

## **5B—TRICKY TRAJECTORIES - CAREERS IN ACADEMIC LIBRARIANSHIP #1**

### *Impact of Career Mobility on Hiring Decisions for Academic Librarians*

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Occupational mobility has become more of a norm for librarians in recent years due to leadership changes, retirement rates, high turnover, and constant reconfiguration of job duties. These new realities in the library field play a significant role in librarians seeking new positions. Although these factors contribute to librarians changing jobs, a librarian candidate's employment history continues to influence the perception of the candidate's suitability for open positions. This study investigates the effects of frequent job changes on the perception of academic librarians by library leaders during the hiring process. Academic library leaders were surveyed regarding their opinions of candidates with frequent job changes. Participants were asked to consider multiple factors such as tenure status, gender, experience, etc. and asked how these factors influence their decisions about candidates. Preliminary results are mixed but lean towards a growing understanding of candidates with frequent job changes.