American Library Association
Office for Human Resources Development and Recruitment Advisory Committee
2014 Annual Conference
Las Vegas, Nevada
Monday, June 30, 1:00 p.m. to 2:30 p.m.
Las Vegas Convention Center N202 (moved from N204)

1. **Welcome and Introductions** – Dr. Carol Ritzen Kem, Chair, opened the meeting by welcoming new and continuing members and inviting introductions. Those present included **Continuing Members** Holly Clark Carroll, April Roy, Carlette Washington-Hoagland, and Peggy Fry (Intern to the Committee). **New Members present** included Megan Daisey, Patricia Hogan, and Miranda Bennett. Dr. Kem noted that Neely Tang will be the next committee chair and Chris Schaffer will intern.

2. **Recorder Volunteer**—at the request of Carol Kem, Peggy Fry volunteered to take minutes. She will email the drafts to L. Swader and C. Kem.

3. **Adoption of Agenda/ Adjustments**—Carol Kem called for adoption of the agenda, which was adopted by consensus.

4. **Approval of 2014 Mid- Winter Meeting Minutes**—Carol Kem invited approval of the previous committee minutes. The minutes of the 2014 Philadelphia Midwinter HRDR Advisory Committee were approved by consensus.

5. **ALA Executive Board Liaison—Courtney Young.** President-elect Young sent the committee her report in advance (see addendum). Points included conference registration, membership, ALA budget, strategic planning, diversity, equity, and inclusion, and the Workforce Investment Act. Lorelle Swader (Staff Liaison and Director, ALA Office for Human Resources Development and Recruitment) updated the report:
   a. Attendance at the Annual Meeting was 18,500 participants as of June 27, 2014.
   b. The Workforce Investment Act has passed the Senate and will move to the House next. If passed into law, it would provide many opportunities for libraries, in particular public libraries working with job-seekers in their communities.

Noting that President-elect Young has structured her agenda around existing efforts within ALA, rather than launching new initiatives that might not continue after her term, the Chair suggested the committee follow a similar model. The Chair also noted that within ALA Council close attention is being paid to budget priorities and to the structure of Midwinter, so she will be attuned to what impact if any these discussions would have on HRDR work.

6. **HRDR Office Activities—Lorelle Swader**
   a. **Staff changes and impact on work of HRDR Office**
      i. Lorelle Swader discussed recent staff changes and the impact that they will have on the work of the HRDR Office, describing how staffing has changed during her tenure heading HRDR, including the addition of APA and the recent elimination of Alicia Bastl’s position. Alicia remains on staff temporarily in an administrative position to HR Director.
      
      ii. The workloads of the two remaining HRDR program officers (Beatrice Calvin and Kimberly Redd) have been reconfigured to meet the demands of serving HRDR’s broad portfolio (liaison to five roundtables, five committees, placement, interns, scholarship content, leadership development for committee chairs etc.)
iii. L. Swader has discussed with the Emerging Leaders facilitators their suggestions for how to adapt and maintain those substantial efforts. Once the immediate challenges posed by preparing for and supporting Annual Meeting logistics are past, the office will continue to assess options for maintaining services with diminished resources, as are other departments within ALA and in the libraries it serves.

b. Activity update since Midwinter
   i. HRDR has been supporting APA when it does not have enough faculty for the courses it offers. Ian Lashbrook (program coordinator) has been working on an e-learning initiative with Keith Michael Fields’ office funding a percentage of his salary.
   
   ii. The HRDR office has been working on Career Development training (an initiative of President-elect Young) for state chapter leaders. Participants will be certified as career development trainers on completion of the program. HRDR organized the pilot, which trained four people earlier in this conference. July 15 is the deadline for applications for the program launch at Midwinter 2015. Twenty-five applicants will be chosen. Interest could be high, as up to 150 people in RUSA are engaged in similar work. If the Workforce Investment Act legislation passes Congress, it would be a complementary initiative.
   
   iii. Placement activity at Annual was expanded, with ten recruitment vendors exhibiting, up from the typical four, and involvement from both public and academic libraries.

   i. L. Swader discussed with her committees the recent staffing changes, the need for more virtual participation between conferences, and the need to prepare for the forthcoming strategic planning process by setting aside time to discuss and develop responses within committees.

7. ALA Recruitment Assembly -- April Roy
   a. The ALA Recruitment Assembly sponsored an Emerging Leaders (EL) project this year that went very well. A. Roy (a 2007 Emerging Leader) mentored a team of five current ELs whose project was an overhaul of the librarycareers.org website. Roy noted the excellent work plan developed by the team which took a very text-heavy site, brought it up to date, added graphics and video content, and ultimately created a test site on Drupal Garden. Roy will send the Committee a link to the slide show of website changes which the group developed. The team, which represented a wide range of libraries, worked well within the process and structure, and found the experience valuable.
   
   b. A. Roy and B. Calvin planned a "speed-dating" style event at the Placement center. "Check out a librarian" gave applicants a chance to have a one-on-one conversation with librarians from different fields (vendors, academic, Emerging Leaders, youth services, school, public libraries), as well as discuss how to get involved in ALA. There were ten stations staffed, and about thirty people came over the course of an
hour. The event was well received and energetic. Roy would recommend repeating in the future. B. Colvin handled logistics and extensive publicity, which *Library Journal* reported. Tables were staffed by members of the Recruitment Assembly, among others, who enjoyed speaking from their own experience.

c. April Roy’s committee term is ending but she has indicated her interest in continued involvement with the committee in the future. Chair Kem appointed her an ex officio member of the committee for the 2014 – 2015 association year with responsibility for the Recruitment Assembly and the placement center activity piloted at the 2014 conference.

   a. Neither sub-committee co-chairs were present. Chair Kem described the recent implementation of co-chairs for this group to ensure continuity. When A. Caplan steps down as co-chair, Manya Shorr will be the new co-chair. Her term will be from July 1, 2014 – June 30, 2016. Current co-chair Maureen Sullivan will serve until June 30, 2015.
   b. L. Swader noted that the Emerging Leaders had a successful conference. Their poster session was well-attended and they held a "World Cafe" for emerging leader alums. The program, which is continually improving, will accept applications for the next cohort through August 1.

9. **Scholarships and Study Grants Committee Report -- L. Swader**
   a. L. Swader noted the robust interest in the travel grants, conference support funds, and research grants administered by HRDR, all covered by this committee, as well as the endowed scholarship funds. For example, recently 559 people applied for scholarship support, of which 399 were for MLS programs.

10. **HRDR 40th Anniversary Resolution**
    a. April Roy was thanked for spearheading the drafting of the 40th anniversary recognition resolution. The Chair anticipates the resolution will be moved at the July 1 Council meeting.

11. **2015 Midwinter Meeting** -- The 2015 Midwinter meeting date and time will be in the usual afternoon slot on Monday February 2, 2015.

12. **Announcements** -- there were no further announcements

13. **New Committee chair comments** -- were read by Chair Kem as the new Chair was not able to attend the meeting.

14. **Adjournment**—followed at 2:50 p.m.
Appendix I

ALA Executive Board Talking Points
Annual Conference 2014

Conference registration

- Advance registration for Las Vegas is well ahead of projections, with final pre-registration for the 2014 ALA Annual Conference in Las Vegas 11,159, compared to 13,533 in Chicago (2013) and 10,310 in Anaheim (2012).

- Exhibitor and exhibitor guest registration is currently at 5650.

- Daily totals are announced at each Council meeting, and the final registration numbers are announced on Tuesday, at the end of the conference.

Membership

- The ALA membership count at the end of May was 56,637, down slightly from last year at this time (57,303). This is consistent with an overall decrease in library employment due to the effects of the recession. There are currently 54,012 personal members.

- Four divisions (AASL, ALSC, PLA and YALSA) and three round tables (EMIERT, GAMERT and SUSRT) had membership increases compared to 2013. About two thirds of ALA members are also division members.

- Joint ALA-Chapter student membership packages increased over last year by 114. ALA has about 9,000 student members.

ALA Budget

- At the end of May, overall ALA revenue was lower than originally projected, but expenses were also much lower. All in all, ALA is currently about 1.9 million dollars ahead of projections.

- Within the ALA General Fund, which includes membership, publishing, conferences and the ALA offices, year-to-date revenue and expenses are both about 7% lower than projected, with year to date revenue exceeding expenses by about $159,000.

- The Fiscal Year 2015 budget reflects strong midwinter and conference sites (Chicago and San Francisco) and an ACRL conference in Portland.

- The FY 2015 budget includes a 2 per cent increase in salary for ALA staff.
Strategic Planning

• With the current ALA strategic plan extending through August 2015, we will be working over the next twelve months with members, committees, divisions, round tables and chapter and affiliates on an updated “Strategic Directions” document for approval by Council at the 2015 Annual Conference in San Francisco.

• Earlier this year, we shared a new Strategic Framework and three proposed Strategic Initiatives with you and other members. Over the course of this coming year, we will be fleshing out our plans in these three areas: Advocacy, Information Policy and Professional and Leadership Development.

• We need your best thinking as we develop these plans and strengthen our work in these critical areas. We will be encouraging ALA committees, divisions and round tables to schedule time at Midwinter to discuss the three initiatives and answer questions such as “what would success look like?” You may also choose to hold a virtual conversation.

• A number of member forums are also planned for the coming year, including face to face forums at chapter and affiliate meetings and a series of virtual forums utilizing a variety of social media and web-based platforms to engage and involve members who cannot participate in face-to-face forums.

• Supporting all of this will be many opportunities for individual comments and suggestions, as well as regular and frequent communication back with all of you on the various discussions, forums and plans as they move forward.

• We look forward to working with you in the coming year on this important planning effort.

• A more detailed information packet on the planning process has been widely distributed.

Diversity, Equity and Inclusion

• The Special Presidential Task Force on Equity, Diversity, and Inclusion, which will be meeting for the first time here in Las Vegas, is an outgrowth of discussions initiated by the Black Caucus and the other ethnic affiliates.

• The Task Force is charged to develop a plan and strategic actions to build more equity, diversity, and inclusion among our members, the field of librarianship, and our communities.

• This may include:
o Develop programs and other opportunities for members to learn about and engage in the issue;

o Build strong advocacy and awareness at ALA meetings and conferences;

o Work in partnership with the ALA Committee on Diversity and the Office of Diversity to centralize and coordinate activities including a permanent online repository through ALA Connect in which a diversity and inclusion “toolkit” of resources and related materials can be housed and accessed by the membership at large.

o Use the Orlando conference as a platform to provoke a national dialogue;

o Collaborate with local Black and Hispanic/Latino community members and organizations in Orlando to determine the best ways for ALA members to be supportive of them. This will include compilation of a list of African-American and Hispanic/Latino businesses in Orlando for ALA members to patronize;

o Develop communications directed toward the public;

o Support efforts by ALA to reach out to national organizations with vested interest in fighting racism and all forms of discrimination and in increasing equity, diversity, and inclusion in our society, as reflected in ALA Policy on Diversity B.3 (e.g., NAACP, La Raza, Urban League);

o Develop an assessment plan to measure the impact of Task Force efforts.
**Workforce Investment Act**

- We are on the brink of a historic breakthrough for libraries.

- The Workforce Investment Act was first enacted in 1998. ALA has been working for more than a decade on getting changes in the Reauthorization to acknowledge the work libraries were doing; and open up new funding for libraries.

- On May 21, 2014, Congress announced a bi-partisan, bicameral deal on the Workforce Innovation and Opportunity Act which includes provisions fought for by ALA.

- The proposed bill authorizes employment, education, and training programs provided by public libraries as additional one-stop partners (so that libraries can better access federal job training funds) and authorizes adult education and literacy activities provided by public libraries as an Allowable Statewide Employment and Training Activity.

- A Senate vote is scheduled for this week. The bill will then go to the House.

- If the bill is enacted, it will open up millions of dollars in funding for public libraries.