

## SPEC Kit 323: Socializing New Hires



The main purpose of this survey was to explore what progress has been made in ARL member libraries to establish or enhance socialization strategies such as mentoring, orientation for new hires, residency appointments, and staff development opportunities directed at organizational acculturation for all newly hired, paid employees. Issues explored include the current availability and types of socialization programs, activities, and resources in ARL libraries; which staff are involved in designing and coordinating socialization activities; the organization, budget, and goals for socialization programs; the rate and length of staff participation in socialization activities; How socialization programs are evaluated and assessed; the primary benefits, impact, and outcomes of socialization activities.

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