A Comparison Study of the Perceptions, Expectations, and Behaviors of Library Job Seekers and Employers on Job Negotiations

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Demographic Data

Bar chart showing the distribution of library types:

- Academic Library: 341
- Public Library: 45
- School Library: 2
- Special Library: 9
- Law Library: 1
- Other: 5
Have the respondents negotiated a job offer?

74% of respondents have negotiated job offers at least once.

For their current positions, 32% did not attempt to negotiate.
Why didn’t they negotiate?

The three most common reasons were

“I didn’t think I was in a position to negotiate”

“I was satisfied with the job offer”

“I was afraid that it would jeopardize the job offer”
Employers

71% of the hiring managers who replied to this survey expect applicants to negotiate and only 29% did not expect applicants to negotiate.
Do employers withdraw job offers?

71% of employers have never withdrawn a job offer

Common reasons include:

- Candidate demanding unrealistic or unreasonable salary that the employer could not offer
- Issues arose during background check
- Candidates did not accept one or more elements of the offer
- Suspicions that the candidate was delaying negotiation to wait for another offer
How much flexibility there is for salary
As employers:

33% believed that there is “a lot of flexibility” for negotiating for dean/director or assistant dean/director level positions

As job seekers:

Only 11% believed that there is “a lot of flexibility” for negotiating for the dean/director or assistant dean/director level positions