

TO: ALA Executive Board

RE: Office for Human Resource Development and Recruitment (HRDR)
2015-2016 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 20, 2016

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 & Career Development Center and Emerging Leaders Program. The office also coordinates the ALA/Council Committee Chair and Internship program leadership development activities.

The office staff is liaison to the following ALA committees and round tables: COE; COSWL; HRDR Advisory; Scholarships & Study Grants; TOLD; LEANRT; LIRT; LSSIRT, NMRT and SORT. They also support five scholarship juries and two Assemblies (Education and Recruitment).

The attached report is meant to give highlights of some of the office activities over the course of this year.

Scholarship Activities

ALA Scholarship Clearinghouse

The office manages the ALA-wide Scholarship Clearinghouse which is the intake vehicle for all applications for students who are studying library science or school librarianship at the master's degree level. The online application was available from September through March and offered more than \$300,000 in scholarship funds. Scholarships typically range from \$1,500 to \$7,500 per student per year. 520 total applications were submitted. The application total breakdowns were as follows:

General Scholarships*	Support Staff**	Mary V. Gaver	ALSC	LITA	Spectrum	Peter Lyman Memorial /SAGE	Century
339	194	157	163	122	135	89	23

*Includes: David H. Clift, Christopher Hoy/ERT

**Includes: Tom & Roberta Drewes, Miriam L. Hornback and Tony B. Leisner

In addition to offering these funds through ALA units, the office also annually publishes the ***Financial Assistance in Library and Information Studies*** which is a directory of educational monies from state library agencies, national and state library associations, local libraries, academic institutions, and foundations. These funds can be used for studies at all levels of library education.

ALA General Scholarship Endowment Fundraising Efforts

The office is continuing to work with the Development Office staff on various Annual Giving Campaigns to raise funds for the ALA general endowment scholarships. For the second year in a row, the two offices have worked together along with other units across the association to coordinate an ALA-wide Giving Tuesday campaign in December.

Employment Activities

ALA JOBList Placement & Career Development Center

In recognition of the changing nature and career development needs of the library workforce, the Placement Center has changed its name to the: "*ALA JOBList Placement & Career Development Center.*" In addition to assisting employers with recruitment for open positions and job seeker programming, the

center offers signature programs for library professionals at any level who want to retool for demands of the changing work environment. Topics for programs this year were: professional etiquette, career resiliency and work-life integration.

Ongoing Programmatic Activities held at both Midwinter and Annual

- *Orientation*
- *Career Counseling*
- *Check Out a Librarian*
- *Mentoring-on-the-Fly*
- *Open House/Job Fair*
- *Photography Service*
- *Resume Review*

2016 Midwinter Career Development Workshops

- *Professional Etiquette 101*
- *Family Care and Work Culture as Experienced by Women in the Workplace*
- *Preparing for Today's Job Market: the Search, the Application, and the Interview*
- *How to Get Your Bounce Back!*
- *HR Confidential: Insider Tips from Library HR Directors*

2016 Annual Conference Career Development Workshops

- *Preparing for Today's Job Market I: The Job Search*
- *Don't Do This! (If You Want to Get the Job)*
- *Key to Getting Interviews: Impactful Cover Letters & Resumes*
- *Match.com for Resumes*
- *HR Confidential: Insider Tips from Library HR Directors*
- *Preparing for Today's Job Market II: The Interview*
- *Ace the Interview: Land a Librarian Job*

Online Learning and Webinars

HRDR is an approved continuing education provider for the Certified Public Library Administrator (CPLA) Program. As such, courses are being developed to cover all [nine competency areas for the certification](#). The HRDR office facilitated seven webinars over the course of the year. Our *courses are also open to professionals regardless of whether they are seeking certification or not*. Below is a list of scheduled upcoming online courses:

Current Issues

Dates: July 11 – August 21, 2016

Instructor: [Catherine Hakala-Ausperk](#)

Budget and Finance for the Library

Dates: August 8 – September 18, 2016

Instructor: [John Moorman](#)

Fundraising/Grantsmanship

Dates: September 5 – October 16, 2016

Instructor: [Jason Kovac](#)

Organization and Personnel Administration

Dates: September 12 – October 23, 2016

Instructor: [Catherine Hakala-Ausperk](#)

Management of Technology

Dates: October 10 – November 20, 2016

Instructor: [Carson Block](#)

Library Marketing

Dates: October 10 to November 14, 2016

Instructor: Rebecca McFarland

Education Activities**Continuing Education Units (CEUs)**

HRDR facilitates the ALA's efforts as an authorized provider of Continuing Education Units (CEUs) through the International Association for Continuing Education and Training (IACET). Kimberly Redd is the official ALA CEU Registrar.

The following divisions offer CEU approved courses: **ALSC, RUSA, ASCLA and YALSA**. During the 2016 Midwinter Meeting, ALA Conference Services offered three *Deep Dive* courses which were CEU approved. This fiscal year **10 courses** were approved and **139 participants** have been awarded CEU certificates.

Emerging Leaders Program

This year, 50 individuals were selected to participate in the Emerging Leaders Program. As in the past, it kicked off with a daylong session on Friday at

Midwinter Meeting in Boston. The program then continued 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 Orlando. Nearly 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.

For a complete list of this year's participants and sponsoring organizations visit: http://www.ala.org/news/sites/ala.org.news/files/content/Selected2016ELs_AlphaList_0.pdf

As part of the professional development training aspect of the program, this year the following webinars were held for participants:

“Leadership 101”; presented by Alexia Hudson-Ward and Maureen Sullivan. March 23, 2016; <http://ala.adobeconnect.com/p8f4z1l3lga/>

“ALA Organization & Vision 2016”; presented by ALA President Sari Feldman and ALA Executive Director Keith Fiels. April 4, 2016; <http://ala.adobeconnect.com/p8u0y046ot2/>

“Identifying and Responding to Microaggressions”; Presented by Jody Gray, Director, ALA Office for Diversity, Literacy, and Outreach Services. May 4, 2016; <http://ala.adobeconnect.com/p4a9f663j19/>

“Getting the Most Out of an ALA Annual Conference”; presented by Audrey Barbakoff and Maureen Sullivan. May 24, 2016; <http://ala.adobeconnect.com/p73n2ehw88s/>

Interest Group

The Emerging Leaders program has an Interest Group comprised of **812** current and former alumni of the program who are quite active in mentoring, selecting and planning activities for future participants in the program. They will be hosting a “Mix & Mingle” at the Annual Conference in Orlando on Sunday, June 26, 2016; 10:30 – 11:30 a.m., Hyatt – Celebration 02.

Committee Activities

Committee on the Status of Women in Librarianship (COSWL) – The committee supported activities in celebration of National Women’s History Month in March.

Committee on Education (COE) – COE representatives were appointed by President Sari Feldman to serve on the Task Force on the Context of Future Accreditation and the Task Force on Accreditation Process and Communication.

Scholarship and Study Grants Committee (SSGC) – The Scholarship & Study Grants Committee approved new scholarships from AASL and VRT.

Training, Orientation and Leadership Development Committee (TOLD) –

Intern Program

At the beginning of the conference year, members of TOLD conducted an orientation webinar for ALA and Council Committee **Interns**. Designed for members who have never served on an ALA level committee, the program is an excellent way to gain insight to the inner workings of the association, meet library leaders from a variety of settings, and network with peers.

Division, Round Table and Chapter Leadership Development

TOLD held its first invitational leadership development opportunity for officers, board members and committee chairs of divisions, round tables and chapters. This program was held during the 2016 Midwinter Meeting in Boston, MA, and was entitled: ***“We’ve Got to Stop Meeting Like This...”Making Meetings Work***. The facilitator for the event was ALA Parliamentarian, Eli Mina who discussed the core principles of debate and decision making, tools to make meetings well focused, well-paced, and equally inclusive, and tips on how to address tough situations and controversies during meetings. Eli also demystified key issues with rules of order. Each participant was given a copy of his books *“101 Boardroom Problems and How to Solve Them”* and *“Mina’s Guide to Minute Taking”*.

Committee Chairs

Members have been hard at work planning this year’s *Strategic Leadership Meeting* for Incoming ALA/Council Committee Chairs featuring ALA President-Elect Julie Todaro and Eli Mina.

Round Tables

NMRT

In addition to the round table’s numerous ongoing conference related orientation programs and receptions, they have also been busy planning and conducting additional events.

Preconference

During the upcoming Annual Conference in Orlando a preconference is being planned entitled: ***“What’s a Millennial to Do? Learning to Thrive in a Multi-Generational Workplace,”*** which will be held on Friday, June 24 from 9am to

12pm. The three-hour pre-conference includes breakfast, a panel presentation, and an interactive workshop session with the panelists.

The round table is also sponsoring a field trip to **Ripley's Believe It or Not! Odditorium** in Orlando during the Annual Conference. This event will be held Friday, June 24th at 7PM.

Online Programs

NMRT presented two online programs in support of new librarian career development. On November 2, 2015 they presented: ***Let Your Voice Be Heard: Public Speaking for Librarians*** and on Wednesday, April 20, 2016, they presented "**Preparing to Enter the Library Profession: Networking, ALA, and More**" an online program designed to help early career professionals set a path for success in their brand new library career.

Virtual Chats and Discussions

The round table has offered a series of online monthly chats and discussions on various topics:

February 2016

Online Discussion: *A Dying Profession: The Library in the Information Age*

March 2016

Online Discussion: *Free Reference Resources*

Live Chat: *Waiting to Exhale: What to Do While You Job Search on Monday*

April 2016

Online Discussion - *Disruptive Fun*

May 2016

Online Discussion - *Gaining Additional Skills After Library School*

Live Chat: *Unemployment and Underemployment in librarianship*

Award Winners

Student Chapter of the Year

Winner – University of South Carolina

Runner-up – Pratt University

NMRT/Mango Professional Development Grant

Denise Tabscott – Metro Nashville Public Schools

NMRT Annual Conference Professional Development Attendance Award
Erin Prentiss – Reese Library at Augusta University

Shirley Olofson Memorial Award
Hannah Buckland – Leach Lake Tribal College

LIRT

Preconference

On **May 20, 2016**, the round table held its very first online webinar that was provided free to its members. ***“Ready to Roll: Lesson Plans Incorporating Practical Technology to Teach the ACRL Framework for Information Literacy”***, was a two part program, designed to assist members who might be having difficulty coming up with innovative ideas for how to teach using the ACRL Framework. It offered practical ideas for adapting teaching styles while using engaging technology. An expert panel of presenters demonstrated their lesson plans and strategies in a hands-on manner. Part two was followed by an innovative two-week asynchronous *Slack* conversation where participants got feedback on their lesson plan ideas and got help on knotty problems from fellow webinar attendees.

Program

This year’s Annual Conference Program is ***“The Wonderful World of Library Instruction: Pedagogy and Practices to Inspire Teaching”***. It will be a panel presentation to discover best practices and pedagogical principles supportive of information literacy. Featured presentations will highlight activities and assignments inspired by threshold concepts and the new ACRL Framework, discuss use of action research to improve and evaluate instruction, and share proven strategies to support lifelong learning in underserved communities. This program will feature a panel of three innovative instruction librarians from academic, public, and the K-12 school setting who will discuss a range of instruction techniques designed to engage library users, enhance critical thinking, and inspire lifelong learning.

Awards Reception and Winners

In recognition of the accomplishments of librarians and libraries who promote information literacy, LIRT will host an Awards Ceremony and Reception from 5:30 to 7:00 p.m. on Sunday, June 26 during the ALA 2016 Annual Conference in Orlando. The event will be held at Rosen Centre Hotel, Salon 18. This year we

will be honoring **Caroline Sinkinson**, Teaching and Learning Librarian at the University of Colorado Boulder; Ms. Sinkinson is the recipient of the 2016 LIRT Librarian Recognition Award. LIRT will also recognize and honor the **SUNY Geneseo Milne Library**, winner of the 2016 LIRT Innovation in Instruction Award. Award recipients will be presented with a \$1,000 cash prize and a plaque during the ceremony. The honorees will briefly discuss their work in forwarding information literacy, followed by a reception with refreshments. This is the third year that LIRT has offered the Library Instruction Awards.

LEARNRT

Preconference

The round table will be presenting a preconference entitled: ***“Designing and Facilitating Learning Experiences that Make a Difference: The Power of Active Experiential Learning”*** The workshop will demonstrate deep learning that leads to real change that happens when experiential learning is part of and applied as a new understanding to real life situations.

Happy Hour

The round table will once again host an evening of networking and fun at the **“LearnRT Happy Hour”** on Sunday, June 26, 5:00-7:00pm at Cooper’s Hawk Winery.

Program

Anytime + Anywhere = Never: Tackling the Motivation Challenges of Continual Learning is the title of their program which highlight how the reality that unlimited access, unbounded time, and lack of external motivators often leads to learning efforts never getting off the ground.

Training Showcase

LearnRT Best Practices in Training (aka the Training Showcase) will be held on Sunday, June 26, 1:00-2:30pm. The Training Showcase is an annual event that brings trainers and training organizations together to chat, share tips, and showcase best practices in library training, learning, and continuing education. LearnRT members facilitate training talk tables and provide space for sharing training materials and information about all types of training programs.

Award Winner

Pat Carterette Professional Development Grant

Angela Glowcheski

LSSIRT

Online Resource Center

The newly-revised [Library Support Staff Online Resource Center](#) went live in October, 2015. The website is designed to provide resources of interest for library support staff, paraprofessionals and those interested in library work. It is divided into several major sections for ease of use. The education and training section provides general information on library training resources, library competencies, library certification programs, library degree programs and financial assistance. The certification information by state section provides links to information regarding statutes mandated by each individual state. The library certificate and degree programs section provides links to institutions that offer Certificate, Associate, Bachelor and Master Degrees. Institutions that offer any type of library degree are sorted by individual states, Puerto Rico and Canada. The Colleague Connection section consists of national, regional, and state associations that library paraprofessionals may be interested in joining. This website is the result of research and diligence of the ALA Emerging Leaders (EL) 2015 with member support from guide Jennifer Kutzik.

Board Restructure

The members of LSSIRT recently voted to reduce the size of their Steering Committee by two seats. The leadership took this step to adjust to the changing needs of their membership. Strategically, this action will make their board leaner and more agile for decision making purposes.

Presidential Initiative

HRDR will serve as a key support unit for 2016-2017 ALA President Julie Todaro's initiative: "Libraries Transform: The Expert in the Library."