

<p>Impetus/Methodology: To gain a clearer understanding of what the professional expectations are in the art library and visual resources fields, an analysis of 111 job position descriptions was performed. The position descriptions were from the years 2002-2003 in both the art library and visual resources fields. This spreadsheet lists in hierarchical order the skills, specific types of knowledge and competency areas that were identified in the job position descriptions.</p>		<p>Sources for position descriptions included: ARLIS/NA JobNet: http://www.arlisna.org/jobs.html; VRA Jobs page: http://www.vraweb.org/jobopps.html; and the ALA Employment Opportunities website: http://www.ala.org/ala/education/empopps/employmentopportunities.htm.</p>		
111 positions		competency areas identified		
skill/knowledge/competency	# of times listed			
Art/design/arch background	71	education, expertise & specialized knowledge		
Cataloging/classification/vr standards & cataloging	65	collection management, development & organization		
employee supervision	58	administrative, managerial & supervisory		
collection development (includes image curatorial)	54	collection management, development & organization		
foreign language	50	education, expertise & specialized knowledge		
reference skills	50	instruction, reference & research		
digital collections	49	collection management, development & organization		
customer service/public service	46	commitment to quality service		
communication skills	43			
program development/project management	41			
instruction/bibliographic instruction/teaching	32			
interpersonal skills	31			
research skills	31			
image storage and retrieval systems	30			
organizational skills	29			
represent unit/library liaison	29			
teamwork	28			
unit management	27			
database maintenance	26			
web design/authoring	26			
collaboration	25			
employee training	24			
slide collections maintenance	23			
automated lib systems	22			
Budget/fiscal management	22			

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policy/procedures	22		
professional contribution/involvement in prof orgs	22		
photography	21		
slide collections management	20		
electronic publications/resources	19		
planning/goal setting	19		
2 rd graduate degree	18		
desktop computing	18		
flexibility	17		
leadership skills	17		
oral skills	17		
circulation procedures	16		
current awareness	16		
writing skills	16		
creativity	14		
instructional technologies	14		
Acquisitions	13		
evaluative skills	12		
initiative	12		
innovative	12		
database creation	11		
detail oriented	10		
scanning	10		
hiring	9		
metadata	9		
preservation/conservation	9		
diverse environments	8		
supervision of volunteers	8		
work independently	8		
assessment skills	7		
bibliographic tools	7		
copyright knowledge	7		
serials management	7		
enthusiastic	6		
facilities management	6		
grant writing	6		
multitasking	6		

