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This book provides a comprehensive look at issues that shape the nature of Human Resources in academic libraries. Libraries in varying academic environments have undergone tremendous change during the last two decades of the 20th century as they have sought redefinition as learning organizations. As organizations they have experienced significant changes in the role and definition of professionalism, along with challenges from such shifting workplace demographics as age and ethnicity and technological issues, which have also had direct impact on the recruitment and retention of staff. Much of the attention of human resources administrators in academic libraries has focused on an array of issues that mirrors concerns across campuses: affirmative action and diversity, the rights of employees with disabilities under the Americans with Disabilities Act, the impact of the Family Medical Leave Act and other directives on employee benefits, salary equity, and a desire among employees for flexible work schedules.



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