

VISITORS ARE WELCOME

**RBMS Membership & Professional Development Committee**

**ALA Annual Meeting – Virtual**

**Monday, June 14th, 2021**

**3:00-4:30pm EST**

**Recorders:** John Henry Adams and Cynthia Becht

**Attendees:** Diane Dias De Fazio\*(Co-Chair), Erika Jenns\*(Co-Chair), Sarah Allison\*, John Henry Adams\*, Derek Christian Quezada\*, Alex Wingate\*, Lois Fischer Black\*, Eric Friede\*, Mandy Ferrara\*, Colleen Barrett\*, Amy Brown\*, Rachel Makarowski\*, Cynthia Becht\*, Alison M. Greenlee\*, Mary Lacy\*, Ursula Romero\*, Sophia Dahab\*, Jennifer Sheehan\*, Rebecca Bramlett\*, Meghan Constantinou\*\*, John Miles\*, Michael Seminara\*, Beth DeBold\*, Agnes Haigh Widder\*

\*member

\*\*visitor

**Agenda**

1. Welcome and Introductions - **E. Jenns (EJ) and D. Dias De Fazio (DD)**
  - a. Attendee sign-in sheet:  
<https://docs.google.com/document/d/1iVLVkcEZDiQw4HwmR9h7r8akrg6-FEi50aRdoQEESw/edit?usp=sharing>
2. Recorders: **John Henry Adams & Cynthia Becht**
3. Approval of [Midwinter 2021 Minutes](#)
  - a. Minutes approved (moved by John Henry Adams, seconded by Colleen Barrett).
4. 2021 RBMS Conference - Virtual
  - a. Orientation Recap - **D. Dias De Fazio**
    - i. Orientation was nicely attended; over 100 virtually attended, about the same percentage as traditional orientations. There was some disagreement among conference organizers whether orientation constitutes a pre-conference event or is part of conference proper. As a pre-conference event, the ability of conference attendees to join the orientation (on Monday) is impacted. E. Jenns asked the committee what they thought.

1. Discussion: It is important to design conference orientation as part of conference proper. It has always been considered to be part of RBMS; part of the schedule. It may have been forgotten as a component in this year's virtual environment. It will be important for future conference planning committees to keep in mind that RBMS orientation needs to be built into both virtual and physical conference venues. If we want scholarship recipients to attend orientation, it needs to be included in the conference schedule. It is important for attendee funding to list it as part of the conference. It needs to be institutionalized so that this discussion does not need to take place again.

b. Conference Social Recap - **B. DeBold**

- i. Conference Social was on Wonder.me, a peer-to-peer platform. It was a lot of fun to see people circulate in a room. Some less desirable aspects: people couldn't access from some browsers or devices. We had about 30-40 attendees.
- ii. There was also a crafting social (18 people) on Zoom hosted by Alex Wingate and Kristin Howard. We should try to organize an in-person social at a future in-person conference.
- iii. And there was a caregivers and parents social (12 people) cohosted by Diane and Juli McLoone. Positive feedback was received for that, too.

c. Power of New Voices Session Recap - **M. Constantinou**

- i. The session was held on Wednesday from 12noon-1pm EDT. There were six 5-minute recorded talks on a variety of topics. It was followed by a Q&A session monitored by M&PD. It was somewhat confusing for attendees to sign up for two different sessions; talks were pre-recorded followed by a live Q&A. Overall there was positive feedback. There is interest in continuing the experience so M&PD co-chairs and Scholarships

have coordinated with Conference Development to make this a permanent feature.

## 5. Liaison Reports

### a. ACRL Membership Committee - **E. Jenns**

- i. There was some talk of disbanding the group. Because there is no real action that the group takes, it feels like a bit of a burden to hold regular meetings. However, there was concern about disbanding the group because ACRL funnels our statistics through that committee. For now it will continue to exist, albeit perhaps less frequently (currently monthly or bimonthly).

### b. RBMS Scholarship Committee - **S. Powell**

- i. In March, the Scholarship Committee sent out a survey to scholarship recipients. Using the survey results, the committee held a pre-conference meeting for the scholars on June 2, based on scholars' stated interests.
- ii. The scholars also expressed an interest in conference meetups
- iii. In April, the committee voted to dedicate an undetermined period of time to prioritize returning and first-time applicants who are BIPOC or who are from institutions that predominantly serve BIPOC.

### c. RBMS Diversity Committee - **on behalf of C. Small**

- i. The next meeting will be June 24, 2021.
- ii. Francesca Marini recently stepped down as chair of Diversity. Alison Clemens has accepted an invitation to fill in as chair at least until ALA Annual 2021. The next meeting of Diversity will take place on June 24, 2021. A message about the meeting (including the agenda) will be arriving this week via the RBMS list-serv.
- iii. Updates on recent activities of the Diversity Community:
  1. On May 27, Diversity helped to organize a reading group discussion on incorporating Critical Race Theory into teaching with Primary Sources. The discussion was a follow up to an ACRL

webinar on the topic held earlier in May ([recording of the ACRL webinar](#)). The events were co-organized by the Reading Group subcommittee of the Diversity Committee and the Teach the Teacher subcommittee of the Instruction and Outreach Committee.

2. Diversity is also represented on the following groups which are doing reparative, anti-racist work in the areas of description and bibliographic standards:

- a. [RBMS Prejudicial Materials Task Force](#)
- b. RBMS Bibliographic Standards Committee (BSC) Task Group on Addressing Diversity, Equity, and Inclusion in Bibliographic Standards and in Bibliographic Description: [Task Group background and charge](#)

iv. Two new co-chairs should be installed this summer or during the fall. At the next meeting and in the coming months, Diversity will be discussing plans for improving communications among committee members, setting a more regular schedule for standing meetings and providing a more structured onboarding process for new committee members.

d. RBMS Instruction & Outreach Committee - **R. Makarowski**

- i. The IOC has had a busy year. In collaboration with the RBMS Diversity Committee, we hosted a webinar and reading group discussion centered around Integrating Critical Race Theory and Teaching with Primary Sources.
- ii. Over 630 people registered for the webinar. The IOC also sponsored a seminar at RBMS Annual titled “Critical Race Theory in the Primary Source Classroom” in collaboration with Diversity.
- iii. We are currently evaluating twitter chats to see if they are still what people need and how these discussions could be made more into what people need.

- iv. 2 years after TPS Collective site's 'soft launch,' this summer the facilitation team will be turning attention to site design, functionalities, user testing, and community surveying. If you have used that site, please consider giving feedback if asked.
- v. We are also in the process of building a toolkit for Ethically teaching with hate materials in special collections and archives, and will have a draft ready to review for feedback by our annual meeting, which will be held next Friday, June 25th at 3pm EST/12pm PST.

e. Book Fairs - **E. Friede**

- i. There were no in-person book fairs last year.
- ii. The New York Fair is going to be held in person again September 9-12 this year.
- iii. E. Friede contacted the organizers to find out if there will be space for an RBMS table.
- iv. No word on the California Book Fair yet.

6. Ongoing Projects

a. Educational Opportunities Directory (RBMS website) - **D. Dias De Fazio on behalf of J. Gavilan and L. Beltran**

- i. Currently we have two M&PD volunteers who are revising the pages of the Directory. The draft revisions were shared through the following link:  
[https://docs.google.com/document/d/1WfOxqvKLo1oMEBEC\\_utNrd2Fpl8NSzxoLfphkdqZxNA/edit?usp=sharing](https://docs.google.com/document/d/1WfOxqvKLo1oMEBEC_utNrd2Fpl8NSzxoLfphkdqZxNA/edit?usp=sharing)
- ii. Committee feedback on the document is requested. Suggestions, recommendations are encouraged (please send to the emails below):
  - 1. [lenciabeltran@gmail.com](mailto:lenciabeltran@gmail.com)
  - 2. [jgavilan16@gmail.com](mailto:jgavilan16@gmail.com)
- iii. An email will be sent to ACRL members to solicit relevant images in order to make the site less text-heavy.

b. Conference Guide Program Report - **B. DeBold**

- i. There was a conference meet-up virtual session scheduled in lieu of the traditional guide for an in-person conference. 13 new attendees were matched with mentors.
  - ii. We had more volunteer guides to match with new attendees than needed. We did not have any volunteers identify as BIPOC, a match requested by new attendees. B. DeBold reached out to solicit BIPOC members who may wish to volunteer as guides.
  - iii. Discussion: The surplus of volunteer guides may be partially due to more experienced librarians who could attend virtually not requiring guides. International attendees may not have been aware of the “buddy system” process. There may also have been a fair number of MLIS students/recent graduates who did not request guides because they had been interacting with RBMS virtually for a few years and didn’t think the guides were available to them.
  - iv. The conference registration form could perhaps include an option to request a conference guide.
- c. Mentoring Program - **S. Allison and C. Barrett**
- i. **Mentoring Updates:** There are currently 23 active pairs, up three from this time last year. Fifteen of them are past the 6th month mark but we assume that there will be new applicants following ALA Annual.
  - ii. **Term-End Survey Responses:**
    - 1. January 2021 to June 2021 response to the mentoring program:
    - 2. For the first half of 2021 mentoring pairs, we received a 71.4% response rate for term-end survey responses. Responses were mostly made by mentors, with two mentees responding. Almost forty percent of respondents met more than five times.
    - 3. Of the 5 mentors who completed the evaluation form, 4 of them said they would be a mentor again.
  - iii. **General Updates:**

1. We are in general need of more mentors, both catalogers and those in public service. Digital archives and digital curation would also be a plus.
  2. We are also now at the point of needing a new co-coordinator. This is a somewhat intensive volunteer position that requires weekly work with some times of the year that are busier than others, usually around conference seasons. Sarah is rotating off in 2022 and Colleen will rotate off in 2023, so we are hoping to arrange for a long transitional period to avoid losing institutional knowledge. Good communication skills and people-matching skills are a must. Having some knowledge of others working in the profession is a plus but not a requirement. This opportunity is a great step toward committee chairship.
  3. If you are interested, please send an email at [rbmsmentor@gmail.com](mailto:rbmsmentor@gmail.com) to express your interest by July 31st. We hope to begin working with the new volunteer by the end of August.
- iv. **And for the Careers FAQ:** Still in progress of reviewing current pages, no updates to report.
- d. Member Survey - **E. Friede**
    - i. The survey was put on hold. Co-chairs were asked if they had heard anything from the Executive Committee?
    - ii. Response: It has not been discussed in Exec, which has not met often during the pandemic. M&PD co-chairs will touch base with the M&PD liaison to Exec.
  - e. Career FAQ (RBMS Website) - **C. Barrett**
    - i. There is no update at present; a report will be made at the next M&PD meeting.

- ii. We are currently looking at each web page in the Career FAQ at rbms.info to review relevancy. The pages number about 40. The project will continue.

f. PD Digest - **S. Dahab**

- i. The Digest continues to go out once a month on or before the 15th. Past issues are accessible on rbms.info:  
[https://rbms.info/committees/membership\\_and\\_professional/professional-development-digest/](https://rbms.info/committees/membership_and_professional/professional-development-digest/)
- ii. Co-editors Sophia Dahab and Sara Trotta take turns compiling all of the opportunities into a document, and both review the final draft before sending.
- iii. Thanks to our amazing committee co-chairs, past issues of the Digest are now available on the M&PD page on rbms.info
- iv. We had planned to implement MailChimp to distribute the digest in an effort to gather some useful analytics; however, our experiment revealed that MailChimp is not compatible with the new Connect system. That being said, the transition to the Connect system has been straightforward and successful.
- v. Sophia's term will be ending at the end of this month, and Mandy Ferrara will be joining Sara as the new co-editor on July 1. Thank you, Mandy!
- vi. As always, feel free to send any opportunities you would like posted to [rbmsprodev@gmail.com](mailto:rbmsprodev@gmail.com)

g. Jobs & Hiring Series - **B. DeBold/E. Jenns**

- i. In Fall 2020, a webinar series was developed around a workshop designed to orient professionals to jobs and hiring issues.
- ii. There were 8 planned webinars; 5 have been completed with goals to finish the last few by August.
- iii. The webinars will be hosted in the first three weeks of August. 10-11 individuals will look at nominations to act as speakers for the last three



sessions on resumes and cover letters, continuing education and mid-career changes.

1. **Resumes & Cover Letters - August 3, 2-3pm Eastern:** This panel will discuss the process of crafting cover letters and resumes for GLAMS and related jobs; considerations, advice, and issues.
  2. **Mid-Career Changes - August 10, 2-3pm Eastern:** This panel will allow panelists to discuss changing careers, either within GLAMS and related jobs, or to other types of fields and professions.
  3. **[Under/Over]qualified: The Question of More Degrees - August 17, 2-3pm Eastern:** This panel will begin to address to issues of more degrees in GLAMS and related careers. How should we think about whether or not to return to school, and the usefulness of multiple degrees in our jobs?
    - iv. Executive Committee welcomes feedback on the issue of honoraria for participating speakers. ACRL is aware of several committees looking into honoraria.
7. Volunteer Opportunities –
- a. Mentoring
    - i. Mentoring is always in need of mentors, so if you/people you know are available, email: [RMBSmentor@gmail.com](mailto:RMBSmentor@gmail.com)
  - b. Openings as discussed in §5. Ongoing Projects (Above ↑)
    - i. A call for photos etc. will be sent out.
  - c. The Careers FAQ: more volunteers are needed. Many pages have been examined but there are more pages to review and it would be good to get fresh eyes on what has already been examined.
  - d. You can always email [membership@rbms.info](mailto:membership@rbms.info) and they can pass you along to the right people.
8. New Business
- a. Succession Planning: RBMS M & PD Co-Chairs 2022–2024

- i. A few committee members have already indicated interest in co-chairing M&PD. Please let Diane Dias De Fazio and Erika Jenns know if you are interested in being the next co-chair.
  - b. Next Meeting
    - i. Send co-chairs feedback on how to improve meetings.
- 9. Adjourn
  - a. Meeting adjourned at 4:22 Eastern.

Respectfully submitted,

John Henry Adams, Cynthia Becht

ADDENDUM:

RBMS Membership & Professional Development Committee thanks the following, who have completed their term of service:

A. Grounds	M. Rhinehart	R. Makarowski
A. Brown	G. Reese	K. Kuntz
C. Becht	E. Olson	J. Gavilan
C. Brombosz	J. D. Miles	J. Duvernay
D. Cooper	E. Markel-Joyet	

And we welcome the following returning and new members to the Committee:

A. Ferrara	C. Barrett	D. C. Quezada Meneses
A. Greenlee	C. Dalton	E. De Bold
A. Haigh Widder	C. Jacobson	E. Friede
A. Wingate	C. Kisshauer	E. Torell
B. Guthrie	C. Vaidyanathan	J. H. Adams

J. Karr Sheehan

L. Fischer Black

L. Winter

M. Ferrara

M. Intrator

M. Lacy

M. Seminara

R. Bramlett

S. Allison

S. Dahab

S. Schliep

T. Druash

T. J. Johnson

U. Romero

W. Modrow