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ANNIVERSARY



BiblioTemps®

Massachusetts Library System

REPORT

February 18, 2025



BiblioTemps®

Massachusetts Library System

BiblioTemps is an employment service operated by the Massachusetts Library System (MLS). We help libraries find experienced workers for temporary and permanent placements in academic, public, and special libraries. Our fees support MLS member services, and our specialized knowledge of libraries can help find the best candidate for a library.



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Celebrating

— 20 YEARS —



Original BiblioTemps logo

BiblioTemps began operations in 2004 as part of the Central Massachusetts Regional Library System (CMRLS). CMRLS operated BiblioTemps from 2004 to 2009, during which time it placed over 200 temporary workers in positions from entry level to management. CMRLS began the service as a way to broaden the System's income stream and provide a useful member service.

In 2010 CMRLS merged with the other Regional Library Systems within the Commonwealth into the Massachusetts Library System (MLS).

MLS relaunched BiblioTemps in 2012 as a statewide program to:

- Provide a valuable service to member libraries.
- Develop an alternative source of revenue for our organization.
- Help library workers earn income and gain experience.



BIBLIOTEMPS INTERVIEW

What is it like working with BiblioTemps? We interviewed one of our FY24 BiblioTemps workers to learn more about how the experience benefited their professional growth.

BiblioTemps: How did you first hear about BiblioTemps, and what motivated you to apply for a position through our service?

Interviewee: I first heard about BiblioTemps from a colleague at Mount Ida College who had worked with them before. Later, I attended a career fair at Simmons University to learn more about the service. A few months later, I came across a Reference and Instruction position posted by BiblioTemps on a library job board. It seemed like a great opportunity to expand my skills, so I decided to apply.

BiblioTemps: What kinds of tasks were you responsible for during your placement as a Reference and Instruction Librarian?

Interviewee: My role involved a variety of responsibilities. I was tasked with planning library events, organizing faculty orientations, scheduling research appointments, and coordinating with faculty. I also taught core library classes and worked closely with faculty to plan courses and ensure that students' assignments made good use of library resources. Part of my role was also focused on improving processes within the library to make things run more smoothly. The library team was incredibly supportive and communicative, which made the experience very positive.

BiblioTemps: How did this experience contribute to your professional growth?

Interviewee: It was a significant boost to my professional development, especially in terms of teaching. I had the chance to teach a wide range of topics, including AI and Criminal Justice, which was both challenging and enjoyable. The diversity of subjects I covered really broadened my skill set and left me feeling more than prepared for future roles. It was a great opportunity to engage with different populations and faculty members, which has been invaluable for my growth.

BiblioTemps: Did you have any opportunities to build connections or network during your time with BiblioTemps?

Interviewee: Absolutely. I built lasting relationships with library staff, faculty, and even other departments on campus like the print shop and student services. These connections have definitely enriched my professional network and may lead to future opportunities.

BiblioTemps: Were there any standout experiences during your placement that you'd like to highlight?



Interviewee: Definitely. The community at the School really stood out to me. Everyone there was truly committed to helping students, which created a unique and supportive atmosphere. One memorable moment was when the Dean took me out to lunch as a farewell gesture—it was a really special experience compared to other schools I've worked at. But most importantly, I valued the moments when I could assist students who were struggling and see them leave feeling more confident.

BiblioTemps: Based on your experience, would you recommend BiblioTemps to others seeking temporary work in library settings?

Interviewee: Without a doubt. What makes BiblioTemps different is the personalized approach. I never felt like just another name on a list. Amanda and the team put real effort into helping me move forward. The sense of community within the organization really stood out.

BiblioTemps: How do you feel this experience has prepared you for future career opportunities?

Interviewee: This experience has been a solid foundation for my career growth. I've gained valuable skills and insights that I can take with me into future roles. Overall, I feel well-prepared for what's next in my career.



2012 - 2024

FISCAL YEARS



An overview of BiblioTemps since resuming operations in 2012 as part of MLS.



170+

Clients



85%

Of Requested
Placements Filled



30+

Placements Hired
Permanently



140

Average Length of
Placements in Days



July

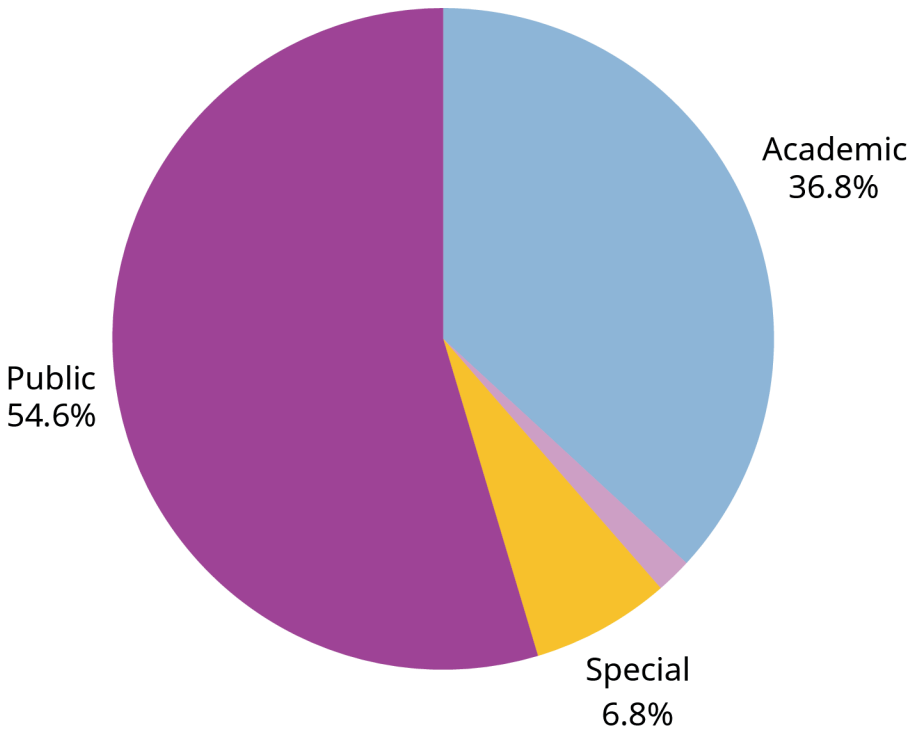
The Busiest Request
Month on Average



Top three requested job titles

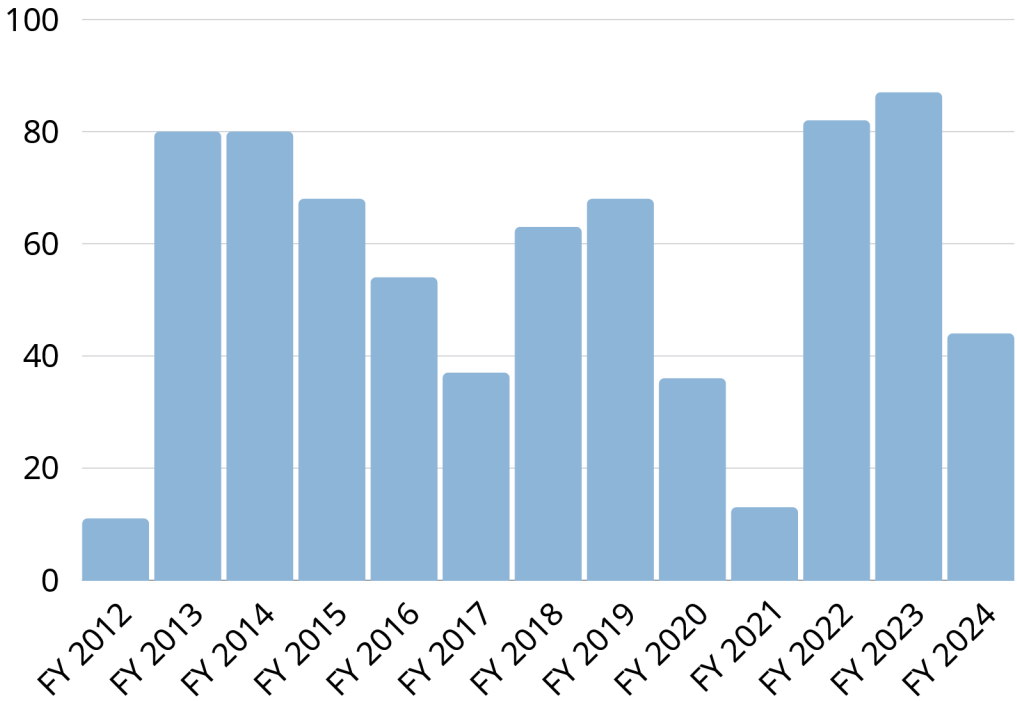
1. Circulation Assistant
2. Reference Librarian
3. Cataloger

REQUESTS BY LIBRARY TYPE



This data highlights the requests received based on library type, public libraries had the highest number of requests (378), significantly outpacing academic libraries (255) and specialized libraries (47). Although a small component, school libraries made up only 1.7% (12) of requests.

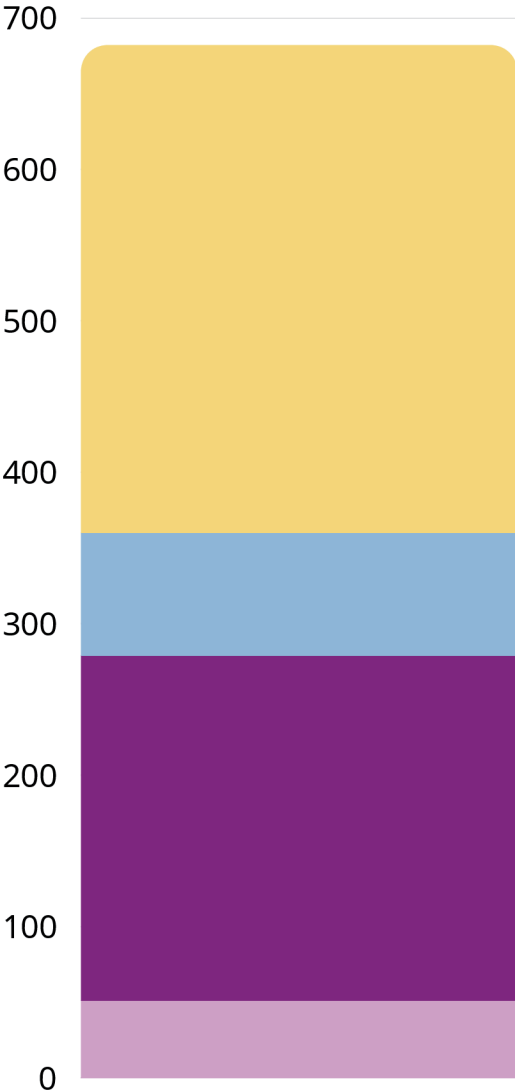
TOTAL PLACEMENT REQUESTS



Requests across the fiscal years equaled 692 from FY 2012 to FY 2024. While those requests peaked in FY 2013 and FY 2014 at 80 each, there was a notable decline in FY 2021 with only 13 requests, this was a result of the COVID Pandemic. The dip in requests was followed by a rapid rise in requests to 87 in FY 2023.

PROFFESIONAL LEVEL OF REQUESTS

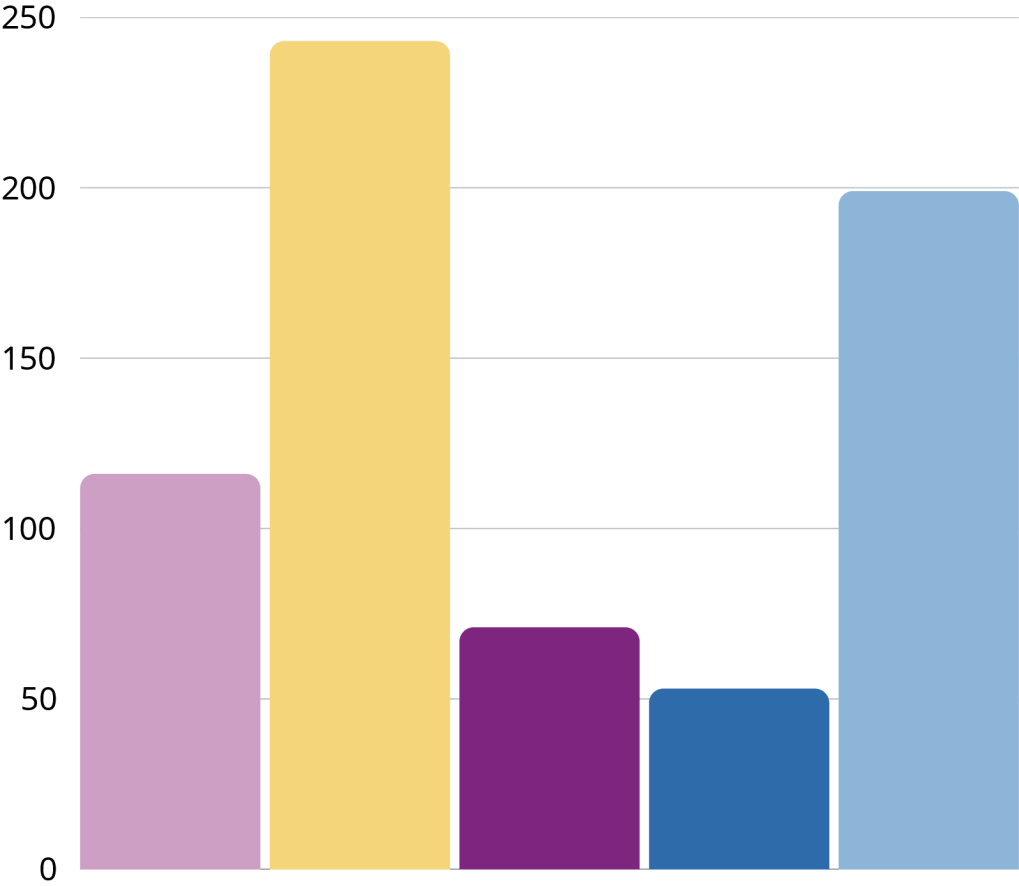
- Experienced Professional
- Professional Librarian
- New Librarian
- Paraprofessional



For the requested experience level received by our clients paraprofessionals represented nearly half of all placements (322), while professional librarians accounted for a significant portion (228), reflecting a strong need for both entry-level and specialized expertise.

PLACEMENTS BY REGION

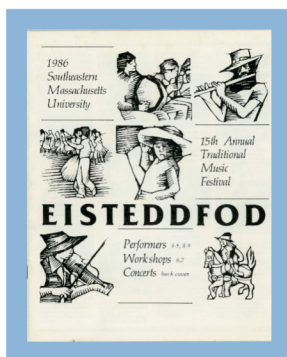
Central Boston/Metrowest Northeast
Southeast Western



This chart highlights regional and professional trends in library staffing placements. Boston/Metrowest led in placements (243) followed by Western Massachusetts (199), indicating higher demand or staffing needs in these areas.

Reflecting on some of our special projects...

UMass Dartmouth



In FY24, BiblioTemps placement Gina processed about 50 linear feet of papers for the Claire T. Carney Library Archives and Special Collections at UMass Dartmouth. This image is the cover of the 1986 program for the annual Eisteddfod, an art and traditional music festival organized by design professor Howard T. Glasser.

Boston Public Library

The Founding Research Collection (FRC) Project was a two-year initiative to renew access to some of the Boston Public Library's longest held material. The FRC served as the library's original research collection from 1848-1936, reflecting the subjects of interest to educated Bostonians from history to science to religion. The collection includes materials in a variety of languages, with English, German, and French being most represented. As part of the project, 162,357 bound volumes from the collection were inventoried by a team of BiblioTemps workers, while another team of BiblioTemps catalogers assisted BPL staff in the cataloging of over 14,500 items for the library's electronic catalog. Our BiblioTemps placements completed their work on this project in the winter of 2024.

Boston Public Library, continued

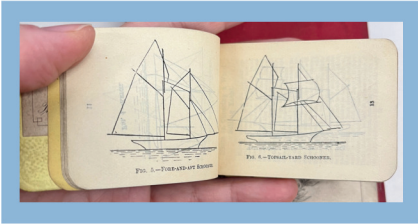
The Curious Adventures of a Field Cricket, 1878 (3899.20):

A children's story about an anthropomorphic cricket in a top hat and his adventures through bug society. Highlighted by BiblioTemps placement C. Duval, FRC Cataloging.



Yachting hints: tables and useful memoranda, by A.C. Franklin, 1900 (3949a.156):

This is a miniature guide to Yachting. Highlighted by BiblioTemps placement S. Park, FRC Cataloging.



The Addison Gallery

In FY24, BiblioTemps placement Sara worked to catalog materials, help reorganize, and clean up the library collection at the Addison Gallery Library at Phillips Andover Academy. The result has made it easier for Addison's visitors to use the library collection.



BiblioTemps Placements: An Overview

For 20 years, BiblioTemps has provided critical staffing solutions, including temporary placements, project-based roles, remote opportunities, and temp-to-perm transitions, enabling libraries to adapt and thrive in a changing landscape.

BiblioTemps relaunched as a MLS service in 2012. Over these past twelve years we have placed hundreds of library workers in a variety of roles and library types.

Temporary Placements

Temporary placements are among the most common requests BiblioTemps fulfills, providing libraries with essential coverage during extended staff leaves or unexpected departures.

In 2021, Boston University sought a collaborative professional to support research, scholarship, and teaching at the Alumni Medical Library. BiblioTemps successfully placed a Medical Librarian to meet this need.

Similarly, in 2018, Digital Commonwealth hired a Membership Manager through BiblioTemps for temporary administrative and marketing support, ultimately offering the candidate a permanent position.

For the Seekonk Public Library in 2016, BiblioTemps provided an Adult Services Librarian to assist with reference services, reader's advisory, and technology, ensuring continuity in critical library operations.

Special Projects

BiblioTemps has also been instrumental in supporting libraries with special projects that require specific expertise.

In 2012, Worcester Polytechnic Institute (WPI) acquired the Morgan Construction Company Archives, a collection spanning 121 years. To process this vast array of materials, including ledgers, historic photographs, and machinery models, WPI hired a Processing Archivist through BiblioTemps. That same year, the Springfield City Library enlisted a Geographic Information System (GIS) Specialist via BiblioTemps to develop maps illustrating neighborhood characteristics, enabling the library to create a sustainable model for citywide services.

Cataloging expertise is another area where BiblioTemps has made a significant impact. In 2014, the Morse Institute Library in Natick hired a Local History Cataloger to organize the library's Veterans Oral History Project DVDs. Similarly, in 2021, the West Acton Citizens' Library joined the Minuteman Network, with BiblioTemps providing a Cataloging Assistant to prepare the collection for the transition. Most recently, in 2024, Five Colleges, Inc., hired a Museum Cataloging Assistant through BiblioTemps to support the NEH-funded Enrich/Discover project, which aimed to enhance accessibility and cultural accuracy for thousands of museum resources.

Work-from-Home Opportunities

As remote and hybrid work models have grown, BiblioTemps has adapted to meet this demand, particularly for special library clients.

In 2021, John Snow, Inc. (JSI) collaborated with BiblioTemps to hire a remote Senior Library Consultant to manage day-to-day library operations and develop a forward-looking library services plan. In 2022, the Union of Concerned Scientists hired a remote Outreach Librarian through BiblioTemps, who provided administrative and outreach support for their Knowledge & Research team. These placements exemplify how BiblioTemps has embraced flexible work arrangements to address modern workforce needs.

Temp-to-Perm Successes

Many of the temporary placements facilitated by BiblioTemps have transitioned into permanent roles.

In 2017, the Worcester Historical Museum hired a temporary Information Librarian to oversee archives, budgets, hiring, and staff management. The museum later offered the librarian a permanent position, where they continue to excel. Similarly, in 2018, The Fenway Library Organization (FLO) hired a Library Services Assistant through BiblioTemps for staff training and support. Two years later, the organization converted the role to a permanent position. Other notable transitions include placements at the Dover Town Library, Newbury Town Library, and Wheaton College, where BiblioTemps professionals have become integral team members.

Conclusion

BiblioTemps has been a vital resource for libraries and organizations, providing skilled professionals to meet diverse staffing needs. From temporary placements to complex special projects, remote roles, and temp-to-perm transitions, BiblioTemps continues to empower libraries with the expertise needed to adapt and excel in an ever-changing field.



BiblioTemps®

Future Plans

BiblioTemps shared a new Business Plan with our Executive Board in January 2024. Four new growth strategies have been incorporated into the Business Plan for FY 24 - FY 29. Each new strategy will be introduced in progressive stages.

Our first two stages are already underway:

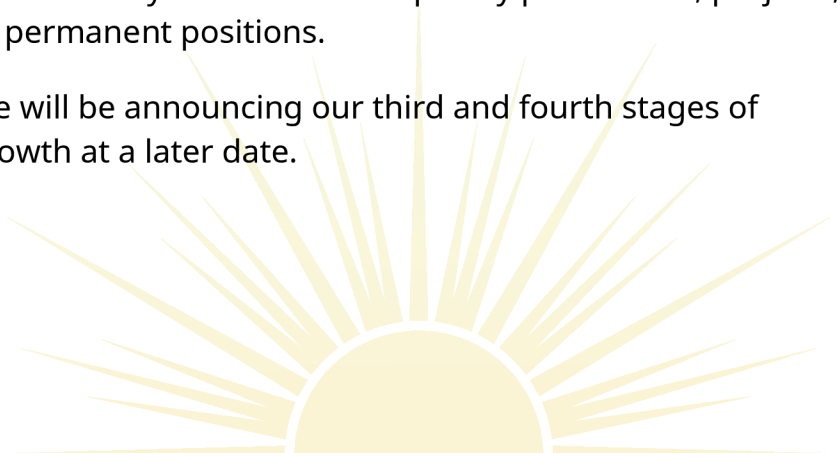
Diversify

Market recruitment services for permanent placements at all levels. We will perform the promotion, recruitment, and screening for libraries.

Grow

Build a client base of non-member organizations who need skilled library workers for temporary placements, projects, or permanent positions.

We will be announcing our third and fourth stages of growth at a later date.





Springfield City Library



Concord Library



Ames Library

Thank You!

To each library and institution that has worked with
BiblioTemps!

- Acton Memorial Library
- Addison Gallery of American Art
- Agawam Public Library
- Ames Free Library of Easton, Inc.
- Amesbury Public Library
- Auburn Free Public Library
- Ayer Library
- Babson College
- Bancroft School
- Bay Path University
- Bedford Free Public Library
- Bellingham Public Library
- Berlin Public Library
- Beverly Public Library
- Bigelow Free Public Library
- Bolton Public Library
- Boston Public Library
- Brandeis University Libraries
- Bridgewater Public Library
- Brockton Public Library
- Bunker Hill Community College
- Bushnell-Sage Library
- College of the Holy Cross
- Concord Free Public Library
- Congregational Library & Archives
- Curry College Levin Library
- Digital Commonwealth
- Dover Town Library
- Eastham Public Library
- Emerson College
- Fenway Library Organization (FLO)
- Five Colleges, Incorporated
- Framingham State University
- Gale Free Library
- Gladys E Kelly Library
- Hampshire College
- Haverhill Public Library
- Bancroft Memorial Library
- Hopkinton Public Library
- Jonathan Bourne Public Library

- Jones Library, Inc.
- Joshua Hyde Public Library
- Langley Adams Public Library
- Lasell College-Brennan Library
- Lesley University Library
- Lilly Library
- Lunenburg Public Library
- Lynnfield Public Library
- Marlborough Public Library
- MassBay Community College
- Merrimack College
- Merrimack Valley Library Consortium
- Middleborough Public Library
- Middlesex Community College
- Millicent Library
- Monson Free Library
- Mount Holyoke College Library
- Natick Bacon Free Library
- Natick Morse Institute Library
- Needham Free Public Library
- New England Historic Genealogical Society
- Newbury Town Library
- Newburyport Public Library
- Northborough Free Library
- Northfield Mount Hermon School
- Olin College of Engineering
- Osterville Village Library
- Oxford Free Public Library
- Palmer Public Library
- Parker Memorial Library
- Pollard Memorial Library
- Randall Library
- Reuben Hoar Library
- Richards Memorial Library
- Robert S. Peabody Institute of Archaeology
- Roxbury Community College
- Salem State University
- Saugus Public Library
- Seekonk Public Library
- Sharon Public Library
- Shrewsbury Public Library
- Smith College Libraries
- South Hadley Public Library
- Southborough Library
- Springfield City Library
- The Brattle Group, Inc.
- Topsfield Town Library
- Tufts University
- UMass Amherst
- Union of Concerned Scientists
- Warren Public Library
- Wellesley Free Library
- Wentworth Institute of Technology Library
- West Acton Citizens Library
- Westfield State University
- Wheaton College
- Wilbraham Public Library
- William James College
- Beals Memorial
- Woburn Public Library
- Worcester Academy
- Worcester Art Museum Library
- Worcester Historical Museum Library
- Worcester State University
- WPI (Worcester Polytechnic Institute)
- Yarmouth Town Library



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