>
<tr>
<td>Non-profit Agency</td>
<td>2</td>
<td>--</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>66</strong></td>
<td><strong>61</strong></td>
</tr>
</tbody>
</table>
## Organizational/Unit Affiliations

<table>
<thead>
<tr>
<th>UNIT NAME</th>
<th>NUMBER OF UNITS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical Services Division</td>
<td>40</td>
</tr>
<tr>
<td>Digital Library Unit</td>
<td>4</td>
</tr>
<tr>
<td>Archives</td>
<td>2</td>
</tr>
<tr>
<td>Scholarly Resources Integration Dept.</td>
<td>1</td>
</tr>
<tr>
<td>Library Computing and Media Services</td>
<td>1</td>
</tr>
<tr>
<td>Information Acquisition and Management</td>
<td>1</td>
</tr>
<tr>
<td>Data Systems Group</td>
<td>1</td>
</tr>
<tr>
<td>Metadata &amp; Systems Development</td>
<td>1</td>
</tr>
<tr>
<td>Technical Services Division/Cataloging and Metadata Service</td>
<td>5</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>56</strong></td>
</tr>
</tbody>
</table>
Out of 86 descriptions analyzed, there are 21 different job titles that include “Metadata”

48 of the job descriptions (55.8%) had “Metadata Librarian” as the job title
- 28 (58.3%) were posted since 2006

13 of the job descriptions (15.1%) had “Metadata/Cataloging Librarian” as the job title
- 12 (92.3%) were posted since 2005
Job Titles II

- 5 (5.8%) descriptions – included “Digital” in the title (e.g., “Digital Resources Metadata Librarian”)
- 12 out of 21 titles appeared after 2005
  - in 2007 alone there are 6 new titles
- Examples of other job titles
  - “Serials Metadata Librarian,” “Emerging Technology & Metadata Librarian,” “Metadata Archivist,” “GIS Metadata Librarian,” “Music Cataloger/Metadata Librarian”
Analysis – Part II

Qualifications – Required & Preferred:
Education, professional skill set, work-related skills
Education

• 70 out of 73 (95.9%) descriptions for metadata librarian positions called for the MLS degree
  – 46 descriptions: MLS/MILS
  – 15 descriptions: MLS or equivalent degree
  – 5 descriptions: MLS or equivalent experience
  – 4 descriptions: MLS/equivalent experience and education
  – 3 descriptions: BA/BS in relevant area (2008)

• 76 out of 76 (100.0%) descriptions for cataloging librarian positions required the MLS degree
  – 68 description: just MLS
  – 8 descriptions: MLS or equivalent degree
Required Professional Skill Set:
Knowledge of Metadata Standards - Metadata Librarian
Required Professional Skill Set:
Technical competencies - Metadata Librarian

OAI: 16
XML: 23
RDF: 7
HTML: 6
DOI: 2
CSS: 1
XSL: 1
Personal computer applications: 11
Required Professional Skill Set: Cataloging Librarian

![Graph showing required and desired skill set for cataloging librarians.](ALC09_ACLS_18.png)
**Required Professional Skill Set:** Bibliographic utilities

<table>
<thead>
<tr>
<th></th>
<th>OCLC Connexion</th>
<th>ILS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cataloging Librarian</td>
<td>41</td>
<td>50</td>
</tr>
<tr>
<td>Metadata Librarian</td>
<td>12</td>
<td>18</td>
</tr>
</tbody>
</table>
Required Qualifications

• Metadata Librarian
  – Cataloging knowledge
  – Metadata standards
  – Mark-up languages
  – OAI-PMH

• Cataloging Librarian
  – Cataloging knowledge
  – Foreign language
  – Cataloging experience
  – Knowledge of bibliographic utilities
Required Work-related Skills: Metadata Librarian

- Ability to learn: 46
- Detailed work: 10
- Ability to work independently: 19
- Problem solving skills: 16
- Organizational skills: 17
- Interpersonal skills: 19
- Analytical skills: 21
- Work in a team environment: 33
- Oral and written Communication skills: 50

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Required Work-related Skills: Cataloging Librarian
Desired Qualifications:
Metadata Librarian I

- ORE: 1
- OAI: 4
- XML: 17
- XLINK: 3
- XSLT: 4
- SGML: 2

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Desired Qualifications:
Metadata Librarian II

- Grant proposal writing: 3
- Copyright law/issues in digital library: 3
- Knowledge of foreign language: 21
- Experience in authority control: 6
- Supervisory experience: 8
- Digitization standard/software: 4
- Database design/management: 11
- Planning/managing digital collections/content/projects: 12
- ILS: 16
- CONTENTdm: 7
- DSpace: 4
- Digital collection management system: 6

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Desired Qualifications: Cataloging Librarian

- Digital collections development: 1
- Internet resources: 2
- Innovative interface: 4
- Database maintenance: 6
- Information technology: 2
- Web tools/Web authoring: 3
- Electronic resources cataloging: 6
- XML/SGML: 1
- Dublin Core: 2
- EAD: 1
- Non-book format cataloging: 12
- Computer skills: 4
- Metadata standards: 12

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Desired qualifications

- **Metadata Librarian**
  - Knowledge of foreign language
  - Knowledge of bibliographic utilities
  - Managing digital projects
  - XML ...

- **Cataloging Librarian**
  - Experience in cataloging
  - Knowledge of foreign language
  - Knowledge of bibliographic utilities
  - Metadata standards
  - Non-book format cataloging
Future study

• Is the metadata librarian position replacing the cataloging librarian, or is it a new position?
• What are a metadata librarian’s responsibilities?
• How has LIS education evolved to meet the changing requirements?
Discussion

But, first: any questions?
About our study

Please contact us!

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THANK YOU!