

For Immediate Release
April 1993

From: Pamela Goodes
Linda Wallace
312-280-5043, 5042

LAMA programs to focus on personnel issues

The Library Administration and Management Association (LAMA) has planned a number of programs exploring various personnel issues in conjunction with the American Library Association (ALA) Annual Conference in New Orleans.

The LAMA Cultural Diversity Committee will present "Cultural Diversity: Management's Vision vs. Staff's Reality" on Saturday, June 26, from 2 to 4 p.m. The program will address how a library proceeds after making a commitment to offer services to a culturally diverse population. Speakers from academic and public libraries will discuss ways to turn a vision statement into operational reality. Participants will receive a practical checklist which includes the key actions and activities top administration should consider to ensure the success of diversity programs.

Librarians who feel they have "topped out" professionally or whose career plans have been stymied by budget cuts will want to attend "If You Can't Go, Grow! Plateauing and Other Career Challenges for Professionals and Support Staff" on Saturday, June 26, from 2 to 4 p.m. The program is sponsored by the LAMA Personnel Administration Section (PAS) Staff Development Committee. Participants will learn the major causes of plateauing, basic coping skills, management and personnel responsibilities,

- over -

LAMA programs to focus on personnel issues -- add one

short-term emergency aids and long-term enablement. The program is cosponsored by the Reference and Adult Services Division (RASD) Management and Operation of Public Services Section Professional Development Committee.

Judith M. Bardwick, noted author, psychologist and consultant, will be the keynote speaker at the LAMA Middle Management Discussion Group's "Danger in the Comfort Zone: Moving from Complacency to Productivity" on Sunday, June 27, from 9:30 a.m. to 12:30 p.m. The issue of declining productivity among employees will be approached from a psychological perspective as managers learn to define attitudes that can contribute to low productivity and to develop strategies to overcome these obstacles. Program cosponsors are the LAMA Systems and Services Section (SASS), LAMA PAS, the American Library Association (ALA) Office for Library Personnel Resources (OLPR) and the Association for College and Research Libraries (ACRL) Personnel Discussion Group.

"The Incredible Shrinking Staff: Supervisors Deal with Downsizing" will be presented by LAMA PAS Supervisory Skills Committee on Tuesday, June 29, from 9 a.m. to noon. Speakers will offer practical advice for supervisors who must confront the reality of reducing staff positions in libraries. The challenges posed by staff downsizing will be examined from the perspectives of both the supervisor and employee. Small discussion groups will have the opportunity to analyze a case study and seek creative approaches to these personnel issues.

For more information, contact: LAMA/ALA, 50 E. Huron St., Chicago, IL 60611. Telephone: 800-545-2433. ext. 5038.

LAMA, RASD and ACRL are divisions of the American Library Association.