

TO: ALA Executive Board

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

ACTION REQUESTED/INFORMATION/REPORT:

INFORMATION ONLY

ACTION REQUESTED BY:

None

CONTACT PERSON: Lorelle R. Swader, CAE,
Director

DRAFT OF MOTION: None

DATE: April 12, 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) 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 recent office activities.

Attachments: JobLIST Placement Center Activities

American Library Association
50 East Huron Street
Chicago, Illinois 60611-2795
USA

TDD 312 944 7298
<http://www.ala.org>
Toll Free 800 545 2433

Telephone 312 280 4278
Fax 312 280 3256
E-mail lswader@ala.org

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.

The array of services is designed to provide a comprehensive response to the full range of career-related needs of ALA members (including needs expressed by attendees at the ALA conferences) and those services which are frequently requested by professionals going through job search, networking, career transition, professional development and retirement-related challenges.

The program is designed to include items that individuals could immediately implement, as well as items that provide more in-depth coverage of a particular topic that will require more reflection and, at times, “homework” on the part of the participant. Additionally, the overall program is meant to focus on their needs at different stages of their career development as library professionals, from first time job seekers graduating from college to mid and late library-related professionals.

The program includes several components, which members opt to participate in – choosing one, several or all of these offerings, depending on their current and anticipated career-related challenges:

- Online Virtual Chats (Held monthly)
- Webinars (Held quarterly)
- Individualized Counseling Sessions (Held onsite in the JobLIST Placement Center during the Midwinter Meeting in Dallas, TX)
- Telephone counseling sessions (Held during the week following the Midwinter Meeting in Dallas)

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.

Attached is a list of the activities held since the program began in October. For a complete list of programs and access to its archives, please visit:

<http://joblist.ala.org/modules/jobseeker/controller.cfm>

Annual Conference JobLIST Placement Center

For more than 30 years, the ALA Placement Service has provided opportunities for employers and job seekers to meet, network, and achieve success in reaching their employment goals. The recently branded “JobLIST” Placement Center is intended for people at every stage of their careers--not just new graduates. The center will be open during the Annual Conference in Anaheim. All services and sessions are free to job seekers (unless otherwise noted). The dates of operation will be: Saturday & Sunday, June 23 - 24, 2012, 9:00am - 5:00pm. Conference registration is not required to participate.

Continuing Education Units (CEUs) Program

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. YALSA is the first unit to step forward and offer the ALA CEU as part of their continuing education programs.

LIS Education

Recently, the ALA Committee on Education (COE) appointed a working group to undertake the charge of discussing and developing diversity recommendations for Library & Information Studies (LIS) education in the following areas:

- Multicultural curriculum
- Recruitment and mentoring of minority students
- Recruitment and retention of minority faculty
- Administrative support for a multicultural environment

The working group is comprised of members of COE, the Association for Library and Information Science Education (ALISE), the Committee on Diversity (COD), the International Relations Committee (IRC), the American Indian Library Association (AILA), the Asian Pacific American Librarians Association (APALA), the Chinese American Librarians Association (CALA) and REFORMA (National Association to Promote Library and Information Services to Latinos and the Spanish Speaking).

The first task of the group was to survey ALA accredited programs asking about their diversity efforts. Preliminary returns, which were presented to COE during the 2012 Midwinter Meeting, had a very low response rate. After further discussion, COE asked the working group to re-evaluate the purpose of the survey, its design and make it more inclusive by also surveying

NCATE approved programs. After evaluation of the final data, the committee will determine next steps.

Leadership Development Training

The Training, Orientation and Leadership Development (TOLD) committee is supporting President-elect Maureen Sullivan in hosting a strategic leadership meeting for all incoming ALA and Council committee chairs. This event will be held during the 2012 ALA Annual Conference in Anaheim, CA.

Emerging Leaders Program

The 2012 class of Emerging Leaders (EL) will have an opportunity to meet attendees of the ALA Annual Conference at their poster session and reception. The event will be held on Friday, June 22, 2012; 3 - 4 p.m. in Anaheim Convention Center – Rm. 303 AB.

**ALA JobLIST Placement Service Career Development Program Activities
Summary Statistics**

Date	Activity/Event	Number Attended/Registered	Notes
Oct. 27, 2011	<i>Tips for Getting Unstuck in Your Job Search</i> (Online Chat)	90	
Nov. 17, 2011	<i>Career Communication Documents - including that all-important resume</i> (Online Chat)	468	
Dec. 15, 2011	<i>Prepare to WOW Them in Your Next Interview!</i> CHAT	438	
Jan. 11, 2012	<i>How to Get Unstuck in Your Job Search</i> (Webinar)	152	
Jan. 21&22	Face-to-face counseling sessions (Held onsite in the JobLIST Placement Center during the Midwinter Meeting in Dallas, TX)	23	Online wait list as well as onsite
Jan. 25 & 26	Telephone counseling sessions (Held during the week following the Midwinter Meeting in Dallas)	21	
Feb. 23, 2012	<i>Using Social Media for an Even More Effective Job Search</i> (Online Chat)		Postponed to next month due to facilitator injury
March 22, 2012	<i>Using Social Media for an Even More Effective Job Search</i> (Online Chat)	399	
April 11, 2012	<i>Moving Difficult Conversations Toward Positive Outcomes: Coping with Challenges in the Workplace</i> (Webinar)	343	Co-sponsored with the LeRoy C. Merritt Humanitarian Fund
April 26, 2012	<i>Use the Power of Your Story, Your Brand and Your Accomplishment Statements to STAND OUT in Your Job Search</i> (Online Chat)		