

TO: ALA Executive Board

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

ACTION REQUESTED/INFORMATION/REPORT:

INFORMATION ONLY

CONTACT PERSON: Lorelle R. Swader, CAE,
Director

DRAFT OF MOTION: None

DATE: January 6, 2012

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), the CEU program, Online Learning website and the 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: the Committee on Education (COE); the Committee on the Status of Women in Librarianship (COSWL); the HRDR Advisory Committee; the Scholarship & Study Grants Committee (SSGC); the Training, Orientation & Leadership Development Committee (TOLD); the Learning Round Table (LEANRT); the Library Instruction Round Table (LIRT); the Library Support Staff Interests Round Table (LSSIRT), the New Members Round Table (NMRT) and the Staff Organizations Round Table (SORT). They also support three scholarship juries and two Assemblies (Education and Recruitment).

The attached report is meant to highlight office activities since the Annual Conference.

Attachments: Emerging Leaders Program Overview and Program Update
JobLIST Placement Center Activities

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Office for Human Resource Development and Recruitment (HRDR)

Fall 2011 Office Report January 11, 2012

Continuing Education

The International Association for Continuing Education and Training (IACET) has awarded ALA the prestigious Authorized Provider status. IACET Authorized Providers are the only organizations approved to offer IACET Continuing Education Units (CEUs). The recognition period extends for five years, and includes all programs offered or created during that time.

In order to achieve Authorized Provider status, ALA completed a rigorous application process, including a review by an IACET site visitor, and successfully demonstrated adherence to the ANSI/IACET 1-2007 Standard addressing the design, development, administration, and evaluation of its programs. ALA is now authorized to use the IACET name and Authorized Provider logo on promotional course material. Although not all ALA programs will be eligible for CEUs, the HRDR staff is working with units across the association to establish quality standards for programming. In addition, we are now linked to the IACET web site.

Scholarship Activities

In October the online scholarship application went “live” offering more than \$300,000 for students who are studying library science or school librarianship at the master's degree level. Scholarships typically range from \$1,500 to \$7,000 per student per year. The application and instructions are available online at www.ala.org/scholarships. The application deadline is March 1, 2012.

Recruitment Activities

The newly re-designed *LibraryCareers.org* is now available. Building on feedback from various audiences, the new site is a more interactive and dynamic tool for the general public, while highlighting recent changes to the profession.

<http://librarycareers.drupalgardens.com/>

Emerging Leaders Program

The 2012 class of ALA Emerging Leaders participants have been selected. Seventy-seven individuals were chosen to participate in this year's program. This marks the sixth year of existence for the program.

Over the course of the program, participants will receive two days of orientation and education. It kicks off with a daylong session on Friday at Midwinter Meeting in Dallas, TX. Following the kickoff session, the program will continue in an online learning and networking environment for six months, culminating with a poster session in which the participants will showcase the results of their project planning work at the Annual Conference in Anaheim, CA. This year's workshops will be facilitated by Kathryn Deiss, ACRL Content Strategist.

Over half of this year's participants have received sponsorships. The sponsors include ALA divisions, offices, round tables, state chapters, ALA affiliate groups and other organizations. Each sponsor commits to financial support of an Emerging Leader in order to defray costs for attending the ALA Midwinter Meeting and the Annual Conference.

For a complete list of this year's participants and sponsoring organizations visit:
http://www.ala.org/educationcareers/sites/ala.org/educationcareers/files/content/leadership/emergingleaders/2012EL_Participants_web.pdf

Career Development Activities

As part of the ALA 2015 Strategic Plan, HRDR was awarded an internal grant to support a series of career development activities for job seekers through August 2012. We have contracted with consultant, Dr. Caitlin Williams who has been in the field of career development for more than 20 years. She writes, speaks, conducts research and coaches individuals on ways to continue growing professionally, as well as ways to remain employable in a challenging economy. As a faculty member of San Jose State University, Caitlin has been partnering with ALA for nearly 10 years to offer individuals help with managing their career and providing free one-on-one career coaching sessions at ALA conferences. Activities began in October. For a complete list of programs and access archives, please visit: <http://joblist.ala.org/modules/jobseeker/controller.cfm>

ALA JobLIST Placement Center

The ALA JobLIST Placement Center has a variety of activities and events to be held during the ALA 2012 Midwinter Meeting in Dallas, TX. Its hours of operation will be on Saturday & Sunday, January 21 & 22, 2012, 9:00am – 5:00pm, located in Hall C, Level 2 of the Convention Center. The activities are designed for employers and job seekers. **(For a full listing of workshops and programs please see the attached list of programs)**

Future National Conference Placement Centers

Negotiations are underway to provide and manage Placement Centers for the PLA National Conference in Philadelphia, PA and the Joint Conference of Librarians of Color (JCLC) National Conference in Kansas City, KS.

Committee Activities

TOLD members have been hard at work planning an orientation program for the 2011-2012 class of ALA Interns. This year's class will be the first group to operate under the updated guidelines approved by Council during the 2011 Annual Conference in New Orleans.

Round Tables

In addition to her duties as project manager for both the Emerging Leaders program and the JobLIST Placement Center, **Beatrice Calvin** (Program Officer for Employment & Recruitment) is now staff liaison to both LIRT and LSSIRT.

Kimberly L. Redd (formerly Sanders) (Program Officer for Scholarships & Education) who manages the ALA-wide Scholarship Clearinghouse and staff liaison to NMRT is also now staff liaison to LEARNRT and SORT. She is also the official ALA CEU registrar and coordinates the ALA Online Learning Task Force.

Staffing Changes

On July 5, 2011, **Lorelle R. Swader**, Director of HRDR also became Director of the ALA-APA. She divides her time on an 80/20 split between the two units. On August 5, 2011, after serving as the HRDR Project Coordinator for 11 years, Darlena Davis left the organization to pursue other career opportunities.