

TO: ALA Executive Board

RE: Office for Human Resource Development and Recruitment (HRDR)
2011 Spring Activity Report

ACTION REQUESTED/INFORMATION/REPORT:

INFORMATION ONLY

ACTION REQUESTED BY:

None

CONTACT PERSON: Lorelle R. Swader, CAE,
Director

DRAFT OF MOTION: None

DATE: June 8, 2011

BACKGROUND:

HRDR provides information on education and professional development in support of the principle of lifelong learning. It designs and disseminates recruitment materials, conducts recruiting activities, and encourages participation in recruitment at the grassroots level of the profession. The office communicates with libraries on issues relating to management of human resources and acts as an advocate for “best practices” in these areas.

In support of HRDR’s programmatic priorities, the office manages the ALA-Wide Scholarship Clearinghouse, JobLIST Placement Center (at MW, Annual and division national conferences) and Librarycareers.org website. In support of its leadership development mission, the office coordinates the Emerging Leaders program, ALA/Council Committee Chair Orientation and ALA Internship program.

As part of its liaison duties, the HRDR staff supports the following ALA committees and round tables: COE; COSWL; HRDR Advisory; Scholarship & Study Grants; TOLD; LEANRT; LIRT; LSSIRT, NMRT and SORT. They also support four scholarship juries and two Assemblies (Education and Recruitment).

The attached report is meant to highlight office activities since the 2011 Midwinter Meeting.

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Office for Human Resource Development and Recruitment (HRDR)

Spring 2011 Office Report

June 10, 2011

JobLIST Placement Center

ACRL National Conference

HRDR staff attended the ACRL National Conference in Philadelphia to manage the JobLIST Placement Center operations. They hosted a first-timers networking event in order to inform attendees of the placement services and activities during the conference. Volunteers conducted resume reviews and mock interviews. A successful Open House was held where academic employers were able to meet with job seekers to talk about open positions and quality of life issues on their various campuses.

Annual Conference JobLIST Placement Center Hours and Location:

The JobLIST Placement Center for the Annual Conference in New Orleans will be located in Hall J of the Morial Convention Center. Conference registration is not required. All services and sessions are free to job seekers (unless otherwise noted). The dates of operation will be: Saturday & Sunday, June 25 & 26, 2011, 9:00am - 5:00pm.

Career Counseling

Dr. Caitlin Williams, a professional career counselor, will be in the Annual Conference Placement Center to provide one-on-one career counseling sessions.

Resume Critiquing Service

The New Members Round Table (NMRT) will once again partner with the center in providing a resume critiquing service to conference attendees. The service is available anytime the center is open.

Open House

There will be an Open House from 10:30 a.m. - noon on Sunday, June 26, 2011 in the Annual Conference in New Orleans. Representatives from various libraries and library-related companies will have an opportunity to talk about their individual work environments with conference attendees. They will discuss

various aspects that make their institutions unique – such as work culture, facilities, sports, music, arts, campus and community life, etc. As with the center during ACRL, employers will showcase the activities available in and around their institutions that highlight the quality of life. 17 employers have pre-registered for the event.

Workshops

There are several workshops being held in the Center.

- *What Are Interviewers Really Looking for in Successful Candidates?*
- *Experience-Based Interviewing: How to Respond to Interview Questions that Move You to the Top of the Short List*
- *How to be Successful When Searching for Academic Library Positions - An Insider's Perspective*
- *Improving Your Odds: Great Job Hunting Strategies to Land the Job You Really Want*
- *Working for the Federal Government: Jobs You Can Get with Your MLS/MLIS*
- *Inside an Interview: Understanding What Hiring Committees Want*
- *Networking in a Tough Economy: Using Social Media to Build Your Personal Brand and Improve Your Chances of Getting Hired*
- *Interview Dance Steps: Making the Right Moves to Land the Right Job*

Additional information about these programs can be accessed at:

http://www.joblist.ala.org/modules/jobseeker/Conference_Workshops.cfm

Recruiters

There are several employers who will have a booth in the Center. They will be conducting interviews for open positions and conference attendees have open access to them. Walk-ins are welcomed. Appointments can be scheduled on-site with individual employers. Recruiters who will have reserved a booth and will be in the Center the entire time it's open include:

- New Orleans Public Library
- Library Systems & Services, LLC, (LSSI)
- San Diego Public Library
- Middle Tennessee State University
- Fort Worth Library
- Southern Methodist University
- Azerbaijan Diplomatic Academy
- Savannah College of Art & Design
- Oak Park Public Library
- University of the Ozarks
- City University of Hong Kong

Scholarship Activities

ALA Scholarship Clearinghouse

The application deadline for all ALA academic Scholarships was March 8, 2011. The Clearinghouse received a total of 760 scholarship applications of which 73 awards were given for a total of approximately \$404, 000. The numbers below represent the total number of completed applications reviewed by jury members as well as the total number of scholarships awarded:

ALA level scholarships:

General Category- 455 (3 awarded)

Support Staff Category- 189 (3 awarded)

Youth Services Category- 189 (1 awarded)

New Media Category- 98 (1 awarded)

Divison/Round Table/Unit scholarships:

FAFLRT – 70 (1 awarded)

ALSC – 173 (10 awarded)

ASCLA – 46 (1 awarded)

LITA – 146 (3 awarded)

Spectrum – 142 (50 awarded)

Annual Giving Campaign for ALA Scholarships

HRDR is continuing to work with the Development Office on fundraising efforts for the ALA general endowment scholarships. A new display will be placed in the registration area during the Annual Conference to house donation brochures and luggage tag giveaways. Additionally, all donors who contributed to the general scholarship endowments during the last fiscal year will be recognized in the Awards and Honors section of the registration area. A new logo and banner have been designed for better recognition of the scholarship program for print and online use. Additionally, a new web link has been added to the Scholarship page for donation solicitation. To learn more about making a contribution please visit: www.ala.org/scholarships

Recruitment/Career Fairs

Recruitment Assembly

The newly re-designed LibraryCareers.org website is ready to launch. It builds upon feedback from various audiences and is intended to be a more interactive and dynamic tool for the general public, while highlighting recent changes to the profession. It can be accessed at: www.librarycareers.org

Office for Diversity IMLS Grant Support

HRDR is supporting the Office for Diversity by assisting with the efforts to provide training to its cohort of leaders who have volunteered to be a part of an IMLS grant funded program, entitled: *Discovering Librarianship*. During the Midwinter Meeting in San Diego, Lorelle Swader spoke to the newest cohort of leaders and shared information about the areas of: professional educational preparation, career paths within libraries and the general career outlook.

Career Fairs

On April 6, 2011 HRDR worked with International Relations Office (which coordinates the Money Smart program) to staff a table at the College Smart Fair 2011, sponsored by the Illinois Student Assistance Commission. The fair was designed to assist Illinois high school students and their parents, as well as adults returning to college, to prepare for college. In addition to various workshops, attendees also had the opportunity to talk to representatives from Illinois colleges, universities, governmental offices, and other organizations such as ALA. Questions were answered about the librarian profession and required education.

Emerging Leaders Program

Poster Session

The 2011 class of Emerging Leaders (EL) will once again have an opportunity to meet attendees of the ALA Annual Conference at their poster session and reception. The event is held on Friday, June 24; 3 - 4 p.m., MCC – Rm. 271 – 273.

Webinars

On March 22, 2011, a webinar was presented by Pat Wagner of Pattern Research, Inc. and it was entitled “*Influence, When You Don’t Have Power or Authority.*” During the session, Pat discussed ways to build influence, avoid certain mistakes, and take action to become an effective leader. On Thursday, April 21, 2011 the cohort participated in additional webinar entitled: “*ALA Demystified: How to be Effective within ALA.*” Leslie Burger, a Past President of ALA (and creator of the Emerging Leaders program), shared her strategies on getting the most out of the ALA experience. She noted that the American Library Association is a large multi-faceted organization that offers members many opportunities to learn, grow, share, network, and lead.

EL Interest Group Summit

The Emerging Leaders Summit is offered each year at Annual, and is open to all classes of Emerging Leaders. The Summit is planned by the Emerging Leaders Interest Group (ELIG) Steering Committee, a group comprised of all Emerged

Leaders. This year's Summit theme will be: *"You've Emerged, Now What: The Emerged Leader Toolkit*, Saturday, June 25th 1:30 - 3:30 p.m., MCC 245.

Committee Activities

Committee on the Status of Women in Librarianship (COSWL)

COSWL will be hosting two programs at the 2011 ALA Annual Conference in New Orleans. They provide the opportunity to focus on topics of importance to the status of women in librarianship.

The first session, entitled "**Introduction to Women's Issues,**" which will be held from 1:30 - 3:30 p.m. on Saturday, June 25, provides an opportunity to discuss the issues of caregivers. The presentation is co-sponsored by the Association of College and Research Libraries Women's Studies Section (ACRLWSS) and the Social Responsibilities Round Table-Feminist Task Force (SRRT-FTF). Women comprise 46 % of the total U. S. workforce but 61% of caregivers. More than half of working caregivers say they have to go into work late and leave early or take time off during the day to provide care for children, parents, spouses, other relatives or non-family members. In 2008 COWSL member Sharyn Ladner undertook a caregiver survey of library workers. As a result of the findings, COSWL is launching a campaign to raise awareness of care-giving issues and their affects on the lives, work, family and health of many librarians and library support staff. Data from the 2008 survey will be presented as well as a kickoff for the development of a Toolkit for librarians and library workers.

The second session, entitled "**Right Here I See My Own Books: A History of the Woman's Library at the Chicago World's Fair, 1893,**" will be held on Sunday, June 26 from 10:30 a.m. - noon . In this session, Sarah Wadsworth, associate professor, Marquette University, will discuss her manuscript on the subject based on her article from *Libraries & Culture*, winter 2006. This presentation discusses the history and analyzes the contents of the 1893 Chicago World's Fair exhibit. The Women's Library was put together by women and consists of works written only by women for the Chicago World's Fair in 1893. The discussion will be continued at the Library History Roundtable (LHRT) Ed Holley Lecture from 10:30 a.m. - noon on Monday June 27, 2011.

The committee has also been very active establishing its presence within social media. Below are links to the various outlets they are part of:

- **COSWL Cause Blog** : <http://www.discuss.ala.org/coswlcause/>
- **Facebook**: <http://www.facebook.com/pages/ALA-Committee-on-the-Status-of-Women-in-Librarianship-COSWL/164770476903286?>
- **Twitter** : http://twitter.com/#!/ALA_COSWL

Committee on Education (COE)/Education Assembly

COE will once again host an Education Assembly. The guest speaker will be Dr. Clara M. Chu, Ph.D., Chair and Professor, Department of Library and Information Studies, University of North Carolina at Greensboro. Her topic of discussion will be, "*Diversity in Higher Education*". The assembly will be held on Saturday, June, 25, 2011, 4:00 PM – 5:30 PM in the Hilton Riverside - Marlborough A/B.

Training, Orientation and Leadership Development Committee (TOLD)

TOLD members are once again hard at work planning an orientation program for the 2011-2012 class of ALA/Council Committee Chairs. They are also continuing to work on revamping the ALA Intern Guidelines for Council approval.

Round Tables

LIRT

The Library Instruction Round Table (LIRT) has supported the Spectrum Scholarship Program with a contribution to the Spectrum Presidential Initiative of \$6,500. In recognition of this gift, the ALA Spectrum Scholarship Program will name one LIRT Spectrum Scholar in 2011.

NMRT

The New Members Round Table (NMRT) will once again provide free membership to all Emerging Leaders in the 2011 class. A benefit of both the Emerging Leader program and of NMRT, membership is the opportunity for committee service and mentorship.

Merritt Fund Reception

NMRT and the LeRoy C. Merritt Humanitarian Fund are presenting a joint reception at the ALA Annual Conference in New Orleans! They will be combining the NMRT Awards Reception and the Merritt Fund "Reception for a Cause" into one great event. NMRT will be honoring the NMRT Shirley Olofson Memorial Award recipient, Eamon Tewell, and the 3M/NMRT Professional Development Grant recipients, Natalie Traylor Clewell, Jessica Nadine Hernandez, and Julie N. Kane. These awards provide financial assistance for ALA/NMRT members to attend the annual conference in order to encourage and support professional development and participation in ALA and NMRT activities. The event will take place: Sunday, June 26, 2011, 7:30 to 10:00 p.m., at the L'Entrepot Gallery, 527 Julia St.

**Submitted by
Lorelle R. Swader, CAE, Director**