

# Metadata Librarians Today: **Roles and Competencies**

Myung-Ja Han and Patricia Hswe

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)

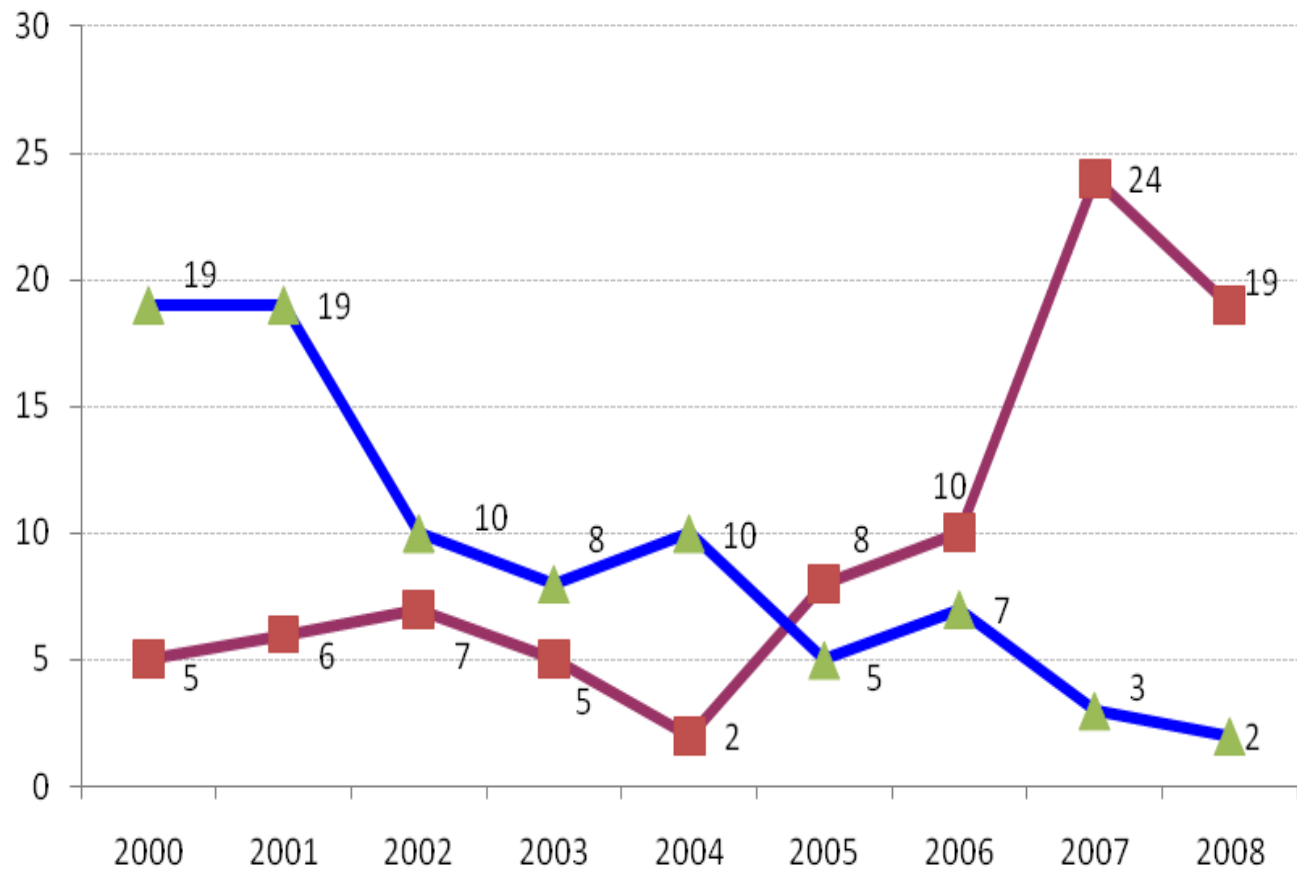
# Our Method

- 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

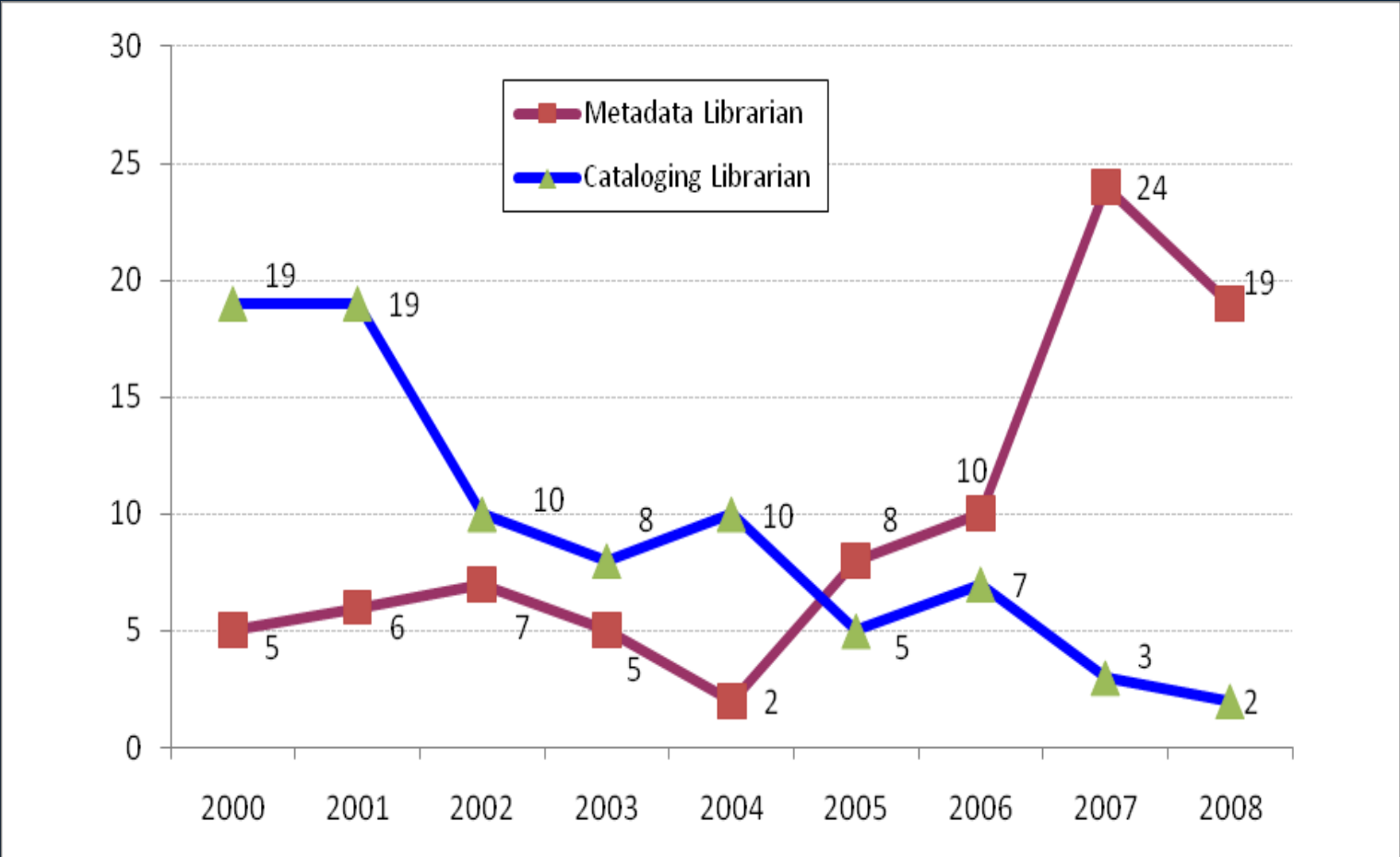


# Number of Jobs

YEAR	METADATA LIBRARIAN	CATALOGING LIBRARIAN	TOTAL
2000	5	19	24
2001	6	19	25
2002	7	10	17
2003	5	8	13
2004	2	10	12
2005	8	5	13
2006	10	7	17
2007	24	3	27
2008	19	2	21
<b>TOTAL</b>	<b>86</b>	<b>83</b>	<b>169</b>



# Number of Metadata and Cataloging Jobs Compared



# Institution Types

INSTITUTION	METADATA LIBRARIAN	CATALOGING LIBRARIAN
Academic/Research Library	51	46
4-Year Academic Library	4	15
Government Agency	4	--
Public Library	3	--
Commercial Sector	3	--
Non-profit Agency	2	--
<b>TOTAL</b>	<b>66</b>	<b>61</b>

# Organizational/Unit Affiliations

UNIT NAME	NUMBER OF UNITS
Technical Services Division	40
Digital Library Unit	4
Archives	2
Scholarly Resources Integration Dept.	1
Library Computing and Media Services	1
Information Acquisition and Management	1
Data Systems Group	1
Metadata & Systems Development	1
Technical Services Division/Cataloging and Metadata Service	5
<b>TOTAL</b>	<b>56</b>

# Job Titles I

- 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”

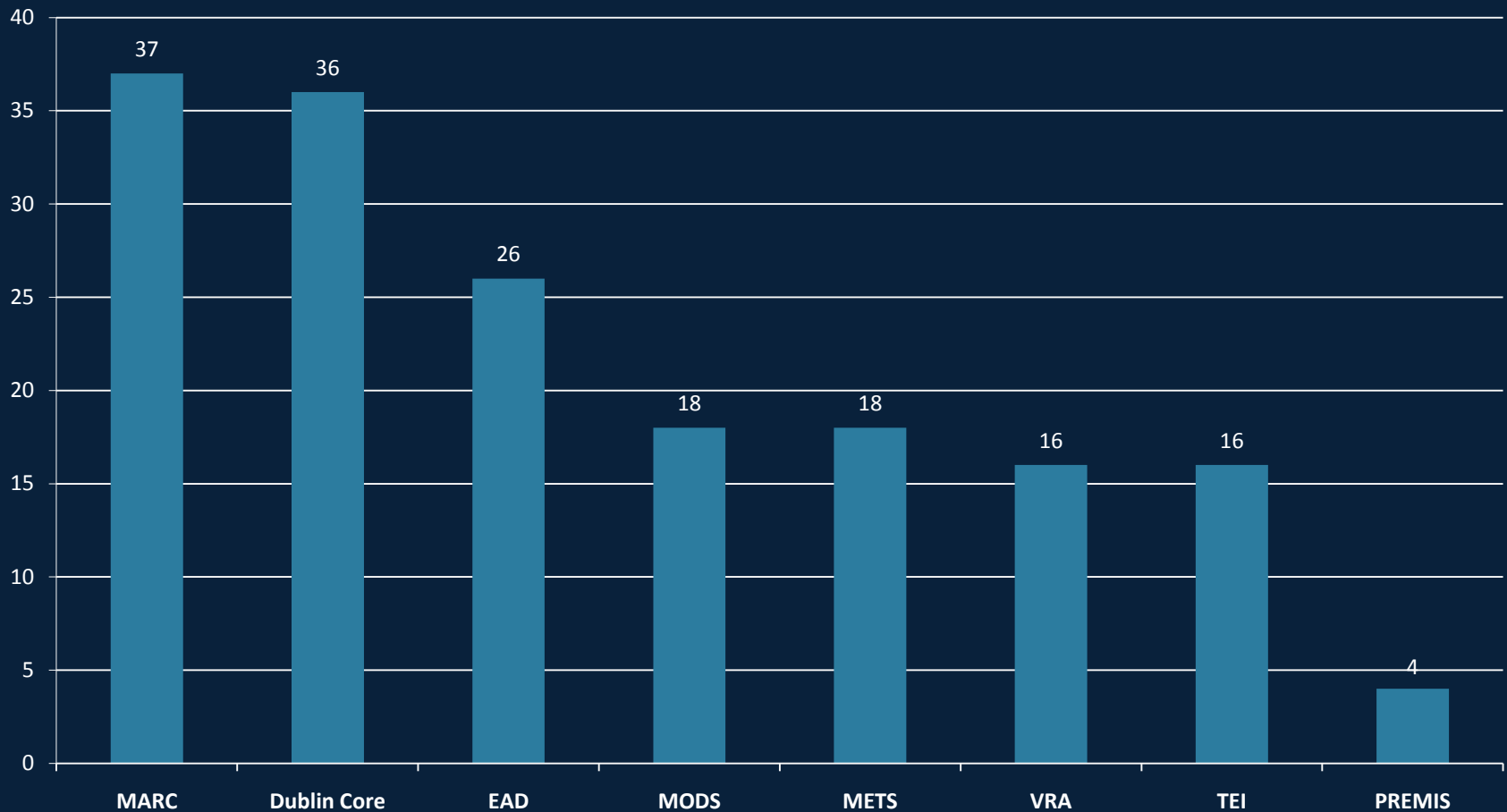
# Analysis – Part II

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

# Education

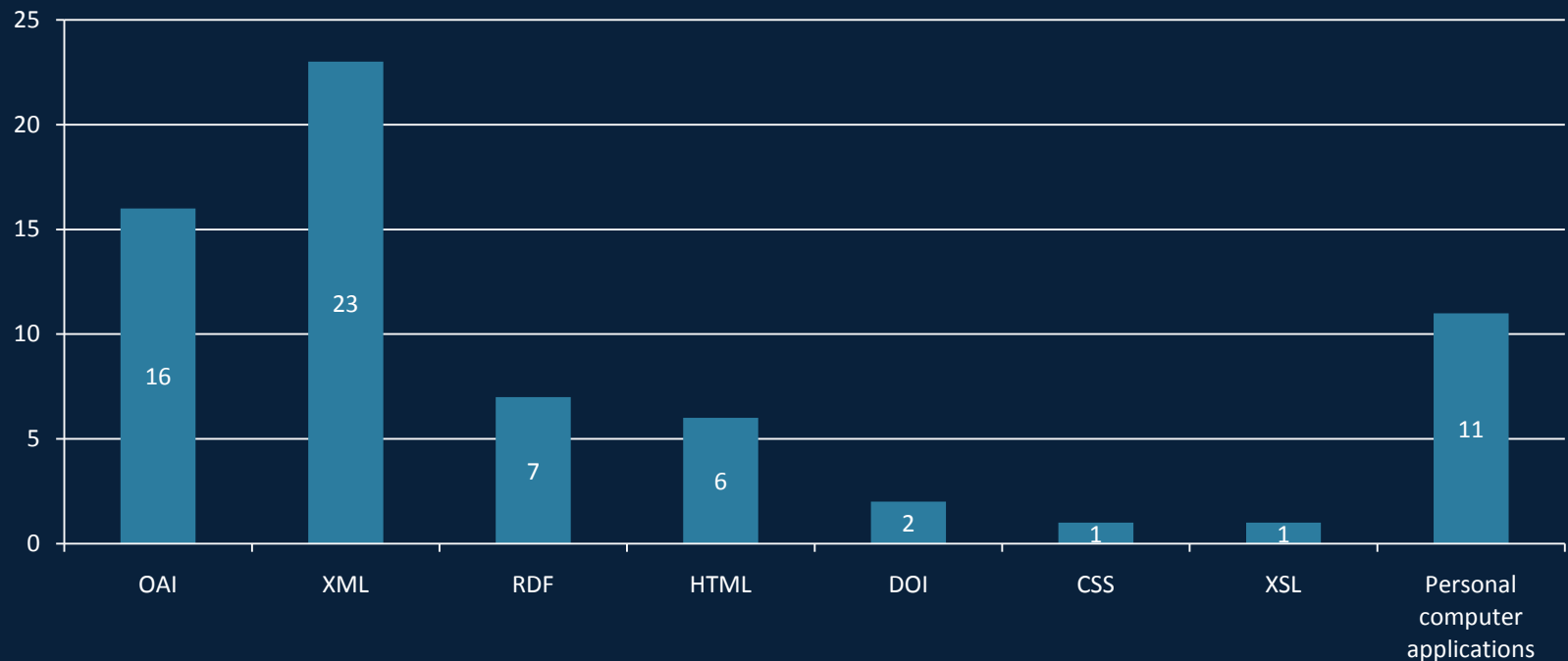
- 70 out of 73 (95.9%) descriptions for metadata librarian positions called for the MLS degree
  - 46 descriptions: MLS/MILS
  - 15 descriptions: MLS or equivalent degree
  - 5 descriptions: MLS or equivalent experience
  - 4 descriptions: MLS/equivalent experience and education
  - 3 descriptions: BA/BS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

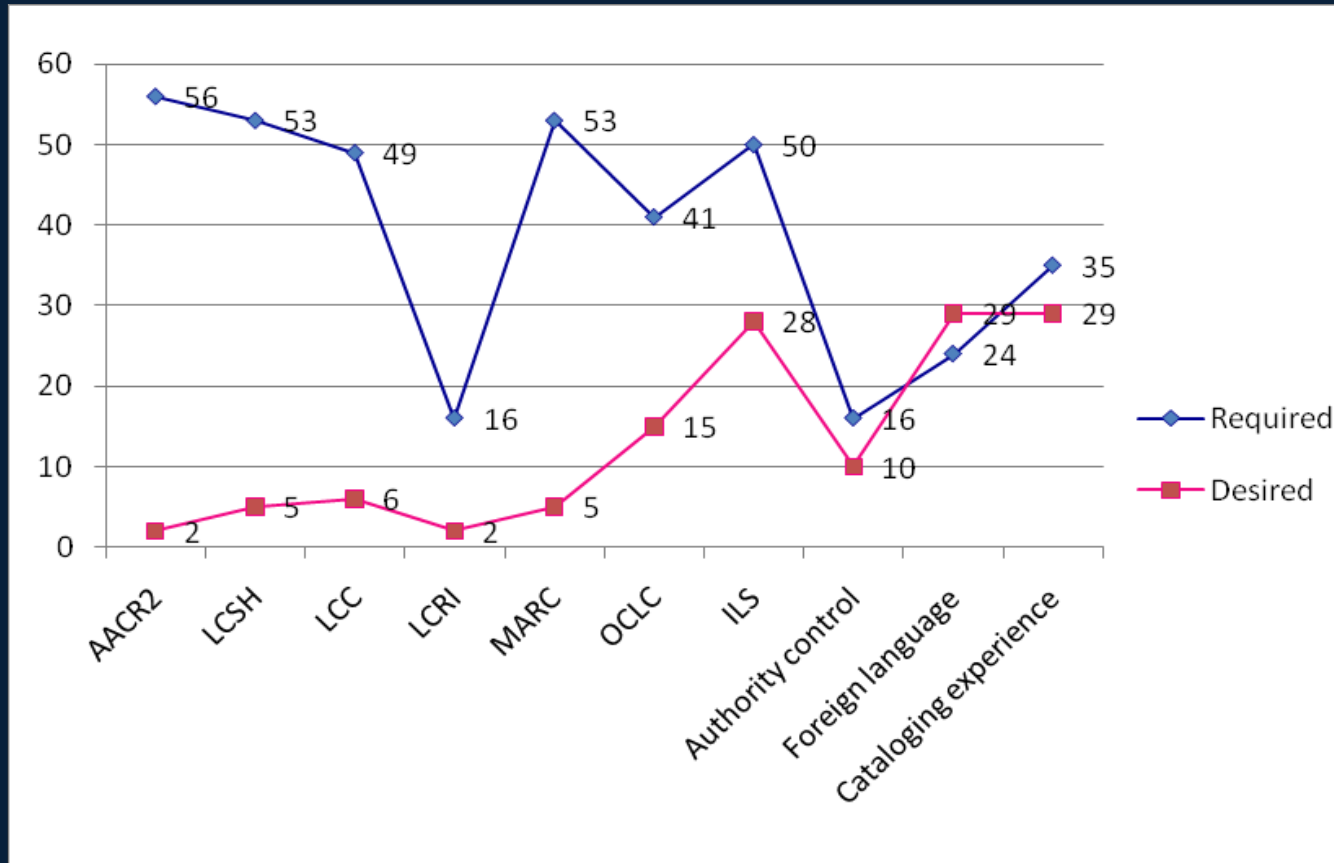




# Required Professional Skill Set: Technical competencies - Metadata Librarian



# Required Professional Skill Set: Cataloging Librarian



# Required Professional Skill Set: Bibliographic utilities

	OCLC Connexion	ILS
Cataloging Librarian	41	50
Metadata Librarian	12	18

# Required Qualifications

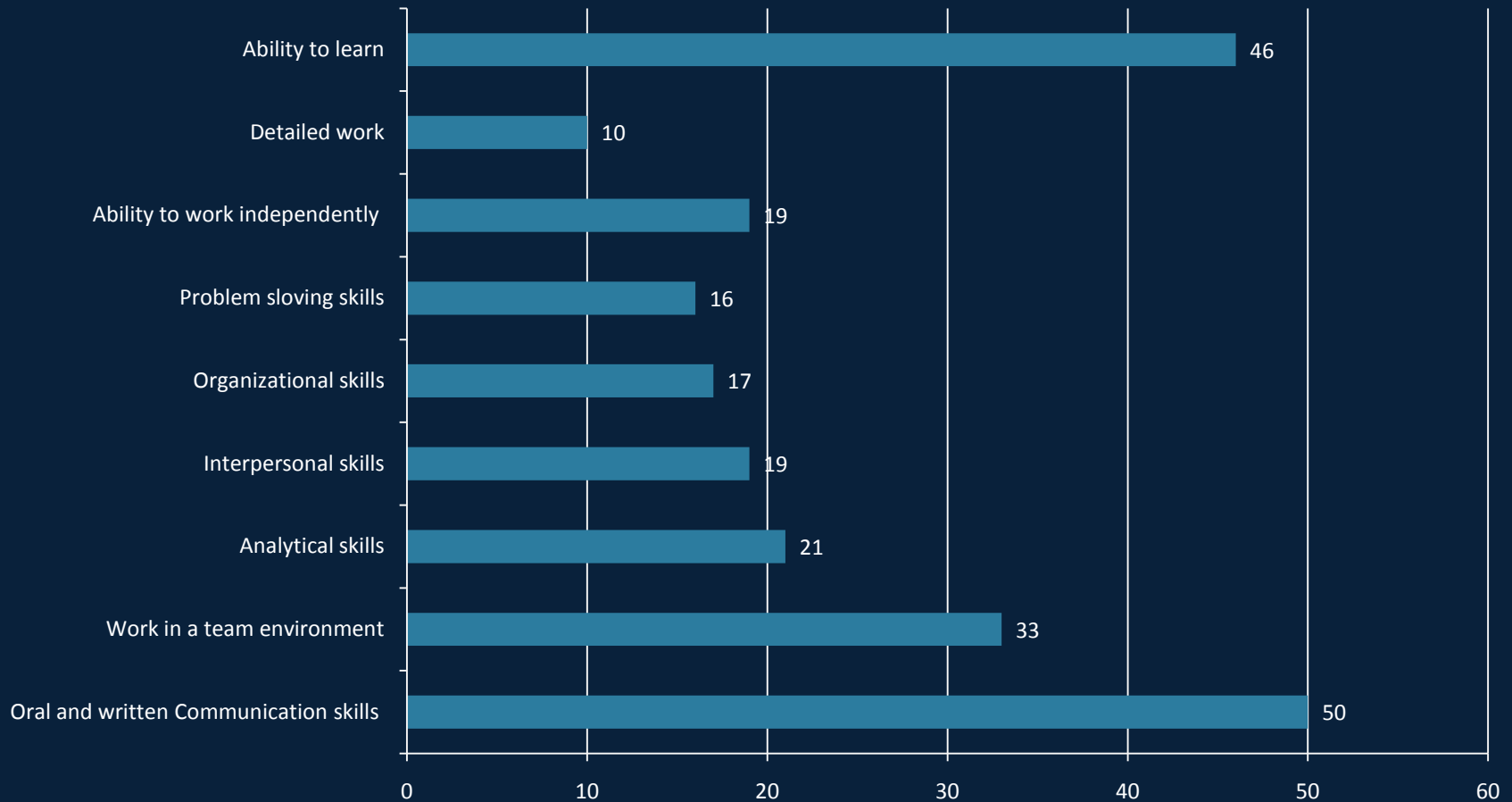
- **Metadata Librarian**

- Cataloging knowledge
- Metadata standards
- Mark-up languages
- OAI-PMH

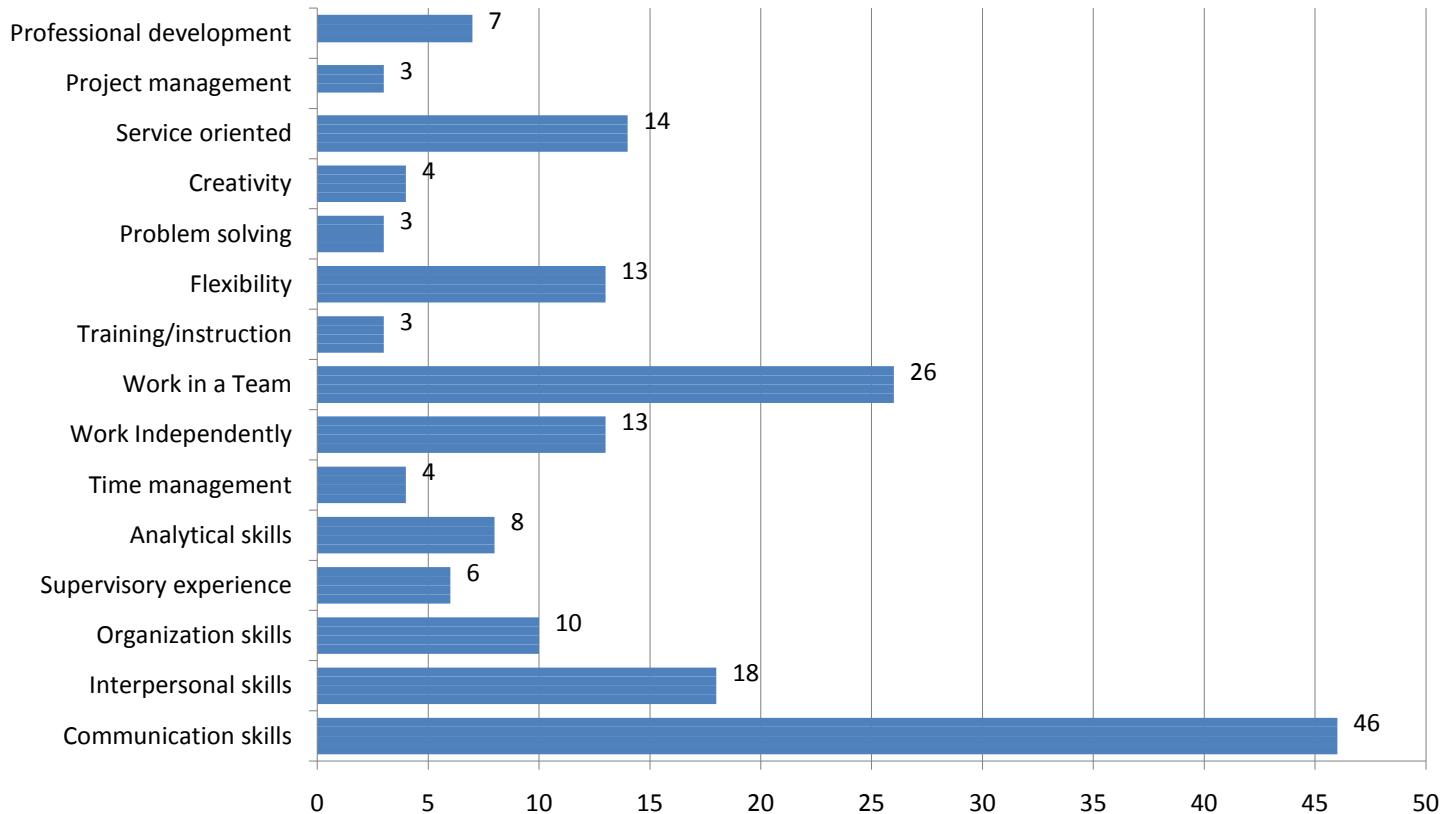
- **Cataloging Librarian**

- Cataloging knowledge
- Foreign language
- Cataloging experience
- Knowledge of bibliographic utilities

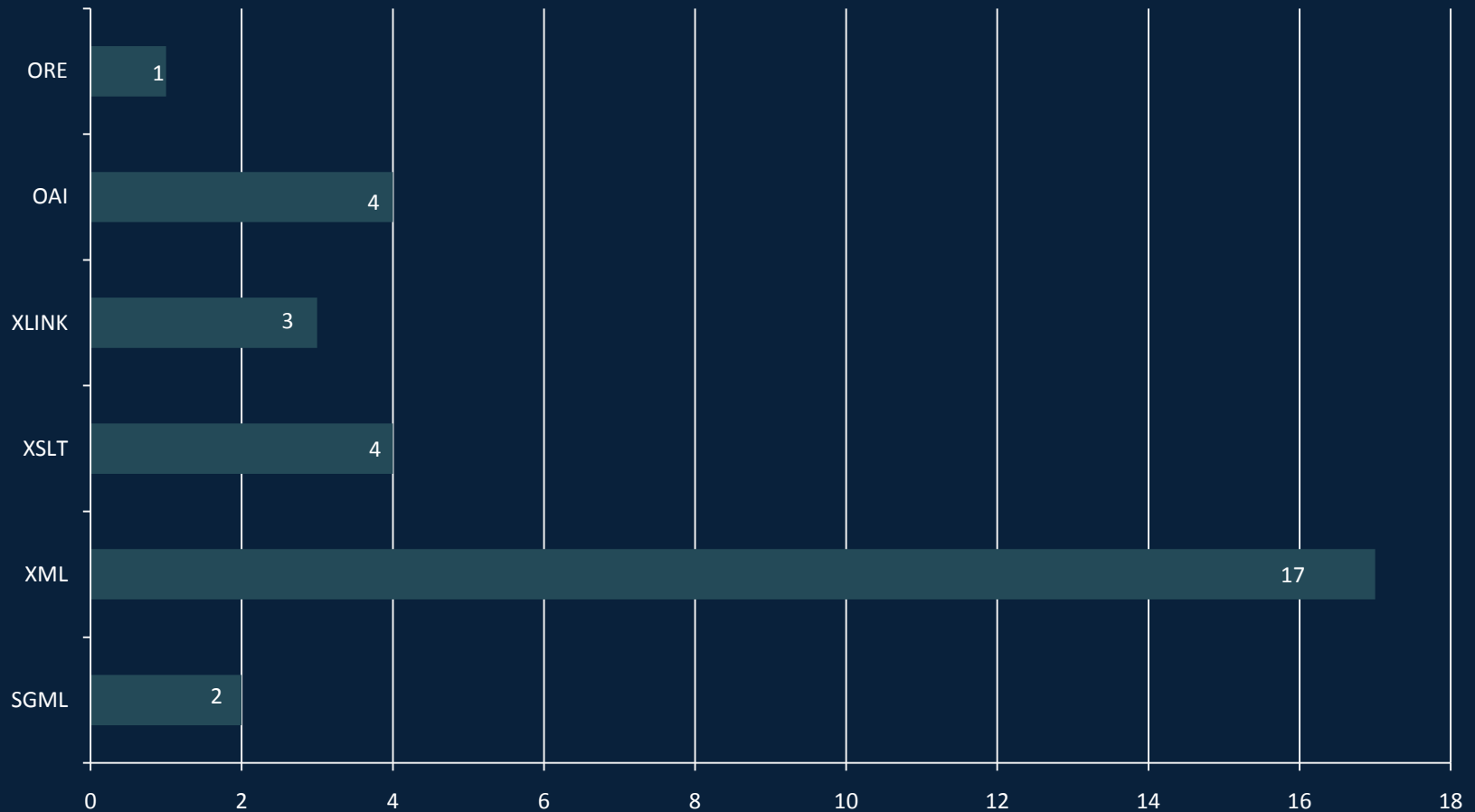
# Required Work-related Skills: Metadata Librarian



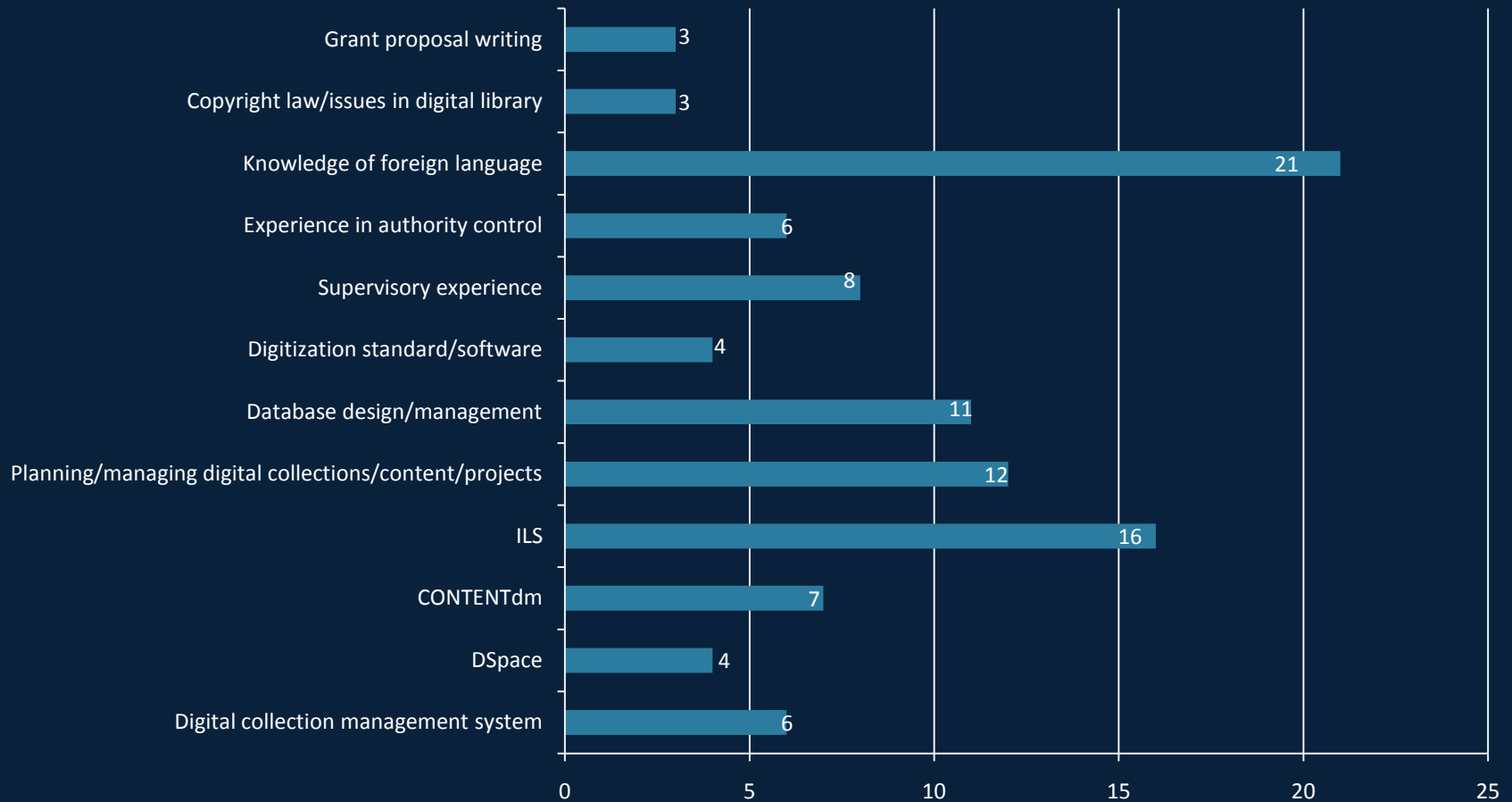
# Required Work-related Skills: Cataloging Librarian



# Desired Qualifications: Metadata Librarian I

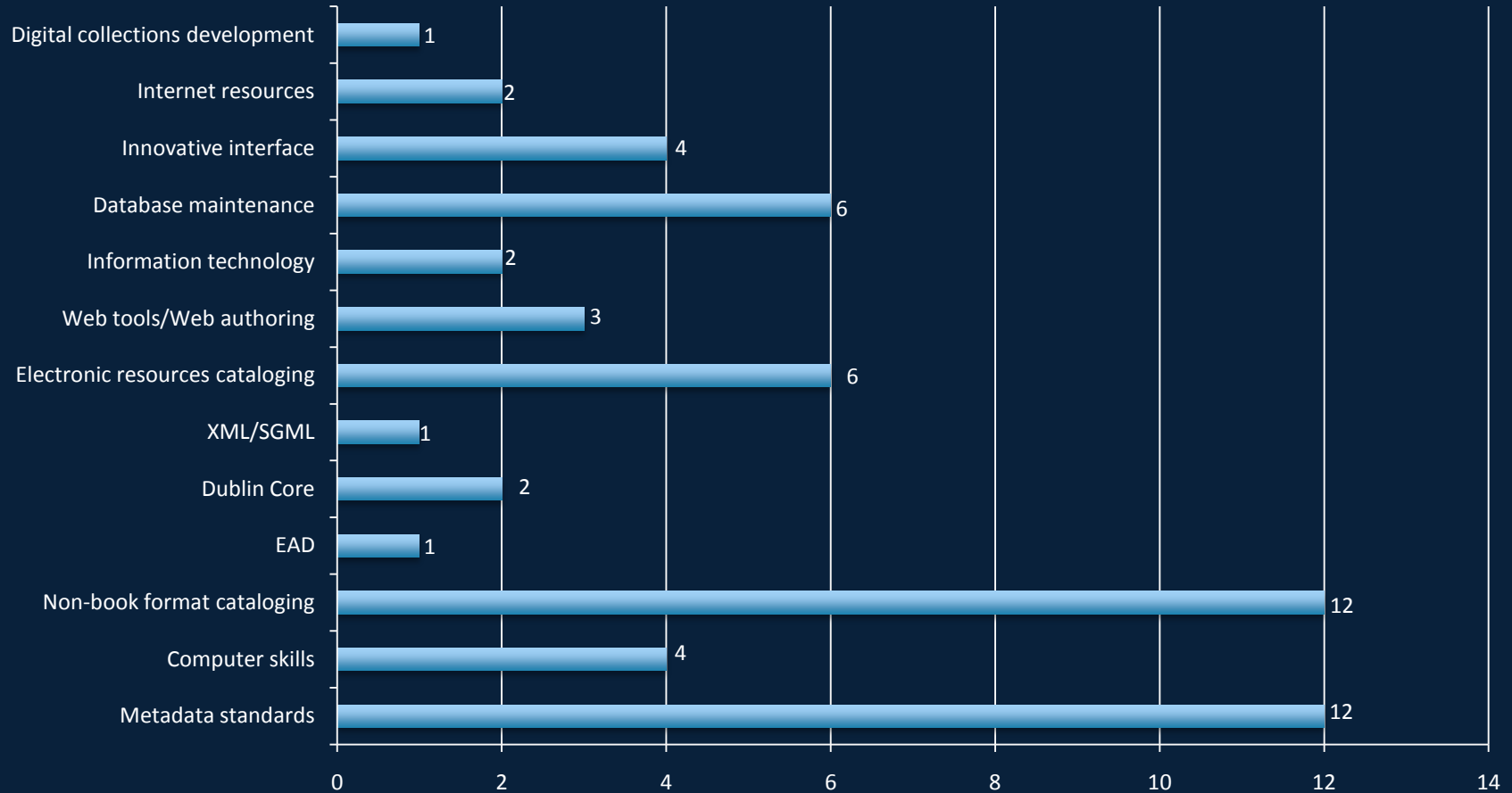


# Desired Qualifications: Metadata Librarian II





# Desired Qualifications: Cataloging Librarian



# 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!

- Myung-Ja (mj) Han  
<mhan3@illinois.edu>  
Metadata Librarian  
University of Illinois
- Patricia Hswe  
<phswe@illinois.edu>  
Project Manager for  
NDIIPP Partner Projects  
University of Illinois

**THANK YOU!**