



East Asian Studies Librarians in North America: A Preliminary Content Analysis of Job Postings from Academic Libraries in U.S. and Canada from 2008 to 2019

北美东亚研究馆员图鉴：基于2008-2019年美国 and 加拿大高校图书馆招聘广告文本挖掘的初步研究

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- East Asian Studies Librarians in North America: Status Quo
- 2008-2019 Job Postings for Academic East Asian Studies Librarian Positions in North America: Overview
- Content Analysis of 2008-2019 Job Postings: Methods & Findings
- Preliminary Conclusion and Future Work

Research Goals



- A collaborative research and work-in-progress with Xiang Li 李想, Chinese & Asian Studies Librarian at the University of Colorado, Boulder.
- Three-fold goals:
 - To explore historical changes and trends of East Asian studies librarian positions in academic libraries in North America in the past decade.
 - To envision future directions of East Asian librarianship in North America.
 - To experiment with digital humanities tools and methodologies.

East Asian Studies Librarians in North America: Status Quo



- Subject specialists
- Education: MLS + MA/Ph.D. in East Asian studies
- Language: Fluent in one or multiple East Asian languages
- Various job titles: Chinese/Japanese/Korean Studies Librarian (or Bibliographer), East Asian Studies Librarian, Public Services Librarian, etc.
- Main responsibilities: collection development and management, reference and instruction services, etc. related to one or multiple East Asian countries and regions.



East Asian Studies Librarians in North America: Status Quo



<https://www.eastasianlib.org/>

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Search



Almost all East Asian studies librarians in North America are members of the Council on East Asian Libraries (CEAL).

East Asian Studies Librarians in North America: Status Quo



- As to March 2019, CEAL has 175 current members, 163 or 93% of whom are from U.S. and Canada.
- The majority of CEAL members in North America (142 or 87%) are academic librarians affiliated with 53 institutions in the U.S. and Canada.
- East Asian studies librarians (88 or 62%) have become the biggest group among the East Asian librarians in academic libraries in North America.
- Other bigger groups of academic East Asian librarians in North America include technical services librarians and managers.

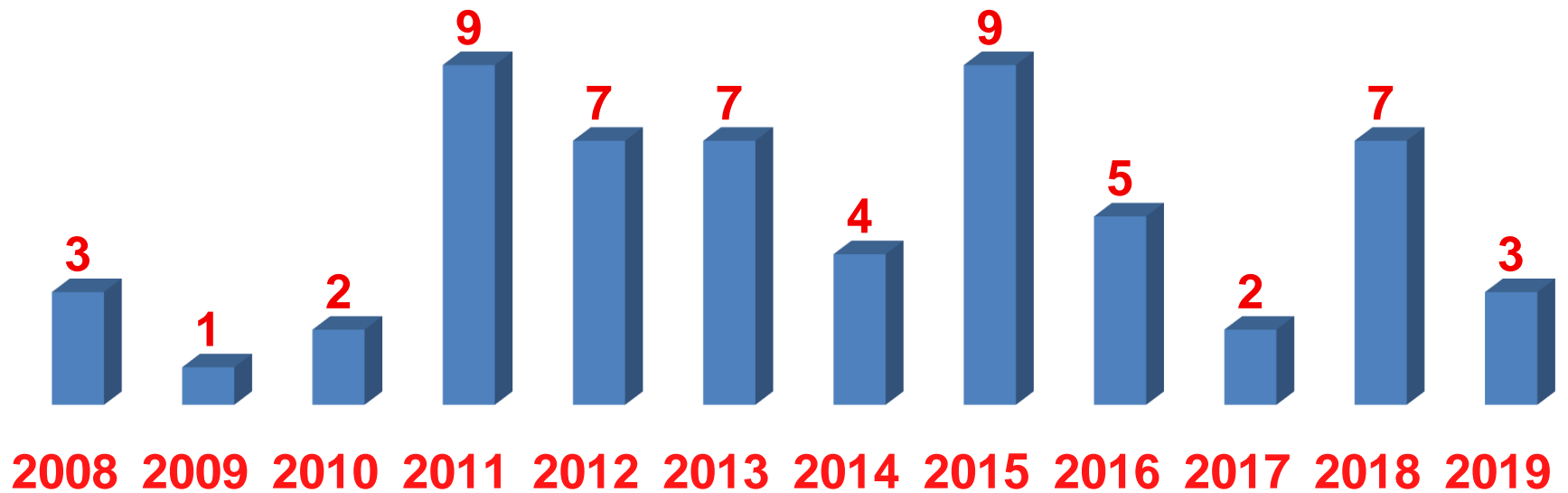
2008-2019 Job Postings for Academic East Asian Studies Librarian Positions in North America: Overview



- Three main sources
 - Blog archive of CEAL Jobs (July 2010-October 2018)
 - Online archive of Eastlib (CEAL's email networking mailing list)
 - Jobs section on the CEAL website (redesigned and launched in September 2018)
- 59 job postings with complete job descriptions and qualifications



Job Postings by Year

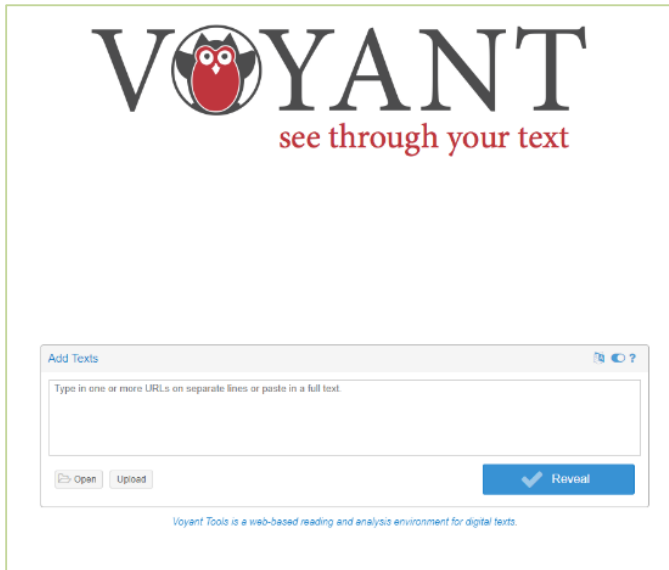




Content Analysis of 2008-2019 Job Postings : Methods

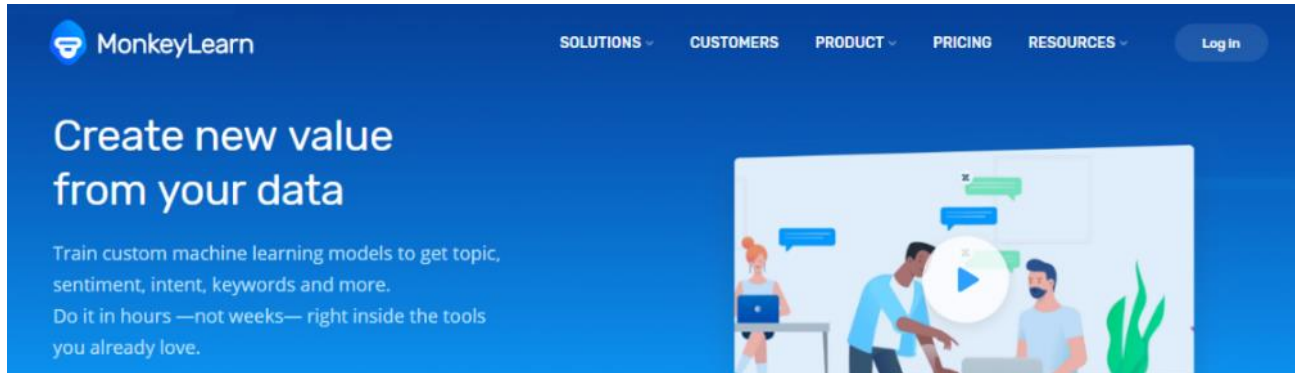
- We first divided the main texts into three categories, namely *job descriptions*, *required qualifications*, and *preferred qualifications*.
- We then experimented with digital humanities tools and methodologies to conduct the content analysis.

Content Analysis of 2008-2019 Job Postings : Methods



- Since job descriptions tend to be composed in natural language, we used **Voyant Tools**, a most popular open-source, web-based digital humanities tool to perform the text analysis.
- To facilitate the text processing in Voyant
 1. Preliminarily cleaned the data by removing institutional information from the job descriptions, such as the reporting line, the name of the university/libraries/departments, etc.
 2. Created 13 text corpora made up of the job descriptions by year and overall.

Content Analysis of 2008-2019 Job Postings : Methods



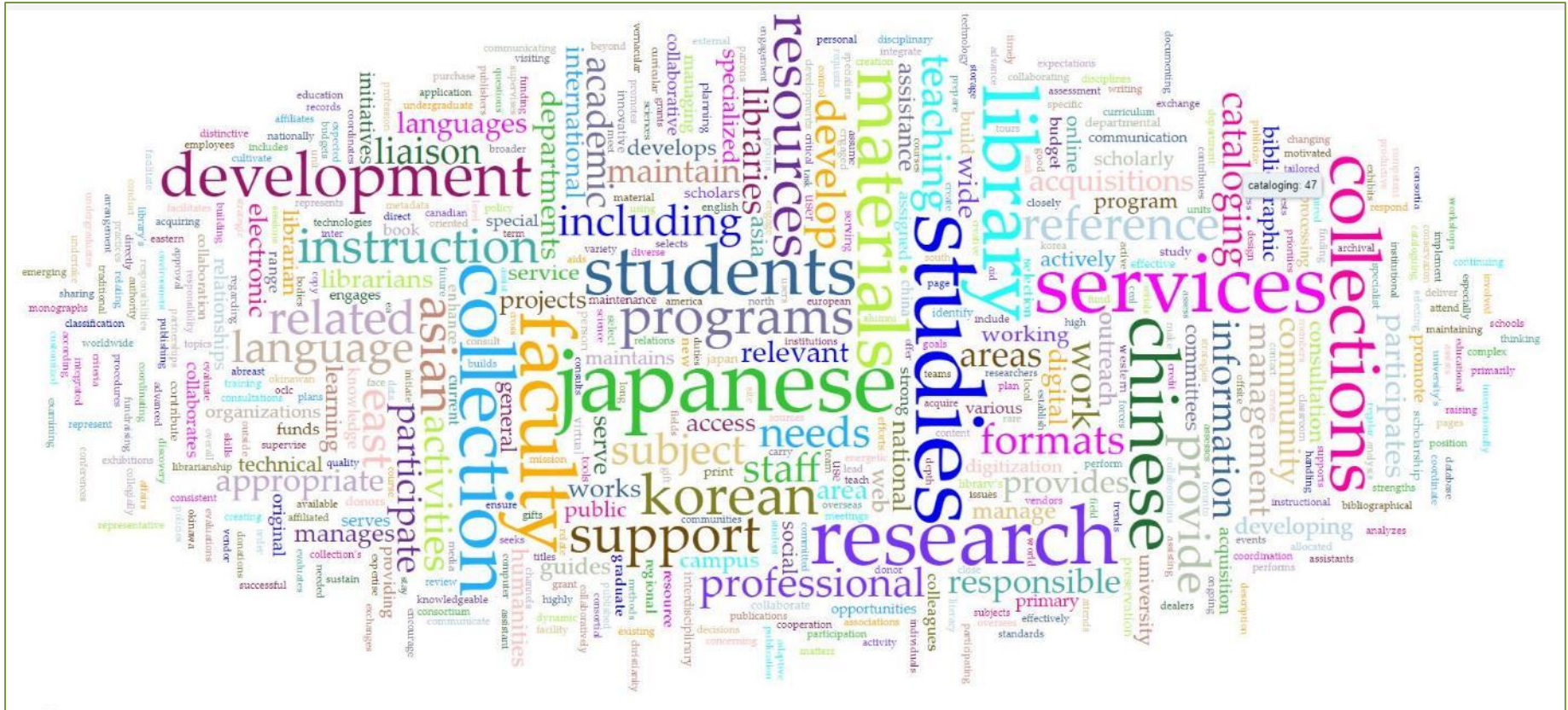
- Qualifications are usually based on human resources selection criteria such as knowledge, skills, experience, etc., so we tried out machine learning to initially extract texts from the raw data into six preset categories, namely *education*, *language*, *knowledge*, *skills*, *ability*, and *experience*.
- We created a machine learning model for the text extraction via **MonkeyLearn**, an online AI platform tool that can be used to train computer systems to classify and extract data from raw texts.

Content Analysis of 2008-2019 Job Postings : Methods



- Because our raw texts are relatively small in size, we were able to review and correct the extracted texts, and thus noticed that they contain many derivatives and synonyms of the same word, as well as phrases and technical terms that can be categorized into the same area in academic librarianship. Therefore, we further normalized and classified the extracted texts, and used the standardized terms to systematically analyze all qualifications.
- Last but not least, since the job postings for 2011, 2015 and 2018 are relatively more than other years, we closely examined and compared data from the three years in order to explore historical changes and trends of academic East Asian studies librarian positions in North America.

Content Analysis of 2008-2019 Job Postings: Findings from Job Descriptions



Word cloud generated by Voyant from the corpus of all job descriptions

Content Analysis of 2008-2019 Job Postings: Findings from Job Descriptions



Additional stop words

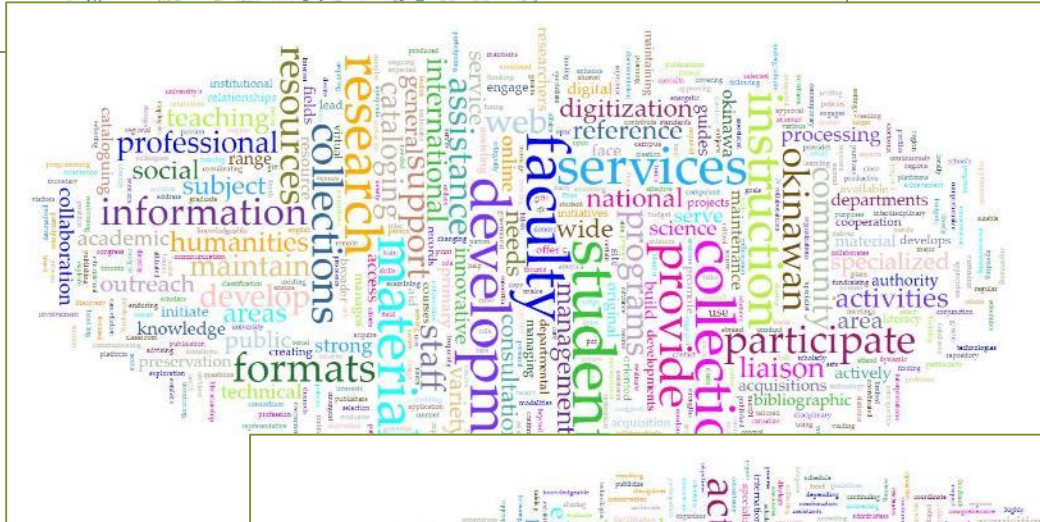
- Less meaningful words: e.g. studies, responsibilities, etc.
- Names of East Asian languages and regions: e.g. Asia, Asian, Chinese, Japanese, Korean, China, Japan, Korea, etc.
- Function words: e.g. including, related, etc.



2011



2015

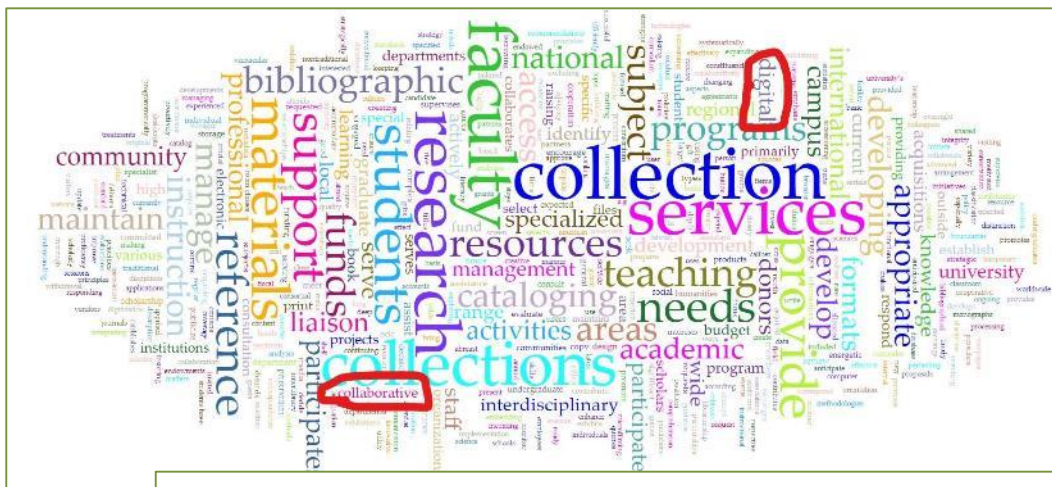


2018





2011



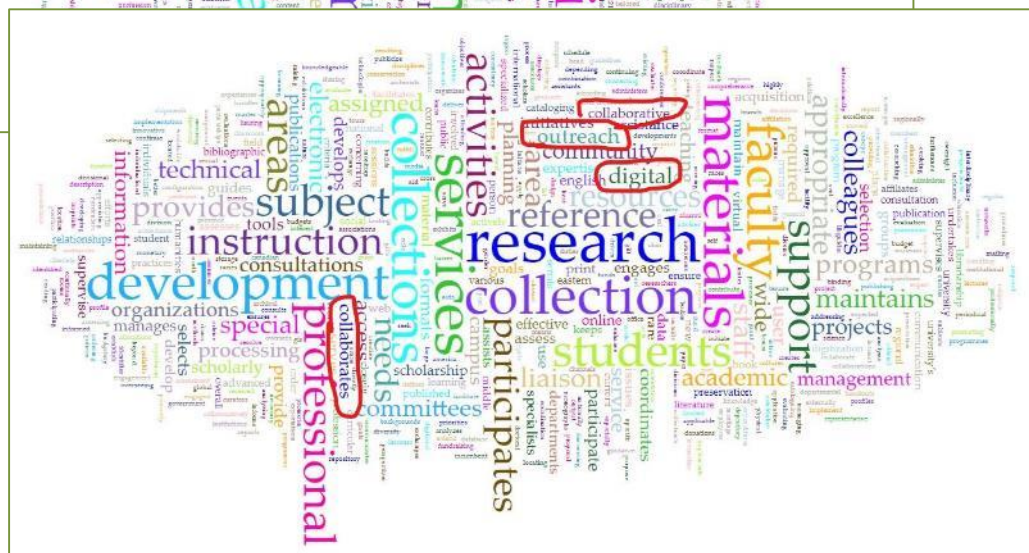
Growing areas of emphasis in the job descriptions:

- Digital scholarship
- Collaboration
- Community outreach

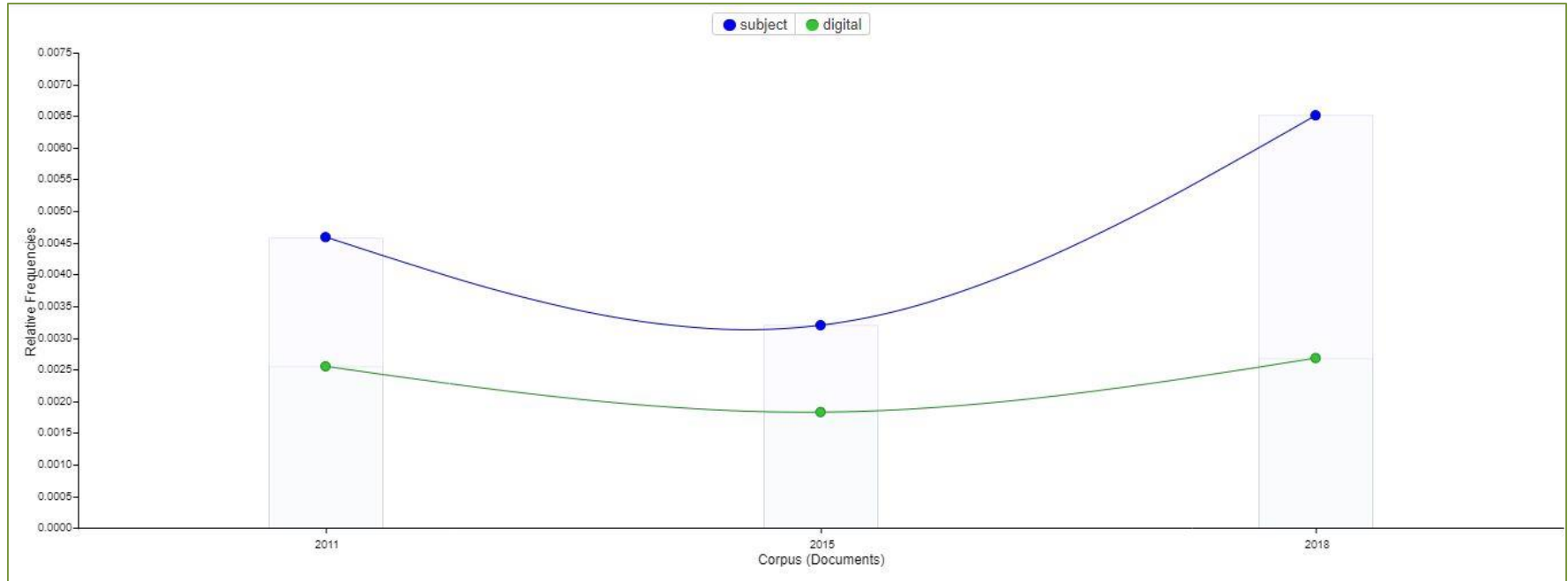
2015



2018



Subject VS Digital



The more trending word “digital” did not seem to be more frequently used than “subject” over the years. This result may suggest that subject expertise is still essential to academic East Asian studies librarian positions in North America.

Machine Learning Model



Build Run

[Demo](#)
[Batch](#)
[API](#)
[Integrate](#)

Test with your own text

Minimum qualifications: MLS from an ALA-accredited program or non-U.S. equivalent is typically required for a librarian appointment at USC. In addition, candidates must provide examples of:

- Fluency in the Chinese language
- Knowledge of current professional trends, especially those relating to reference, instructional services, and collection development to serve a diverse population of users on and off-campus
- Effective English oral and written communication skills
- Experience as a Chinese specialist in an academic or

[Extract Text](#)

Minimum qualifications: **MLS** **EDUCATION**
ALA **EDUCATION** -accredited program or
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In addition, candidates must provide exam
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skills

TAGS

- education
- language
- knowledge
- skills
- ability
- experience

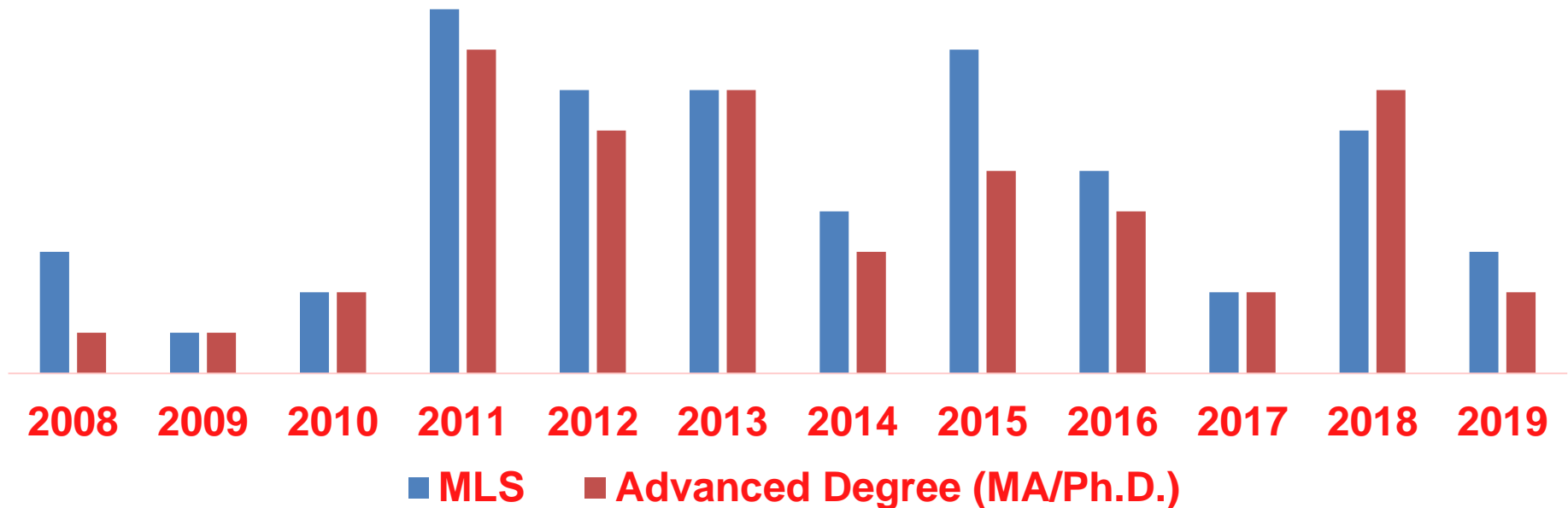
Not the result you expected? Build more

Average accuracy rate for KSA (knowledge, skills, and ability) and experience is 89%.

Content Analysis of 2008-2019 Job Postings: Findings from Qualifications



MLS (required) VS Advanced Degree (required / preferred)



Content Analysis of 2008-2019 Job Postings: Findings from Qualifications



Required/Preferred Languages

- Arabic
- Chinese (Cantonese, Classical Chinese)
- European language (e.g. Russian)
- Japanese (Classical Japanese, Okinawan/Ryukyuan)
- Korean (Hancha, Hanmun)
- South Asian language
- Southeast Asian language

Content Analysis of 2008-2019 Job Postings: Findings from Qualifications



KSA and Experience

- KSA consisted of a much larger quantity of texts than experience in the required qualifications while it was the opposite in the preferred qualifications.
- As a matter of fact, experience was not required in 22 or 37% of the job postings, and 5 or 8% of them did not even include experience in either required or preferred qualifications.

Content Analysis of 2008-2019 Job Postings: Findings from Qualifications



Over half (13 or 52%) of the top 25 terms from required KSA and experience focused on general employability skills and social intelligence.

Content Analysis of 2008-2019 Job Postings: Findings from Qualifications

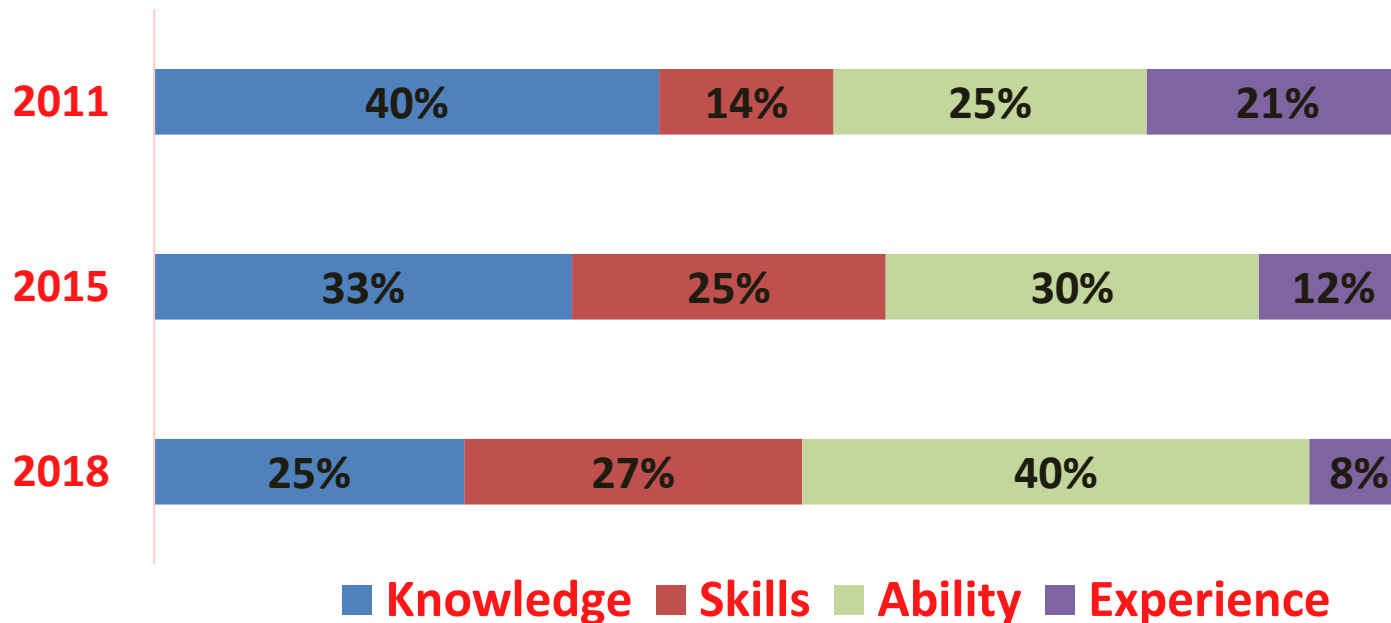


The majority (23 or 92%) of the top 25 terms from preferred KSA and experience were specifically associated with various aspects of academic librarianship.

Content Analysis of 2008-2019 Job Postings: Findings from Qualifications



Required KSA & Experience: 2011-2015-2018

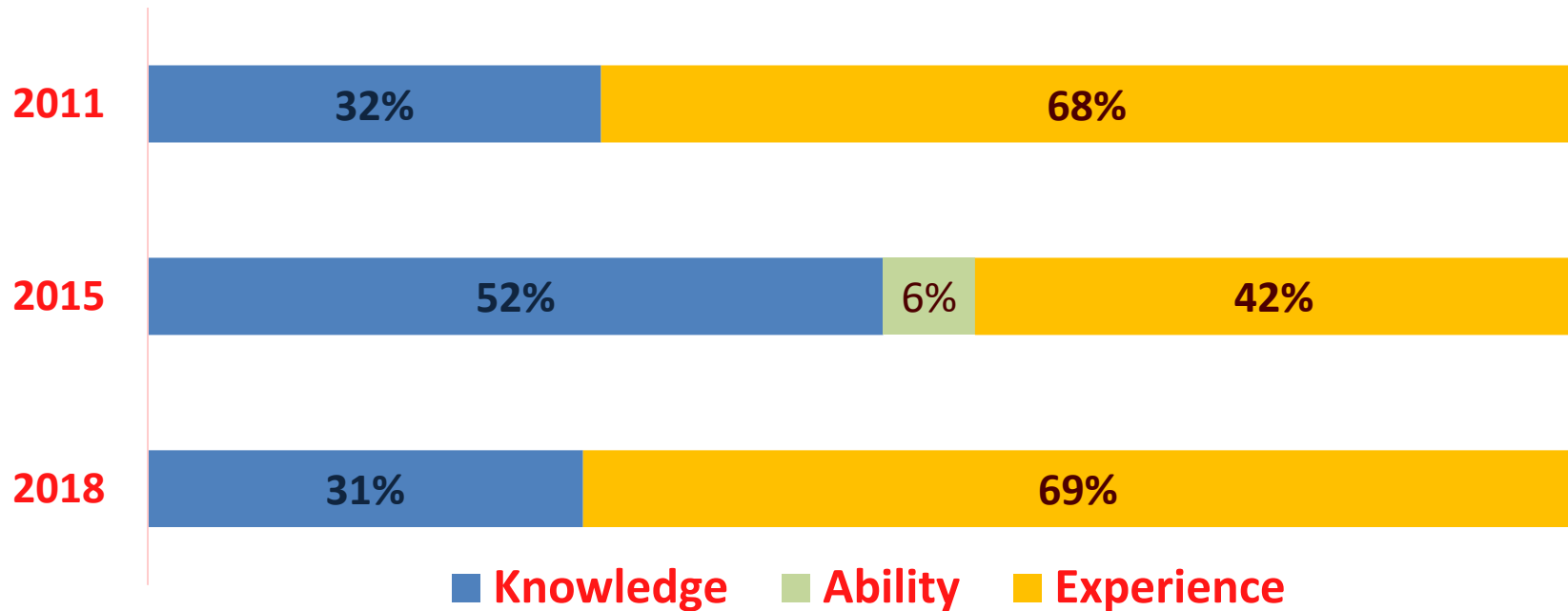


Skills and ability rapidly progressed to comprise a larger proportion than knowledge and experience in required qualifications over the years.

Content Analysis of 2008-2019 Job Postings: Findings from Qualifications



Preferred KSA & Experience: 2011-2015-2018



Preferred qualifications were almost exclusively composed of knowledge and experience.



Content Analysis of 2008-2019 Job Postings: Findings from Qualifications

ALA Core Competences	Required KSA & Experience	Preferred KSA & Experience
1. Foundations of the Profession	26%	2%
2. Information Resources	18%	24%
3. Organization of Recorded Knowledge and Information	4%	12%
4. Technological Knowledge and Skills	6%	20%
5. Reference and User Services	13%	16%
6. Research	6%	4%
8. Administration and Management	13%	7%
N/A	14%	16%

Required KSA and experience concentrate on *#1 Foundation of the Profession*, while preferred KSA and experience are most concerned with *#2 Information Resources*.

Content Analysis of 2008-2019 Job Postings: Findings from Qualifications



- Our analysis results from qualifications may imply that prospective applicants are more likely to hold advanced degrees in the fields of East Asian studies but with minimal training and/or experience in librarianship.
- It seems that academic libraries in North America are faced with a discrepancy between the expected applicants and ideal candidates when they attempt to fill East Asian studies librarian positions.

Preliminary Conclusion and Future Work



- Our findings have evidently revealed an imbalance between the job descriptions and qualifications, particularly required qualifications, in the job postings for East Asian studies librarian positions in academic libraries in North America.
- Lack of professional standards for East Asian studies librarians is probably one of the main reasons to cause such a disparity.
- We will continue to conduct more in-depth research by incorporating a comparative study of existent research on job postings for librarian positions to discuss the significance and implications of our findings.



谢谢!

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