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DuPage System Hires LAC To Handle Staffing Services and Support

Norman Oder -- Library Journal, 2/12/2009

- New joint venture
- 132-member system with multi-type libraries
- Aim is to create growing pool of staffers

The **DuPage Library System** (DLS) has contracted with **Library Associates Companies** (LAC) to provide staffing services and support for its 132 members, including academic, public, school, and special libraries in 388 facilities in five Illinois counties.

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"This joint venture provides a much needed service to libraries seeking qualified candidates for open positions and is another resource for individuals seeking employment in Illinois libraries," said Pamela Kramer, DLS acting director. The aim is to save libraries and managers time and money in the recruitment process. DLS member libraries can get a preferred vendor rate.

LAC site director Elisa Topper, a former assistant dean at the Graduate Library School at Dominican University, will work out of a local LAC office at DuPage Library System offices in Geneva. "As more institutions find it difficult to support and staff a dedicated human resources office, services like this will become increasingly critical for libraries," she said.

Temp focus

LAC president Deborah Schwartz told *LJ* that the effort would focus especially on temporary and interim staffing. "The idea is to give DLS expertise and resources they just don't have," she said. She noted that DuPage approached LAC. "They've had a hell of a time finding people, getting them into a pool they can draw from."

She said there were 45 open positions when LAC looked into the opportunity. She said the temporary workers would work for LAC and that compensation is "going to have to be pretty competitive. We don't want to create a lower tier second-class operation."

"We're hoping to build up a pool of people who will be able to move from assignment to assignment," she said, noting that workers, both professional and paraprofessional, would become trained on the system's ILS. "This pool will be maintained by us and will be available to them. We're almost asking as a de facto outplacement service."

Schwartz said that LAC, which itself has about 200 employees, was getting a lot of resumes from librarians looking for work. "We also do a lot of staffing in the government sector, and that's booming," she said, noting that the company's **Twitter service** for new jobs was gaining followers.

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